

Proposal for a Regulation establishing an EU Talent Pool¹

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Legal document summary

The Commission's proposal introduces the EU Talent Pool, an initiative aimed at facilitating job opportunities obtention in ERA countries for third-country nationals and providing clear information on immigration, employment, and qualifications rules to both job seekers and employers. The EU Talent Pool is designed to make ERA countries more attractive to foreign workers and enhance cooperation on labor migration with third countries by implementing job placements within Talent Partnerships, taking into account their concerns and labor market needs. The goal of the proposal is to provide a comprehensive overview of the key features of the new online platform and explain the benefits it offers in terms of attracting and retaining research talents to ERA countries.

Disclaimer

This brief overview is intended to summarize the essential points from the EU institutions' policy document that are relevant for research performing and innovation institutions, without providing the full extent of information available in the original document. The focus of the overview is put on initiatives regarding circulation of highly qualified staff, especially researchers, relevant to the European Research Area. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission.

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- The creation of the EU Talent Pool addresses the declining working-age population in the EU and the significant labor and skills shortages that EU employers, especially small and medium-sized enterprises (SMEs), are experiencing in various fields.
- It is acknowledged that simply activating the inactive workforce, reskilling current employees, enhancing working conditions, and promoting intra-EU mobility will not suffice to tackle these pressing challenges. The inconsistent strategies among Member States in attracting job seekers from outside the EU pose a major problem. This initiative aims to help EU countries leverage their membership to effectively draw in talent.
- The EU Talent Pool is defined as an EU-wide platform for international recruitment intended to facilitate the process of matching employers in the EU with jobseekers in third countries for EU-wide shortage occupations.
- The EU Talent Pool is designed as a voluntary tool. The EU Talent Pool IT platform will incorporate specialized tools designed to enhance the identification and matching process, utilizing certain IT components from the existing EURES (the European network of employment services) Platform. Additionally, it will offer supplementary services to aid international recruitment, including information on recruitment and immigration regulations, recognition procedures, working and living conditions, as well as dedicated support from National Contact Points in the participating Member States.

¹ You can access the original document here: [European Commission. \(2023, November 15\). Proposal for a regulation of the European Parliament and of the Council establishing an EU talent pool \(COM\(2023\) 716 final\).](#)

- The EU Talent Pool IT platform is being established to streamline the recruitment of job seekers from third countries. It will consist of several key components:
1. **Coordinated Channel:** A unified channel for participating Member States to submit job vacancies to the EU Talent Pool database.
 2. **Technical Infrastructure:** This will support the database in receiving job vacancies from Member States.
 3. **Jobseeker Profiles:** Infrastructure to collect and maintain profiles of registered job seekers from outside the EU.
 4. **Search Capabilities:** Systems that allow National Contact Points and employers to search for registered job seekers, and vice versa for job seekers searching for vacancies.
 5. **Automated Matching Tool:** A tool to facilitate the matching of job seekers with available positions.

Additionally, the platform will include a secure communication channel for interaction between registered job seekers and employers. The European Commission will develop necessary technical standards for data exchange and ensure interoperability between national systems and the EU Talent Pool IT platform, thereby enhancing the efficiency of the recruitment process across participating Member States.

- Each participating Member State must appoint a National Contact Point for the EU Talent Pool. These National Contact Points should be selected from the relevant authorities responsible for employment and immigration within each Member State.
- Job seekers from third countries can create their profiles using the Europass profile builder to register on the EU Talent Pool IT platform. Registration on the EU Talent Pool IT platform is restricted to individuals who explicitly state that they are not subject to any judicial or administrative decisions that deny them entry or residence in a Member State, in accordance with national law, or any entry bans to the EU as per Directive 2008/115/EC. The profiles of job seekers from third countries who are registered in the EU Talent Pool will be accessible to employers participating in the platform. Registered job seekers from third countries on the EU Talent Pool IT platform can search for available job vacancies.
- Member States involved in a Talent Partnership may choose to utilize the EU Talent Pool to aid in the recruitment of job seekers from a third country. This applies to individuals whose skills have been developed or validated within the context of that Talent Partnership and certified by an "EU Talent Partnership pass."
- Employers who wish to participate in the EU Talent Pool can ask the National Contact Point in the Member State where their business is located to submit their job openings to the EU Talent Pool IT platform.
- The National Contact Points of participating Member States will make available on the EU Talent Pool IT platform job vacancies that meet the following criteria:

1. The job vacancies must fall under the list of EU-wide shortage occupations defined in Article 14, or any national adjustments to that list as per Article 15(1). Alternatively, the vacancies may be relevant for a Talent Partnership.
2. The job vacancies must be open to the recruitment of job seekers from third countries, while still adhering to the principle of preferring EU citizens where applicable under national law.

The National Contact Points will transfer these eligible job vacancies to the EU Talent Pool IT platform to facilitate the recruitment of third-country nationals by employers across participating Member States.