

²⁰²⁶ **The Sweden Skills** **Forecast**

From jobs to skills: how AI and economic shifts are redefining workforce value

Report context

This report explores how technology adoption and economic forces are reshaping Sweden's workforce over the next five years.

This report highlights:

- Skill trends for Sweden, with reference to global benchmarks
- Forward-looking projections for 2026 to 2031
- Early signals on how AI, digitization and economic shifts are changing the world of work in Sweden

For a broader global perspective, see the *2026 AI Workforce Skills Forecast* and *Future Jobs Forecast*. The two global reports are accessible [here](#).

While job growth varies across sectors, a clear pattern is visible in Sweden's data:

- **Tech skills** are growing fastest, especially in software development and data capabilities
- **Power skills** such as project management, leadership and communication are rising in importance across roles

Together, these forces define the **human renaissance**, a future where technology transforms work, but human skills shape outcomes.

Outline

Moving from country- and industry-level implications to practical actions you can take today.

- 1 Executive summary**

- 2 Introducing: Skills for the human renaissance**

- 3 Sweden in a global context**

- 4 Sweden insights**

- 5 Industry insights**

- 6 Role insights**

- 7 Acting on the skills shift**

- 8 Appendix**

Executive summary

Organizations and individuals that invest now in both technical and human capabilities will be best positioned for the future of work.



Demand for tech & power skills is accelerating across Sweden's workforce

Across Sweden, demand for both tech and human skills is rising, driven by rapid technology adoption and shifts in how work is done. Strong tech sector growth reinforces this trend, with rapid digitization across industries.

Tech skills are growing fastest but power skills remain essential

Demand for software development and data skills is increasing rapidly. At the same time, power skills such as leadership and communication will see the greatest number of people needing to upskill in these areas.



Growth patterns differ significantly by industry and role

While Sweden will experience overall growth in jobs & skills, this is not spread evenly across the workforce. Yet even in slow-growing or shrinking sectors, demand for tech and power skills continues to rise.



Augmentation defines the future of work, not replacement

Technology is changing how work is done, but value increasingly comes from how people apply judgment, creativity and leadership alongside emerging tools.



Skills for the human renaissance

Why workforce skills are at an inflection point

Technology adoption is accelerating faster than skills

Emerging technologies are being adopted rapidly across countries and industries, but while these technologies are reshaping how work is done, skill development is not keeping pace.

This creates growing gaps between workforce capabilities and business needs.

Workforce growth hides deeper skill shifts

Headline job growth only tells part of the story; beneath the surface, industries and roles are being reshaped as task composition changes.

Yet even in industries facing decline, demand for tech and power skills continues to rise, increasing the need for targeted reskilling.

The future of work depends on human capability

As digital processes absorb more transactional and rules-based tasks, demand shifts away from those skillsets and towards capabilities such as leadership, collaboration, judgment and problem-solving.

These capabilities shape how effectively new tools are adopted, governed and applied.

This shift marks the beginning of a human renaissance, where technology amplifies human potential rather than replacing it.

What is the human renaissance and how does it reshape skills?

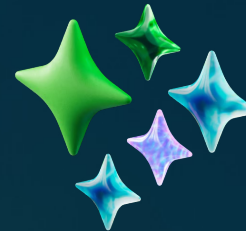
The human renaissance

The human renaissance describes a new phase of work in which emerging technologies transform tasks, but human capability determines value.

As AI-based tools take on more routine work, skills linked to judgment, collaboration, leadership and decision-making become increasingly central to performance.

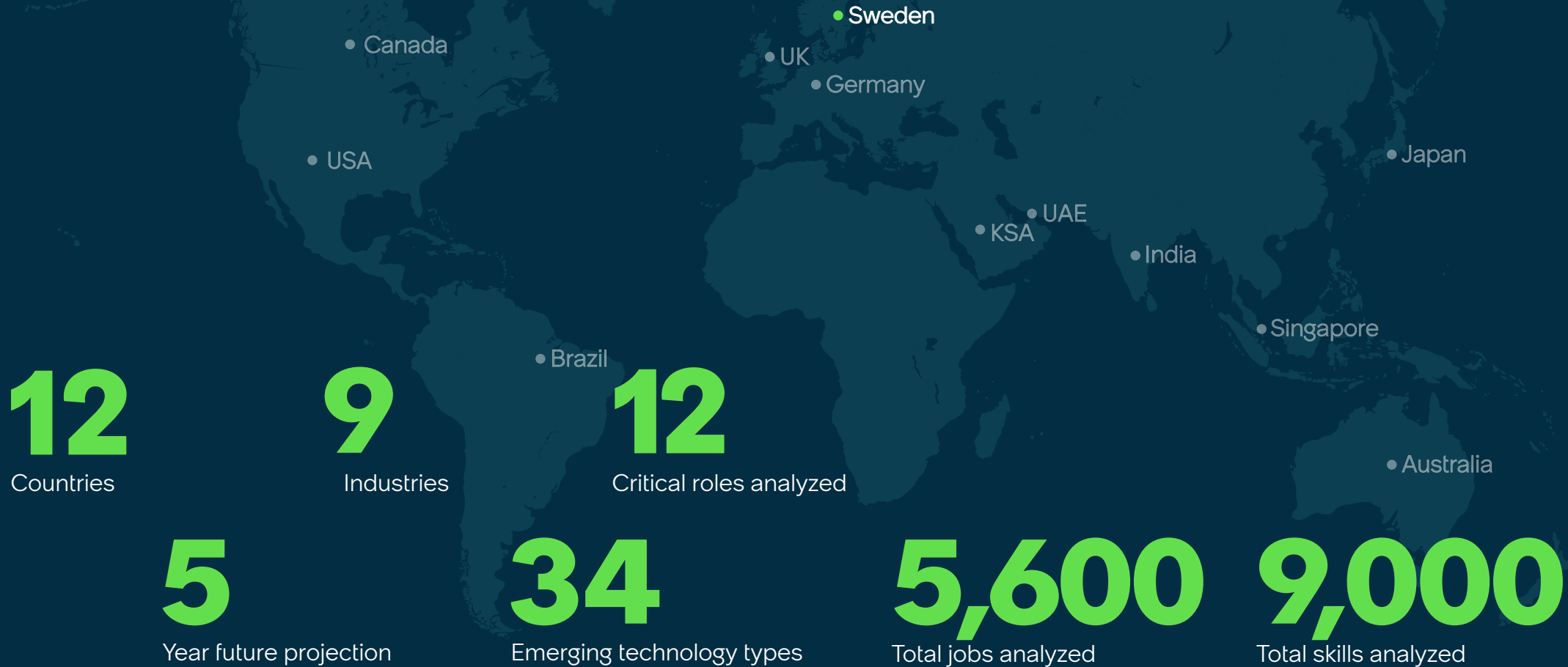
When organizations invest in reskilling employees:

