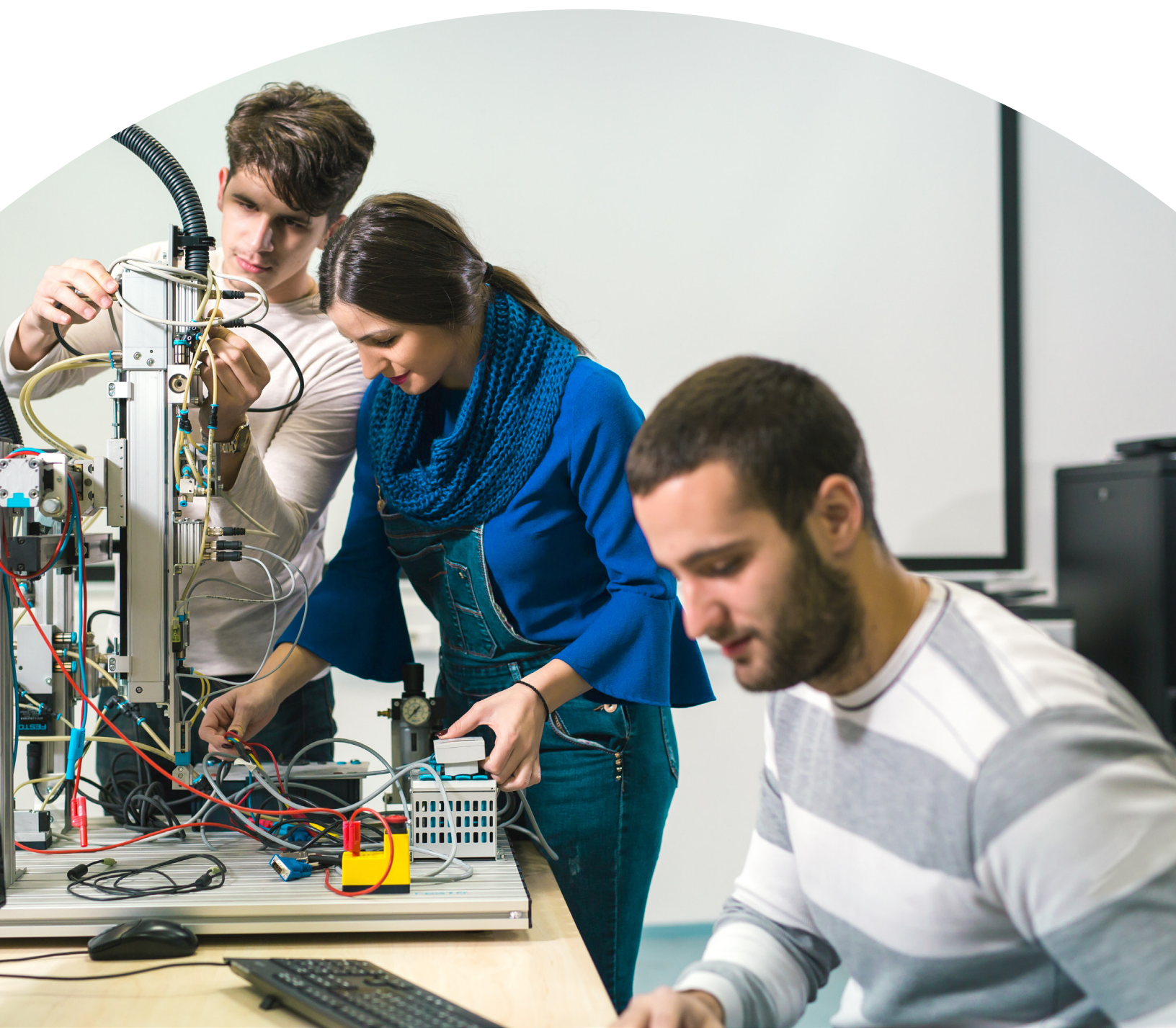


The Netherlands:
**A Country with Talent
Unlike Any Other**

INVEST IN
Holland





The Netherlands: A Country with Talent Unlike Any Other

As the world evolves and changes, one thing is certain for any business. You need a steady supply of skilled talent to help you succeed. As you begin looking to expand your business internationally, the Netherlands provides just that. The country excels at producing highly skilled, educated and exceptionally talented workers ready to bring their talents to foreign companies settling in the country, making it a leader in the global competition for talent. Moreover, the workforce available in the Netherlands is diverse and embraces a strong balance between work and life.

While the pandemic has complicated some things for the foreseeable future, the Netherlands remains a stable and sure choice for businesses thanks to its many advantages. As mentioned above, our country combines a rich local talent pool with the possibility of bringing in outside skilled workers to provide foreign enterprises with everything they need to succeed in the Netherlands.

Unrivalled local talent pool

First and foremost, the Netherlands provides all of the necessary skilled and educated talent needed for companies to thrive. This home-grown talent has already convinced various international companies, from Amazon to Tesla, to develop a foreign base of operation in the Netherlands. Their success internationally is in no small part thanks to the Dutch workers who have contributed to these expansions.

