

COMPROMISE AMENDMENTS

CULT opinion

Rapporteur: João Albuquerque

Establishing an EU talent pool
(PE758.197v01-00)

ARTICLES

CA 1 - Article 1 - Subject matter and Article 2 - Scope

Covers: AM 18 (Rapp), AM 66 (Renew), AM 67 (Renew)

Text proposed by the Commission

1. This Regulation establishes an EU Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union.

2. This Regulation lays down rules on:

[...]

(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers;

(d) the facilitation of recruitment of jobseekers from third countries

Amendment

1. This Regulation establishes an EU Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union,

2. This Regulation lays down rules on:

[...]

(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries, ***third country nationals studying in the Union (AM 66)*** and employers;

(d) the facilitation of recruitment of jobseekers from third countries benefitting from a Talent Partnership, ***with particular***

benefitting from a Talent Partnership.

attention to the gender dimension, notably in study or training programmes related to STEM areas. (AM 18)

Article 2 - Scope

1. This Regulation applies to jobseekers from third countries residing outside the Union and employers established in the participating Member States.

1. This Regulation applies to jobseekers from third countries residing outside the Union, ***third country nationals studying in the Union (AM 67)*** and employers established in the participating Member States.

CA 2 - Article 4 - Definitions

Covers: AM 19, 20 (Rapp), AM 68 (The left), AM 69, Am 71 (Greens), AM 70 (Renew)

Text proposed by the Commission

Article 4 **Definitions**

1. For the purposes of this Regulation, the following definitions shall apply:

[...]

Amendment

Article 4 **Definitions**

1. For the purposes of this Regulation, the following definitions shall apply:

(-1) ‘Talent Pool’ means an inclusive tool targeting highly, medium and low skilled profiles from third countries. The Talent Pool shall cover the sectors for low, medium and highly skilled talents, including in small and medium-sized enterprises and start-ups.(AM 19, AM 71)

[...]

(2) 'jobseeker from a third country' means a person residing outside the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;

(2) 'jobseeker from a third country' means a person, residing outside the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU, ***taking into account the situation of third country national students, or researchers'*** (AM 69), and is seeking employment in the Union; ***the above mentioned groups should be allowed to participate without returning to their country of origin.*** (AM 20, AM 68, AM 69)

(2 a) ***'Third country national student or researcher in the Union' means a person residing in the Union with a student or research visa, who is not a citizen of the Union within the meaning of Article 20(1) (AM 70)***

[...]

CA 3 - Article 6 - Processing of personal data

Covers: AM 21, AM 22, AM 24 (Rapp), AM 74 (Renew), AM 75 (Greens)

Text proposed by the Commission

Amendment

Article 6

Processing of personal data

Article 6

Processing of personal data

[...]

[...]

3. Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, information on academic and professional qualifications, work experience, other skills and language knowledge. Job vacancies of employers participating in the EU Talent Pool shall include the name, surname and contact details.

[...]

7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform.

[...]

9. The Commission shall adopt, by means of implementing acts, further provisions on the personal data to be processed and included

3. Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, information on academic and professional qualifications, ***degrees, vocational education, knowledge of languages, volunteering or work experiences, certification of skills and competencies acquired in non-formal learning, or specific certificates such as micro-credentials, (AM 21, AM 74)*** work experience, other skills and language knowledge. Job vacancies of employers participating in the EU Talent Pool shall include the name, surname and contact details.

[...]

7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform. ***During the matching process, the IT platform shall provide a neutral Europass format or similar common EU tool which excludes personal data such as name, surname, gender, age, country of origin, nationality and address.(AM 22) Searches and matches through the IT platform shall not result in any form of discrimination or bias.(AM 75)***

[...]

9. The Commission shall adopt, by means of implementing acts, further provisions on the personal

in the job vacancies and jobseekers' profiles formats, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).

data to be processed and included in the job vacancies and jobseekers' profiles formats, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3) ***in line with the neutral Europass format or a similar common EU tool excluding personal data such as name, surname, gender, age, country of origin, nationality and address. (AM 24)***

CA 4 - Article 9 - EU Talent Pool Steering Group

Covers: AM 23, AM 78 (Rapp), AM 77 (S&D), AM 79 (Greens), AM 80 (Renew)

Text proposed by the Commission

Amendment

Article 9

EU Talent Pool Steering Group

1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for:
 - [...]
 - (b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;

Article 9

EU Talent Pool Steering Group

1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for:
 - [...]
 - (b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool, ***including facilitating exchanges and synergies with intra-EU education***

[...]

