

Vacancies 2025 Q1

444

Vacancies 2026 Q1

325

Organizations 2025 Q1

24

Organizations 2026 Q1

31

In Q1 2025, the semicon sector recorded 444 vacancies across 24 organizations, compared to 325 vacancies across 31 organizations in Q1 2026. While overall demand declined by 119 vacancies, the number of hiring organizations increased, indicating a broader distribution of demand across companies.

ASML remained the dominant employer, with the highest number of vacancies both in 2025 overall (670), and in Q1 2026 (83). Thermo Fisher Scientific (231) and Prodrive Technologies (193) also played significant roles in 2025, while in Q1 2026 Prodrive (39) and Thermo Fisher (20) followed ASML as key contributors.

Top Organizations, 2025 (full year)

Top Organizations	Vacancy Count
ASML	670
Thermo Fisher Scientific Inc.	231
Prodrive Technologies	193
NTS Holding	67
KMWE	52

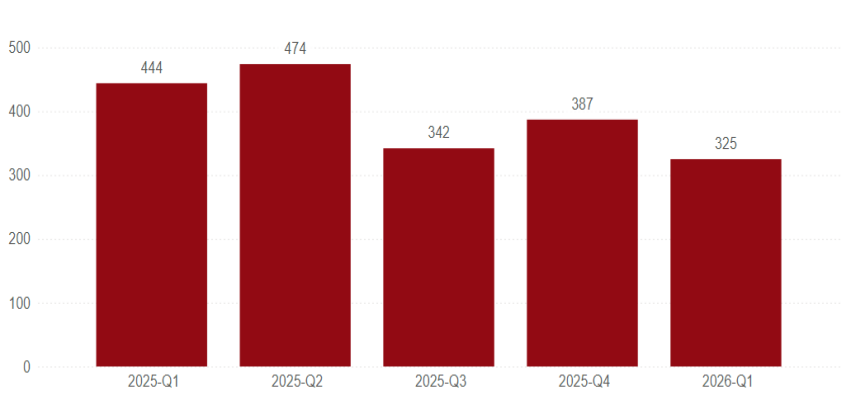
Top Organizations, 2026 (Q1)

Top Organizations	Vacancy Count
ASML	83
Prodrive Technologies	39
Thermo Fisher Scientific Inc.	20
SMART Photonics	19
Simac Techniek	17

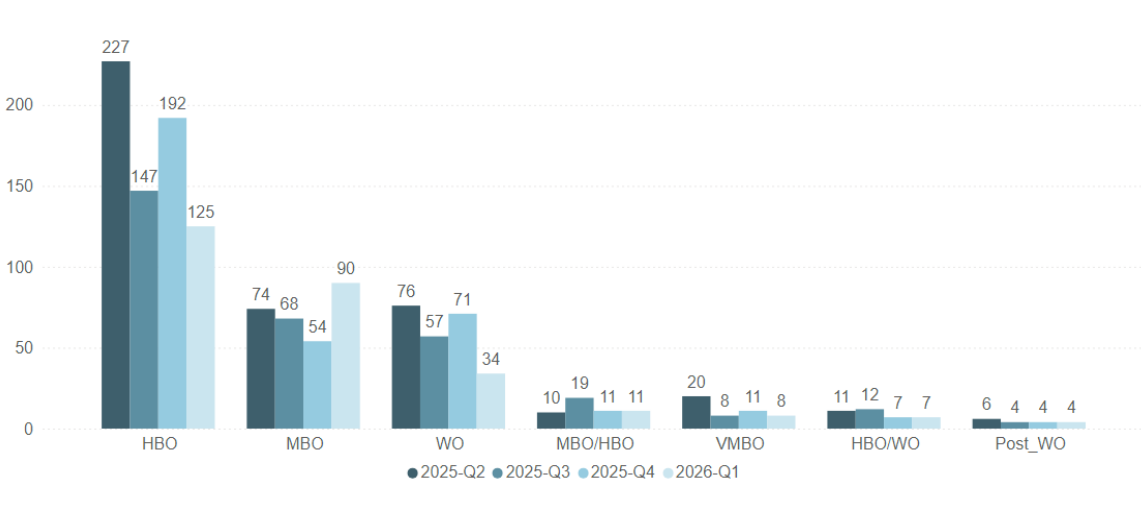
As shown in the Vacancies per Quarter graph, Q2 2025 recorded the highest number of semicon vacancies (474), while Q1 2026 shows the lowest level (325) over the observed period. This could indicate a slight decline in demand entering 2026.

