

Short-term anticipation of Skills and VET demand (STAS)

EU labour market trends in occupations

September 2025 bulletin



Key trends by occupation



Digitalisation and technological advancements are driving job growth in the short term: science, engineering and STEM-related jobs are projected to grow particularly strongly, reflecting the digital transformation of workplaces, the adoption of AI technologies across sectors, and the need for skilled workers to support this process.



Continuous expansion in Human-Centred Services: Jobs in legal and social professions, as well as personal care, are witnessing increased demand, most likely driven by ageing population and the evolving nature of social services, emphasizing the need for both technical and emotional support skills.



Sales and retail occupations are holding relatively steady: although structural shifts – such as pressure by e-commerce and changing consumer habits – are reshaping them, demand remains steady in many areas due to ongoing in-person service demand.



Automation and digital tools leading to a reduction in routine and repetitive jobs as core tasks (e.g., data entry, record keeping, and simple machinery operations) are increasingly automated or replaced by digitally transformed processes. These roles exhibit lower occupational resilience in the short-term labour market underscoring the urgency of reskilling into more technologically adaptive roles.

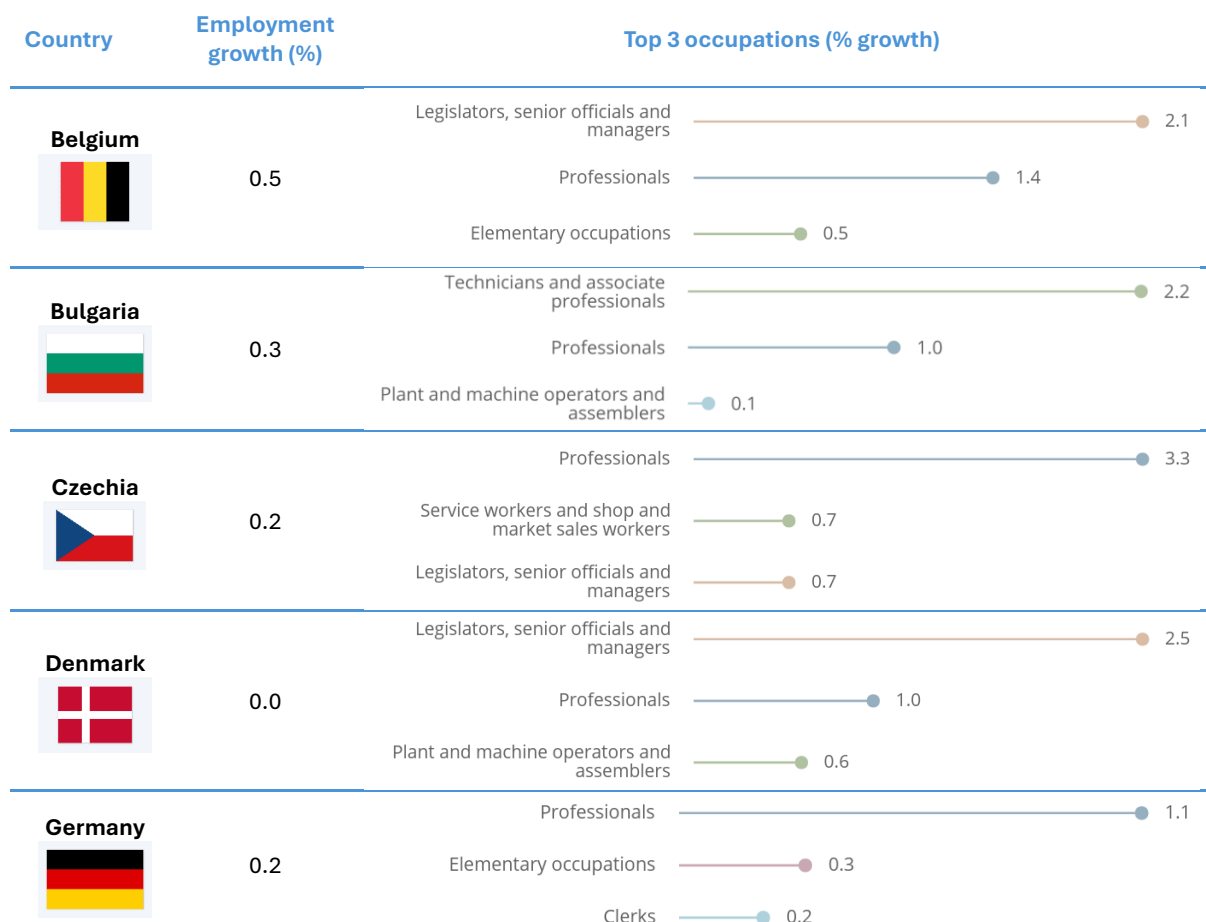


Traditional manufacturing roles – particularly those involving manual, repetitive tasks (e.g., assembly line work, basic machine operation, as well as jobs in agriculture, forestry and fishing) – **are increasingly at risk of obsolescence**, highlighting the need to develop cross-sectoral skills for hybrid human-machine environments.