2. Only participating Member States shall be members of the EU Talent Pool Steering Group. Member States not participating in the EU Talent Pool may participate in the meetings of the EU Talent Pool Steering Group as observers.

[...]

4. Representatives of the cross-industry social partners organisations at Union level shall have the right to participate as observers in the meetings of the EU Talent Pool Steering Group. Representation of two participants from trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

***and labour mobility
authorities; (AM 77)***

[...]

2. Only participating Member States shall be members of the EU Talent Pool Steering Group. Member States not participating in the EU Talent Pool ***and, when appropriate, education and certification authority representatives from third countries of origin (AM 78)*** may participate in the meetings of the EU Talent Pool Steering Group as observers.

[...]

4. Representatives of the cross-industry social partners organisations at Union level shall have the right to participate as observers in the meetings of the EU Talent Pool Steering Group. Representation of ***at least (AM 79)*** two participants from trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. ***Furthermore, the group shall include, as observers, one representative from the educational institutions at Union level (AM 80), one from CEDEFOP, one from the ETF and one from the EU authority in charge of integration (AM 23) Other civil society organisations with relevant expertise in education and training fields may be invited to participate. (AM 79)*** Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

CA 5 - Article 10 par. 1 and par. 2 (b) - EU Talent Pool National Contact Points

Covers: AM 25 (Rapp), Am 81 (Greens), AM 83 (Renew)

Text proposed by the Commission

Article 10

EU Talent Pool National Contact Points

1. Each participating Member State shall designate **an** EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment **and** immigration are appointed as the EU Talent Pool National Contact Points.

2. The EU Talent Pool National Contact Point shall be responsible for:

[...]

- (b) transferring job vacancies to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool;

[...]

Amendment

Article 10

EU Talent Pool National Contact Points

1. Each participating Member State shall designate EU Talent Pool National Contact Points. Participating Member States shall ensure that relevant authorities from the field of employment, immigration, **and education and training (AM 25)** are appointed as the EU Talent Pool National Contact Points, **where appropriate, in coordination with other competent authorities (AM 81 mod)**

2. The EU Talent Pool National Contact Point shall be responsible for:

[...]

- (b) transferring job vacancies to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool, **using simple procedures; (AM 83)**

[...]

CA 6 - Article 11 - Registration and access of jobseekers from third countries

Covers: AM 26, 27 (Rapp), AM 84 (Renew), AM 85 (EPP), AM 86 (Greens)

Text proposed by the Commission

Article 11

Registration and access of jobseekers from third countries

1. Jobseekers from third countries may create their profiles via ***the Europass profile builder*** in order to register on the EU Talent Pool IT platform.
2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC.
3. Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool.

[...]

Amendment

Article 11

Registration and access of jobseekers from third countries

1. Jobseekers from third countries may create their profiles via ***a simplified version of the Europass or another common EU tool*** in order to register on the EU Talent Pool IT platform.
2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC. ***Authorities shall ensure a process to verify the qualifications and competences provided. (AM 85 mod).***
3. Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool. ***The matching phase through the neutral Europass format or similar common EU tool shall not disclose personal data of jobseekers such as name, surname, gender, age, country of origin, nationality and address. (AM 26, AM 86)***

[...]

- 4 a. *The procedure shall ensure that the sharing of qualifications and certification details is not used for possible misuse by third countries. (AM 27)*

CA 7 - Article 12 - par. 3 (b), par. 4 -Profile registration and access of jobseekers from third countries in the context of Talent Partnerships

Covers: AM 28, 29, 30 (Rapp)

Text proposed by the Commission

Amendment

Article 12

Profile registration and access of jobseekers from third countries in the context of Talent Partnerships

[...]

3. The ‘EU Talent Partnership pass’ shall be visible on the EU Talent Pool IT platform and shall contain information on one or more of the following elements:

[...]

- (b) the qualification acquired and the skills of the third country national which have been validated in the context of the Talent Partnership, including skills and competencies relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;

[...]

Article 12

Profile registration and access of jobseekers from third countries in the context of Talent Partnerships

[...].

3. The ‘EU Talent Partnership pass’ shall be visible on the EU Talent Pool IT platform and shall contain information on one or more of the following elements:

[...]

- (b) the qualification acquired and the skills of the third country national which have been validated in the context of the Talent Partnership, including skills and competencies ***gained in non-formal learning or as part of work experiences, and specific certificates such as micro-credentials (AM 28)*** relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;

[...]

