



2023/0404(COD)

8.4.2024

OPINION

of the Committee on Culture and Education

for the Committee on Civil Liberties, Justice and Home Affairs

on the proposal for a regulation of the European Parliament and of the Council
Establishing an EU Talent Pool
(COM(2023)0716 – C9-0413/2023 – 2023/0404(COD))

Rapporteur for opinion: João Albuquerque

PA_Legam

SHORT JUSTIFICATION

On 15 November 2023, the European Commission published a proposal for a Regulation of the European Parliament and of the Council 'Establishing an EU Talent Pool', which introduces a regulatory framework for the creation of an EU-wide platform aimed at facilitating international recruitment and providing opportunities for jobseekers from third countries that are interested in working in occupations for which there are EU-wide shortages. This is an important Regulation to promote regular pathways for migration and to complement EU strategies to tackle skills' shortages in the EU, with the European Year of Skills at the forefront.

The EU Talent Pool IT platform will be a voluntary tool for interested Member States and it must be available for low, medium, and highly skilled job seekers in third countries. It will integrate specific tools to facilitate the matching between job seekers and employers.

Overall, the Rapporteur welcomes the European Commission's proposal. However, given the importance of this topic, he introduces amendments with the overall goal of improving the recognition and validation of skills, improving the privacy of jobseekers and promoting gender balance.

More specifically, the Rapporteur stresses the need for measures that protect personal data throughout the process, to prevent discrimination and any form of retaliation, particularly in the search and match phase. The principle of non-discrimination based on identity, gender, age, nationality or country of origin must apply.

He also introduces proposals for the recognition and validation of skills from formal, non-formal, and informal learning, and qualifications such as degrees, vocational education, and other certificates such as the so-called "micro-credentials". He also highlights the need for upskilling and reskilling training modules, mentioning that they should be accessible to those jobseekers who register or intend to register in the Talent Pool. The Rapporteur also considers that jobseekers from third countries must be given full access to social protection and workers' rights. There should also be a strong emphasis on strategies to prevent brain drain from the third countries.

Furthermore, particular attention should be given to the promotion of gender balance, notably in STEM occupations.

In addition, the Rapporteur proposes to foresee pathways for people in need of international protection and people from disadvantaged backgrounds to leverage their skills, qualifications, and motivation, while addressing the skills and labour shortages in the Union.

Finally, the Rapporteur wants to stress the importance of safeguarding privacy and respect of the EC Recommendation C(2023)7700 final of 15 November 2023 on the recognition of qualifications of third-country nationals.

AMENDMENT

The Committee on Culture and Education calls on the Committee on Civil Liberties, Justice and Home Affairs, as the committee responsible, to take the following into account:

Amendment 1

Proposal for a regulation Recital 1

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.

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*, 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.

Amendment 2

Proposal for a regulation Recital 2

Text proposed by the Commission

(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

Amendment

(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 *in accordance with the objectives of the European Year of Skills*, facilitating intra-EU labour mobility, as well as improving working conditions and

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.

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 third countries. Furthermore, particular attention should be given to the promotion of gender balance notably in study or training programmes related to STEM areas.*** Due to the current scale of the labour market shortages, ***the changing nature of qualifications and competences required*** 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.

Amendment 3

Proposal for a regulation

Recital 3

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,*** **and** job vacancies of employers established in the participating Member States.

Amendment 4

Proposal for a regulation
Recital 5

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.

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*** 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*** 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 future needs in term of qualifications and competences such as the transformational effects of technology (automation, AI, robotics) and the digital and green transformation.***

Amendment 5

Proposal for a regulation
Recital 6

Text proposed by the Commission

(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

Amendment

(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***, including private employment agencies, temporary work agencies and labour market intermediaries as defined by

Convention 181 from 1997.

the International Labour Organisation
Convention 181 from 1997.

Amendment 6

Proposal for a regulation

Recital 8

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.

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*, 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. 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.*

Amendment 7

Proposal for a regulation

Recital 9

Text proposed by the Commission

(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure

Amendment

(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’.

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.***

Amendment 8

Proposal for a regulation

Recital 10

Text proposed by the Commission

(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.

Amendment

(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.***

Amendment 9

Proposal for a regulation

Recital 11

Text proposed by the Commission

(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

Amendment

(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.

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and

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, 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. 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.***

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and

amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

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Amendment 10

Proposal for a regulation Recital 12

Text proposed by the Commission

(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) 2018/1725⁹, and Article 6(1), point (e) of Regulation (EU) 2016/679¹⁰, 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.

⁹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: <http://data.europa.eu/eli/reg/2018/1725/oj>).

