Netherlands
Semicon Vacancies 25/26 - Q3

CHIPNL Competence Centre

Hiring is on the rise, with secondary vocational education (MBO) showing the strongest growth of the education levels shown

Vacancies 2025 Q3	Vacancies 2026 Q3
1,172	**1,918**

Organizations 2025 Q3	Organizations 2026 Q3
123	**156**

New vacancies are up 63.7%, pointing to higher hiring activity throughout 2026. More organizations are recruiting: VDL, for instance, has already posted more vacancies than in the whole previous period. As the reporting periods differ in length, the employers driving the overall increase cannot be reliably identified.

Source: TextKernel / Market IQ (Jobfeed), processed on Oct. 6, 2026. Tech & IT job openings from companies on the RVO/Brainport Development semiconductor list. Results depend on the list of companies, brand recognition, time period, and locations.

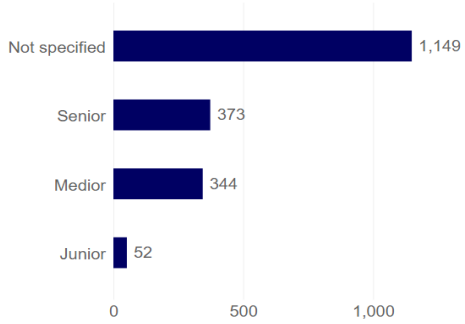
Top Organizations, 2025 (complete year)

Top Organizations	Vacancies Amount
ASML	701
TNO	600
Thermo Fisher Scientific	345
VDL Groep	282
Sioux	218

Top Organizations, 2026 (Q1 – Q3)

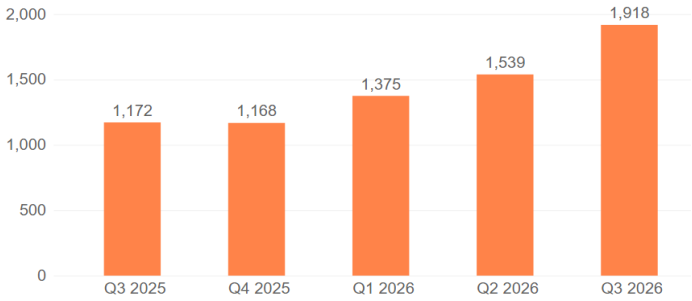
Top Organizations	Vacancies Amount
ASML	655
TNO	493
VDL Groep	397
Prodrive Technologies	188
Eindhoven University of Technology	186

Vacancies per Education Level (2026 Q3)



Only newly posted vacancies are counted each quarter, based on the vacancy ID. A vacancy that is reposted under a different ID may be counted twice.

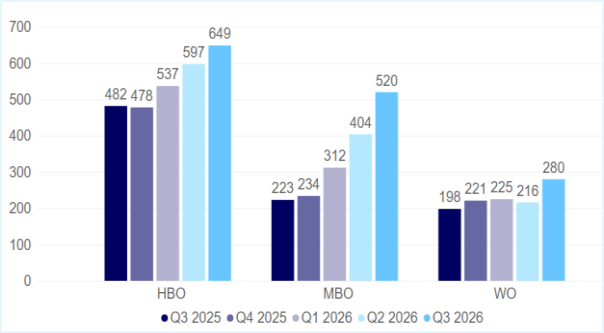
Vacancies per Quarter (2025-2026)



Among vacancies that state an experience level, most ask for medior or senior; juniors are far less common. Hiring juniors builds the future talent pool, but a shortage of experienced staff may limit capacity to guide them. As many vacancies do not specify an experience level, no reliable conclusions can be drawn.

Hiring activity rose every quarter in 2026, up 25% in Q3 versus Q2, in line with the sector's steady growth (see CBS data).

Vacancies per Quarter and Education Level (2025-2026)



Demand for mbo-level profiles has grown strongly over the past year (+133%), driven by higher customer demand and increased revenue. This also creates opportunities for career switchers from other sectors to enter the semiconductor industry. Demand for staff with a hbo degree remains the largest category of vacancies.

The categories shown together make up 75.5% of all vacancies in Q3 2026. The remaining 24.5% falls under the combined categories hbo/wo and mbo/hbo, which are included in the total but not shown in this chart.

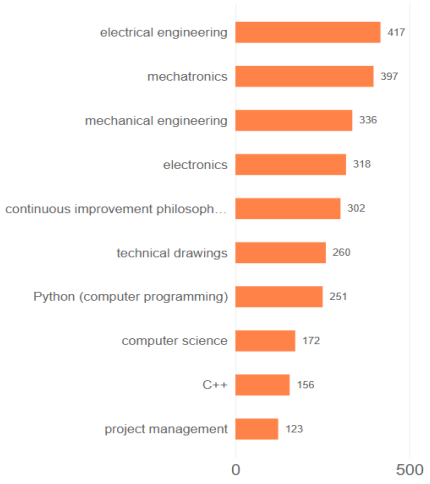
Deze factsheet is in samenwerking gemaakt met CHIPTECH TWENTE, Universiteit van het Noorden, Brainport Eindhoven, Beethoven Zuid-Holland, PhotonDelta, Lifeport Regio Arnhem Nijmegen

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Top 10 Vaardigheden (2026 Q3)

These charts show the most requested skills and the most advertised job titles in the selected Tech & IT dataset for Q3 2026. The skills shown can help training and education providers tailor their offering. Please note: this chart does not allow conclusions about which roles employers find difficult to fill.

