

(English version)

**Question for written answer E-003396/23  
to the Commission  
Tom Vandendriessche (ID)  
(16 November 2023)**

*Subject:* EU Talent Pool: skills shortages in the EU

The Commission has submitted its proposal for the EU Talent Pool, a platform for migrants from outside the EU to connect with European employers in order to find work. The Commission estimates that between 11 and 20 Member States will be participating in this talent pool by 2030.

It also states that it wants to increase the share of mobility experience by 2023: by 25% for graduates, by 20% for learners with fewer opportunities and by 15% for vocational learners.

The working-age population is expected to shrink from 265 million in 2022 to 258 million in 2030. Furthermore, migratory pressure from Africa is only expected to rise.

The Commission has clear objectives, but fails to provide the precise projections for migrant numbers.

Therefore:

1. How many highly skilled migrants from outside the EU does the Commission intend to bring into Europe?
2. How many medium-skilled migrants from outside the EU does the Commission intend to bring into Europe?
3. How many low-skilled migrants from outside the EU does the Commission intend to bring into Europe?

Submitted: 16.11.2023

**Answer given by Ms Johansson on behalf of the European Commission  
(12 February 2024)**

The Commission proposal for a regulation establishing an EU Talent Pool <sup>(1)</sup> was adopted on 15 November 2023 as part of the Skills and Talent Mobility package <sup>(2)</sup> aiming to support Member States in addressing labour shortages across all skills levels.

The EU is addressing these shortages via a comprehensive approach which includes as the priority reskilling and upskilling the existing workforce, activating groups with lower labour market participation, and promoting intra-EU mobility.

As set out in the Commission's Demography Toolbox <sup>(3)</sup>, in view of the growing labour market needs and the demographic change, legal migration is a necessary part of the solution. By facilitating international recruitment, the EU Talent Pool will help filling gaps that cannot be filled through the domestic workforce.

Member States will be free to decide whether they want to participate in the EU Talent Pool or not. Hence, the number of third-country nationals expected to find a job in the EU using the EU Talent Pool will vary depending on the uptake of the initiative.

The proposal does not challenge the Member States' competence in determining their volumes of admission, and national authorities remain responsible for the issuance of the residence permits.

Hence, it is not possible at this stage to provide an estimate of the number of high, medium and low skilled workers that will be recruited via the EU Talent Pool.

A preliminary estimation of the number of matches, expected in the first years of operation platform, is provided in the impact assessment <sup>(4)</sup>.

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<sup>(1)</sup> COM(2023)716 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023PC0716>

<sup>(2)</sup> [https://migrant-integration.ec.europa.eu/news/european-commission-adopts-skills-and-talent-mobility-package\\_en](https://migrant-integration.ec.europa.eu/news/european-commission-adopts-skills-and-talent-mobility-package_en)

<sup>(3)</sup> COM(2023) 577 final.

<sup>(4)</sup> SWD/2023/717 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023SC0717>