



# Snapshot: NL Tech Ecosystem



**“Hey, I’m Ray...”**

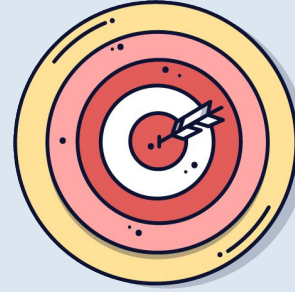
Ray McDonnell,  
Enterprise Relationship Manager, LinkedIn Talent Solutions

# About LinkedIn



## Mission

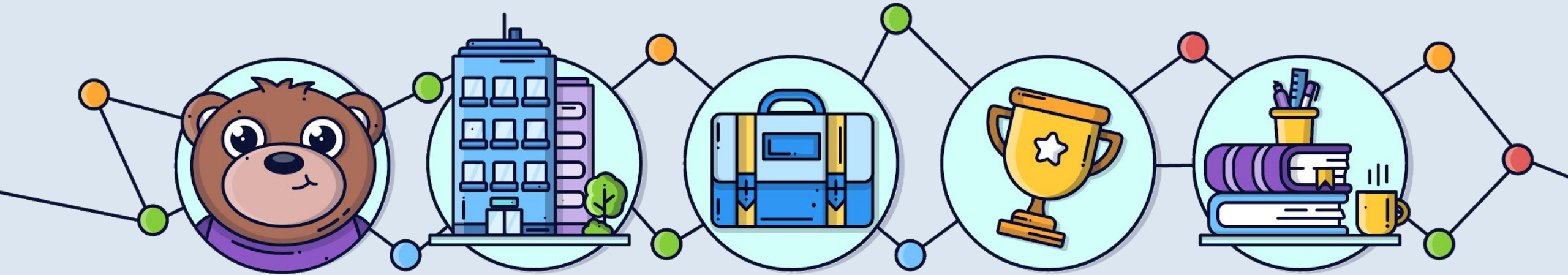
Connect the world's professionals and make them more productive and successful.



## Vision

Create economic opportunity for every member of the global workforce.

..... It's a map of the real life global workforce .....



