

SKILLS OF THE FUTURE WORKFORCE SOLUTIONS MARKET OVERVIEW

**2024 MID-YEAR UPDATE:
THE NETHERLANDS**



After slowing down markedly in 2023 due to the impact of inflation and decreased export volumes, the Dutch economy is poised to see some signs of recovery in the second half of 2024. Real wages have picked up steam due to decreasing inflation rates and strong nominal wage growth. Furthermore, growth in 2024 is expected to be supported by increased government investment spending¹

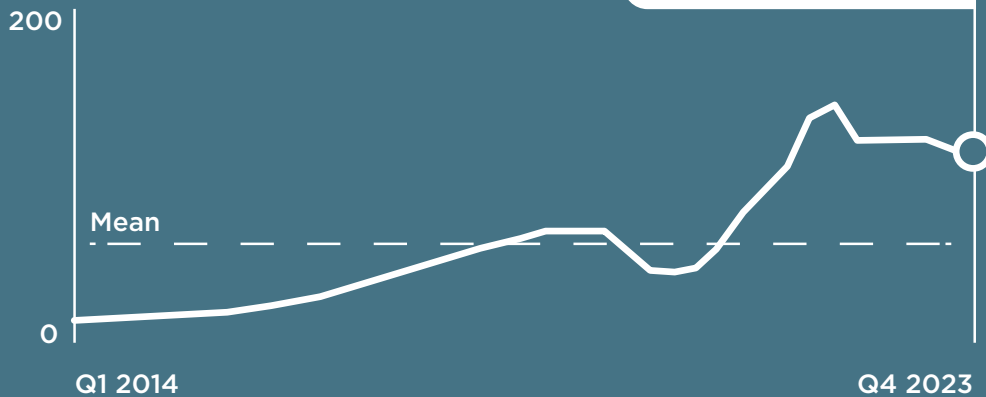
Labour market tension²

Vacancies Per 100 Unemployed



quarter-on-quarter

114 Vacancies
Per 100 Unemployed

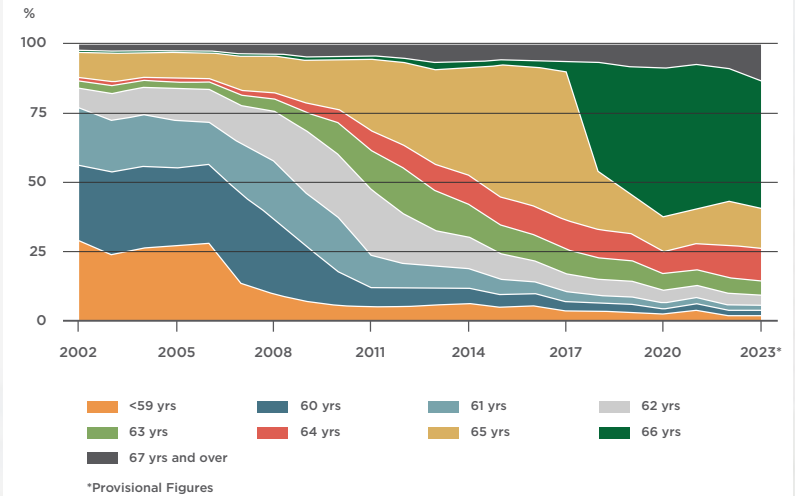


The Netherlands

Meanwhile, the labour market remains extraordinarily tight, with approximately 114 job vacancies per 100 unemployed persons. While that marks an improvement from just two years ago, there are still more job openings than there are unemployed workers to fill them. (For comparison, the series mean is approximately 60 vacancies per 100 unemployed persons.) At the same time, the Dutch unemployment rate remains historically low at 3.6 per cent, where it's hovered for the past year.³ However, there are signs the labour market dynamics are shifting. In the first quarter of 2024, unemployment rose by an average of 7 thousand people per month, reaching 379 thousand in February—the highest figure in nearly a year and a half. More people lost their jobs, and since January, a relatively high number of job seekers have struggled to find immediate employment.⁴

With labour in demand, statistics show that both young workers and retirees have been stepping up. Just 7 per cent of 2.2 million young people aged 15 to 24 have never been paid for work, a share that has steadily declined since 2021.⁶ Meanwhile, data reveals that the average retirement age of workers has increased significantly in recent decades. In 2023, 74 per cent of workers were aged 65 or older when they retired, compared to 43 per cent in 2013 and just 14 per cent in 2003.⁷ Among the industries that are hiring these workers, job growth is highest in the catering, transport, construction, and care sectors, according to the latest job vacancy statistics, which noted the addition of approximately 45,000 jobs in the fourth quarter of 2023.⁸

Retirement age of Dutch workers⁵



Jobs on the Rise

Fastest-growing jobs in the Netherlands⁹

1. Talent Acquisition Specialist

What they do: Identify and recruit top talent for organisations.

Most common skills: Sourcing, Employer Branding, Interviewing

Most common industries: Staffing and Recruiting, Business Consulting and Services, Advertising Services

Top locations hiring: Randstad, Arnhem-Nijmegen, Brabantse Stedenrij

2. Data Steward

What they do: Ensure the accuracy, completeness, and quality of data within an organisation.

Most common skills: Data management, Structured query language (SQL), Scrum

Most common industries: Higher Education, Research Services, Machinery Manufacturing

Top locations hiring: Randstad, Brabantse Stedenrij, Utrecht area

3. Product Analyst

What they do: Analyse a product's performance and make recommendations for continued improvement.

Most common skills: Data Visualisation, Tableau, A/B Testing

Most common industries: Airlines and Aviation, Technology, Information and Internet, IT Services and IT Consulting

Top locations hiring: Randstad, Amsterdam area, Enschede area

4. Platform Engineer

What they do: Design automated software tools that can be used to build apps and websites.

Most common skills: Microsoft Azure, Kubernetes, DevOps

Most common industries: IT Services and IT Consulting, Credit Intermediation, Technology, Information and Internet

Top locations hiring: Randstad, Brabantse Stedenrij, Amsterdam area

5. Data Engineer

What they do: Collect, process, and organise raw data into usable data sets.

Most common skills: Microsoft Azure, Apache Spark, Extract

Most common industries: IT Services and IT Consulting, Technology, Information and Internet

Top locations hiring: Randstad, Brabantse Stedenrij, Amsterdam area

Citations

1. Economic forecast for Netherlands, European Commission, May 15, 2024
2. Labour market dashboard, Statistics Netherlands, April 18, 2024
3. Monthly labour participation and unemployment, Statistics Netherlands, April 18, 2024
4. Unemployment continues to rise, Statistics Netherlands, March 21, 2024
5. Workers' retirement age nearing 66, Statistics Netherlands, April 29, 2024
6. Seven per cent of young people have never had a job, Statistics Netherlands, March 22, 2024
7. Workers' retirement age nearing 66, Statistics Netherlands, April 29, 2024
8. Dutch employers still struggling to find staff, NL Times, February 14, 2024
9. LinkedIn Jobs on the Rise 2024: The 20 fastest-growing jobs in the Netherlands, LinkedIn News, January 17, 2024



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AccelerationSOW is your secret to successfully managing statement of work contracts and getting your projects delivered on time and within budget. Our tool streamlines SOW contract management, ensuring informed decisions and hassle-free project delivery with clear project scope, timelines, locations, and payment terms.

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