


Basic information	
2023/0404(COD) COD - Ordinary legislative procedure (ex-codecision procedure) Regulation	Awaiting committee decision
Establishing an EU talent pool Subject 4.15 Employment policy, action to combat unemployment 7.10.08 Migration policy	

Key players				
European Parliament	Committee responsible		Rapporteur	Appointed
	LIBE Civil Liberties, Justice and Home Affairs		AL-SAHLANI Abir (Renew)	30/09/2024
			Shadow rapporteur DÜPONT Lena (EPP) MORENO SÁNCHEZ Javier (S&D) VANDENDRIESSCHE Tom (Pfe) KANKO Assita (ECR) STROLENBERG Anna (Greens/EFA) BARRENA ARZA Fernando (The Left)	
	Former committee responsible		Former rapporteur	Appointed
	LIBE Civil Liberties, Justice and Home Affairs		AL-SAHLANI Abir (Renew)	22/01/2024
	Committee for opinion		Rapporteur for opinion	Appointed
	DEVE Development		TOBÉ Tomas (EPP)	04/12/2024
	EMPL Employment and Social Affairs		VIND Marianne (S&D)	21/11/2024
	CULT Culture and Education		RIEHL Nela (Greens/EFA)	03/12/2024
	Former committee for opinion		Former rapporteur for opinion	Appointed

	DEVE Development	TOBÉ Tomas (EPP)	28/11/2023
	BUDG Budgets	The committee decided not to give an opinion.	
	EMPL Employment and Social Affairs (Associated committee)	VIND Marianne (S&D)	29/01/2024
	CULT Culture and Education	ALBUQUERQUE João (S&D)	16/01/2024
Council of the European Union			
European Commission	Commission DG	Commissioner	
	Migration and Home Affairs	JOHANSSON Ylva	






Key events			
Date	Event	Reference	Summary
15/11/2023	Legislative proposal published	COM(2023)0716 	Summary
08/02/2024	Committee referral announced in Parliament, 1st reading		
08/02/2024	Referral to associated committees announced in Parliament		
13/11/2024	Committee referral announced in Parliament, 1st reading		

Technical information	
Procedure reference	2023/0404(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Procedure subtype	Legislation
Legislative instrument	Regulation
Legal basis	Rules of Procedure EP 57_o Treaty on the Functioning of the EU TFEU 079-p2
Stage reached in procedure	Awaiting committee decision
Committee dossier	LIBE/10/00268

Documentation gateway				
European Parliament				
Document type	Committee	Reference	Date	Summary
Amendments tabled in committee		PE766.953	18/12/2024	
Amendments tabled in committee		PE766.831	18/12/2024	

Committee draft report		PE766.973	20/12/2024	
Amendments tabled in committee		PE768.053	28/01/2025	
Amendments tabled in committee		PE768.050	28/01/2025	
Amendments tabled in committee		PE768.051	28/01/2025	
Committee opinion	DEVE	PE766.857	10/02/2025	
Committee opinion	CULT	PE767.980	19/02/2025	
Committee opinion	EMPL	PE766.602	20/02/2025	

European Commission

Document type	Reference	Date	Summary
Legislative proposal	COM(2023)0716 	15/11/2023	Summary
Document attached to the procedure	SWD(2023)0718 	16/11/2023	
Document attached to the procedure	SWD(2023)0717 	16/11/2023	
Document attached to the procedure	SWD(2023)0716 	16/11/2023	
Document attached to the procedure	SEC(2023)0716 	16/11/2023	

National parliaments

Document type	Parliament /Chamber	Reference	Date	Summary
Contribution	CZ_CHAMBER	COM(2023)0716	09/02/2024	
Contribution	EL_PARLIAMENT	COM(2023)0716	07/03/2024	
Contribution	IT_CHAMBER	COM(2023)0716	04/04/2024	
Contribution	IT_SENATE	COM(2023)0716	23/05/2024	

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
ESC	Economic and Social Committee: opinion, report	CES0050/2024	24/04/2024	

Additional information

Source	Document	Date
EP Research Service	Briefing	02/07/2024

Meetings with interest representatives published in line with the Rules of Procedure