The Netherlands ranks No. 6 on the [Global Talent Competitiveness Index](#), making it a clear choice for expansion programs. Part of the appeal is that the talent pool, while predominantly Dutch, also includes a diverse array of Europeans. An advantage within Europe is that EU regulations allow Europeans from across the continent to live and work in the Netherlands, so the local talent pool is Dutch but also pan-European, fostering more diversity and backgrounds.

On top of everything else, 2020 has demonstrated how well-connected the local Dutch workforce is, with seamless transitions to working from home thanks to a strong and reliable communications network and digital infrastructure. It's easy to stay so connected when your nation boasts some of the [fastest internet speeds](#) in the world, as the Netherlands does. Whether in person or at home, the local workforce is primed and ready.

Tech and innovation profile

A closer look at the skilled workers in the Netherlands reveals a strong technology and innovation profile that few European nations can match. Very recently this is emphasized by the European Commission ranking us 4th on its 2020's [Innovation Scorecard](#), joining Scandinavian nations to lead Europe.

The common thread through the innovation ecosystem is a reliance on new and developing technologies. From [mobility](#) and [agrifood](#) to [fintech](#) and [infrastructure](#), the Netherlands provides opportunities for workers to experiment with new technologies. A look at its many campuses and research groups, whether it's for quantum computing, AI or robotics, reveals huge potential for innovation thanks to all the tech talent hubs nationwide. Additionally, incubators like TechLeap accelerate the tech ecosystem.

With around [250,000 tech workers in Amsterdam](#) alone, the Netherlands boasts a robust pool of forward-thinking talent. The country even boasts a higher density of software developers per million inhabitants than any other European nation.

And this hasn't gone unnoticed. International corporations have created operations throughout the Netherlands to take advantage of the wealth of knowledge and experience that local workforces have in these emerging sectors.

The Dutch difference

While workers' profiles help them reach success in multiple domains, it's largely a product of a nurturing environment in the Netherlands. Dutch workers are exceptionally well-educated, with some of the world's best universities that produce world-class thinkers. According to the [QS World University Rankings 2019](#), 13 universities in the Netherlands ranked within the world's top 350. Seven of those Dutch universities are within the top 150. The University of Amsterdam, Delft University, and Wageningen University are just a few of the standouts. On top of that, we also have eight universities on the list of top innovative universities according to [The World University Rankings](#), with Utrecht University and Leiden University getting nods.

Education, however, begins long before university. Digital literacy education begins early in [primary school](#), setting the tone for Dutch excellence in technology and innovation. From an early age, Dutch children are taught multiple languages, including English, helping to create a more fostering environment for international businesses looking to settle in the Netherlands. The Dutch rank first in the [EF English Proficiency Index](#). This proficiency sets the Netherlands apart from most European nations when foreign investors are looking to establish operations in Europe.

Education, training and culture all orient workers towards tech and innovation. The intersection of all these elements creates the true success story behind the powerhouse workforce in the Netherlands. Universities and research hubs partner directly with businesses and incubators to create real-life solutions to today's challenges, bringing student lessons beyond a classroom setting. Research and development at campuses like Wageningen University push the boundaries in their specific sectors, further producing a cooperative and experimental talent pool.

It's not just their diplomas or credentials, either. The Dutch ecosystem allows for a healthy work and life balance, leading to a [high quality of life](#). Workers value and use vacation and embrace the Dutch idea of conviviality and togetherness called *gezelligheid*. A comfortable life in the Netherlands is one of the top reasons highly skilled talent choose to work here. A happy worker is a better worker, and the Dutch instill this mentality while maintaining efficient work environments, creating one of the [happiest nations](#) in the world.



Welcoming international talent

Should companies want to bring in outsiders beyond the local talent pool, the [highly skilled migrant visa](#) presents a clear path to legal status in the Netherlands. The process allows companies to apply for uniquely qualified workers with specific expertise to move to the Netherlands for up to five years. There is also fast-track immigration for non-EU citizens earning €50,000+ among a [host of options](#) for sponsoring employees or encouraging foreign workers to find their own path to the Netherlands.

The benefits for foreign workers include exempting 30% of their income from taxes for the first five years of their expatriation. Also, as a result of the pandemic, the Netherlands has eased restrictions on non-EU business workers entering the country. These sorts of considerations underline how the Netherlands seeks to maintain its welcoming environment.

As already stated, the high quality of life and English proficiency espoused in the Netherlands makes the country an easy sell when attracting skilled workers from abroad. Efforts between Dutch regions have resulted in many collaborations such as the Talent Coalition Netherlands, a unified effort to attract and keep international workers in the country. [Expat centers](#) around the nation provide assistance to new residents while international schools help integrate children of employees into their adoptive culture.

Next steps

It should be clear now that the Netherlands makes it easy to find the right members to fit your team. Whether you're wondering where to start hiring locally or how to hire a specialist, [get in touch](#) with the Netherlands Foreign Investment Agency (NFIA) to learn more.