¹⁰ Regulation (EU) 2016/679 of the

Amendment

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⁹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: <http://data.europa.eu/eli/reg/2018/1725/oj>).

¹⁰ Regulation (EU) 2016/679 of the

European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/679/oj>).

European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/679/oj>).

Amendment 11

Proposal for a regulation

Recital 14

Text proposed by the Commission

(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 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.

Amendment

(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 of name, surname, gender, age, country of origin, address and nationality.*** 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.

Amendment 12

Proposal for a regulation

Recital 16

Text proposed by the Commission

(16) The EU Talent Pool should

Amendment

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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.

¹¹ Directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals (OJ L 348, 24.12.2008, p. 98, ELI: <http://data.europa.eu/eli/dir/2008/115/oj>).

Amendment 13

Proposal for a regulation Recital 17

Text proposed by the Commission

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, **qualifications**, and other experiences in one secure online location.

contribute to the objective of **recognising and redressing the shortage of talents and qualifications and** 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.

¹¹ Directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals (OJ L 348, 24.12.2008, p. 98, ELI: <http://data.europa.eu/eli/dir/2008/115/oj>).

Amendment

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² 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 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.*

¹² Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (OJ L 112, 2.5.2018, p. 42, ELI: <http://data.europa.eu/eli/dec/2018/646/oj>).

¹² Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (OJ L 112, 2.5.2018, p. 42, ELI: <http://data.europa.eu/eli/dec/2018/646/oj>).

Amendment 14

Proposal for a regulation Recital 18

Text proposed by the Commission

(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.

Amendment

(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.

Amendment 15

Proposal for a regulation

Recital 19

Text proposed by the Commission

(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

Amendment

(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*** 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

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.

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.

Amendment 16

Proposal for a regulation

Recital 22

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.

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**, training, **lifelong learning opportunities**, 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**.

Amendment 17

Proposal for a regulation

Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in

Amendment

(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.

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**. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment 18

Proposal for a regulation Recital 25 a (new)

Text proposed by the Commission

Amendment

(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.

Amendment 19

Proposal for a regulation Recital 26

Text proposed by the Commission

Amendment

(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

(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** in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions

participation in the EU Talent Pool.

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.***

Amendment 20

Proposal for a regulation Recital 26 a (new)

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.

Amendment 21

Proposal for a regulation Recital 27

Text proposed by the Commission

Amendment

(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

(27) The EU Talent Pool Secretariat should 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

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.

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***.

Amendment 22

Proposal for a regulation Recital 27 a (new)

Text proposed by the Commission

Amendment

(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.

Amendment 23

Proposal for a regulation Recital 27 b (new)

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. 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. 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.

Amendment 24

Proposal for a regulation Recital 28

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.

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.*

Amendment 25

Proposal for a regulation Recital 30

Text proposed by the Commission

(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

Amendment

(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* 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 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.

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**. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States, **with an effective involvement of the relevant social partners**. 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.

Amendment 26

Proposal for a regulation Recital 31

Text proposed by the Commission

(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

Amendment

(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** 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

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.

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.

Amendment 27

Proposal for a regulation

Article 1 – paragraph 2 – point c

Text proposed by the Commission

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

Amendment

(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*** and employers;

Amendment 28

Proposal for a regulation

Article 1 – paragraph 2 – point d

Text proposed by the Commission

(d) the facilitation of recruitment of jobseekers from third countries benefitting from a Talent Partnership.

Amendment

(d) the facilitation of recruitment of jobseekers from third countries benefitting from a Talent Partnership, ***with particular attention to the gender dimension, notably in study or training programmes related to STEM areas.***

Amendment 29

Proposal for a regulation

Article 2 – paragraph 1

Text proposed by the Commission

1. This Regulation applies to jobseekers from third countries residing

Amendment

1. This Regulation applies to jobseekers from third countries residing

outside the Union and employers established in the participating Member States.

outside the Union, ***third country nationals studying in the Union*** and employers established in the participating Member States.

Amendment 30

Proposal for a regulation Article 4 – paragraph 1 – point -1 (new)

Text proposed by the Commission

Amendment

(-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;

Amendment 31

Proposal for a regulation Article 4 – paragraph 1 – point 2

Text proposed by the Commission

Amendment

(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***, and is seeking employment in the Union; ***the above mentioned groups should be allowed to participate without returning to their country of origin;***

Amendment 32

Proposal for a regulation Article 4 – paragraph 1 – point 2 a (new)

Text proposed by the Commission

Amendment

(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);

Amendment 33

Proposal for a regulation

Article 5 – paragraph 2 – point f a (new)

Text proposed by the Commission

Amendment

(f a) Introduce a Cultural Ambassadors Programme that engages individuals from third countries, who have successfully integrated into the EU workforce, to share their experiences and encourage others to consider the EU as a destination of employment;

Amendment 34

Proposal for a regulation

Article 6 – paragraph 3

Text proposed by the Commission

Amendment

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.