4. The Commission shall, by means of implementing acts, adopt templates for the format of the ‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).

[...]

6. Participating Member States may decide, in the framework of the relevant Talent Partnership, to limit the visibility of profiles of registered jobseekers from third countries having obtained an ‘EU Talent Partnership pass’, for a maximum period of one year, to employers established in one or more Member States taking part in that same Talent Partnership. The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.

[...]

4. The Commission shall, by means of implementing acts, adopt templates for the format of the ‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2). ***The EC Recommendation C(2023)7700 final of 15 November 2023 on the recognition of qualifications of third-country national shall apply. (AM 29)***

[...]

6. Participating Member States may decide, in the framework of the relevant Talent Partnership, to limit the visibility of profiles of registered jobseekers from third countries having obtained an ‘EU Talent Partnership pass’, for a maximum period of one year, to employers established in one or more Member States taking part in that same Talent Partnership ***on the understanding that the registered jobseekers receive concrete offers, including, education and training modules in the Member States concerned. (AM 30)*** The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.

[...]

CA 8 - Article 13 - Participation of employers in the EU Talent Pool

Covers: AM 87 (EPP), AM 88 (Greens),

Text proposed by the Commission

Amendment

Article 13
Participation of employers in the EU
Talent Pool

[...]

[...]

3. Employers participating in the EU Talent Pool shall comply with the relevant Union and national law and practice to ensure third-country nationals' protection against unfair recruitment and inadequate working conditions as well as non-discrimination. Participating Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law.
- Employers participating in the EU Talent Pool shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.

[...]

Article 13
Participation of employers in the EU
Talent Pool

[...]

- 1 a. *Employers shall be encouraged to allocate resources for language training programs for jobseekers, fostering cultural understanding and promoting inclusiveness. (AM 87)***

[...]

3. Employers participating in the EU Talent Pool shall comply with the relevant Union and national law and practice to ensure third-country nationals' protection against unfair recruitment and inadequate working conditions as well as non-discrimination ***and gender equality. (AM 88).*** Participating Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law.
- Employers participating in the EU Talent Pool shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.

[...]

CA 9 - Article 13 - Participation of employers in the EU Talent Pool

AM 89 mod (The Left)

- 6 a. *The Commission shall support Member States to ensure that the EU Talent Pool and the matching of qualifications and competences provide the conditions for equal treatment, decent work conditions, labour and trade union rights as well as access to healthcare services. (AM 89 mod)***

RECITALS

CA 10 - Recitals 1 and 2

Covers: AM 1 (Rapp), AM 34, AM 38 (S&D), AM 39 (EPP),

Text proposed by the Commission

(1) The Union 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.

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as

Amendment

(1) The Union 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, in science technology, engineering, mathematics, **education, and agriculture (AM 34)**, 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.

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as

a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. 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.

a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling ***in accordance with the objectives of the European Year of Skills (AM 39)***, the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. ***Moreover, upskilling and reskilling training modules within the Talent Partnerships or in view of entering the Talent Pool shall be designed taking into consideration full access to social protection and workers' rights, as well as strategies to prevent brain drain from the third countries. Furthermore particular attention should be given to the promotion of gender balance, and notably on study or training programmes related to STEM areas (AM 1)*** Due to the current scale of the labour market shortages, ***the changing nature of qualifications and competences required (AM 38)*** 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.

CA 11 - Recital 3

Covers: AM 41 (Renew)

Text proposed by the Commission

(3) In order to facilitate international recruitment ***and*** provide opportunities for third-country nationals to work in EU-wide shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports 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.

Amendment

(3) In order to facilitate international recruitment, provide opportunities for third-country nationals to work in EU-wide shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union ***and third-country nationals studying in the Union, (AM 41)*** and job vacancies of employers established in the participating Member

CA 12 - Recitals 5 and 6

Covers: AM 42 (S&D), AM 44 (Rapp), AM 43, AM 45 (Greens)

Text proposed by the Commission

(5) The EU Talent Pool should aim at supporting participating Member States to address existing and future skills and labour shortages via the recruitment of third country nationals ***to the extent the activation*** of the domestic workforce and intra-EU mobility ***are not sufficient to achieve this objective***. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national initiatives and platforms should be ensured. Member States' specific needs should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets.

