

TALENT HUB

Supporting Copenhagen Capacity to strengthen retention and EU-Mobility of skilled migrants through collaborative multi-country coordination on talent retention and circulation in the EU

SUMMARY RECOMMENDATIONS

Retention of Third Country Talent

Talent Hub project 2024

Talent Hub

- ✓ In November 2022, the International Organization for Migration (IOM) in Denmark and Germany together with the European Commission's Directorate-General for Structural Reform Support (DG Reform) and Copenhagen Capacity (CopCap) launched the project "**Talent Hub: Supporting Copenhagen Capacity to strengthen retention and EU-mobility of skilled migrants through collaborative multi-country coordination on talent retention and circulation in the EU**".
- ✓ IOM in cooperation with the European Commission provides **technical support** to strengthen the capacity of CopCap and other public Danish and European stakeholders to develop, adapt and implement strategies related to **talent retention, nurturing and attraction**.
- ✓ 'Talent' within the context of this project is defined as **mid to highly skilled Third Country National workers in Denmark and the EU**, i.e. non-EU nationals that have come to Europe to work or study.
- ✓ A set of **recommendations** have been produced under the Talent Hub project, as an attempt to **address and identify needs and gaps within the field of talent retention of talents**. The recommendations targets a broad spectrum of actors such as **national authorities, municipalities, companies, and other stakeholders that are involved in talent management**.
- ✓ The recommendations are formally presented to Copenhagen Capacity as an inspirational catalogue for change in Copenhagen Capacity's future work on enhancing retention in Denmark.
- ✓ This document presents a **summary of the recommendations**. The full version of the recommendations is expected to be published on IOM's website in 2024.



