

Global Immigration alert

July 2025

Netherlands

The Dutch government to propose measures to strengthen the knowledge migrant scheme

Executive summary

On 4 July 2025, the Dutch government announced plans to tighten the knowledge migrant scheme (Kennismigrantenregeling) to focus on attracting top talent while reducing overall net migration and misuse of the system. This initiative reflects the government's commitment to maintaining a robust labor market while protecting local workers' interests.

Background

The Dutch cabinet is proactively revising the knowledge migrant framework to ensure that it aligns with the country's economic goals. The proposed adjustments to the knowledge migrant scheme aim to reinforce the system's integrity and close loopholes that have led to misuse.

Key developments

If published, the proposal would include the following measures:

- **Stricter employer accreditation:** Employers would undergo more rigorous screening to ensure appropriate use of the scheme, with inactive or non-compliant accredited sponsors potentially losing their status.
- **Higher salary thresholds (including reduced rates):** The minimum salary requirement would increase to reflect fair market standards for highly skilled roles, with specific adjustments for individuals under 30 aligning with the EU Blue Card scheme. Requirements regarding salary thresholds for young graduates and specific roles within startups would also undergo revision.
- **Stricter measures for market conformity:** Enhanced checks would be implemented to ensure that job offers and salaries align with the Dutch labor market and genuinely require applicants with highly skilled expertise.

- **Clarification regarding regulatory guidelines:** Clearer rules would be established for calculating and applying salary criteria to prevent misinterpretation.

The proposals are part of a broader review anticipated in late 2025. Implementation could occur in 2026, subject to parliamentary and budget approval. Updates will be provided as the final legislative package is announced.

Impact on employers

Employers may anticipate more rigorous compliance requirements on the horizon as the government seeks to tighten the criteria for knowledge migrants and ensure that only those who genuinely contribute to the economy are granted the right to remain in the country. In anticipation of the proposal's implementation, employers may review their current workforce to ensure alignment with the proposed new requirements, verify active accredited sponsor status, prepare for tighter application scrutiny, and document qualifications for roles classified as "highly skilled" under the proposed new criteria.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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