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

Amendment

(5) The EU Talent Pool should aim at supporting participating Member States to address existing and future skills and labour shortages via the recruitment of third country nationals ***to complement (AM 43 mod)*** the domestic workforce and intra-EU mobility. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national initiatives and platforms should be ensured, . Member States' specific needs ***and initiatives (AM 44)*** should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets. ***The concept of 'Talent' should also take into account trends related to the future needs in term of qualifications and competences such as the transformational effects of technology (automation, AI, robotics), the digital and green transformation (AM 42).***

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, ***especially to support small- and medium-sized enterprises (SMEs) and start-ups (AM 45 mod)***, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

CA 13 - Recitals 8, 9, 10, 11, 12, and 14

Covers: AM 3, AM 4, AM 5, AM 6, AM 46 (Rapp), AM 47 (Greens), AM 48, AM 49 (S&D), AM 50 (Renew)

Text proposed by the Commission

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint **two** representatives each, one from the employment authorities **and** one from the immigration authorities.

(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the 'EU Talent Partnership pass'.

Amendment

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States, ***in coordination, where relevant, with administrative authorities at the appropriate level (AM 47 mod)***, should appoint **three** representatives each, one from the employment authorities, one from the immigration authorities, ***and one from the education and training authorities. Furthermore, representatives from the European Centre for the Development of Vocational Training (CEDEFOP), the European Training Foundation (ETF), International Organisation for Migration (IOM), and an EU level agency working on integration should be included in the panel. (AM 3) Social partners in vocational education and training at Union level should also appoint two participants from trade unions and two participants from employer organisations to participate in the Steering Group. (AM 46)***

(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the 'EU Talent Partnership pass'. ***The EU Talent Pool IT platform should create synergies between the educational, migration and employment authorities (AM 48)***

(10) Synergies should be ensured, where appropriate, between the EU Talent Pool IT platform and other relevant instruments and services at Union level, including with regard to access to training materials such as the EU Academy and the Interoperable Europe Academy. The EU Talent Pool IT platform should be quickly and regularly adapted to new practices in technology and provide state-of-the-art IT services by introducing innovative features and tools.

(10) Synergies should be ensured, where appropriate, between the EU Talent Pool IT platform and other relevant instruments and services at Union level, including with regard to access to training materials such as the EU Academy and the Interoperable Europe Academy. The EU Talent Pool IT platform should be quickly and regularly adapted to new practices in technology and provide state-of-the-art IT services by introducing innovative features and tools.

The EU Talent Pool IT should include information about degrees and certification needed by the participating Member States. (AM 49)

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform. ***Degrees,***

the common IT platform.

vocational education, volunteering, work experiences, certification of skills and competences gained in non-formal learning or specific certificates such as micro-credentials should also be taken into account in the matching process. (AM 4, AM 50) Moreover, relevant authorities should adequately provide the opportunities for job seekers and workers engaged in the platform to learn at least one of the official languages of the Union or of the Member State (Greens). (AM 50 mod)

(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725¹, and Article 6(1), point (e) of Regulation (EU) 2016/679², respectively. The processing of personal data, *it* should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council.

(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725¹, and Article 6(1), point (e) of Regulation (EU) 2016/679,² respectively. The processing of personal data *including the right to privacy and, where appropriate, to anonymity in the Europass format or similar common EU tool.(AM 5)*, should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council.

[...]

(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. Profiles of registered jobseekers from third countries and employers participating in the EU Talent Pool IT platform that have not been used for a period of two years should be

(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. *Without prejudice to the right to choose, the Europass format or similar common EU tool, should be neutral and default options regarding personal data should exclude the sharing*

automatically removed. When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.

of name, surname, gender, age, country of origin, address and nationality (AM 6). Profiles of registered jobseekers from third countries and employers participating in the EU Talent Pool IT platform that have not been used for a period of two years should be automatically removed. When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.

CA 14 - Recitals 16, 17, 18, and 19

Covers: AM 7, AM 8, AM 9 (Rapp), AM 52 (Greens), AM 53 (Renew), AM 54 (EPP)

(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council¹¹, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they will not be permitted to enter and stay in the Union. To this end, jobseekers from third countries should be required, before registering their profiles in the EU Talent Pool, to declare that they are not currently subject to a refusal of entry or stay in a Member State or an entry ban to the territory of the Union. Information should also be provided on the consequences for making a false declaration in this respect.