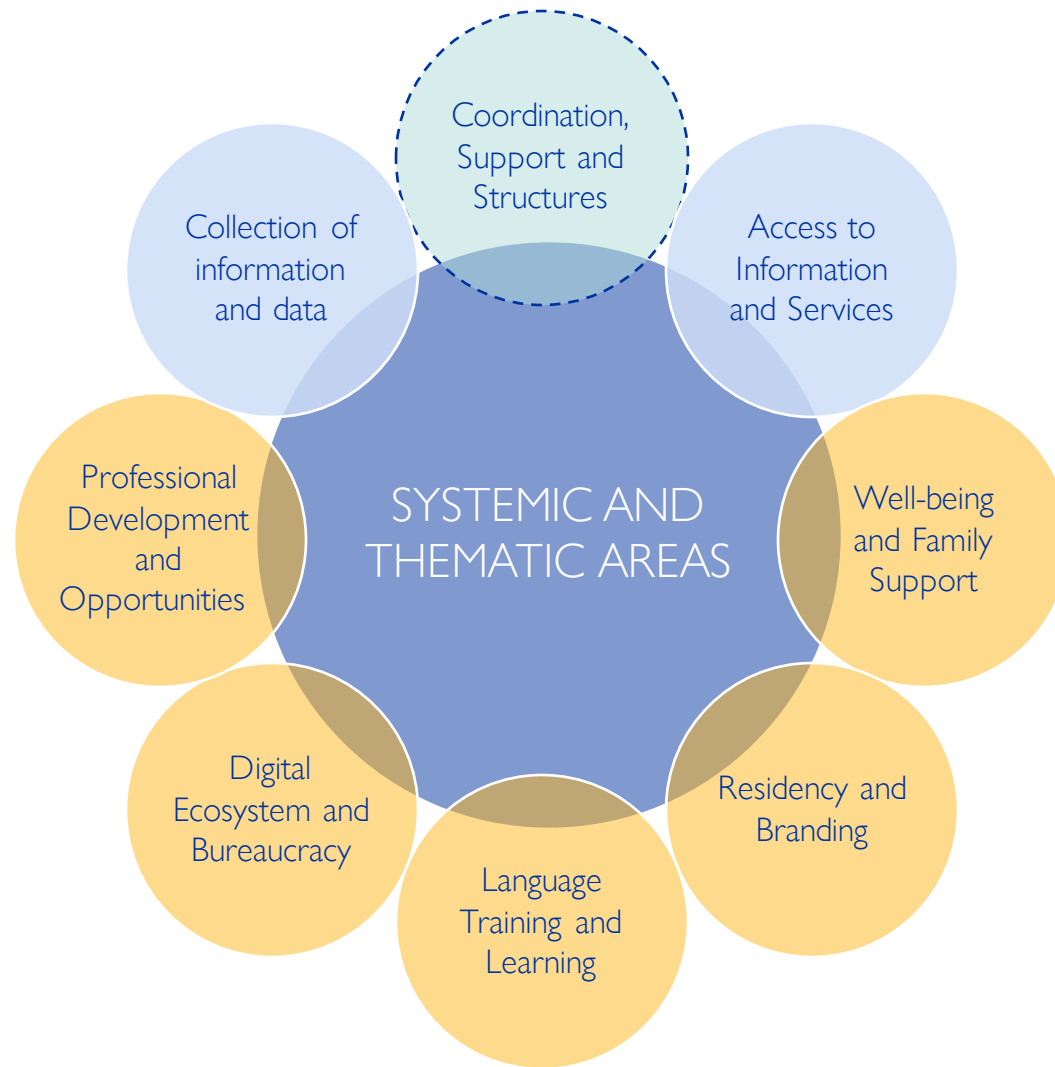
Contents

Draft Recommendations

- Systemic Areas (I-III)
- Thematic Areas (IV-VIII)

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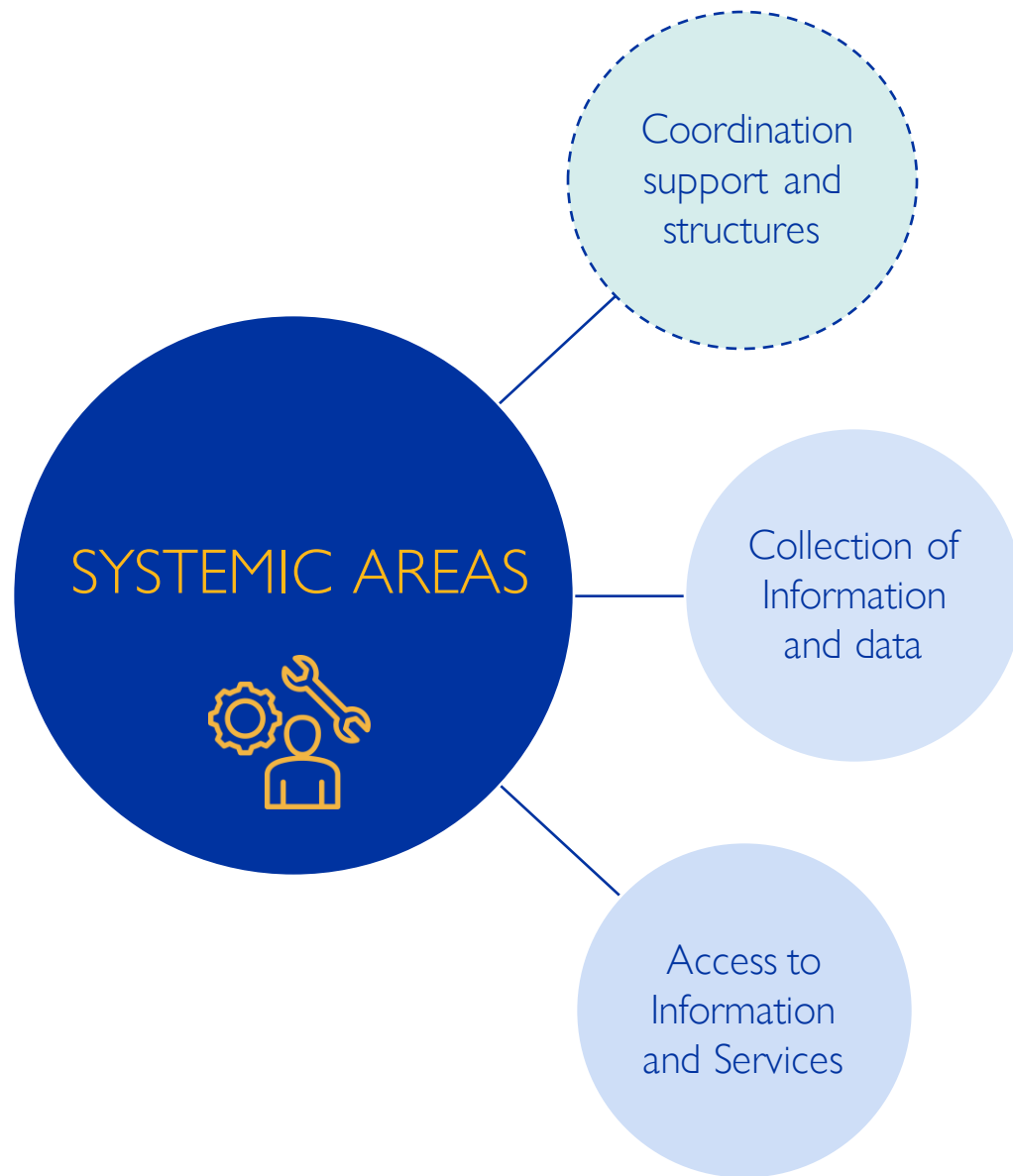


