

Communication on Skills and Talent Mobility¹

Type of Document: European Commission Communication

Date of document/adoption: 15 November 2023

Policy document summary

The Commission Communication on skills and talent mobility identifies challenges in the EU research and innovation policy on the matters of stepping up the attractiveness of the ERA for global talent and skills. It recognises the value added by third country workers for addressing labour and skills shortages and driving innovations and technological progress calling for the facilitation of the recruitment of third country nationals at all skills levels. The EU-level tools and initiatives that the Communication promotes are set to help Member States compete in the global race for talent.

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.

How talent mobility from non-EU countries can be part of the solution?

- The OECD talent attractiveness indicator reveals that the EU fails as an attractive destination for foreign talent.
- The Commission Communication recognised that the talent mobility from non-EU countries can be a part of the solution for the EU to remain competitive for the best global talent.
- The Commission committed to continue to promote a targeted approach to skills intelligence, drawing on the latest labour market data, engaging with Member States and Public Employment Services.

Making Recruitment from outside the EU easier – the EU Talent Pool

- Based on the Communication, one of the main steps in the process of facilitating international recruitment and boosting the attractiveness of the EU market is the introduction of the EU Talent Pool.
- The EU Talent Pool is envisioned as a first EU wide platform designed to provide information to both third country workers and employers on issues such as recruitment and immigration procedures as well as on recognition of qualifications in the so called participating EU Member States i.e. states that voluntarily opt to take part in the platform operation.

Achieving Easier and Faster Recognition of Professional Qualifications and Validation of Skills Gained in Third Countries

- The Communication highlights that labour market realities call for the use of the 'skills first' approach recognising the value not only of formal qualifications but also other demonstrable skills and experiences necessary to identify the right candidates for vacancies. On this basis, the Commission adopted a *Recommendation on the*

¹ You can access the original document here: [European Commission. \(2023, November 15\). Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on Skills and Talent Mobility \(COM\(2023\) 715 final\).](#)

recognition of qualifications of all legally residing third country nationals, setting out guidance to improve procedures and help Member States recognise qualifications and skills obtained outside the EU more quickly and efficiently.

- Although there is an absence of information at EU level on the recognition of qualifications and skills gained in third countries, the Commission recognises the importance of collaborative actions of the ENIC network (European Network of Information Centres) and NARIC network (National Academic Recognition Information Centres) facilitate access to information on recognition procedures and higher education systems that can be further developed.
- The Commission pledged to support Member States to develop databases on the comparability of third country qualifications and to ensure these databases' interoperability. Moreover, the Commission committed to explore the feasibility of developing an EU-level tool linking national databases on recognition capable of developing statements of comparability for specific third country qualifications covering all Member States.

Partnering on Talent Mobility and Skills Acquisition

- The Communication highlights that concerns about the loss of skills and talent can be addressed through targeted cooperation with third countries focused on sectors where labour market characteristics are complementary in terms of over and under supply of workers.
- The Commission acknowledges the importance of establishing so called Talent Partnerships with selected third countries with a view to advance mutually beneficial, tailor-made priorities for talent mobility and skills acquisition.

Facilitating the Mobility of Learners and Staff Involved in Teaching and Training – “Europe On The Move”

The Communication highlights the importance of adopting the proposed *Council Recommendation on a renewed learning mobility framework* for boosting the attractiveness of the EU as a destination for talent and skills development.

The Commission pledged to support the implementation of the recommendation by:

- mapping the use of relevant EU funding streams (e.g. Erasmus+, European Solidarity Corps) and other funding at national or international level to raise awareness of good practice and foster synergies between learning mobility actions; and
- supporting Member States in developing a comprehensive approach to language teaching and learning, which would also have a beneficial impact on third country nationals.