**706M**

Members

**50M**

Companies

**11M**

Jobs

**36k**

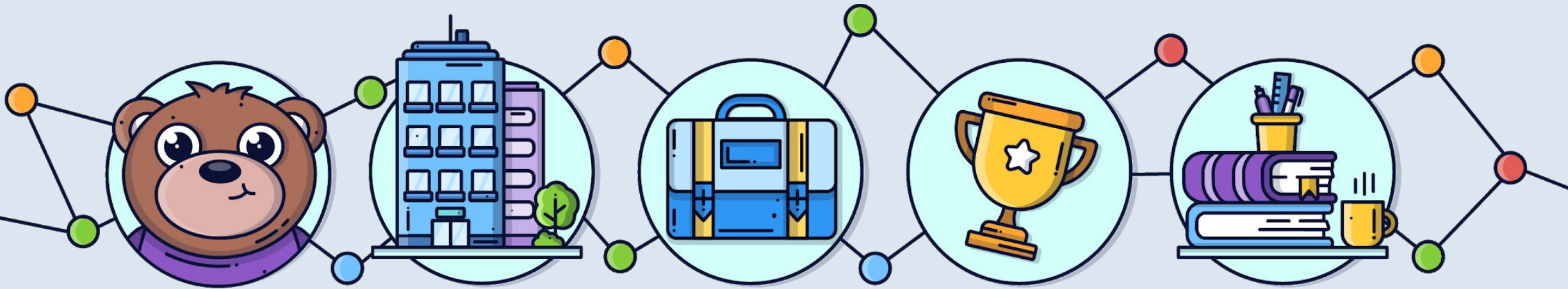
Skills

**90k**

Schools

Stats as of 8-2020

# The Economic Graph



**8.2M**

Members

**496k**

Companies

**682k**

Jobs

**25k**

Skills

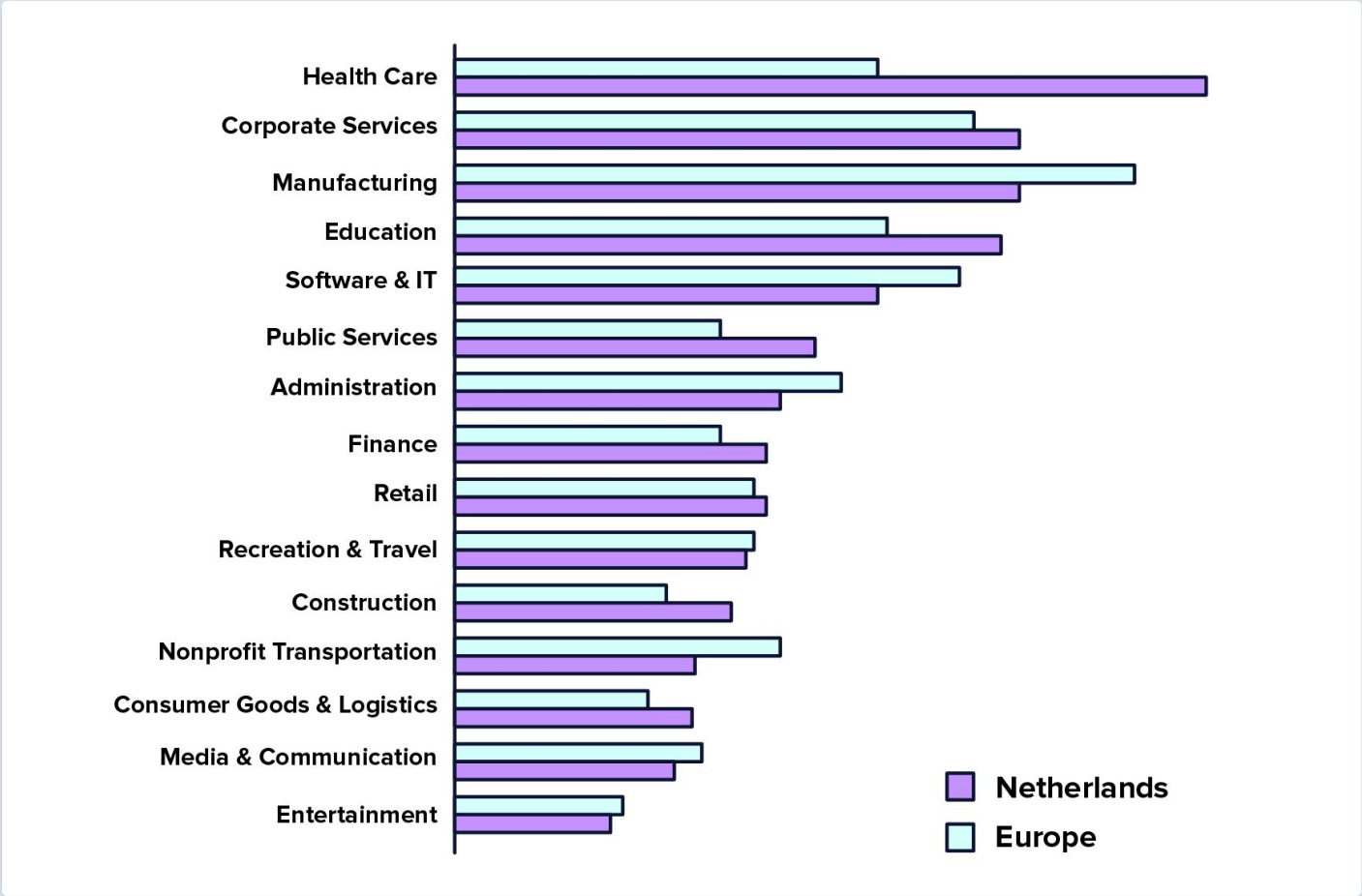
**11k**

Schools

LinkedIn maps the **realtime global workforce**