- Humans and AI become collaborators
- Skills growth and learning accelerate
- Creativity and humanity take center stage



Data coverage

In the global *AI Workforce Skills Forecast* report, Sweden is one of 12 countries analyzed



» Pearson and ServiceNow

Pearson and ServiceNow bring together deep expertise in skills and learning with a platform-led view of digital transformation at work.

Together, we combine:

- Global labor market and skills intelligence
- Insight into how technology is shaping work at scale
- A joint approach on helping people and organizations adapt to change

Our strategic partnership underpins the analysis in this report, translating workforce data into practical insight for individuals, leaders and organizations.

Methodology

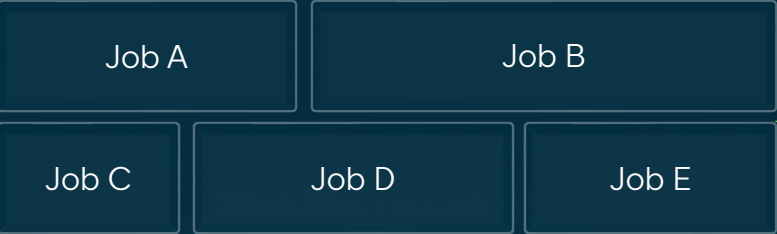


Current workforce

Within each country, labor market data is used to build a detailed model of jobs in the current workforce, broken down by industry groups.

Each job is then mapped to its most relevant skills using Pearson’s skill ontology.

Job composition



Skill composition



Data on the importance of each of 9,000 skills to each job, processed from 10m monthly job ads

Modifiers applied to create future workforce data

**Implementation of emerging techs**
Grows workforce

**Economic shifts**
Growth or shrinks workforce

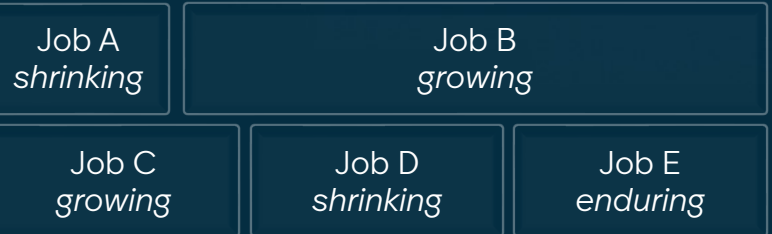
**Automation & augmentation of tasks**
Shrinks workforce

Future workforce

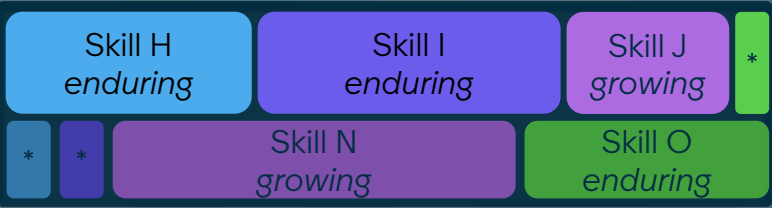
After applying the 3 economic & tech transformation modifiers to the current workforce, we generate a model of the future workforce.

The composition of jobs in the new workforce is used to map to the new workforce’s skill composition.