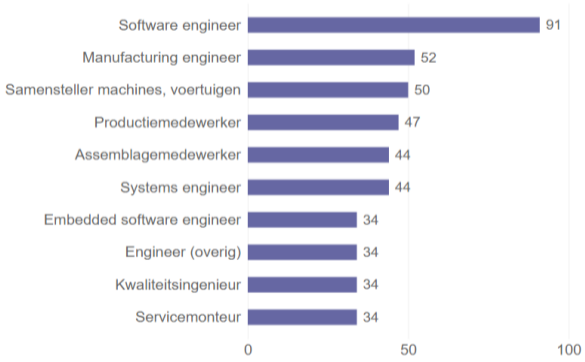
The skills profile fits work in manufacturing (as part of the semiconductor value chain) and technical customer service. The skills requested show that the need for employees in operations is very strong. Demand for R&D-related skills remains lower in absolute terms.
Electrical engineering and mechatronics top the ranking, followed by mechanical engineering and electronics. These broad categories show where recruitment demand lies but offer little insight into the specific tasks or practical skills employers are looking for. More specific skills, such as Python, also appear in the list alongside these more generic skills.
Continuous improvement stands out: it ranks fifth, above for example technical drawing and Python. This suggests that process improvement, reducing waste and increasing productivity in times of scarcity are improvement areas the whole sector is focusing on. However, the data do not show which improvement methods employers ask for, or for which roles this skill is most relevant.



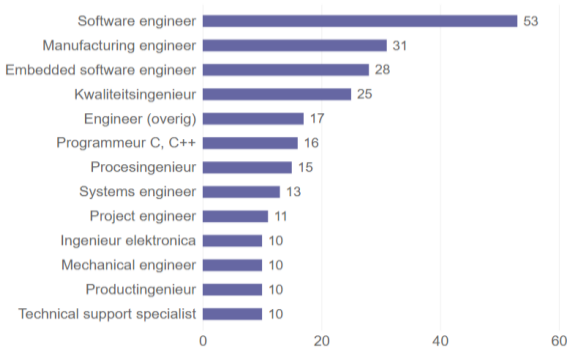
Job Demand by Role and Education Level (2026 Q3)

Recruitment is not limited to the top 10: software engineer is the most requested job title, but accounts for only 4.7% of advertisements (top 10 combined: 24.2%). The ranking also depends on how roles are classified: software engineer and embedded software engineer are counted separately, so neither figure covers all software engineers. A healthy semiconductor chain needs both practically and theoretically trained professions; talent initiatives should make production and assembly as visible as engineering and software. Machine and vehicle assemblers, production workers and assembly workers together account for 141 advertisements, compared to 91 for software engineer. Assembly and machine operation are prominent at mbo-level, while software and engineering dominate hbo and wo.

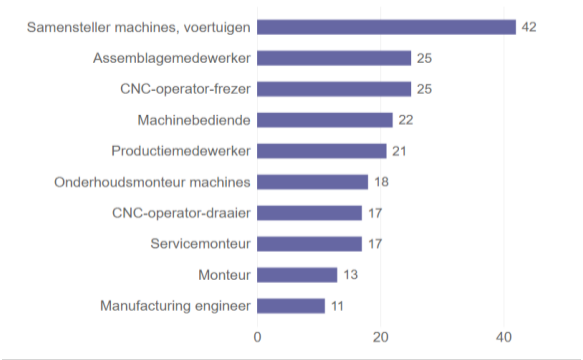
Top 10 Functions (all education levels)



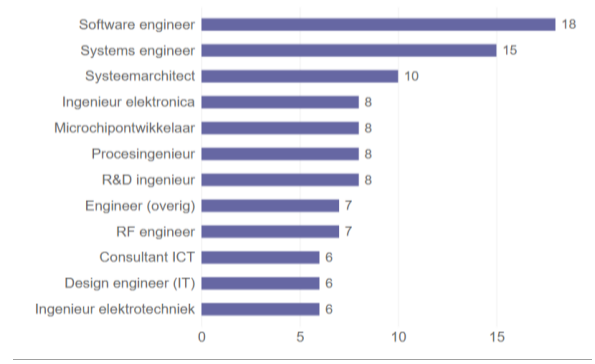
Top 10 Functions (HBO)



Top 10 Functions (MBO)



Top 10 Functions (WO)



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