Preliminary recommendations

- **Three systemic areas**
 - Recommendations targeting the overarching, systemic talent management structures and practices in the country
 - Total **13 recommendations**

- **Five thematic areas**
 - Topics of more personal relevance for talents and their families
 - Total **21 recommendations**

The recommendations will be presented to stakeholders and beneficiaries for testing/vetting



COORDINATION SUPPORT AND STRUCTURES

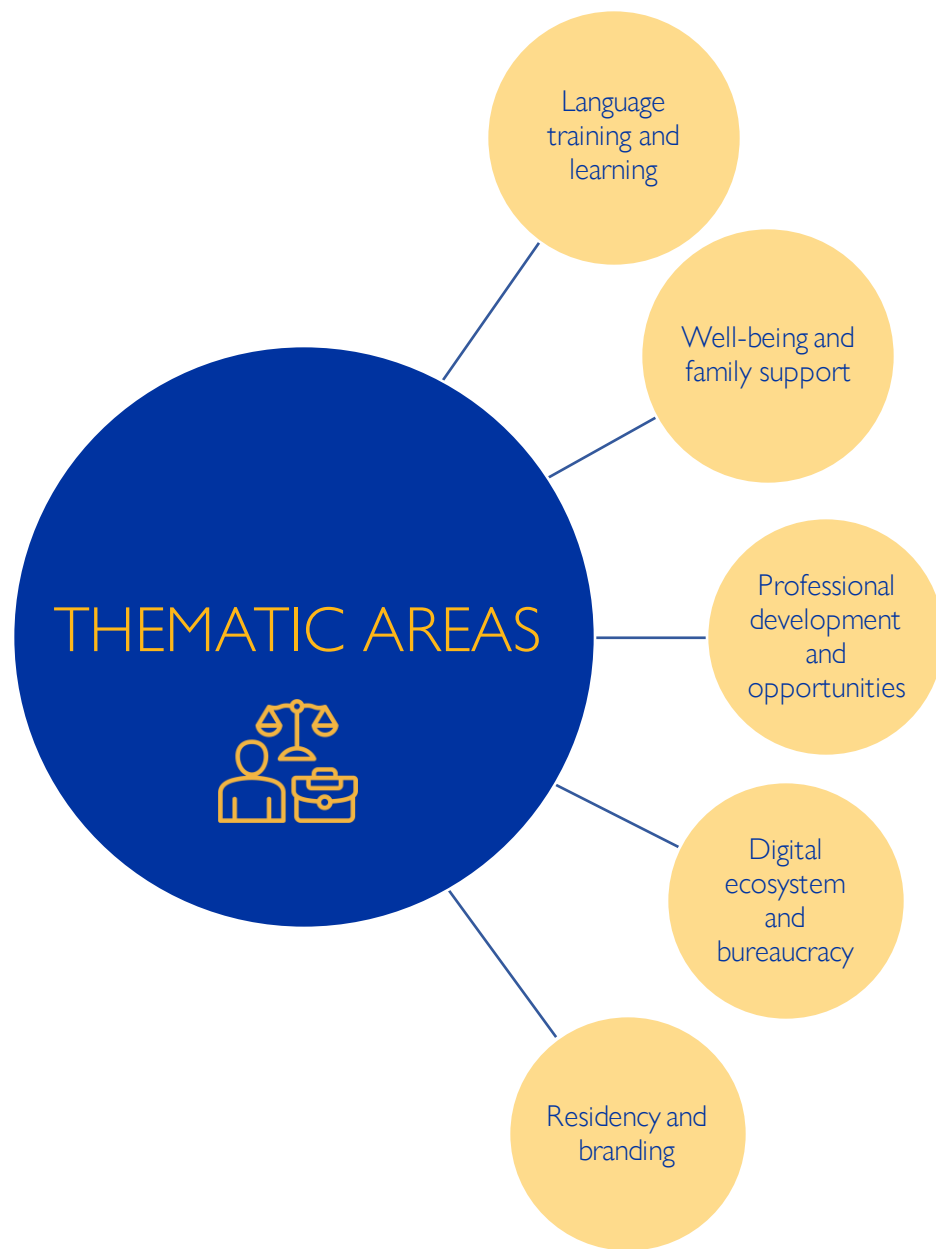
- ✓ Establish national talent coordination and strategy
- ✓ Acknowledge commonalities between integration, inclusion and retention and adapt policies accordingly
- ✓ Offer coaching and practical guidance on international talent management to stakeholders
- ✓ Provide needs assessment and strategy development tools for the use of stakeholders
- ✓ Analyse potential to join or facilitate EU level Talent initiatives such as the EU Blue Card, Talent Pool and Talent Partnerships
- ✓ Relaunch revised Green Card pilot scheme (Denmark)

