

◀ human  
▼ capital  
▶ agenda

# ICT.

## 1 million ICT-professionals in 2030, for a successful digital transition of The Netherlands

### WHAT IS HCA ICT?

The Human Capital Agenda ICT (HCA ICT) is a national action plan led by the Ministry of Economic Affairs and Climate in the Netherlands. It aims to tackle the shortage of ICT professionals in the country, which is hindering digital progress in various sectors.

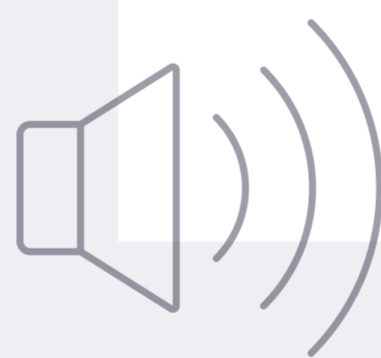
By 2030, the Netherlands is projected to need at least 1 million ICT professionals, but currently only has around 700,000. The HCA ICT brings together stakeholders from education, business, and government to address this gap. It focuses on three key areas of expertise: cybersecurity, data and AI, and software & cloud.

### ACTIVITIES 2024-2027

- Unlocking data about the ICT labor market and education to support data-driven decision-making.
- Supporting regions in the development and implementation of their human capital strategy on digitalization.
- Promote and facilitate scaling of successful regional initiatives for more impact on a national level.
- Coordinating, monitoring and promoting activities on the local, regional and national level and reduce fragmentation.

### TARGETS 2030

- The Netherlands implements a Human Capital Strategy on digitalization in all regions, aligned with the national agenda.
- The strategy emphasizes a chain-approach philosophy, fostering collaboration between educational institutions, research organizations, and industry.
- Public-private initiatives in regions aim to boost self-sufficiency, enhance regional impact, and create balanced ecosystems for successful digital transformation, while also coordinating strategically at the national level.



### OUR APPROACH

#### LOCAL, REGIONAL, NATIONAL