# Let's break down Netherlands member Demographics

## Industry Breakdown

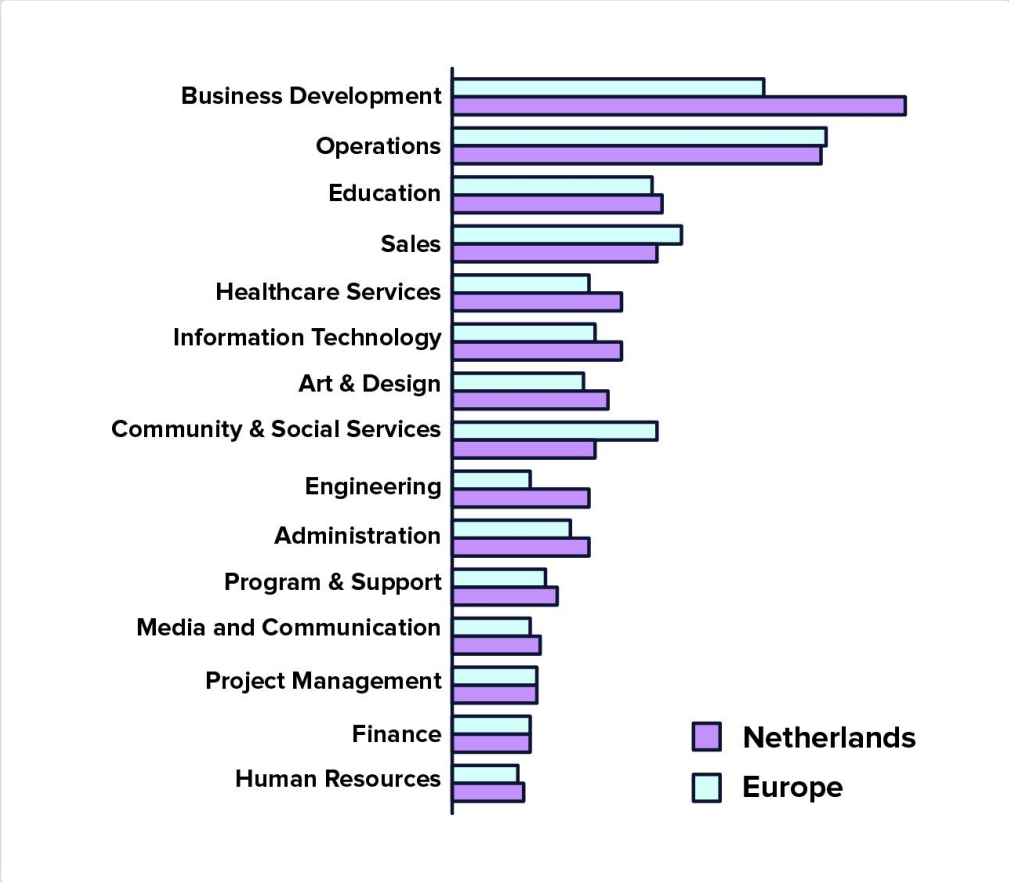


Stats as of Nov 2020

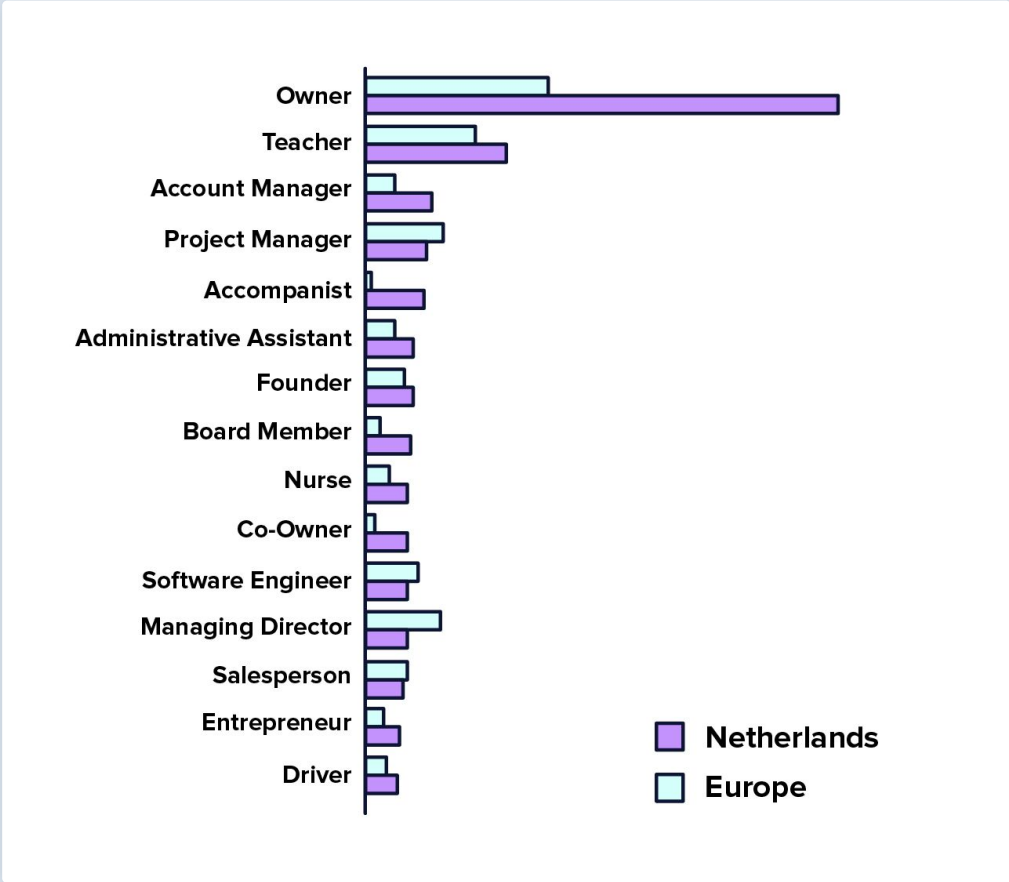
Represents the industry distribution by member volume, based on the industries of the companies that members located in the country have listed in active position(s) on their profile.