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass

(16) The EU Talent Pool should contribute to the objectives of *recognising and redressing the shortage of talents and qualifications and (AM 52 mod)* discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council¹¹, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they will not be permitted to enter and stay in the Union. To this end, jobseekers from third countries should be required, before registering their profiles in the EU Talent Pool, to declare that they are not currently subject to a refusal of entry or stay in a Member State or an entry ban to the territory of the Union. Information should also be provided on the consequences for making a false declaration in this respect.

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass

profile builder functionality enabling to create a free profile and report the relevant skills, **qualifications**, and other experiences in one secure online location.

(18) Where necessary, the recognition of qualifications and validation of skills of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the employer in accordance with the national law and practices, and with any relevant international agreements, including Mutual Recognition Arrangements for professional qualifications. Personalised assistance and online information on existing recognition and validation procedures at national level should be available in the EU Talent Pool IT platform and it should be provided by the EU Talent Pool National Contact Points.

profile builder functionality enabling to create a free profile and report the relevant skills, **degrees, vocational education, certification of skills and competences gained in non-formal learning or work experiences or specific certificates such as micro-credentials (AM 7)** and other experiences in one secure online location. ***To enhance the effectiveness of this process, it is essential to promote awareness among jobseekers about a simplified Europass format or similar common EU tools.(AM 54)***

(18) Where necessary, the recognition and validation of skills ***from formal, non-formal learning, and work experiences, and qualifications such as degrees, vocational education diplomas, or specific certificates, such as micro-credentials,*** of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the employer in accordance with the national law and practices, and with any relevant international agreements, including Mutual Recognition Arrangements for professional qualifications. Personalised assistance and online information on existing recognition and validation procedures at national level should be available in the EU Talent Pool IT platform and it should be provided by the EU Talent Pool National Contact Points. ***In the absence of a national recognition procedure, the pool should rely on common standards for the recognition of qualifications based on the UNESCO and Council of Europe Convention on the Recognition of Qualifications concerning Higher Education in the European Region (the Lisbon Recognition Convention) and drawn up in cooperation with the European Network of Information Centres in the European Region (ENIC) and the National Academic Recognition Information Centres in the European Union (NARIC) Network, the European Qualifications Framework Advisory***

***Group (EQF AG), CEDEFOP and ETF.
The EC Recommendation C(2023)7700
final of 15 November 2023 on the
recognition of qualifications of third-
country national should be applied. (AM
8)***

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the 'EU Talent Partnership pass' which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an 'EU Talent Partnership pass'. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the 'EU Talent Partnership pass' for the purpose of the EU Talent Pool, including whether a partner country's national authority, an international organisation or other stakeholder should support its deliver. The issuing of a 'EU Talent Partnership pass' is without prejudice to European and national rules on access to regulated professions.

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills, ***degrees, vocational education, certification of skills, competences gained in non-formal learning and work experiences or specific certificates, such as micro-credentials,*** in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. Therefore, the skills ***and education gained in formal and non-formal learning or through work experiences*** (AM 9) developed or validated in the framework of a Talent Partnership should be certified by the 'EU Talent Partnership pass' which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an 'EU Talent Partnership pass'. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the 'EU Talent Partnership pass' for the purpose of the EU Talent Pool, including whether a partner country's national authority, an international organisation or other stakeholder should support its deliver. The issuing of a 'EU Talent Partnership pass' is without prejudice to European and national rules on access to regulated professions.

CA 15 - Recitals 22, 24, 25a, and 26

Covers: AM 10, 11, 12 (Rapp), AM 55 (The Left), AM 57 (Greens) AM 58 (Renew)

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of **youth** people at work. In accordance with **those** principles, the EU Talent Pool should ensure quality employment.

[...]

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection **and inclusion (AM 55)**, training, **lifelong learning opportunities, (AM 10)** and protection of **young** people at work. In accordance with **these** principles, the EU Talent Pool should ensure quality employment, **with equal pay for equal qualification, talent and work and respect for gender equality (AM 55)**.

[...]

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills **and** qualifications, **degrees, vocational education, certification of skills and competences gained in non-formal learning and work experiences or specific certificates such as micro-credentials -** and work experiences for the job vacancy; **profiles should not be based on personal data, namely name, surname, gender, age, address, country of origin and nationality.(AM 11)** The list is generated by the automated matching tool of the EU Talent Pool IT platform.

[...]