Job composition



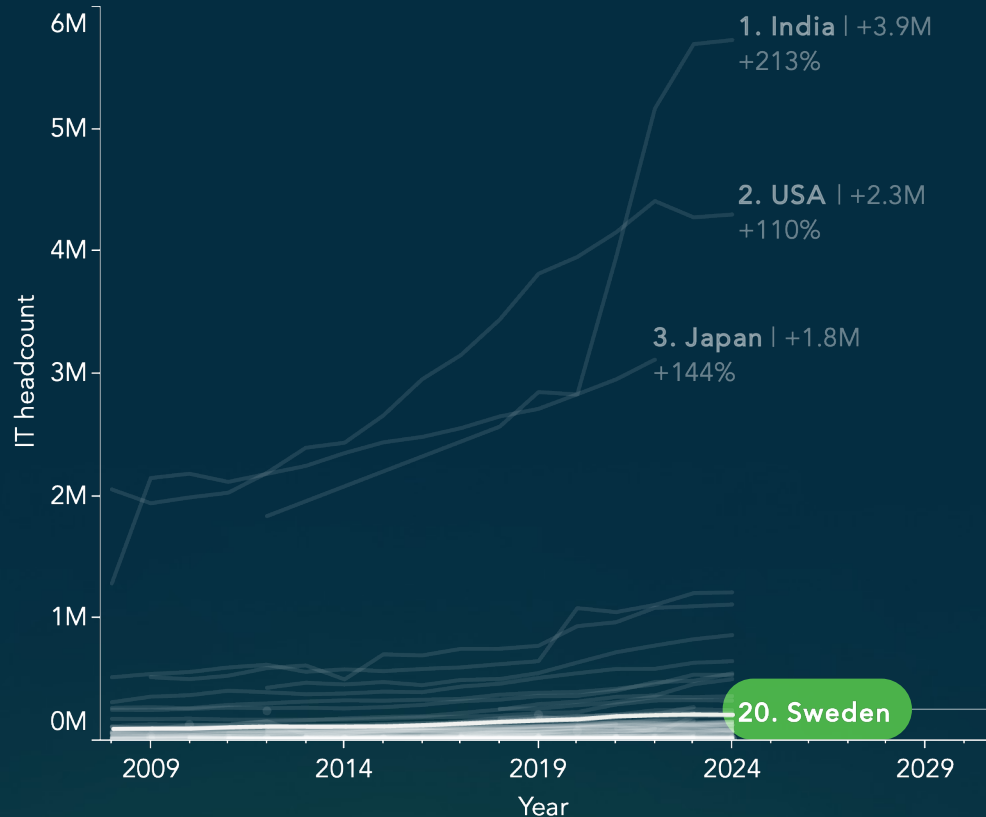
Skill composition



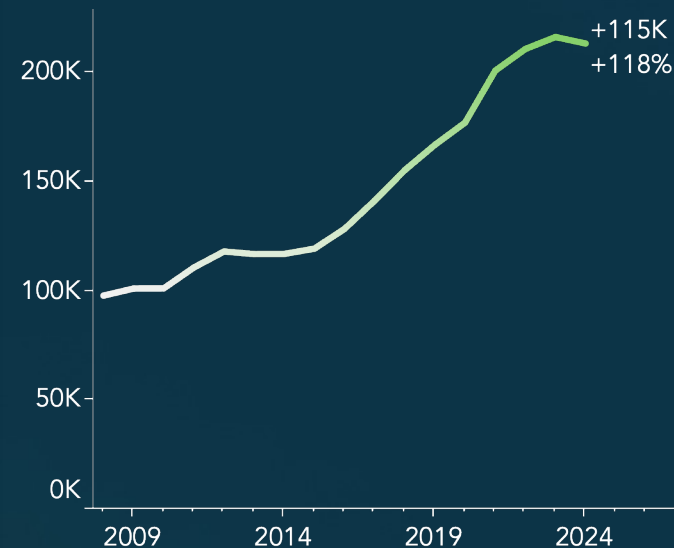
* *shrinking*

Sweden in a global context

Positioning Sweden's tech workforce globally



Sweden's tech industry has risen rapidly



Sweden ranks among a small set of countries where the tech workforce has more than doubled since 2008, reflecting an underlying shift towards the tech and power skills which enable the IT industry.

This growth in the tech workforce is supported by strong digital adoption and a well-established innovation ecosystem.

Data selected

All countries; IT industry

Data highlighted

Sweden; Top 3 countries with highest IT industry growth by growth in IT headcount 2008-2024

Digital demand is driving industry growth

Tech demand remains a key driver of growth

Over the next five years, the tech & professional services workforces are expected to grow more strongly than other industries. This growth reflects the expanding role of digital systems across the economy.

As organizations continue to embed technology, these industries benefit from both direct investment and broader trends in the workforce.

Telecommunications,
Media & Technology

Professional, Scientific
& Technical Services

Financial Services

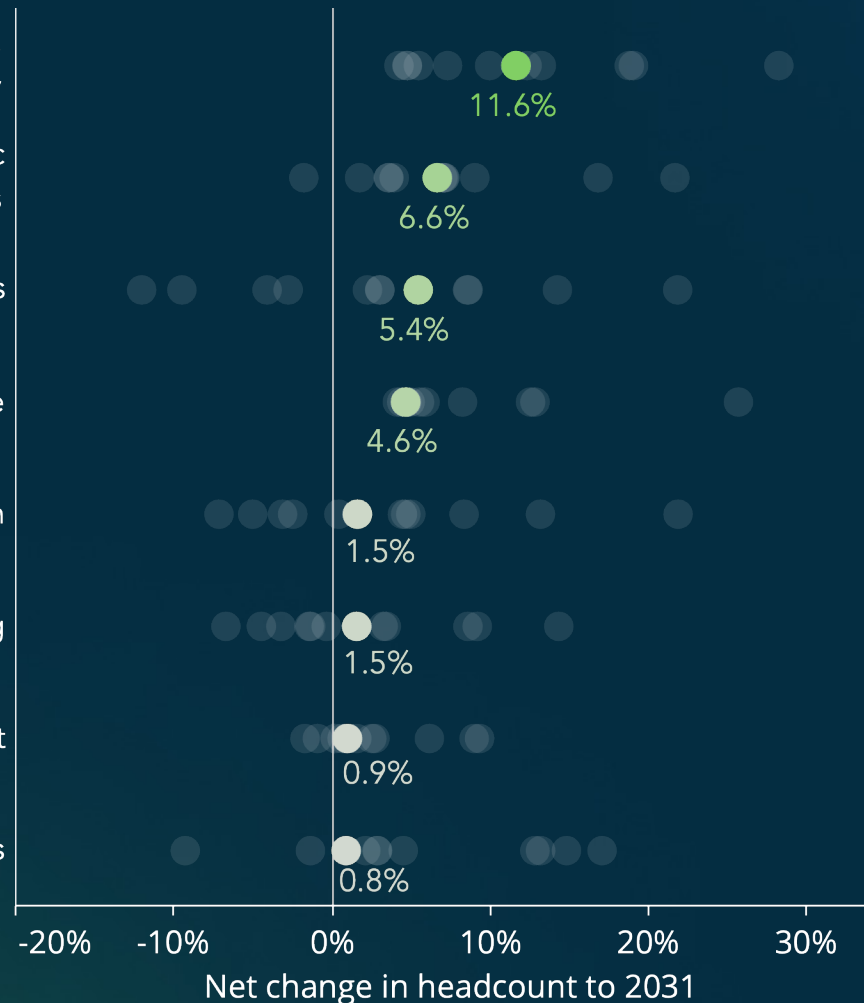
Healthcare

Education

Manufacturing

Government

Energy & Utilities



Meanwhile, growth lags in energy and government

Energy & Utilities and Government, on the other hand, show much slower workforce growth over the same period.