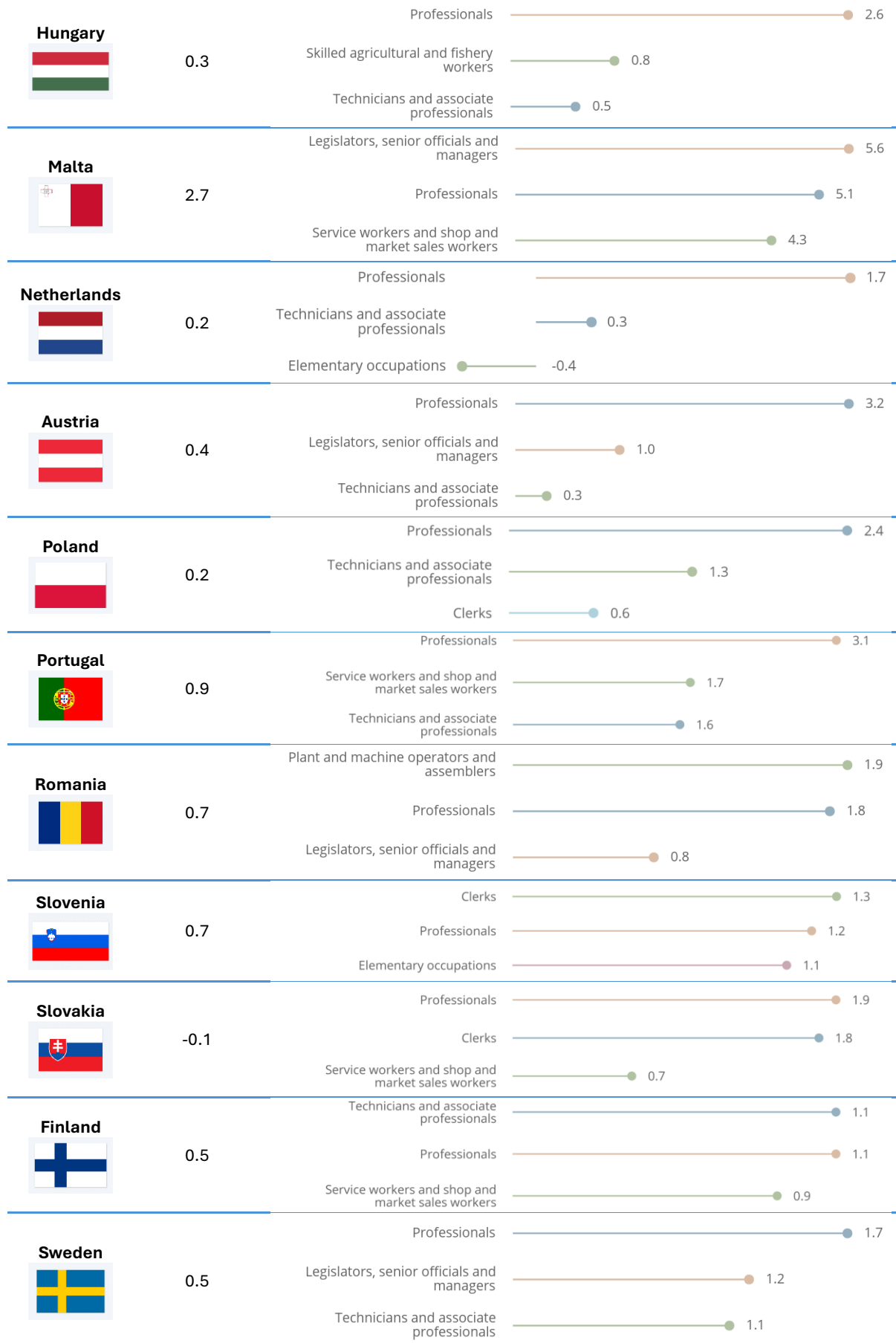
Key trends by country

Looking ahead to 2026, the EU labour market is projected to maintain employment growth, albeit at a slightly slower pace than in 2025, reflecting structural and external challenges. Member States with strong service-sector foundations – particularly in **business services, information and communication technology, and non-market services** (e.g., public administration, education, and healthcare) – are expected to remain resilient, with Ireland, Malta, and Spain likely to sustain momentum. In contrast, economies reliant on **manufacturing, primary sectors, or routine jobs** vulnerable to automation (e.g., basic manufacturing production, and administrative roles) may experience limited growth or stagnation, as automation and AI technologies accelerate. This evidence aligns with AMECO projections, which underscore the uneven impacts of digital and green transitions on EU labour markets. External factors – such as inflationary pressures, energy costs, and geopolitical uncertainties – further constrain growth potential, particularly in energy-intensive economies.

The table below highlights the top three trending occupations in each member state based on 2026 projections.







Time Horizon and Methodology

The STAS produces projection on employment in the EU up to two years ahead of the last period of available data. The projections presented in the September 2025 bulletin nowcast data for 2025, relying on EU Labour Force Survey (LFS) quarterly data up to Q4/2024; LFS annual data up to 2024; and data from the EU Job Vacancy Statistics up to 2024. The STAS baseline was then aligned to the forecasted total employment growth published by the Directorate-General for Economic and Financial Affairs (DG ECFIN) in the AMECO database, released in April 2025. The projections are updated with fresh data every six months, following the AMECO spring and autumn releases ensuring that the forecasts remain reflective of the latest employment trends.

The STAS methodology relies on a three-fold econometric modelling approach: a Vector Autoregression (VAR) and Vector Error Correction Model (VECM) method linking sectoral vacancies and employment; a univariate Autoregressive Integrated Moving Average (ARIMA) to model occupational employment; and a “Naïve” forecast based on past average of quarter-on-quarter growth. The STAS uses the EU LFS quarterly and annual data on employment by occupation, sector and Member State as well as vacancy data from the European Job Vacancy Statistics.

