



Arcadis: Putting people first through tech upskilling

Using Pluralsight Skills, Arcadis equipped employees with the tech proficiency to advance their careers and help the business make a positive ecological impact.

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The challenge

With over 100 years of experience delivering sustainable architecture and engineering consultancy solutions, Arcadis was at a crossroads. They needed a way to upgrade outdated upskilling methods (like manual data tracking and spreadsheets) into efficient, scalable tools built to deliver customer value and improve quality of life around the world.

In keeping with their long-standing value of putting their people first, Arcadis aims to empower all employees to become proficient in the most up-to-date digital tools. That means finding a solution for better tech upskilling, better skill tracking, and a stronger focus on digital fluency for all.

Who they are

Arcadis is the world's leading company delivering sustainable design, engineering, and consultancy solutions for natural and built assets. They are more than 36,000 people, in over 70 countries, dedicated to improving quality of life.



Founded in
1888

Headquartered in
**Zuidas, Amsterdam,
Netherlands**

27,000+
employees globally

350+
offices globally



The solution

Tech skills, democratized

In order to comprehensively understand the true state of tech skills within Arcadis, the team led by Freek Matheij launched its Citizen Development program, a three-month program made accessible to tech-savvy Arcadians not yet certified in key technologies. The program has a simple and powerful mission: to democratize technology and increase the agency of all Arcadians.

To power the Citizen Development program, Arcadis leveraged the Pluralsight Skills platform. With its breadth of expert-led content, hands-on learning, and tailored Skill IQ and Role IQ assessments, Skills was a natural fit for Arcadis's mission. Executives at the company saw the analytics and quickly bought into Citizen Development. In fact, they liked it so much that the conversation became a question not of cost, but of how many people could complete the program.

By enabling Arcadians with technology skills, the company became better equipped to address real-world challenges and freed up resources for strategic initiatives and the larger needs of the business.

“To reduce technical debt, we have to start by investing in our employees.”

— Freek Matheij, Global Citizen Development Director

What we're learning

Cloud



AI



Software
design



Security



Key benefits of Pluralsight for Arcadis

Digital fluency

Pluralsight Skills has driven a 40% increase in tech proficiency and empowered Arcadians to transition into more technical roles.

Better security

Thanks to Pluralsight Skills, Arcadis has seen fewer security vulnerabilities, fewer tickets, and more time for innovation.

Better skill measurement

Pluralsight's Skill IQ and Role IQ assessments offer accessible, data-driven reporting on the state of tech skills within Arcadis.

Enhanced sustainability

Upskilling has increased personal productivity, reducing the amount of time spent on repetitive tasks and making it easier for Arcadis to focus on making a positive ecological impact.

The next steps

Expanding people-first learning opportunities

As Arcadis Global Technology Officer, Bram Mommers, puts it, "Upskilling our staff, investing in our staff, and training are super important to make sure we get to where we want to be. In the end, it's all about our people."

The Citizen Development program is only the beginning. In the future, Arcadis hopes to expand it into an "expedition program," with over 2,000 Arcadian Citizen Developers involved.

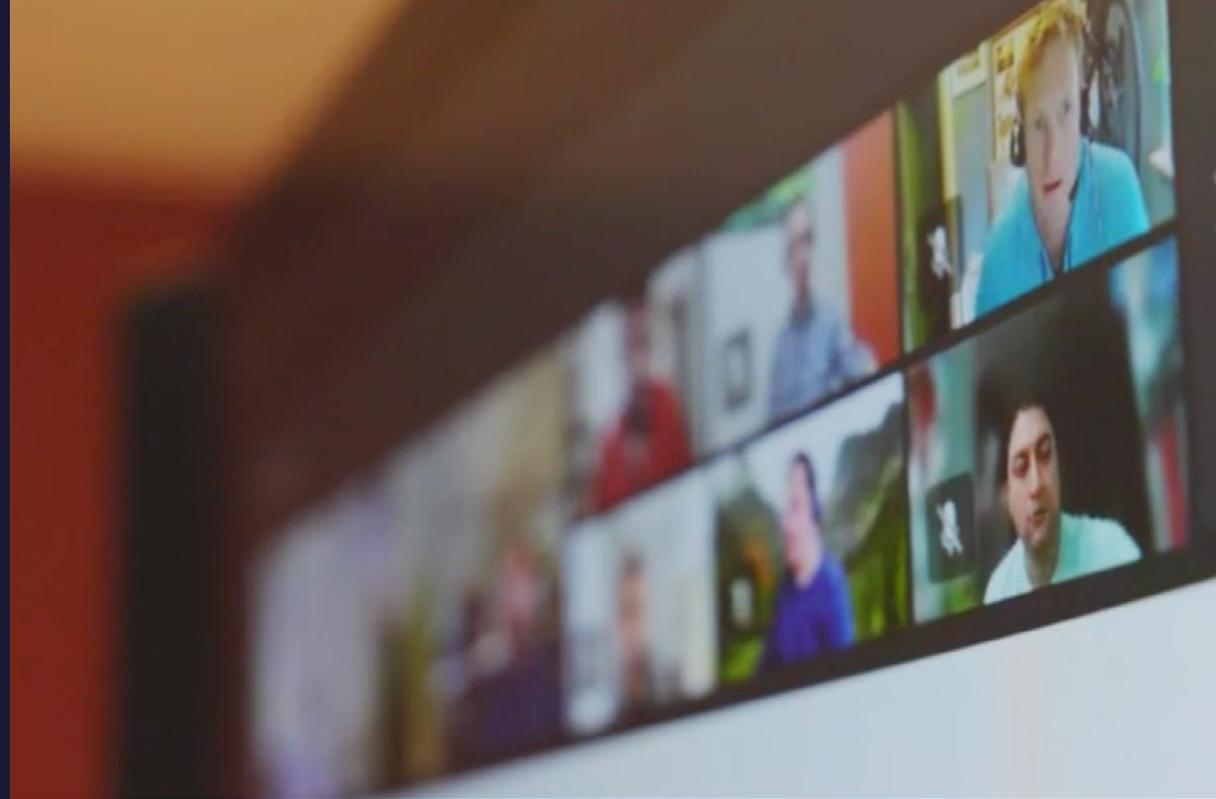
This year and beyond, company leadership will remain focused on envisioning new ways to equip Arcadians with digital capabilities and put them in a better position for career advancement.

“It's not about cost anymore. It's about how many people we can get through the program.”

— Melissa Planas Risi, Citizen Development Consultant

“ I have used different learning platforms, but Pluralsight is by far the best one. It has awakened a hunger to keep learning even more.”

— Charlie Torres, Citizen Development participant



Want to increase the speed of innovation at your organization?

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