While these sectors are not shrinking, expansion is limited by limited economic growth and lower rates of digital-driven job creation. Despite this, the skill shifts needed remain significant as the in-demand roles evolve.

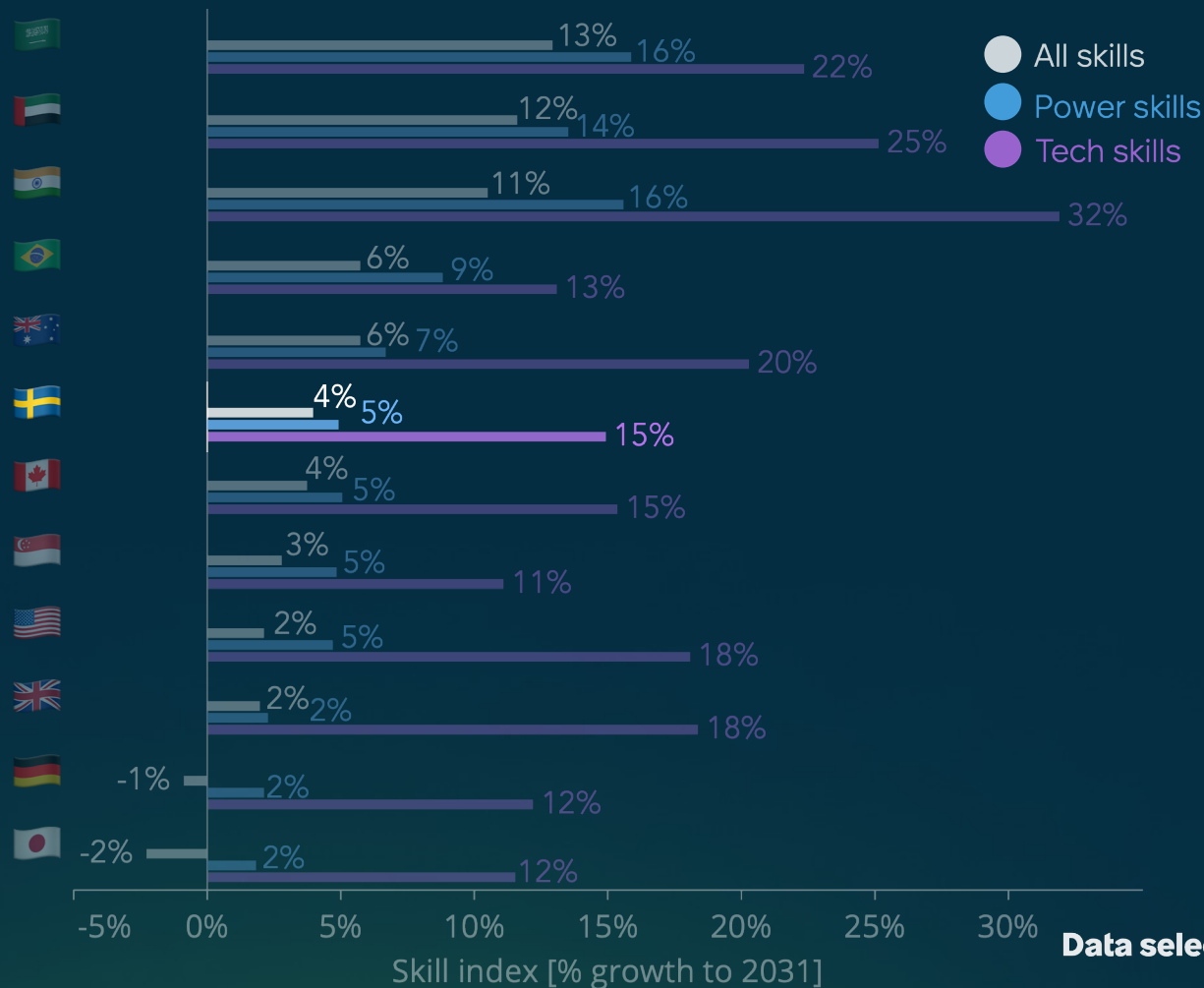
Data selected

All countries & industries analyzed

Data highlighted

Sweden's top & bottom 2 industries
Industries ranked by % growth in
Swedish headcount 2026-2031 13

Projected skill shifts in Sweden



Demand is shifting steadily to tech skills

In Sweden, tech skills are growing particularly quickly as digital adoption accelerates. Alongside this, power skills continue to rise in importance as organizations rely on their people to lead and apply new tools.

The result is a workforce that needs to build technical depth and the ability to apply it effectively.

