



Skills and Talent Mobility

Social partners' Liaison Forum

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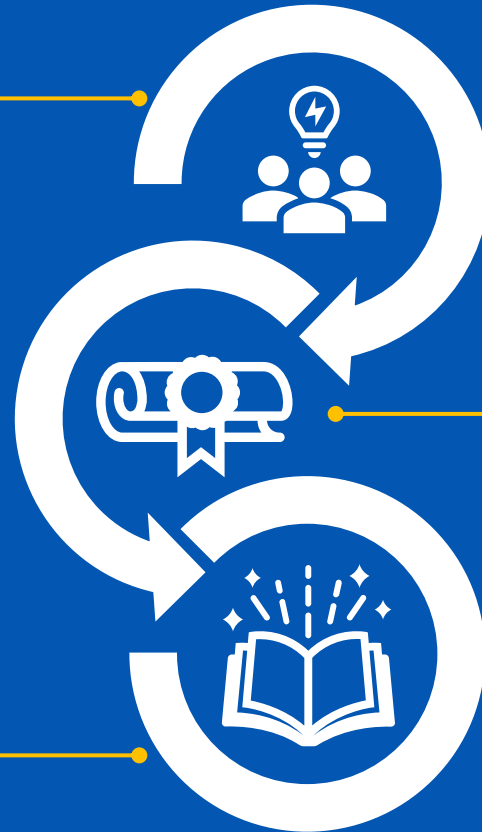
“ *European companies are grappling with a shortage of staff. We have to attract the right skills to our continent, skills that help companies and strengthen Europe's growth.* ”

Ursula von der Leyen

President of the European Commission

Three new College initiatives

**An EU Talent Pool
Regulation**



**Recommendation on the
recognition of third country
nationals' qualifications**

**Recommendation on
Learners' Mobility**

The Commission Communication

- The Commission Communication sets out the overall picture of the package and brings together the accompanying initiatives
- It includes also additional actions



A targeted approach with **skills intelligence** as a springboard



Boosting information on **recognition procedures**, and comparability of qualifications



Building **trust in qualifications and skills** gained in third countries



A **long-term vision to improve the recognition** of qualifications and skills



Partnering on talent mobility and skills acquisition



Commission Recommendation on the recognition of qualifications of third-country nationals

Objectives and the scope



Simplify and expedite the recognition processes



Holistic, 'whole-of-government' approach



Address labour and skills shortage

- Third-country nationals, who are
 - in process of obtaining a visa or work and residence permit or
 - already legally resident in the Union
- Situations, where recognition is required in order to grant rights
 - To give access to a regulated profession (recognition of professional qualification)
 - To grant access to a learning programme (academic recognition)
 - To grant a visa or work and residence permit (recognition for labour migration)

Recommendations to the organisation of recognition

Capacity building

Staff and knowledge development

Data management

Cooperation with stakeholders and with other MSs

Co-operation with third countries

Pre-arrival access to recognition procedures, processes to authenticate documents

Knowledge on qualifications and learning outcomes, structures of ET systems

Information exchange, study visits, joint projects

Information and support

Pre-departure information provision, part of employment services, access to LLL

User-friendly, complete and up-to-date information

Transparency of skills obtained in EU; credentials, validation of skills

Procedures

Online tools

Minimise translation requirements (eTranslation), avoid undue burden to applicants

Transparent and actual costs



‘Europe on the Move’ – learning mobility opportunities for everyone

Commission proposal for a Council Recommendation

'Europe on the Move' – key features

Aiming to make learning mobility a standard and integral part of all education and training pathways

Boosting inclusiveness and accessibility of learning mobility

Proposing three ambitious EU-level targets for 2030

Boosting Teacher mobility and Apprentice mobility

Europe on the Move: new targets

2023



At least

25%

of higher education graduates with a learning mobility experience



At least

15%

of vocational learners benefiting from a learning mobility abroad



People with fewer opportunities to make up

20%

of all learners benefiting from mobility abroad

2030

Twelve recommendations to Member States

1. Provide systemic learning mobility opportunities
2. Enhance language learning
3. Support engagement in learning mobility activities
4. Provide information on learning mobility opportunities
5. Support transparency and recognition of learning outcomes
6. Support transition to labour market and work mobility
7. Make learning mobility more inclusive and accessible
8. Make learning mobility more environmentally sustainable
9. Make use of digital technologies to facilitate learning mobility
10. Promote EU values through learning mobility
11. Promote the EU as a learning destination
12. Support the implementation of the Recommendation



The EU Talent Pool

*Andrei LUCHICI,
DG Employment, Social Affairs and Inclusion,
EMPL E.1*

Key labour market challenges



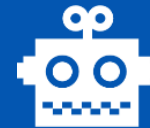
Geopolitics: A skilled workforce is key to the EU's competitiveness and capacity for growth and innovation



Green: The green transition will create 1-2.5 million additional jobs by 2030



The solution starts at home: but work to upskill, reskill and activate the domestic workforce will not alone be enough



Digital: still 11 million short of the EU target of employing 20 million ICT professionals by 2030



Demographic changes: Europe is an ageing society



Care sector growing needs: from 17.4 million workers in 2008 to around 22 million workers in 2022

An EU Talent Pool

Open to all Skills Levels

For third country nationals worldwide, from bus drivers to doctors.



Voluntary for Member States

An opt-in system leaving Member States in the driver's seat



Targeting key shortage occupations

Only where the supply already in the EU is not enough to meet the demand



A foreign policy tool

Supporting the implementation of Talent Partnerships and discouraging irregular migration



For which shortage occupations?

Target EU-wide shortage occupations **at all skills levels**

List of EU-wide shortage occupations annexed to the Regulation based on:

Shortage occupations **common to a significant number** of participating MS
[e.g. engineers, medical practitioners, nurses, IT specialists, cooks, waiters, bricklayers]

Shortage occupations **linked to the green and digital transition**
[e.g. environmental, chemical mechanical engineers]

MS can adjust the list to their needs **by adding or/and removing occupations**

Registration

Jobseekers' profiles

**Rolling out good practices – using
EUROPASS profile builder**

Employers' job vacancies

**Registration via National Contact Points if within
EU-wide shortage occupations **and** open to TCNs**

Talent Pool Governance

- **EU Talent Pool Secretariat (Commission):** overall management + development and running of the IT platform
- **EU Talent Pool National Contact Points:** practical implementation at national level + registration employers
- **EU Talent Pool Steering Group:** support and advisory role (e.g. planning activities, monitoring, accelerated immigration procedures)

Additional features

- **Information** on immigration and recruitment processes as well as support services
- **Protection** against unfair recruitment and exploitative working conditions
- **Link with Talent Partnership Pass**

Next steps

- **Ordinary Legislative procedure – EP and Council**
- Timeline
- Funding

Thank you!

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