

the eu talent pool initiative as a talent attraction engine.



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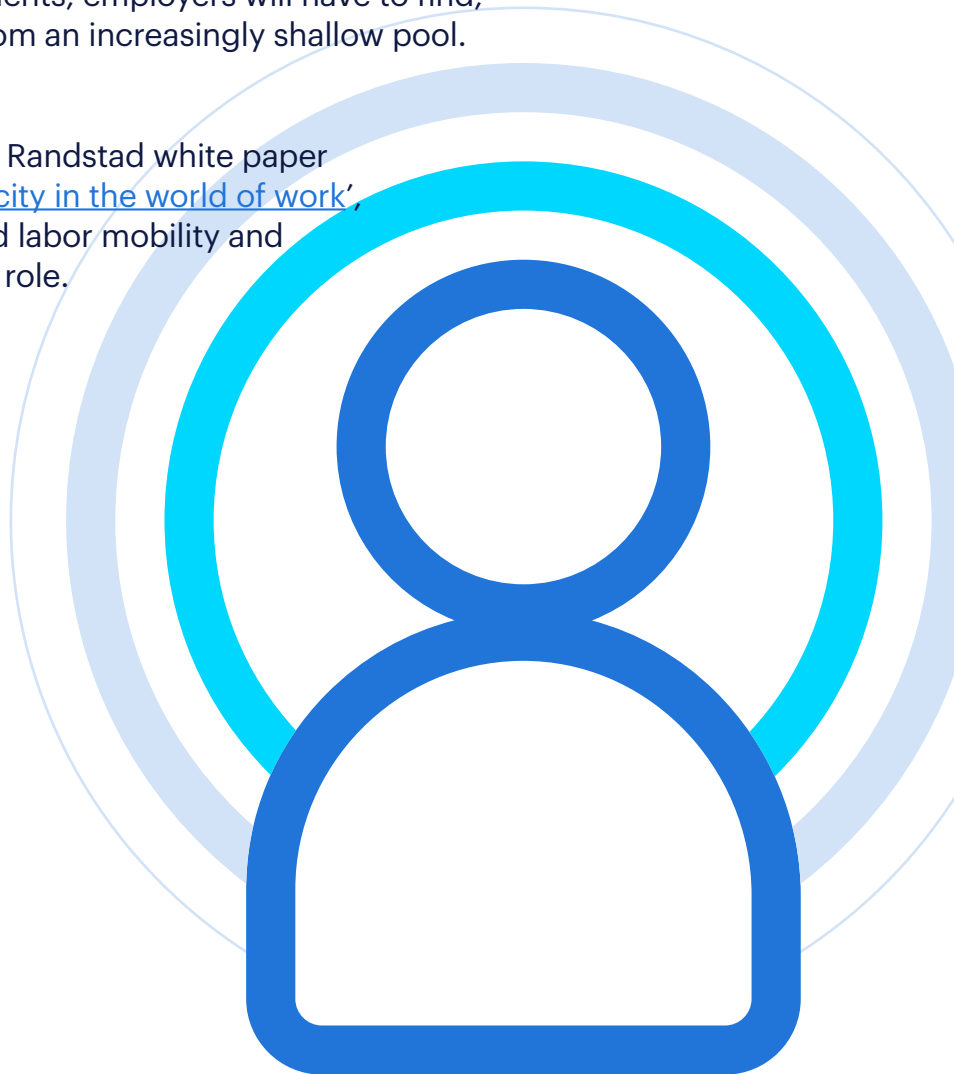
the eu talent pool initiative as a talent attraction engine.

In the coming decades, talent scarcity and skills gaps will characterize the world of work and impact labor markets across the globe. Many countries and sectors are already feeling these shortages.

Amid expectations of hampered economic growth and expected waves of retirements, employers will have to find, attract and retain talent from an increasingly shallow pool.

so what's the solution?

As described in the recent Randstad white paper [‘understanding talent scarcity in the world of work’](#), managed or well-regulated labor mobility and migration could play a big role.



public policies to increase talent availability

Share of organizations surveyed that identify these public policies as promising ways to increase talent availability in the next five years



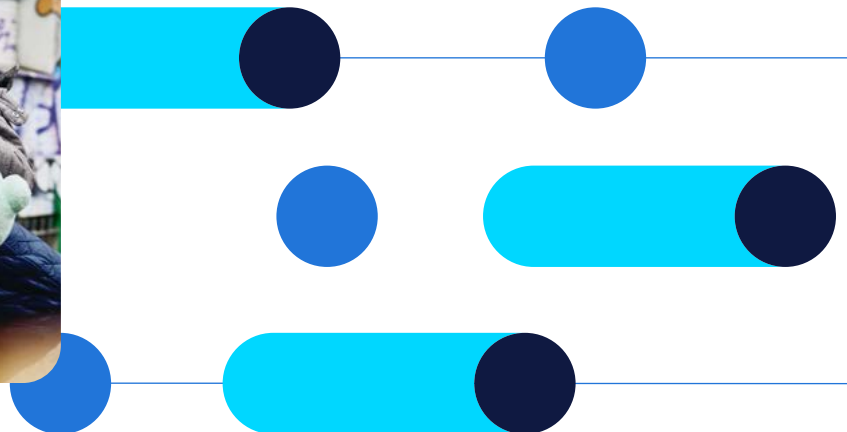
Source: World Economic Forum, Future of Jobs Survey 2023

how skilled talent mobility can reduce talent scarcity.

With this position paper, we want to help organizations and policymakers better understand the shifts affecting labor markets across European Union Member States. Alongside, we will outline how skilled talent mobility can help address the challenges on the horizon.