Data selected

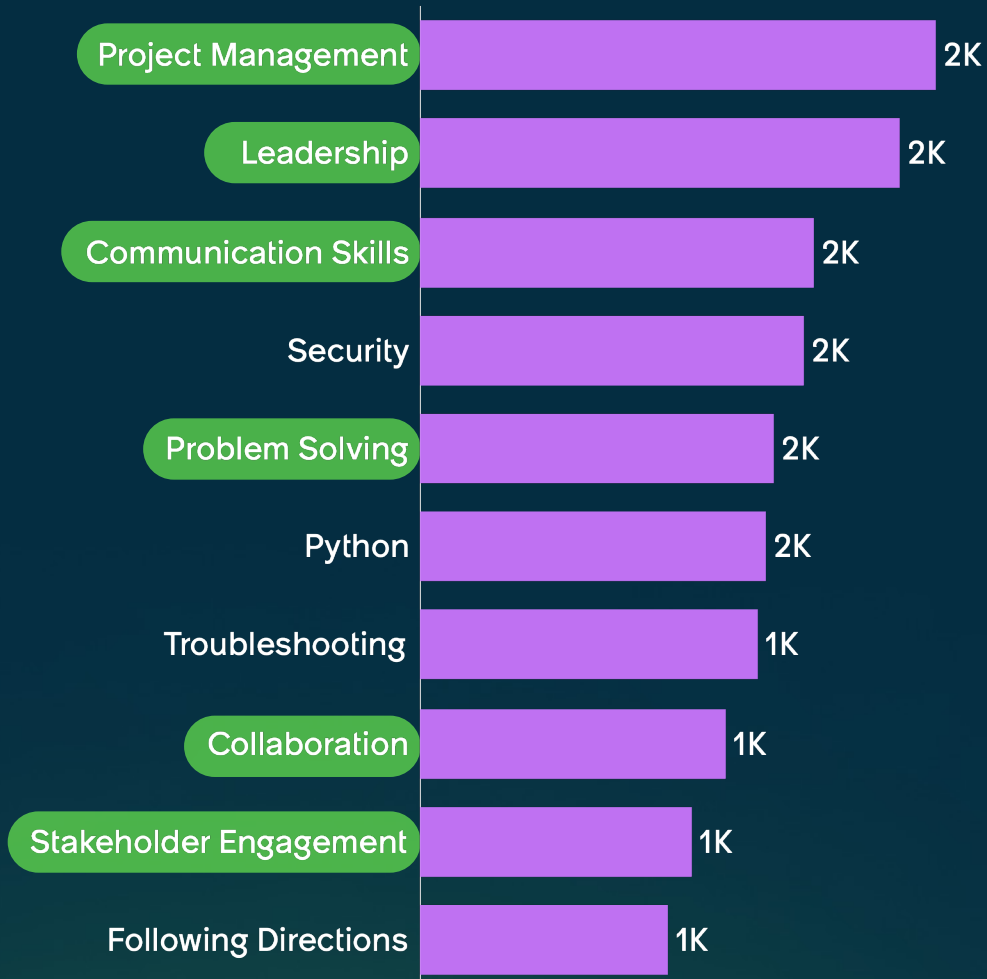
All countries & industries analyzed
Grouped by all skills, power skills, tech skills

Data highlighted

Sweden
Countries ranked by % growth in skill demand 2026-2031

Sweden insights

The skills driving the greatest upskilling need



Change in no. of people with this skill · to 2031

6/10 top skills are uniquely human

Of the top growing skills in Sweden, the majority are human skills like Project Management, Leadership and Communication Skills. The remainder are reflective of the country's increased need for technical skills.

This finding underlines the importance of leaning into fundamentally human skills.

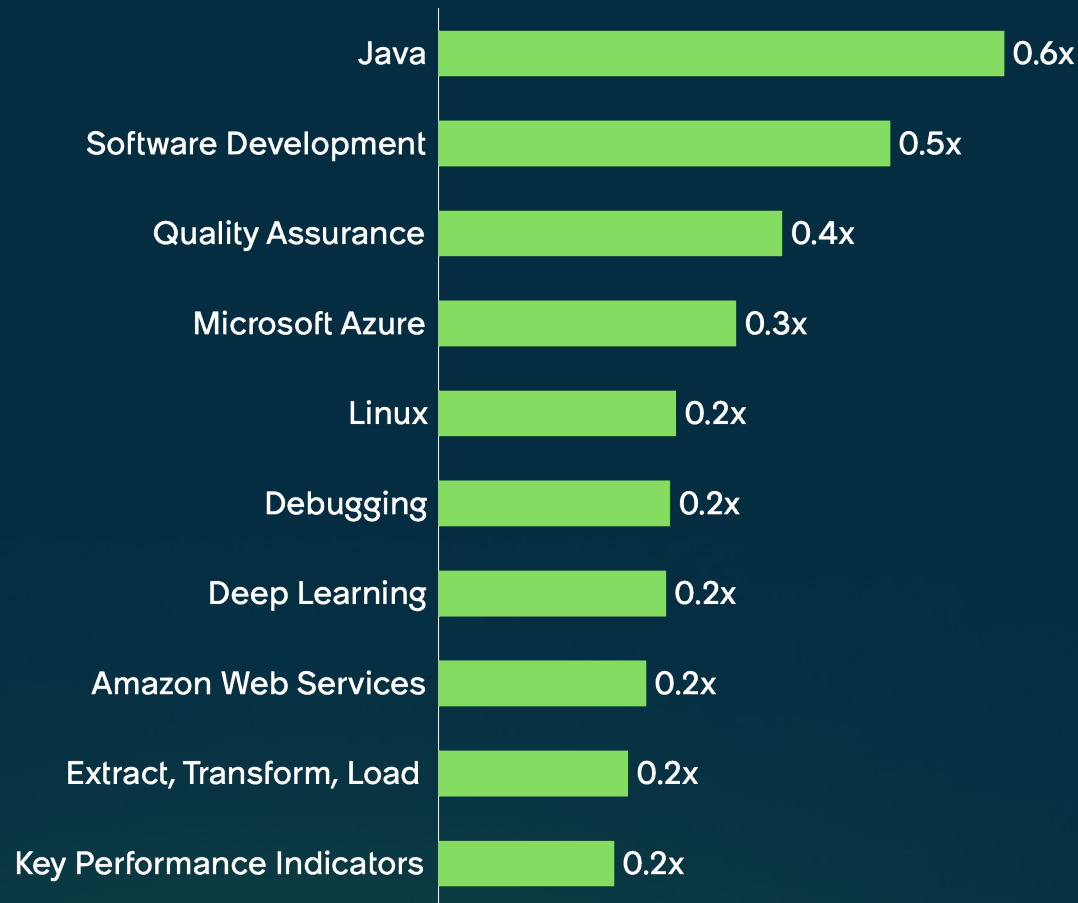
Data selected

Sweden; all industries
Power, business, administration & tech skills

Data highlighted

Top & bottom 10 skills
by growth in demand 2026-2031

Rapid growth in technical skill demand



Skill multiplier · growth in no. of people with this skill to 2031

The fastest growth is concentrated in tech skills

Absolute demand continues to favor power skills, but when growth is measured by rate, technical skills dominate.