# Let's break down Netherlands member Demographics



**Top Functions**



**Most Common Occupations**

Stats as of Nov 2020: Represents the function and occupation distribution by member volume, based on the active job title(s) that members located in the country hold.

# “Millennials in Netherlands are **experts in Design Thinking and Creativity** skills, while older generations have the highest density in **Business Analysis and Consulting**”

Skill Cluster	Baby Boomers	Gen X	Millennials	Gen Z
Advertising and Marketing	11%	16%	17%	8%
Artificial Intelligence and Data Science	6%	9%	11%	5%
Business Analysis and Consulting	30%	34%	25%	13%
Communication	8%	10%	11%	10%
Customer Centricity	10%	13%	10%	7%
Design Thinking and Creativity	11%	14%	17%	12%
Digital Transformation	37%	44%	43%	28%
IT Infrastructure and Networking	22%	26%	17%	9%
Leadership	22%	22%	15%	12%
Project/Program Management	39%	44%	27%	14%
Sales	14%	18%	14%	12%

% OF EMPLOYEES IN EACH GROUP WITH AT LEAST ONE SKILL IN THAT SKILL CLUSTER

- highest skill density
- 2<sup>nd</sup> highest skill density
- lowest skill density

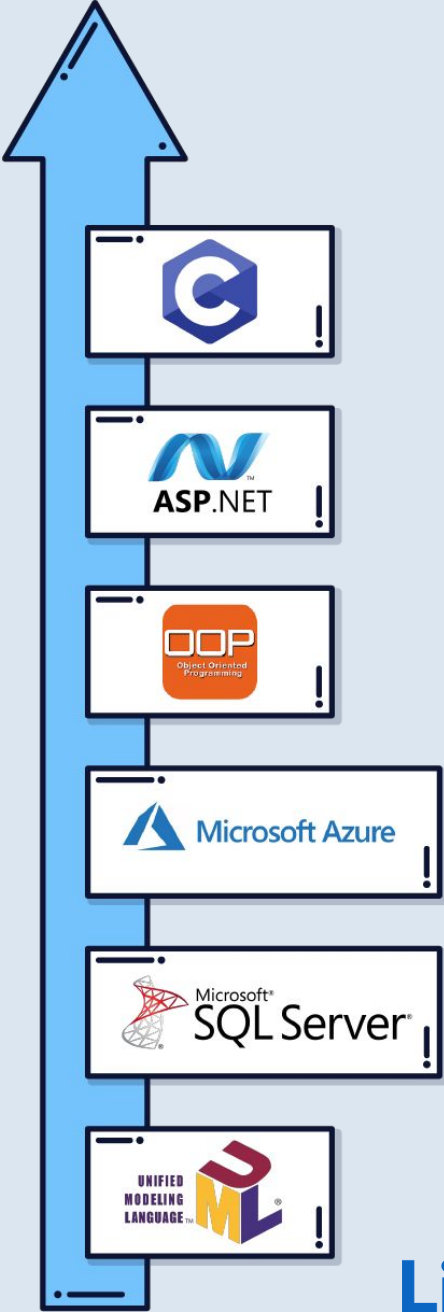
Stats as of Nov 2020: Generational categories are based on member age data self-reported by members or inferred from LinkedIn profile data. The generational categories are: Baby boomers (1946-1964), Gen X (1965-1980), Millennial (1981-1994). Generational data could be implied for 59% of Netherlands workforce: Baby Boomers represent 16.0% of members, Gen X 31.0%, Millennials 41.0%, Gen Z 11.0%

# Certain key roles are seeing a rise in demand due to a shift in operating priorities within IT & Internet across the Netherlands



## Skills with the highest increase in demand

Demand for skills associated to user experience design, Cloud computing, and Programming Skills has increased considerably.

