















Procedure file

Basic information	
COD - Ordinary legislative procedure (ex-codecision procedure) Regulation	2023/0404(COD) 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
	 Civil Liberties, Justice and Home Affairs	 AL-SAHLANI Abir	22/01/2024
		Shadow rapporteur	
		 DÜPONT Lena	
		 MORENO SÁNCHEZ Javier	
		 BOESELAGER Damian	
		 MILAZZO Giuseppe	
		 ARVANITIS Konstantinos	
	Committee for opinion	Rapporteur for opinion	Appointed
	 Development	 TOBÉ Tomas	28/11/2023
 Budgets	The committee decided not to give an opinion.		
 Employment and Social Affairs (Associated committee)		29/01/2024	
 VIND Marianne			
 Culture and Education		16/01/2024	
	 ALBUQUERQUE João		

Key events

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		

Technical information

Procedure reference	2023/0404(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Procedure subtype	Legislation
Legislative instrument	Regulation
Legal basis	Treaty on the Functioning of the EU TFEU 079-p2; Rules of Procedure EP 57
Stage reached in procedure	Awaiting committee decision
Committee dossier	LIBE/9/13737

Documentation gateway

Legislative proposal		COM(2023)0716	15/11/2023	EC	Summary
Document attached to the procedure		SEC(2023)0716	16/11/2023	EC	
Document attached to the procedure		SWD(2023)0716	16/11/2023	EC	
Document attached to the procedure		SWD(2023)0717	16/11/2023	EC	
Document attached to the procedure		SWD(2023)0718	16/11/2023	EC	
Committee draft report		PE758.802	06/02/2024	EP	
Committee opinion	CULT	PE758.197	08/04/2024	EP	
Committee opinion	DEVE	PE758.160	11/04/2024	EP	

Establishing an EU talent pool

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.

Transparency				
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
AL-SAHLANI Abir	Rapporteur	LIBE	14/02/2024	Bundesvereinigung der Deutschen Arbeitgeberverbände e.V.
AL-SAHLANI Abir	Rapporteur	LIBE	14/02/2024	Confederation of Swedish Enterprise

VIND Marianne	Rapporteur	EMPL	14/02/2024	industriAll European Trade Union
VIND Marianne	Rapporteur	EMPL	13/02/2024	European Transport Workers' Federation
VIND Marianne	Rapporteur	EMPL	12/02/2024	Confederation of Danish Employers