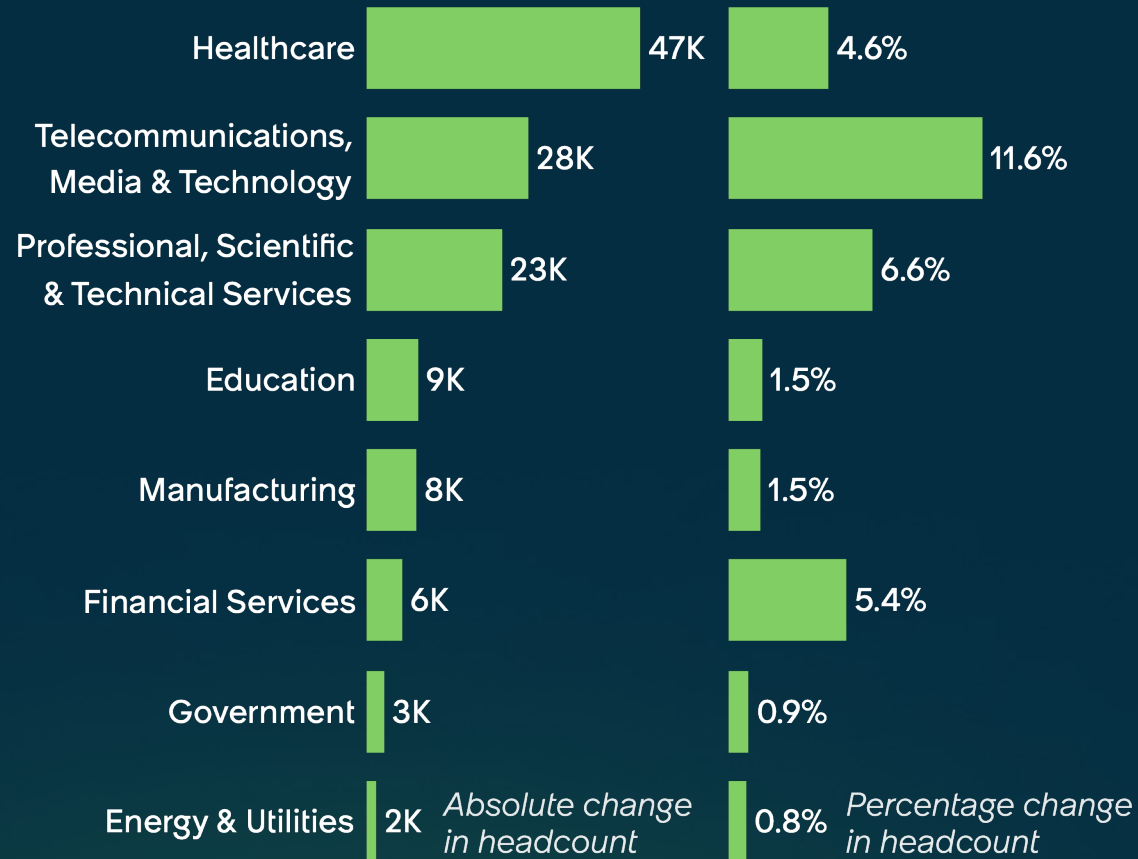
This highlights where the greatest upskilling pressure lies as organizations work to implement, scale and govern emerging technologies effectively.

Data selected Sweden; all industries
Power, business, administration & tech skills

Data highlighted Top 10 skills
by % growth in demand 2026-2031,
shown as a multiplier

Industry insights

Reskilling will be critical across all industries



Industry skill shifts will rely on reskilling alongside hiring

In faster-growing industries such as Healthcare, organizations can respond through a mix of hiring and reskilling.

In slower-growth sectors, stable headcount hides a deeper transition with skill shifts happening within the existing workforce.

Data selected

Sweden; all industries
Grouped by industry

Data highlighted

All industries
by change in headcount 2026-2031
(absolute and % change)

Manufacturing talent needs are shifting



Change in no. of people with this skill · to 2031

servicenow Source: Pearson Labour Market Insights data for Sweden.

**Routine skills decline
as digital & leadership
skills rise**

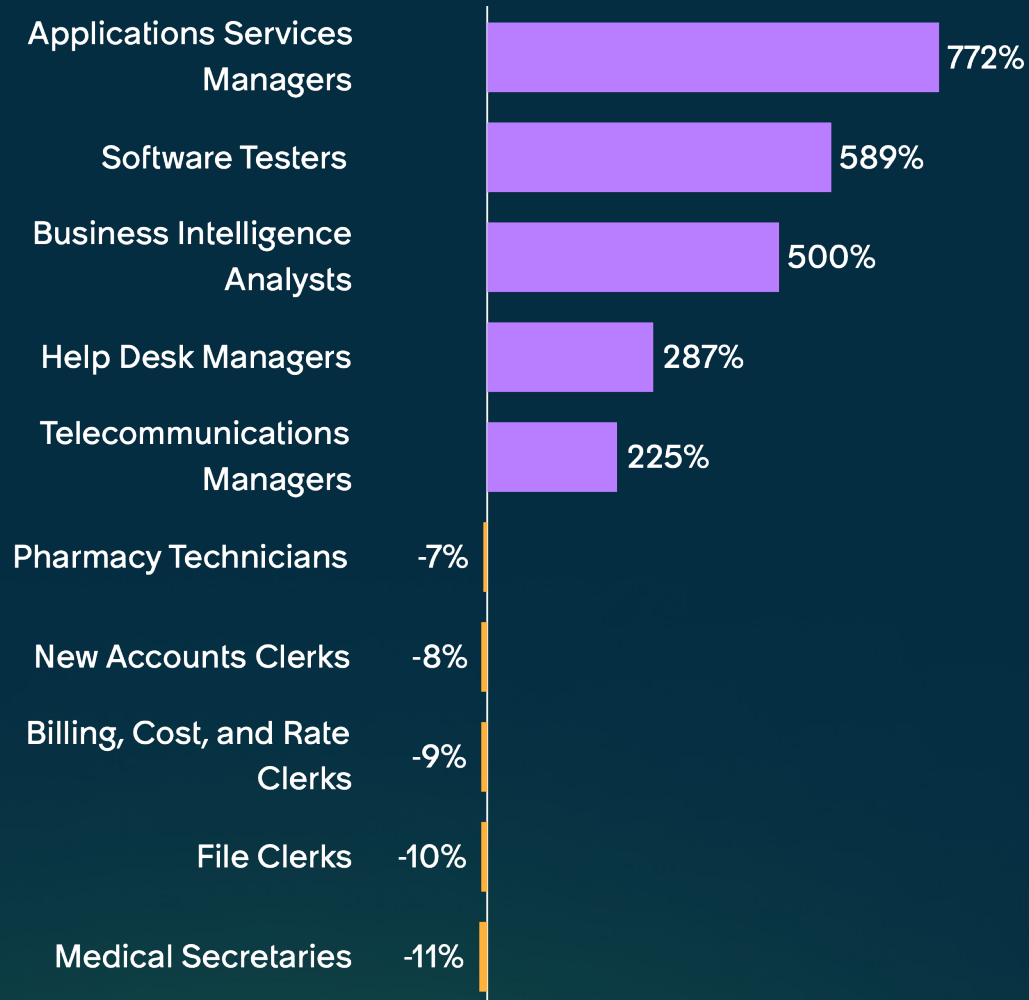
Even where headcount growth is modest, the skills required are expected to evolve. Manufacturing workers are expected to build capabilities in areas such as project management and programming, while demand in falling for transactional finance skills.

