



**2023/0404(COD)**

23.1.2024

# **DRAFT 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  
(COM2023/0404 – C9-0413/2023 – 2023/0404(COD))

Rapporteur for opinion: João Albuquerque

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## SHORT JUSTIFICATION

On 15 November 2023, the European Commission published a proposal for a Regulation of the European Parliament and of the Council 'Establishing and 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 occupations for which there are EU-wide shortages. This is an important Regulation to promote regular pathways for migration and to complement the EU strategies to tackle the skills' shortages in the EU, namely the European Year of Skills.

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 a gender dimension, namely of gender balance.

More specifically, the Rapporteur stresses the need for ensuring the privacy of jobseekers with 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 vocational education, degrees or specific certificates (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 ensured 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 2

##### *Text proposed by the Commission*

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.

##### *Amendment*

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. ***Moreover, upskilling and reskilling training modules within 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 a particular attention should be given to the promotion of gender balance, and notably on STEM 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.

Or. en

## Amendment 2

### Proposal for a regulation Recital 5

*Text proposed by the Commission*

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*

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, ***including for the guarantee of social protection and workers' rights***. 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.

Or. en

## Amendment 3

### Proposal for a regulation Recital 8

*Text proposed by the Commission*

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*

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. ***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.*

Or. en

#### **Amendment 4**

##### **Proposal for a regulation Recital 11**

###### *Text proposed by the Commission*

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) 2016/5891 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

###### *Amendment*

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) 2016/589<sup>1</sup> 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.

<sup>1</sup> 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>).

automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform. ***Vocational education, degrees, certification of skills and competences gained in non-formal and informal contexts or specific certificates (“micro-credentials”) should also be taken into account in the matching process.***

<sup>1</sup> 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>).

Or. en

## Amendment 5

### Proposal for a regulation

#### Recital 12

##### *Text proposed by the Commission*

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) 2018/1725<sup>1</sup>, and Article 6(1), point (e) of Regulation (EU) 2016/679<sup>2</sup>, 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.

<sup>1</sup> 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

##### *Amendment*

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) 2018/1725<sup>1</sup>, and Article 6(1), point (e) of Regulation (EU) 2016/679<sup>2</sup>, respectively. The processing of personal data, ***including the right to privacy and, where appropriate, to anonymity***, 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.

<sup>1</sup> Regulation (EU) 2018/1725 of the European Parliament

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>).

<sup>2</sup> 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>).

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>).

<sup>2</sup> 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>).

Or. en

## Amendment 6

### Proposal for a regulation Recital 14

#### *Text proposed by the Commission*

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*

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 of the right to choose, 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.

Or. en



## Amendment 7

### Proposal for a regulation Recital 17

#### *Text proposed by the Commission*

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.

#### *Amendment*

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, **vocational education, degrees, certification of skills and competences gained in non-formal and informal contexts or specific certificates (“micro-credentials”)** and other experiences in one secure online location.

Or. en

## Amendment 8

### Proposal for a regulation Recital 18

#### *Text proposed by the Commission*

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*

Where necessary, the recognition and validation of skills **from formal, non-formal, and informal learning, and qualifications such as vocational education, degrees or specific certificates (“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 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 15.11.2023 on the recognition of qualifications of third-country national should be applied.*

Or. en

## Amendment 9

### Proposal for a regulation Recital 19

#### *Text proposed by the Commission*

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

#### *Amendment*

In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills, ***vocational education, degrees, certification of skills, competences gained in non-formal and informal contexts or specific certificates (“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, non-formal and informal contexts*** 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.

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.

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.

Or. en

## Amendment 10

### Proposal for a regulation

#### Recital 22

##### *Text proposed by the Commission*

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*

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, ***lifelong learning opportunities***, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Or. en

## Amendment 11

### Proposal for a regulation Recital 24

#### *Text proposed by the Commission*

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*

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 - **vocational education, degrees, certification of skills and competences gained in non-formal and informal contexts or specific certificates ("micro-credentials")** and work experiences for the job vacancy, **and not 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.

Or. en

## Amendment 12

### Proposal for a regulation Recital 26

#### *Text proposed by the Commission*

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.

#### *Amendment*

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. **National authorities should enhance their capacity to simplify and expedite recognition procedures and**

*provide relevant support and information to third-country nationals, recognition authorities, public employment services, labour inspectorates and migration authorities.*

Or. en

### Amendment 13

#### Proposal for a regulation Recital 26 a (new)

*Text proposed by the Commission*

*Amendment*

*Administrative cooperation, partnerships and agreements with third countries, and cooperation with education and training providers and other stakeholders in third countries, can facilitate trust, transparency and easier exchange of information and validation of qualifications.*

Or. en

### Amendment 14

#### Proposal for a regulation Recital 27

*Text proposed by the Commission*

*Amendment*

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

The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition **and validation** of qualifications, **skills and competences - formal, non-formal and informal, vocational education, degrees or specific certificates (“micro-credentials”)**, third country nationals' rights, living and working conditions as well as available redress mechanisms, **in cooperation with Trade Unions**, for cases of labour exploitation and unfair recruitment

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.