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Name	Role	Committee	Date	Interest representatives
PETROV Hristo	Shadow rapporteur for opinion	EMPL	05/03/2025	Ceemet
STROLENBERG Anna	Shadow rapporteur	LIBE	19/02/2025	Vereniging VNO-NCW
MORENO SÁNCHEZ Javier	Shadow rapporteur	LIBE	18/02/2025	Diageo
STROLENBERG Anna	Shadow rapporteur	LIBE	18/02/2025	Stichting Mondiaal FNV
MORENO SÁNCHEZ Javier	Shadow rapporteur	LIBE	03/02/2025	CEEMET
MORENO SÁNCHEZ Javier	Shadow rapporteur	LIBE	31/01/2025	ISACA
MORENO SÁNCHEZ Javier	Shadow rapporteur	LIBE	17/01/2025	ETUC
STROLENBERG Anna	Shadow rapporteur	LIBE	17/01/2025	UNHCR
BUA Andrzej	Shadow rapporteur for opinion	EMPL	16/01/2025	Dreman company, HANZEL - Opolskie Centrum Rozwoju Gospodarki
STROLENBERG Anna	Shadow rapporteur	LIBE	16/01/2025	ETUC
RIEHL Nela	Shadow rapporteur for opinion	EMPL	16/01/2025	EUROPEAN TRADE UNION CONFEDERATION
STROLENBERG Anna	Shadow rapporteur	LIBE	13/01/2025	ODI Europe
PETROV Hristo	Shadow rapporteur for opinion	EMPL	17/12/2024	United Federation of Workers in Denmark (3F)
STROLENBERG Anna	Shadow rapporteur	LIBE	12/12/2024	SME United
PETROV Hristo	Shadow rapporteur for opinion	EMPL	11/12/2024	BUSINESSEUROPE
PETROV Hristo	Shadow rapporteur for opinion	EMPL	03/12/2024	-
STROLENBERG Anna	Shadow rapporteur	LIBE	02/12/2024	Digital Europe Workaday
MORENO SÁNCHEZ Javier	Shadow rapporteur	LIBE	21/11/2024	German Federal Employment Agency
STROLENBERG Anna	Shadow rapporteur	LIBE	12/11/2024	Migration Policy Centre
BUA Andrzej	Shadow rapporteur for opinion	EMPL	06/11/2024	World Employment Confederation-Europe
STROLENBERG Anna	Shadow rapporteur	LIBE	17/10/2024	European Trade Union Institute
STROLENBERG Anna	Shadow rapporteur	LIBE	16/10/2024	Migration Policy Institute Europe
STROLENBERG Anna	Shadow rapporteur	LIBE	14/10/2024	International Centre for Migration Policy Development
STROLENBERG Anna	Shadow rapporteur	LIBE	14/10/2024	OECD
AL-SAHLANI Abir	Rapporteur	LIBE	06/03/2024	OECD
AL-SAHLANI Abir	Rapporteur	LIBE	22/02/2024	SMEunited
AL-SAHLANI Abir	Rapporteur	LIBE	21/02/2024	OECD International Labour Organisation International Organisation for Migration European Commission

AL-SAHLANI Abir	Rapporteur	LIBE	21/02/2024	North Sweden European Office
AL-SAHLANI Abir	Rapporteur	LIBE	15/02/2024	European Disability Forum
VIND Marianne	Rapporteur	EMPL	14/02/2024	industriAll European Trade Union
AL-SAHLANI Abir	Rapporteur	LIBE	14/02/2024	Confederation of Swedish Enterprise
AL-SAHLANI Abir	Rapporteur	LIBE	14/02/2024	Bundesvereinigung der Deutschen Arbeitgeberverbände e.V.
VIND Marianne	Rapporteur	EMPL	13/02/2024	European Transport Workers' Federation
ALBUQUERQUE João	Shadow rapporteur	CULT	12/02/2024	European Council on Refugees and Exiles
VIND Marianne	Rapporteur	EMPL	12/02/2024	Confederation of Danish Employers
VIND Marianne	Rapporteur	EMPL	09/02/2024	Bundesvereinigung der Deutschen Arbeitgeberverbände e.V.
VIND Marianne	Rapporteur	EMPL	09/02/2024	Danish Trade Union Confederation EU Office
VIND Marianne	Rapporteur	EMPL	08/02/2024	International Labour Organization
VIND Marianne	Rapporteur	EMPL	08/02/2024	Picum
RUOHONEN-LERNER Pirkko	Shadow rapporteur for opinion	EMPL	08/02/2024	Suomen pysyvä edustusto Euroopan unionissa
DÜPONT Lena	Shadow rapporteur	LIBE	07/02/2024	IHK Hannover
VIND Marianne	Rapporteur	EMPL	02/02/2024	Fagligt Fælles Forbund
AL-SAHLANI Abir	Rapporteur	LIBE	01/02/2024	Confederation of Swedish Enterprise
VIND Marianne	Rapporteur	EMPL	01/02/2024	EUROPEAN TRADE UNION CONFEDERATION
VIND Marianne	Rapporteur	EMPL	01/02/2024	Federatie Nederlandse Vakbeweging
VIND Marianne	Rapporteur	EMPL	01/02/2024	Deutscher Gewerkschaftsbund
AL-SAHLANI Abir	Rapporteur	LIBE	30/01/2024	The Swedish Trade Union Confederation
AL-SAHLANI Abir	Rapporteur	LIBE	30/01/2024	The Adecco Group
AL-SAHLANI Abir	Rapporteur	LIBE	29/01/2024	International Labour Organisation
AL-SAHLANI Abir	Rapporteur	LIBE	25/01/2024	EUROPEAN TRADE UNION CONFEDERATION
AL-SAHLANI Abir	Rapporteur	LIBE	24/01/2024	BUSINESSEUROPE
AL-SAHLANI Abir	Rapporteur	LIBE	24/01/2024	Platform for International Cooperation on Undocumented Migrants (PICUM)
AL-SAHLANI Abir	Rapporteur	LIBE	24/01/2024	EU Commission DG HOME DG EMPL
AL-SAHLANI Abir	Rapporteur	LIBE	23/01/2024	HOTREC, Hotels, Restaurants & Cafés in Europe
AL-SAHLANI Abir	Rapporteur	LIBE	22/01/2024	European Network of Migrant Women