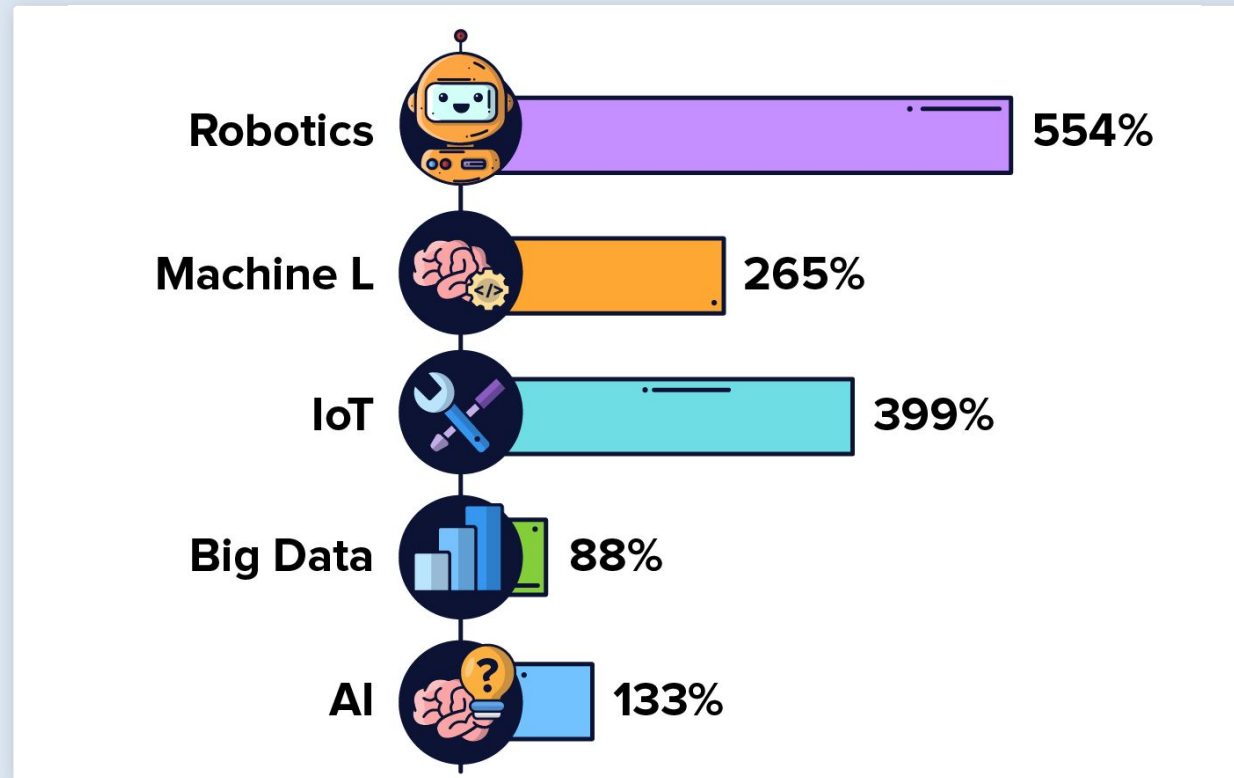


\*Demand growth is measured by looking at the number of InMails sent to professionals in the Netherlands



# ..... Demand for Industry 4.0 skills .....

YoY growth | EMEA



Growth in Jobs Advertised for I 4.0 Skills

# ..... Implications for us tech professionals .....



## Lifelong learning

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- Ability to adapt skills to the changing needs of the workplace will be critical
- LinkedIn Learning



## Growth mindsets are key

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- You will likely have a number of qualitative shifts in your own growth and capacity over the course of your career....