(25 a) The EU Talent Pool should

facilitate access to people with the required qualifications and competences who are vulnerable to exclusion such as women, persons with disabilities or from minorities. (AM 57)

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, ***especially SMEs, and start-ups (AM 58 mod)*** in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool. ***National authorities should enhance their capacity to simplify and expedite the recognition of qualifications and competences and provide relevant support and information to third-country nationals and recognition authorities.(AM 12)***

CA 16 - Recitals 26a and 26b

Covers: AM 13 (Rapp),

Text proposed by the Commission

Amendment

(26 a) Cooperation with third countries, education authorities and providers can facilitate the exchange of information and the recognition and validation of qualifications.(AM 13)

CA 17 - Recital 27 and 27a

Covers: AM 14 (Rapp), AM 60 (Greens)

Text proposed by the Commission

Amendment

(27) The EU Talent Pool Secretariat should

(27) The EU Talent Pool Secretariat should

ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States could include specific information campaigns, support to obtain a travel document, and integration support upon arrival.

ensure that easily accessible information on immigration procedures, **the** recognition **and validation of degrees and other qualifications, vocational education skills and competences from non-formal learning and work experiences or specific certificates such as micro-credentials,** third country nationals' rights, living and working conditions as well as available redress mechanisms, **in cooperation with social partners,** for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States could include specific information campaigns, **even in third country languages,** support to obtain a travel document, and integration support upon arrival, **translations or other forms of support to facilitate access to the applications.** (AM 14)

(27 a) When monitoring the EU Talent Pool, the EU Talent Pool Secretariat should take into account the input of relevant civil society organisations and social partners in both participating EU Member States and third countries. (AM 60)

CA 18 - Recital 27 b

Covers: AM 15, AM 16 (Rapp), AM 51 (S&D), AM 65 (Greens), AM 56 (The Left)

Text proposed by the Commission

Amendment

(27 b) People in need of international protection constitute a largely underused pool of possible talent and competences that could respond to the employers' needs. The procedure shall ensure that the sharing of contact details is not used for possible misuse by third countries. (AM 15)

The EU Talent pool should also foresee pathways to leverage the skills, qualifications, and motivation of people in need of international protection and people from disadvantaged backgrounds, while addressing the skills and labour shortages in the Union. (AM 16, 65)

Distinction should be made between addressing the EU's shortages on one hand, and assistance to refugees, asylum seekers and migrants on the other hand.

The EU Talent Pool should contribute to ensure a fair, inclusive labour market across EU Member States, with equal opportunities and rights for all. In addition, the EU Talent Pool should contribute to address undeclared work and labour exploitation and abuse. (AM 51, AM 56)

CA 19 - Recital 28, 30 and 31

Covers: AM 17 (Rapp), AM 62, AM 64 (Renew), AM 61, AM 63 (Greens)

Text proposed by the Commission

(28) Information provided on the EU Talent Pool IT platform should be made available at least in the official languages *of* the participating Member States.

[...]

(30) Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points **could** provide additional support. Additional support should include tailored information on relevant visas and residence permits for work purposes in the participating Member State including with regard to third country nationals' rights and obligations such as access to social benefits, health assistance, education, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent

Amendment

(28) Information provided on the EU Talent Pool IT platform should be made available at least in ***all*** the official languages ***in*** the participating Member States ***and, when possible, in other relevant languages for non EU-nationals.*** (AM 61)

[...]

(30) Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points ***should (AM 63)*** provide additional support. Additional support should include tailored information on relevant visas and residence permits for work purposes in the participating Member State including with regard to third country nationals' rights and obligations such as access to social benefits, health assistance, education ***and training opportunities***, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training, ***with a particular focus on the gender dimension and people coming from a disadvantaged background (AM 17)***. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member

Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

(31) To achieve the objective of this Regulation, the effective implementation of the EU legal migration acquis should be ensured. In addition, to make the recruitment of jobseekers from third ***countries*** residing outside the Union easier and faster for employers, participating Member States may 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. The implementation of accelerated immigration procedures could be discussed in the context of the EU Talent Pool Steering Group, notably in view of supporting the exchange of best practices among Member States.

States, ***with an effective involvement of the relevant social partners (AM 17, AM 62)***. The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

(31) To achieve the objective of this Regulation, the effective implementation of the EU legal migration acquis should be ensured. In addition, to make the recruitment of ***third country students residing in the Union*** and jobseekers from ***a third country (AM 64)*** residing outside the Union easier and faster for employers, participating Member States may 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. The implementation of accelerated immigration procedures could be discussed in the context of the EU Talent Pool Steering Group, notably in view of supporting the exchange of best practices among Member States.