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, ***also in third country languages***, support to obtain a travel document, and integration support upon arrival, ***translations or other support to facilitate the access to the applications.***

Or. en

## Amendment 15

### Proposal for a regulation Recital 27 a (new)

*Text proposed by the Commission*

*Amendment*

***People in need of international protection willing to take up employment in the Member States constitute a largely underused pool of possible job seekers that could respond to the employers' needs. The procedure shall ensure that the sharing of contact details is not used for possible retaliation by third countries.***

Or. en

## Amendment 16

### Proposal for a regulation Recital 27 b (new)

*Text proposed by the Commission*

*Amendment*

***EU Talent pool should also foresee pathways for people in need of international protection and people from disadvantaged background to leverage their skills, qualifications, and motivation, while addressing the skills and labour shortages in the Union.***

Or. en

## Amendment 17

### Proposal for a regulation Recital 30

*Text proposed by the Commission*

*Amendment*

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

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 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***. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment

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.

practices in the participating Member States, *with an effective involvement of relevant Trade Union organisations*. 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.

Or. en

## Amendment 18

### 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 STEM occupations*.

Or. en

## Amendment 19

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

*Text proposed by the Commission*

*Amendment*

*Point 1 (new) ‘Talent Pool’ means an inclusive instrument targeting not only highly skilled third country nationals but also medium and low skilled profiles, where circumstances warrant. The Talent Pool should cover all sectors of employment for low, medium and highly skilled workers, and salaried and self-employed labour, including in small and medium-sized enterprises and start-ups.*



## Amendment 20

### Proposal for a regulation

#### Article 4 – paragraph 1 – point 2

##### *Text proposed by the Commission*

(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;

##### *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. ***Foreign students or researchers regularly present in the EU territory to study or research should be allowed to participate without returning to their country of origin.***

Or. en

## Amendment 21

### Proposal for a regulation

#### Article 6 – paragraph 3

##### *Text proposed by the Commission*

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.

##### *Amendment*

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, ***certification of non-formal and informal skills and competences, vocational education, degrees or specific certificates (“micro-credentials”)*** 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.

Or. en

## Amendment 22

### Proposal for a regulation Article 6 – paragraph 7

*Text proposed by the Commission*

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*

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, ***provided it excludes personal data such as name, surname, gender, age, country of origin, nationality and address.***

Or. en

## Amendment 23

### Proposal for a regulation Article 6 - paragraph 4

*Text proposed by the Commission*

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*

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. ***Furthermore, the group shall include one representative from CEDEFOP, one from the ETF and one representative from the EU authority in charge of integration as observers.*** Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

Or. en

## Amendment 24

### Proposal for a regulation Article 6 – paragraph 9

#### *Text proposed by the Commission*

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).

#### *Amendment*

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), ***provided it excludes personal data such as name, surname, gender, age, country of origin, nationality and address.***

Or. en

## Amendment 25

### Proposal for a regulation Article 10 – paragraph 1

#### *Text proposed by the Commission*

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.

#### *Amendment*

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, immigration, ***education and training*** are appointed as the EU Talent Pool National Contact Points.

## Amendment 26

### Proposal for a regulation Article 11 – paragraph 3

*Text proposed by the Commission*

Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool.

*Amendment*

Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool. ***Personal data of jobseekers such as name, surname, gender, age, country of origin, nationality and address., should not be accessible during the search and matching phase.***

Or. en

## Amendment 27

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

*Text proposed by the Commission*

*Amendment*

***The registration and access procedure shall ensure that the sharing of contact details is not used for possible retaliation by third countries.***

Or. en

## Amendment 28

### 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 have been validated in the context of the

*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;

Talent Partnership, including skills and competencies relating to a specific occupation, language skills, or competencies ***gained in non-formal and informal contexts or specific certificates (“micro-credentials”)***, facilitating their integration in one or more Member States;

Or. en

## Amendment 29

### Proposal for a regulation Article 12 – paragraph 4

#### *Text proposed by the Commission*

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*

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.***

Or. en

## Amendment 30

### Proposal for a regulation Article 12 – paragraph 6

#### *Text proposed by the Commission*

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

#### *Amendment*

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.

same Talent Partnership, ***on condition that registered jobseekers receive concrete offers of employment, education and training from 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.

Or. en

## Amendment 31

### Proposal for a regulation Article 16 – paragraph 3

#### *Text proposed by the Commission*

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.

#### *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 ***and competences, formal, non-formal and informal*** qualifications, ***vocational education, degrees or specific certificates (“micro-credentials”)*** and work experiences for the job vacancy.

Or. en

## Amendment 32

### Proposal for a regulation Article 17 – paragraph 1 – point a

#### *Text proposed by the Commission*

(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

#### *Amendment*

(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

participating Member States;

available redress mechanisms as well as information on living and working conditions in the participating Member States;

Or. en

### **Amendment 33**

#### **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, 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

Or. en