## Look out and ahead

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- Information is king
- Stay current and up to date on demand and supply dynamics of the market

# ..... What does the skills gap mean for **YOU**? .....



## Upskill in tech

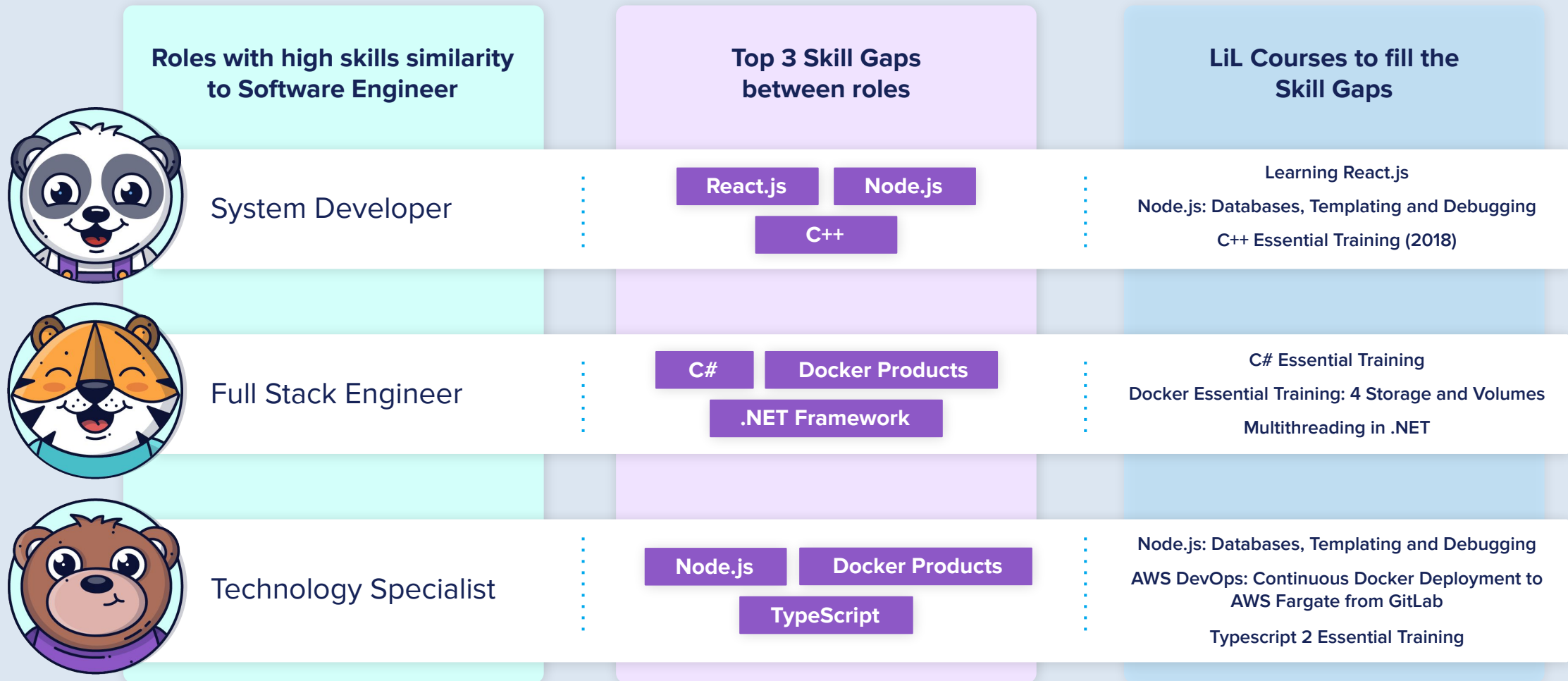
- Understand the tech solutions your team already has.
- Master the current tech to become an effective early adopter when AI tactics trickle down.



## Double down on soft skills

- Making candidates feel comfortable, selling company culture, and personalising your outreach
- In the future, when recruiters work with tomorrow's tech, they'll gain the freedom to be all the more human.

# Possible development paths to Software Engineer



\* Other roles with more than 50% skill overlap with Software Engineers include: Technical Consultant, Application Developer, Python Developer, Information Technology Developer, Java Specialist, etc

# Fastest Growing Skills for Tech Talent

Globally (IT)



**Cybersecurity**



**Network Engineering**



**Analytical Skills**



**Scrum**



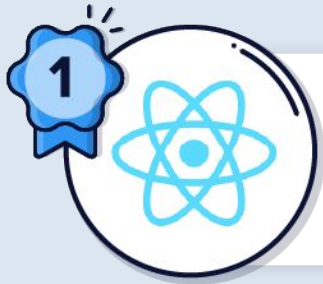
**Information Security**

[Full article here](#)



# Fastest Growing Skills for Tech Talent

## Globally (Engineering)



**React.js**



**Docker**



**AWS**

[Full article here](#)



**Node.js**



**MongoDB**



# Thank you

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We'll take questions during the Q&A section  
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