Other Members

Name	Date	Interest representatives
CEULEMANS Estelle	03/03/2025	BUSINESSEUROPE
DANIELSSON Johan	24/01/2025	The Swedish Trade Union Confederation

OETJEN Jan-Christoph	17/01/2025	Deutsche Industrie- und Handelskammer
CUNHA Paulo	14/01/2025	HOTREC, Hotels, Restaurants & Cafés in Europe
INCIR Evin	27/11/2024	Tjänstemännens Centralorganisation

Establishing an EU talent pool

2023/0404(COD) - 15/11/2023 - Legislative proposal

PURPOSE: to set up an EU Talent Pool to help address labour shortages across Europe.

PROPOSED ACT: Regulation of the European Parliament and of the Council.

ROLE OF THE EUROPEAN PARLIAMENT: the European Parliament decides in accordance with the ordinary legislative procedure and on an equal footing with the Council.

BACKGROUND: the EU and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, **legal migration** is key to complement those actions and must be part of the solution to fully support the twin transition.

CONTENT: in order to facilitate international recruitment and provide opportunities for third-country nationals to work in EU-wide shortage occupations, the Commission proposes to set up a Union-wide platform, **the EU talent pool**, aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations. This platform will bring together and support the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the participating Member States.

General provisions

The EU talent pool will be a **voluntary tool** which offers additional support at EU level to interested Member States to facilitate international recruitment. As Member States remain free to decide whether they want to join, clear rules on their participation are laid down. In particular, Member States may decide at any time to join the EU talent pool. These decisions will be notified to the Commission at the latest 9 months beforehand. Only employers established in the participating Member States would be able to use the EU Talent Pool to publish their job vacancies on the platform.

IT system

The proposal establishes a new IT platform (EU Talent Pool IT platform) which brings together and supports the matching of profiles of jobseekers from third countries residing outside the Union and job vacancies of employers established in the participating Member States.

Governance

An EU Talent Pool Secretariat is established to ensure the overall management of the EU Talent Pool, including the setting up and management of the EU Talent Pool IT platform. A Steering Group is also established composed of representatives of the participating Member States and is aimed at providing support on a number of aspects relevant for the implementation of the EU Talent Pool. This group may also offer a forum of discussion to facilitate Member States' exchanges on the implementation of accelerated immigration procedures to facilitate the recruitment of jobseekers from third countries matched with employers via the EU Talent Pool IT platform.

Each participating Member State will designate the EU Talent Pool National Contact Points which will transmit job vacancies to the EU Talent Pool IT platform and notify the EU Talent Pool Secretariat the national list of shortage occupations as well as the shortage occupations removed from or added to the EU-wide list of shortage occupations.

Registration of job seekers from third countries

Rules on the registration and access of jobseekers from third countries in the EU Talent Pool IT platform are laid down in the proposal. After having registered their profiles via the **Europass profile builder tool**, registered jobseekers from third countries become visible to employers and are allowed to search for job vacancies in the platform.

Talent partnerships

The EU Talent Pool IT platform will offer a tool to implement the Talent Partnerships by facilitating job placements in this context.

Jobseekers from third countries who participated in a Talent Partnership should receive an '**EU Talent Partnership pass**' which certify the skills developed or validated in the context of a Talent Partnership. Once the profiles of these jobseekers are registered in the EU Talent Pool IT platform, the 'EU Talent Partnership pass' becomes visible to employers.

Participation of employers in the EU Talent Pool

The proposal lays down rules on the participation of employers in the EU Talent Pool. Employers' job vacancies are transferred to the EU Talent Pool IT platform by the EU Talent Pool National Contact Points. As the EU Talent Pool targets certain shortages occupations, only job vacancies falling within the list of EU-wide shortage occupations, the national adjustments to this list and those relevant for a Talent Partnership are transferred to the platform.

Accelerated immigration procedures

The proposal introduces the possibility for participating Member States to put in place accelerated immigration procedures in particular as regards the obtention of visas and residence permits for work purposes and the exemption from the principle of preference for Union citizens.