

Establishing an EU talent pool

2023/0404(COD) - 26/03/2025 - Committee report tabled for plenary, 1st reading/single reading

The Committee on Civil Liberties, Justice and Home Affairs adopted the report by Abir AL-SAHLANI (Renew, SE) on the proposal for a regulation of the European Parliament and of the Council establishing an EU talent pool.

The committee responsible recommended that the European Parliament adopt its position at first reading subject to amendments.

Subject matter

The proposed Regulation establishes an EU Talent Pool available to all Member States. It lays down rules on:

- the **functioning of the EU Talent Pool IT platform**, in compliance with the applicable standards on user-friendliness and accessibility, and related support services, including the provision of information;
- the **facilitation of recruitment** of jobseekers from third countries benefitting from a Talent Partnership or a Member State framework on validation of skills and qualifications of third-country nationals;
- the **protection of the rights** of registered jobseekers, jobseekers selected for a job vacancy in the EU Talent Pool and employers participating in the EU Talent Pool.

Scope

The draft Regulation applies to jobseekers from third countries residing outside the Union of all skills and qualifications levels and employers established in the participating Member States. It will apply to job vacancies transferred to the EU Talent Pool IT platform to carry out work in the territory of a participating Member State where the employer is established and where the jobseeker will normally work.

EU Talent Pool IT platform

Members stressed that the design and functioning of the EU Talent Pool IT platform will ensure that the automated matching tool does not lead to **unfair biases or discriminatory practices** prohibited under Union or national law.

Processing of personal data

An amendment stipulates that processing of the special categories of personal data for the purpose of searching and matching will be prohibited.

Functions of the EU Talent Pool Steering Group

The EU Talent Pool Steering Group will be responsible for:

- ensuring the **exchange of best practices** among Member States regarding the **national adjustments to the list of EU-wide shortage occupations**;
- facilitating the **gathering of data** relevant for the monitoring activities of the EU Talent Pool;

- discussing and exchanging **best practices** regarding the implementation of accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries.

Registration and access of jobseekers from third countries

Members highlighted that profiles of jobseekers who have made a false declaration with regard to the information will be removed from the EU Talent Pool IT platform.

Information provision and support services

The report clarifies that information provided on the EU Talent Pool IT platform will be made available **free of charge**, in a clear, comprehensive, user-friendly and non-discriminatory manner.

Accelerated immigration procedures

In order to reduce the burden of bureaucratic procedures and make recruitment procedures more effective for companies, participating Member States will put in place accelerated immigration procedures covering the non-application of the labour market test for job vacancies posted on the EU Talent Pool IT platform and the recognition of qualifications and skills of jobseekers from a third country developed or validated in the framework of an EU Talent Partnership, a bilateral arrangement or a national framework and certified by a 'Talent Partnership pass'.

Monitoring activities and feedback

The performance and cost-effectiveness of the EU Talent Pool will be regularly monitored by the EU Talent Pool Secretariat. In particular, gender-disaggregated data will be gathered on: (i) the number and type of profiles of employers registered in the EU Talent Pool IT platform; (ii) the number of placements facilitated via the EU Talent Pool in the context of the EU Talent Partnerships or national frameworks on skills development and validation in a third country; (iii) the number of profiles and job vacancies removed from the EU Talent Pool IT platform; (iv) the levels of skills and qualifications of jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool, in order to assess the risk of brain drain.

Reporting

By 31 December 2031 and every five years thereafter, the Commission will submit a report on the application of this Regulation. That report will assess the effectiveness of this Regulation in addressing skills shortages and in attracting talent from third countries.