COLLECTION OF INFORMATION AND DATA

- ✓ Consistently collect and analyse national and EU data on talent management and retention for evidence-based policies
- ✓ Establish publicly accessible portal with information and updates on talent management programming for stakeholders
- ✓ Evaluate existing labour schemes and stakeholder mandates to identify needs and gaps
- ✓ Implement feedback mechanism for migrant workers for adaptation and improvement of policies and measures

ACCESS TO INFORMATION AND SERVICES

- ✓ Enhance outreach efforts to TCN talent in the EU on national labour pathways
- ✓ Redesign digital portals with talent relevant information for enhanced, multilingual accessibility (website, app, videos)
- ✓ Establish and expand International Citizen Service (ICS) centres / offline one-stop-shops across the country



LANGUAGE TRAINING AND LEARNING

- ✔ Remove or extend the five-year limit for free language classes (Denmark)
- ✔ Revise administrative restrictions on free language training
- ✔ Diversify tuition and inform coherently on language training offers

WELL-BEING AND FAMILY SUPPORT

- ✔ Provide pre- and post-arrival establishment support to incoming talent and families
- ✔ Increase the number of international spots for pupils in Danish schools and support school onboarding
- ✔ Provide practical job and study seeking guidance and networking opportunities for accompanying family members
- ✔ Support talent and family engagement in local communities and organizations

PROFESSIONAL DEVELOPMENT AND OPPORTUNITIES

- ✔ Facilitate qualification and skills validation of accompanying family members
- ✔ Lower admission threshold to Denmark for selected occupations and support post-arrival upskilling
- ✔ Promote internship opportunities and study relevant jobs for international students
- ✔ Expand vocational and academic Bachelor level English language education opportunities
- ✔ Implement flexible policies for changing employer and nurturing existing international staff
- ✔ Review existing policies and practices for recognition of high-demand and regulated professions

DIGITAL ECOSYSTEM AND BUREAUCRACY

- ✔ Promote digitalization in access to public sector information and services
- ✔ Review bureaucratic impediments for employing international talent
- ✔ Review current legislation and policies related to cross-border remote work and digital nomads

RESIDENCY AND BRANDING

- ✔ Promote durable conditions for obtaining permanent residence and citizenship
- ✔ Facilitate entry and residency access for intra-EU mobile talent
- ✔ Actively use country and place branding for attraction and retention
- ✔ Counteract xenophobic narratives and promote the positive contribution of talent
- ✔ Analyse and review the destination country's relative policy standing and attractiveness vis-à-vis neighbouring countries

Systemic areas (I-III)

Talent management structures and practices – Setting the retention space

- Structural and systemic interventions underpinning national talent management
 - I. Coordination, Support and Structures
 - II. Collection of Information and Data
 - III. Access to Information and Services
- Higher-level structures impacting the individual and family level
- Including i.e.
 - Set up coordination structures, mandates, policy and strategy
 - Advocating for whole-of-government, more-of-society approach
 - Data for evidence-based policies and policy change
 - Evaluate existing national labour pathways
 - Consider EU level talent initiatives (cf. retention as intra-EU circulation)

Reference: IOM DRAFT Recommendations p. 6-22

Thematic areas (IV-VIII)

Topics of personal relevance for talent and families - Being in the retention space

- More individual/local level factors impacted by the systemic areas/overall context
 - IV. Language Training and Learning
 - V. Well-being and Family Support
 - VI. Professional Development and Opportunities
 - VII. Digital Ecosystem and Bureaucracy
 - VIII. Residency and Branding
- Some practices already supported by local actors, incl. employers, municipalities...
- Including i.e.:
 - Improving access to language training
 - Inclusion of talent, their families in society and support services
 - Expanded job and study opportunities for partners and family
 - Considering the signals of national migration policy
 - Reviewing digital ecosystem – incl. remote work possibilities

Reference: IOM DRAFT Recommendations p. 23-53



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