As new technology transforms how we work, policymakers need to stay current, create opportunities and manage risks. Labor migration is a complex issue, involving

political, human rights, economic, and social concerns, along with various legal and regulatory hurdles. As a result, managed or well-regulated migration solutions are a key focus in national and multilateral policy agendas and public debates. According to the most recent [World Economic Forum Future of Jobs Report](#), changes to immigration laws regarding foreign talent are among the top-five public policy solutions to increase talent availability.





the current picture

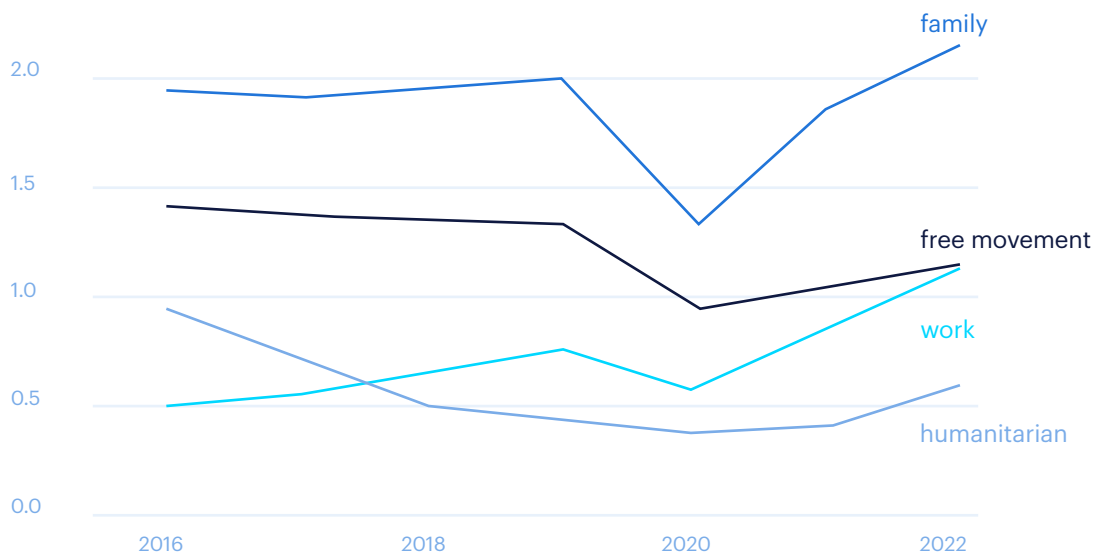
labor migration and integration in europe.

Temporary labor migration to Organisation for Economic Co-operation and Development (OECD) countries has risen slightly over pre-pandemic levels, according to the body's [International Migration Outlook](#). In 2022, the latest year for which figures are available, OECD countries saw a 77% year-on-year increase in work permits and authorizations being granted, at more than 2.4 million. Poland, which sits separately in the OECD figures due to data not being fully comparable, registered a record high of about 2 million requests for different types of work authorizations, including renewals. Ukrainian workers continue to make up the majority of new workers in the country.

There has been an uptick in figures when it comes to integration into the labor market, too. In more than half of OECD countries, the employment rate of migrants is the highest in more than two decades. And in more than 80% of OECD countries, migrants have either returned to or surpassed their pre-crisis level of employment.

On average in 2022, almost 80% of migrants were economically active, with more than 70% being employed and fewer than 8% being unemployed.

increase in labor migration in response to labor shortages in many countries permanent migration to the OECD by category of entry, in millions



Source: [OECD International Migration Outlook](#)

randstad welcomes the
european commission's
proposal to create
an eu talent pool.



As a global talent leader, we have a unique overview of the challenges employers and talent face as they navigate the world of work. Based on what we are seeing today, we believe that managed or well-regulated labor mobility and migration can play a key role in economic and societal transformation and growth. When it forms an integral part of national policies and regulatory frameworks, Europe's economic growth and productivity potential can be realized through decent work, strengthening the continent's competitive position in the world.

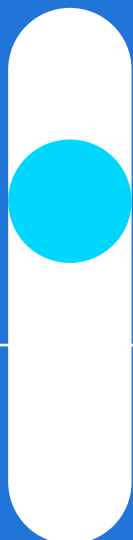
When it comes to managed or well-regulated migration solutions and EU Member States, Randstad welcomes the European Commission's proposal to create an [EU Talent Pool](#) that will match employers in the EU with jobseekers from non-EU countries. In order for private employment services, including temporary work agencies, to play a structured role, we recommend that the European Commission and the national governments of European Member States:

enhance the effectiveness of the EU Talent Pool initiative by including private employment agencies, such as temporary work agencies. This will contribute to economic growth and help workers access sustainable work, social security including skilling possibilities, etc, governed under the EU Agency Work Directive

further develop immigration policies to allow for the successful recruitment and employment of third-country nationals. Arranging residence documents for workers can be time-consuming, which can add significant delays to positions being filled

ensure any use of automation or AI is transparent to avoid issues such as bias. With deployment of AI tools in employment and recruitment classified as high-risk in the [EU AI Act](#), aspects of the EU Talent Pool initiative such as its Automated Matching Tool raise questions about how candidate profiles will be selected and how the data will be handled.

In this paper, we have focused on skilled migrants searching for work opportunities abroad voluntarily. In addition, Randstad believes in the power of employment for other types of people moving between countries, such as refugees or asylum seekers fleeing from conflict and persecution. Work has the potential to provide security, dignity and independence – necessities that are most important to those who are displaced. As part of our vision to be the world's most equitable and specialized talent company, over more than a decade we have developed around 100 social innovation programs that improve employability and promote equal opportunities for anyone moving to a new country. More details on our social innovation programs are available on [our website](#).



we would love to hear your
thoughts and comments,
let's start a conversation.

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