The Vacancies per Quarter and Education level graph shows a strong and consistent demand for HBO profiles, with MBO and WO roles forming a secondary share. Notably, HBO demand declines slightly into 2026, in line with the overall market trend, while MBO demand is increasing into 2026, almost doubling from the demand of the previous quarter.

Vacancies per Quarter (2025-2026)



Vacancies per Quarter and Education Level (2025-2026)



Job Demand by Role and Education Level

Below are four tables indicating the amount of professions mentioned in the vacancies: for the overall top job functions, the top functions with HBO education level, the top functions with WO education level, and the top functions with MBO education level. The distribution of semicon vacancies by job type shows a strong concentration in engineering and technical roles across all education levels. Software engineer roles dominate overall demand (107 vacancies), followed by engineering-related positions such as systems engineers, manufacturing engineers, and quality engineers.

At HBO level, demand is particularly strong for **software engineers, quality engineers and systems engineers**, highlighting the importance of applied technical expertise. WO-level vacancies show a stronger focus on specialized and managerial roles, such as **system architects, data scientists, and engineering managers**. MBO-level demand is concentrated in operational and technical support roles, **including assemblers, CNC operators, and service technicians**.

Overall, the data indicates that the semicon labor market is driven by a mix of high-level engineering expertise and strong demand for technical support roles, with HBO profiles forming the core of the workforce demand. Notably, software-related roles appear across all education levels, underlining the increasing importance of digital and software capabilities within the semicon sector.

Beroepen (Totaal)	Count
Software engineer	107
Engineer (overig)	50
Kwaliteitsingenieur	49
Systems engineer	49
Manufacturing engineer	40
Systeemarchitect	40
Ict test engineer	39
Product owner	37
Manager ict	36
Productiemedewerker	34
Procesingenieur	32
Assemblagemedewerker	29
Mechanical engineer	29
Project engineer	26
CNC-operator	25
Data manager	25

Beroepen (HBO)	Count
Software engineer	58
Kwaliteitsingenieur	34
Systems engineer	32
Engineer (overig)	28
Manufacturing engineer	27
Procesingenieur	22
Ict test engineer	21
Product owner	21
Mechanical engineer	20
Systeemarchitect	20
Manager ict	18
DevOps engineer	16
Operations research ingenieur	15
Embedded software engineer	14
Ingenieur elektrotechniek	14
Productingenieur	14

Beroepen (WO)	Count
Software engineer	21
Manager ict	14
Systeemarchitect	13
Engineer (overig)	12
Product owner	12
Data manager	10
Hoofd engineering	10
Specialist systeemintegratie	10
Data scientist	7
Logistiek ingenieur	7
Manager proces en productie	7
Microchipontwikkelaar	7
Systems engineer	7
Ingenieur meet- en regelsystemen	6
SAP consultant	6

Beroepen (MBO)	Count
Assemblagemedewerker	19
Servicemonteur	16
CNC-operator-frezer	14
Constructiebankwerker	14
CNC-operator	12
Kwaliteitscontroleur	11
Productiemedewerker	11
Machinebediende	10
Technicus meet- en regelsystemen	10
Puntlasser	9
Technisch medewerker	9
Procesoperator	8
CNC-operator-draaier	7
CNC-programmeur (overig)	7
Lasser	7
Onderhoudsmonteur machines	7
Samensteller machines, voertuigen	7
Schilder-spuiter	7