



Proposal for a Regulation establishing an EU Talent Pool

Political context

- **New Pact on Migration and Asylum** (09/2020): further explore an EU Talent Pool for third-country skilled workers.
- **Skills and Talent Package** (04/2022): EU Talent Pool announced
- **State of the Union and European Year of Skills** (09/2022): Need to attract skilled third-country nationals to the EU
- Proposal for a Regulation establishing an EU Talent Pool **adopted on 15 November 2023** a key component of the Commission's **Package on skills and talent mobility**

Overall objectives

First EU-wide platform aimed at **facilitating international recruitment** and providing job opportunities for jobseekers from third countries residing outside the EU having the skills required to work in shortage occupations of Union relevance at all skills levels

- ❖ *Facilitating **access to legal migration pathways***
- ❖ *Contributing to the **strategic migration management** by strengthening cooperation with partner countries: **Support implementation Talent Partnerships***
- ❖ *Supporting Member States in **addressing existing and future labour shortages***

Voluntary tool

- **Member States can decide**, at any time, whether they want to participate
- Tool providing **additional support at EU level** (not replacing existing national tools)
- **Notification to the Commission** of 9 months before the starting date
- Participating Member States designate an **EU Talent Pool National Contact Point**
- **Only employers** established in the **participating Member States** can publish their job vacancies

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)

Who can use the Talent Pool?

- **Jobseekers** from third countries **residing outside the EU**, including people in need of international protection who are in third countries.
- **Employers** established in the **participating Member States**



If job vacancies:

- ❖ within the list of EU-wide shortage occupations
- ❖ open to TCNs



MS may decide at any time to join the EU Talent Pool. List of participating MS available on the platform

Link with the Talent Partnerships

- Tool to implement Talent Partnerships by **facilitating job placements**
- ‘**EU Talent Partnership pass**’ issued to certify jobseekers’ skills developed and validated in the Talent Partnership



Pass linked to the profile and flagged as certified in the platform

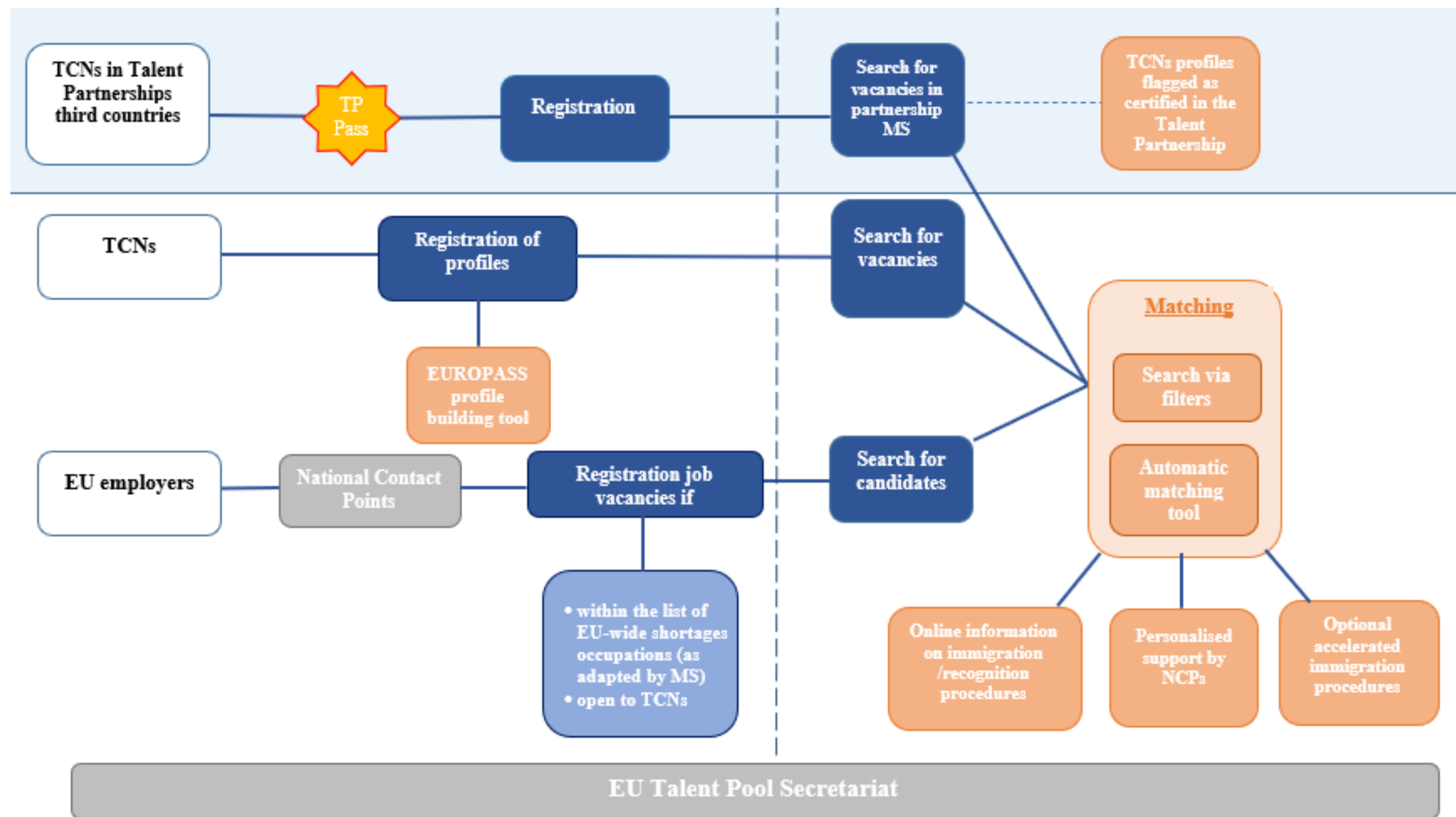
- Possible to **limit visibility** to employers in the MS participating in the Talent Partnership (max. 1 year)
- **MS are not obliged to use the Talent Pool** to implement the Talent Partnerships

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

IT platform features and support services

- Search via **filters** functionality
- **Automated matching tool** (list of suggested matches)
- **Online information** (e.g. immigration and recognition procedures, living and working conditions)
- **Post-selection assistance** by the EU Talent Pool National Contact Points
- **Facilitation of complaints** in case of employers' breaches (protection against unfair recruitment and inadequate working condition)



Thank you



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