

# Skills and Mobility Talent Package

Position Brief

November 2023

## Summary

The Skills and Talent Mobility package, comprises of:

- a proposal for a Regulation for setting up an EU Talent Pool;
- a Commission Recommendation on the recognition of third country qualifications and skills;
- and a proposal for a Council Recommendation on learner mobility.



## The EU Talent Pool

To address the shortage of skilled workers in the EU, the EU Talent Pool initiative has been launched. This initiative aims to facilitate the legal recruitment of job seekers from outside the EU by implementing four key objectives:

1. Enhancing the effectiveness of international job matching processes
2. Improving the alignment of skills and qualifications acquired in third countries with those demanded at the national level
3. Simplifying the understanding and accessibility of migration procedures
4. Encouraging collaboration on migration with third countries, including through the establishment of a Talent Partnership

The initiative proposes a legislative framework for establishing an EU Talent Pool that caters to all skill levels while prioritizing occupations facing shortages. A comprehensive EU-wide job-matching platform, supplemented by complementary support services, would be developed to facilitate this endeavour. The proposed EU Talent Pool would leverage existing components of the EURES IT platform. This legislative framework additionally envisions a platform that streamlines job placement in participating Member States for job seekers from third countries engaged in a Talent Partnership.

*The Regulation:*

- ✓ The proposal establishes an EU Talent Pool that is accessible to all Member States to aid in the recruitment of job seekers from third countries residing outside of the Union, including those in need of international protection who are located in third countries
- ✓ Only employers based in participating Member States would be able to use the EU Talent Pool to post their job openings on the platform.
- ✓ To ensure the EU Talent Pool offers effective support to participating Member States, interoperability between national systems and the EU Talent Pool IT platform is crucial.
- ✓ Jobseekers from third countries can register their profiles on the EU Talent Pool IT platform using the Europass profile builder tool.
- ✓ Jobseekers from third countries who participate in a Talent Partnership will receive an 'EU Talent Partnership pass' certifying the skills they have developed or validated in the context of the Talent Partnership.
- ✓ Once the profiles of jobseekers from third countries with an 'EU Talent Partnership pass' are registered on the EU Talent Pool IT platform, the pass will be visible to employers.
- ✓ Employers can post their job vacancies on the EU Talent Pool IT platform through the EU Talent Pool National Contact Points.
- ✓ Only job vacancies that fall within the list of EU-wide shortage occupations, the national adjustments to this list, and those relevant for a Talent Partnership will be transferred to the platform.
- ✓ An annex to the Regulation lists the EU-wide shortage occupations which includes engineers, healthcare workers, accountants, hospitality construction and manufacturing among others.
- ✓ Participating Member States may put in place accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries residing abroad.



## Commission Recommendation on the recognition of third country qualifications and skills

This Recommendation introduces the streamlining procedures for recognising skills and qualifications earned outside the EU. It advocates for less administrative hurdles and increased flexibility for third-country nationals and calls for facilitating faster and more efficient access to employment and higher education opportunities within the EU.

The Recommendation also promotes a "skills first" approach by exploring potential reforms to the EU system for recognising qualifications and validating skills and reflects on ways to further improve the recognition of third-country qualifications and potential harmonization needs.



## Proposal for a Council Recommendation on learner mobility

This Recommendation encourages learner mobility within the EU across all educational pathways and for adult education. It promotes mobility for learners from third countries to the EU by setting targets for 2030, including aiming for 25% of higher education graduates and 15% of VET learners to have a learning experience abroad.

### Links to more information:

[https://ec.europa.eu/commission/presscorner/detail/en/ip\\_23\\_5740](https://ec.europa.eu/commission/presscorner/detail/en/ip_23_5740)

**Disclaimer: This is a policy brief to create awareness about the legislative proposal and for information purposes. It is not an official position of the Malta Business Bureau.**

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