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**. Job vacancies of employers participating in the EU Talent Pool shall include the name, surname and contact details.

Amendment 35

Proposal for a regulation Article 6 – paragraph 7

Text proposed by the Commission

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.

Amendment

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. Searches and matches through the IT platform shall not result in any form of discrimination or bias.***

Amendment 36

Proposal for a regulation Article 6 – paragraph 9

Text proposed by the Commission

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

Amendment

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

Article 22(3).

Europass format or a similar common EU tool excluding personal data such as name, surname, gender, age, country of origin, nationality and address.

Amendment 37

Proposal for a regulation

Article 8 – paragraph 2 – point e

Text proposed by the Commission

(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20;

Amendment

(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20, ***including, if necessary, consultations with relevant civil society organisations;***

Amendment 38

Proposal for a regulation

Article 9 – paragraph 1 – point b

Text proposed by the Commission

(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;

Amendment

(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 and labour mobility authorities;***

Amendment 39

Proposal for a regulation

Article 9 – paragraph 2

Text proposed by the Commission

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.

Amendment

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 may participate in the meetings of the EU Talent Pool Steering Group as observers.

Amendment 40

Proposal for a regulation Article 9 – paragraph 4

Text proposed by the Commission

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.

Amendment

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*** 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, one from CEDEFOP, one from the ETF and one from the EU authority in charge of integration. Other civil society organisations with relevant expertise in education and training fields may be invited to participate.*** Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

Amendment 41

Proposal for a regulation Article 10 – paragraph 1

Text proposed by the Commission

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

Amendment

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***

National Contact Points.

are appointed as the EU Talent Pool National Contact Points, *where appropriate, in coordination with other competent authorities.*

Amendment 42

Proposal for a regulation Article 10 – paragraph 2 – point b

Text proposed by the Commission

(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

(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;*

Amendment 43

Proposal for a regulation Article 11 – paragraph 1

Text proposed by the Commission

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.

Amendment

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.

Amendment 44

Proposal for a regulation Article 11 – paragraph 2

Text proposed by the Commission

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

Amendment

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.

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.***

Amendment 45

Proposal for a regulation Article 11 – paragraph 3

Text proposed by the Commission

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

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.***

Amendment 46

Proposal for a regulation Article 11 – paragraph 4 a (new)

Text proposed by the Commission

Amendment

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

Amendment 47

Proposal for a regulation Article 12 – paragraph 3 – point b

Text proposed by the Commission

(b) the qualification acquired and the skills of the third country national which

Amendment

(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;

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*** relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;

Amendment 48

Proposal for a regulation Article 12 – paragraph 4

Text proposed by the Commission

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).

Amendment

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.***

Amendment 49

Proposal for a regulation Article 12 – paragraph 6

Text proposed by the Commission

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

Amendment

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,***

EU Talent Pool IT platform.

including, education and training modules in the Member States concerned.
The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.

Amendment 50

Proposal for a regulation Article 13 – paragraph 1 a (new)

Text proposed by the Commission

Amendment

1 a. Employers shall be encouraged to allocate resources for language training programs for jobseekers, fostering cultural understanding and promoting inclusiveness.

Amendment 51

Proposal for a regulation Article 13 – paragraph 3 – subparagraph 1

Text proposed by the Commission

Amendment

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 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***. 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.

Amendment 52

Proposal for a regulation
Article 13 – paragraph 6 a (new)

Text proposed by the Commission

Amendment

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.*

Amendment 53

Proposal for a regulation
Article 16 – paragraph 3

Text proposed by the Commission

Amendment

Employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the automatic matching tool and based on the relevance of their skills, qualifications and work experiences for the job vacancy.

Employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the automatic matching tool and based on the relevance of their skills **and competences, formal, non-formal and informal** qualifications, **vocational education, degrees or specific certificates (“micro-credentials”)** and work experiences for the job vacancy.

Amendment 54

Proposal for a regulation
Article 16 – paragraph 4 a (new)

Text proposed by the Commission

Amendment

4 a. *Encourage increased awareness among universities regarding the EU Talent Pool, emphasising the potential for researchers and students who are third country nationals to apply.*

Amendment 55

Proposal for a regulation
Article 16 – paragraph 4 b (new)

Text proposed by the Commission

Amendment

4 b. Ensure that individuals who have participated in Erasmus+ mobility programmes receive favourable consideration in the matching process by recognising qualifications obtained through Erasmus+ programmes as valuable assets within the EU Talent Pool.

