The allocation of resources (including human resources) to health systems is a Member States’ competence. The Commission is supporting national policies to tackle health workforce shortages including through the EU4Health Programme, which aims at improving planning and strengthening professional training.\(^1\)

Talent Partnerships aim to boost international labour mobility and development of talent in mutually agreed sectors while ensuring equal wins for partner countries, Member States, and private stakeholders. The care sector would only be included in a given Talent Partnership if a partner country agrees, and if it does, particular attention would be devoted to avoiding brain drain. Mobility could be only one element of Talent Partnerships. Other activities could include, for instance, vocational training, as well as circular mobility opportunities. The World Health Organization’s Global Code of Practice on the International Recruitment of Health Personnel\(^2\) would be applied.

Talent Partnerships could also include measures like training in skills and languages that would prepare third country nationals either to work in their own country or to integrate the care sector in another third country or the EU.

These are all aspects of the global dimension of demography. As the Commission pointed out in its recent Care Strategy\(^3\), ‘there is a need to assess whether and to what extent EU tools could help in improving the admission of migrant care workers to the EU, to the mutual benefit of all Member States and countries of origin, while ensuring the ethical recruitment of migrants’.

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\(^1\) For instance: [https://webgate.ec.europa.eu/hpf/](https://webgate.ec.europa.eu/hpf/)

\(^2\) [https://www.who.int/publications/m/item/nri-2021#:~:text=Adopted%20in%202010%20at%20the,through%20improved%20data%2C%20information%2C%20and](https://www.who.int/publications/m/item/nri-2021#:~:text=Adopted%20in%202010%20at%20the,through%20improved%20data%2C%20information%2C%20and)