Data selected Sweden; Manufacturing industry
Grouped by skill

Data highlighted Top & bottom 5 skills
by growth in demand 2026-2031

Role insights

Role demand is shifting across Sweden



Percentage change in no. of people in each role · to 2031

Growth concentrates in tech-heavy roles

Sweden's workforce growth is being led by technology-driven roles, even after accounting for the impact of technology on these same roles, as the growing demand outweighs the automation & augmentation potential. At the same time, roles centered on routine administrative tasks are contracting.

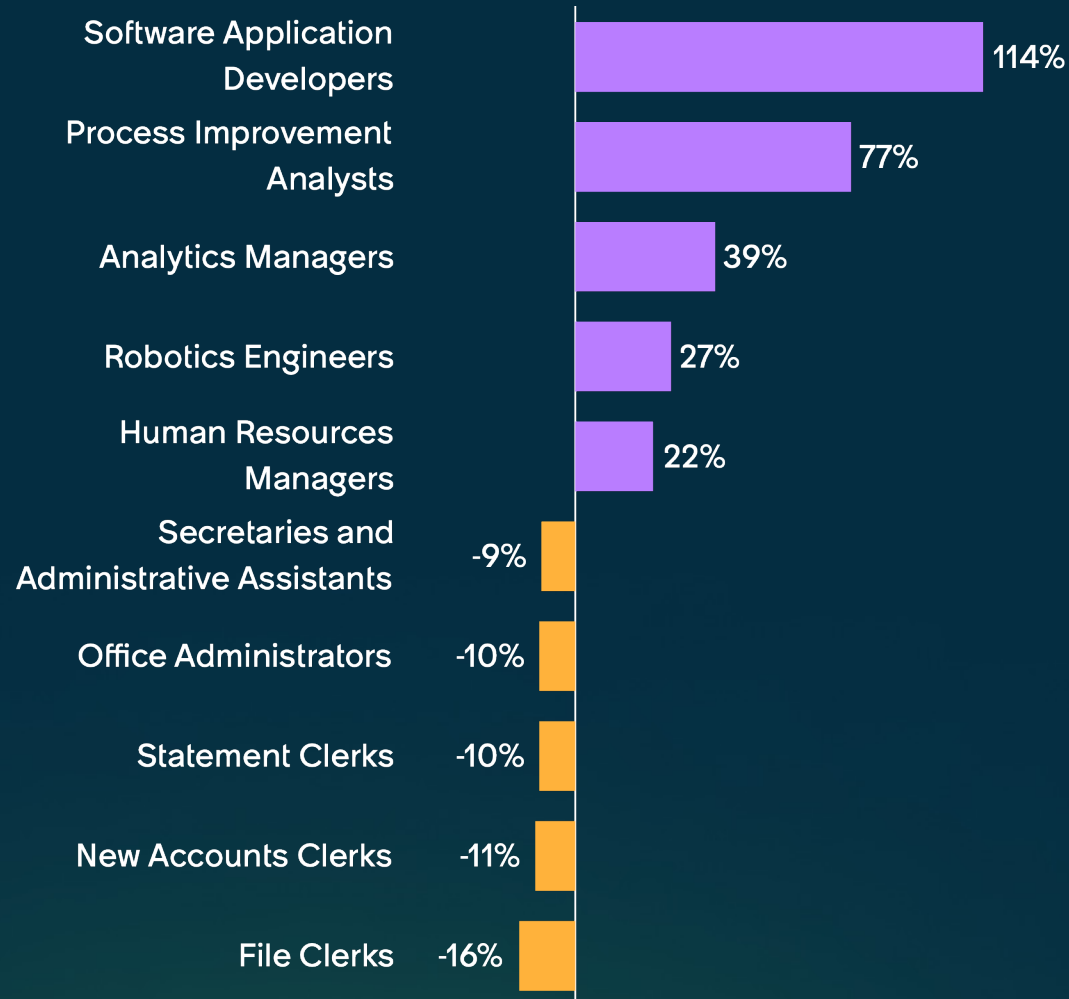
Data selected

Sweden; all industries
Grouped by role

Data highlighted

Top & bottom 5 roles
by growth in demand 2026-2031

Changing role demand in Manufacturing



Percentage change in no. of people in each role · to 2031

Development, robotics and analytics lead growth

Automation is reshaping manufacturing roles, driving demand for Robotics Engineers and system-focused roles that support digital production. At the same time, administrative roles are declining, creating a clear need to reskill workers into tech- and optimization-based roles.