Amendment 56

Proposal for a regulation
Article 17 – paragraph 1 – subparagraph 1

Text proposed by the Commission

Amendment

Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible.

Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible **and shall ensure its promotion.**

Amendment 57

Proposal for a regulation
Article 17 – paragraph 1 – subparagraph 2 – point a

Text proposed by the Commission

Amendment

(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;

(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of skills **and competences, vocational education, degrees or specific certificates (“micro-credentials”)**, rights of third country nationals, including with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;

Amendment 58

Proposal for a regulation Article 17 – paragraph 2 – point c

Text proposed by the Commission

(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, housing, recognition of qualifications and the complaint mechanism pursuant to Article 18;

Amendment

(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, **training**, housing, recognition of qualifications, **certification of non-formal and informal learning, vocational education, degrees or specific certificates (“micro-credentials”)** and the complaint mechanism pursuant to Article 18;

Amendment 59

Proposal for a regulation Article 17 – paragraph 3

Text proposed by the Commission

3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market.

Amendment

3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market **and establish follow-up mechanisms to monitor whether the assistance required by the jobseeker or employer was provided in a satisfactory manner.**

Amendment 60

Proposal for a regulation Article 20 – paragraph 2

Text proposed by the Commission

2. The EU Talent Pool Secretariat shall set up the data collection according to

Amendment

2. The EU Talent Pool Secretariat shall set up the data collection according to

the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of data collected under this Regulation and the production and quality of European statistics.

the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of data collected under this Regulation and the production and quality of European statistics *giving especial attention to disaggregated data by categories such as gender, disability and age.*

Amendment 61

Proposal for a regulation Article 20 – paragraph 3 a (new)

Text proposed by the Commission

Amendment

3 a. A report of the performance and a summary of aggregated data of the EU Talent Pool should be made publicly available on a regular basis.

Amendment 62

Proposal for a regulation Article 23 – paragraph 1

Text proposed by the Commission

Amendment

1. By **31.12.2031** and every five years thereafter, the Commission shall submit a report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation.

1. By **31.12.2030** and every five years thereafter, the Commission shall submit a report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation.

**ANNEX: ENTITIES OR PERSONS
FROM WHOM THE RAPPORTEUR HAS RECEIVED INPUT**

The rapporteur has received input from the following entities or persons in the preparation of the opinion, until the adoption thereof in committee:

Entity and/or person
European Council on Refugees and Exiles

The list above is drawn up under the exclusive responsibility of the rapporteur.

PROCEDURE – COMMITTEE ASKED FOR OPINION

Title	Establishing an EU talent pool
References	COM(2023)0716 – C9-0413/2023 – 2023/0404(COD)
Committee responsible Date announced in plenary	LIBE 8.2.2024
Opinion by Date announced in plenary	CULT 8.2.2024
Rapporteur for the opinion Date appointed	João Albuquerque 16.1.2024
Discussed in committee	24.1.2024
Date adopted	11.3.2024
Result of final vote	+: 20 –: 5 0: 0
Members present for the final vote	Asim Ademov, Andrea Bocskor, Ilana Cicurel, Tomasz Frankowski, Catherine Griset, Sylvie Guillaume, Hannes Heide, Irena Joveva, Martina Michels, Victor Negrescu, Peter Pollák, Diana Riba i Giner, Marcos Ros Sempere, Monica Semedo, Andrey Slabakov, Massimiliano Smeriglio, Michaela Šojdřová, Sabine Verheyen, Milan Zver
Substitutes present for the final vote	João Albuquerque, Ibán García Del Blanco, Rob Rooker, Salima Yenbou
Substitutes under Rule 209(7) present for the final vote	Magdalena Adamowicz, Angelika Winzig

FINAL VOTE BY ROLL CALL IN COMMITTEE ASKED FOR OPINION

20	+
PPE	Magdalena Adamowicz, Asim Ademov, Tomasz Frankowski, Peter Pollák, Michaela Šojdrová, Sabine Verheyen, Angelika Winzig
Renew	Ilana Cicurel, Irena Joveva, Monica Semedo, Salima Yenbou
S&D	João Albuquerque, Ibán García Del Blanco, Sylvie Guillaume, Hannes Heide, Victor Negrescu, Marcos Ros Sempere, Massimiliano Smeriglio
The Left	Martina Michels
Verts/ALE	Diana Riba i Giner

5	-
ECR	Rob Rooken, Andrey Slabakov
ID	Catherine Griset
NI	Andrea Bocskor
PPE	Milan Zver

0	0

Key to symbols:

+ : in favour

- : against

0 : abstention