Data selected

Sweden; Manufacturing industry
Grouped by role

Data highlighted

Top & bottom 5 roles
by growth in demand 2026-2031

Acting on the skills shift

Where to focus next

Skill demand is expected to change faster than roles themselves; the following steps show how individuals and organizations can start responding now.

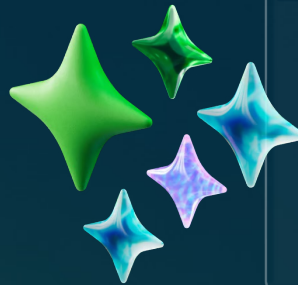


Prioritize learning in the skills shaping future demand

Across roles and industries, a relatively small set of skills is driving growth. Prioritizing learning in these areas helps individuals and organizations keep pace with where demand is heading.

Tech workers: hone your skills towards emerging needs

For tech workers, skill demand is changing within roles. As routine tasks are automated, greater value comes from skills linked to integration, oversight and collaboration.



Use your existing skillset as a springboard to a high-growth role

Many growing roles are closer than they appear, built on shared skill foundations. See how your current capabilities translate to take a confident next step in your career.

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Appendix

Modelling the future of work



Economic shifts

Growth or shrinks workforce

Country- and industry-level projections of economic growth, workforce population trends and employment elasticity are used to estimate how jobs will increase or decrease over time. Growth rates are rescaled to align with national forecasts for each year of the next 15 years.



Automation & augmentation of tasks

Shrinks workforce

Each of Pearson's 80,000 work tasks is mapped to the most relevant emerging technology using a custom model trained on expert-labelled data. The resulting tech impact is context-specific by country and industry & projected up to 15 years ahead.



Implementation of emerging techs

Grows workforce

Tech transformation doesn't just happen – additional jobs are needed to implement & maintain emerging technologies. The volume and composition of additional jobs needed is based on which of 34 technologies is impacting each task.

Baseline growth trends

+3.6%
UK
ICT

+0.02%
Germany
Manufact.

+2.5%
Japan
Healthcare

+2.7%
KSA
Gov.

IMF / OBR / CBO forecasts + demographic shifts
+ labor participation

Employment elasticity
by country & sector

How many jobs are added
for each % of growth?

+430K
UK
ICT

-310K
Germany
Manufact.

+660K
Japan
Healthcare

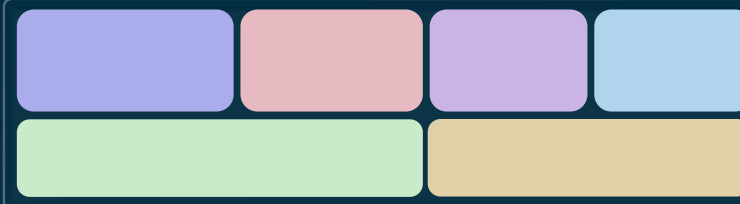
+3K
KSA
Gov.

Future workforce demand

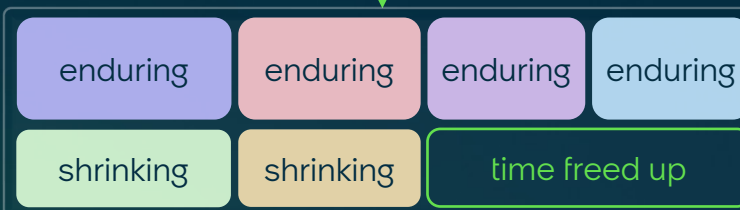
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Source: Pearson Labour Market Insights.

Current task composition



AI-driven modelling of
tech transformation



Future task composition

Current distribution of jobs

For example: Today, hundreds of employees perform a highly automatable/augmentable task.

+2 Change Managers

+2 Data Engineers

+2 Software Developers

+2 Data Scientists

+1 Implementation
Consultant

+2 Solutions Architects

+3 Machine Learning
Engineers

+2 Workforce Planning
Specialists

5 years later, fewer people perform the original task. To make this happen, we need an additional 16 people to implement & maintain the new tech-enabled solution.

Future distribution of jobs

Skills glossary

All skills

The full universe of granular, standardized skills in the underlying skills ontology, spanning every function and industry.

Power skills

People-centered skills that support leadership, collaboration, mentorship and teamwork at work. These skills allow individuals to work effectively with others and guide teams.

Tech skills

Skills primarily related to information and communications technology (ICT), such as building, operating, securing, integrating or analyzing digital systems and data.

Business & administration skills

Skills used to run, manage, and improve business operations and functions (e.g., planning, finance basics, procurement, HR processes, customer operations, project coordination, compliance).

Other skills

Skills outside the featured groupings in the report. These are typically lower-priority for the intended audience of this report, included only as the remainder of the overall skills universe.

Power skills analyzed

Leadership and management skills

Adaptive Leadership
Business Planning
Change Leadership
Community Leadership
Creative Ideation
Delegation Skills
Entrepreneurship
Guidance
Innovation Leadership
Leadership
Leading Teams
Mentorship
Motivational Skills
Organizational Leadership
People Management
Project Management Leadership
Servant Leadership
Strategic Leadership
Thought Leadership
Transformational Leadership

Social and interpersonal skills

Building Trust
Conflict Management
Conflict Resolution
Cultural Responsiveness
Cultural Sensitivity
De-escalation Techniques
Interpersonal Skills
Liaising
Mediation
Negotiation Strategies
Professional Networking
Rapport Building

Collaboration and teamwork skills

Brainstorming
Collaboration
Cooperation
Engagement Skills
Peer Support
Support of Colleagues
Team Building
Team Effectiveness
Team Management
Team Motivation
Team Performance Management
Teamwork
Virtual Teams
Workplace Relationships