

## European Sectoral Employers Statement

### EU Talent Pool – Trilogue Negotiations

16 April 2025

European sectoral employers strongly support the establishment of an EU Talent Pool, which will automatically match EU employers with third country national jobseekers. We consider that this instrument will support the sector in overcoming skills and labour shortages and coping with the phenomena of an ageing society and a consequent shrinking working-age population. It will also contribute to improving the quality of life for individuals coming from third countries.

European sectoral employers fully welcome both the Council general approach ([10602/24](#)) and the European Parliament position ([2023/0404\(COD\)](#)) on the proposal for a Regulation on the EU Talent Pool. We are pleased to see that both co-legislators have recognised and aligned with the priorities of European employers.

Ahead of the next trilogue meeting, we would like to reiterate our key priorities on this file:

- We recommend all Member States to adopt the EU Talent Pool, which, however, **should remain voluntary**.
- The EU Talent Pool should apply to **low, medium and highly skilled workers**.
- The tool **should not be restricted to third countries who are part of talent partnerships and should not be limited to shortage occupation lists** (if they exist, they should be of indicative nature).
- **Bureaucratic procedures** to access the tool for both employers and job seekers **should be avoided**.
- The tool should **be user-friendly for both employers and jobseekers**.
- **Social partners** (both cross-sectoral and sectoral) should be able to **participate in the steering committee** and governance of the tool.
- **Sectoral social partners** should be able to provide inputs on the **shortage occupation list**, as they possess the most accurate and up-to-date understanding of the needs, trends, and specificities within their respective sectors.
- Access should be granted to employers, **public and private employment agencies, temporary work agencies**.

- The EU Talent Pool should be interoperable with existent IT talent pool platforms at national, regional or local level (including the public and private sector).
- Awareness-raising campaigns are needed both within the EU and towards third countries to ensure that the platform is widely known and effectively used.
- Member States may **provide standardised information** to registered jobseekers from a third country who have been selected for a job vacancy in the EU Talent Pool.
- Member States may decide, in accordance with national laws and practices, to put in place **accelerated immigration procedures** to allow for faster recruitment of registered jobseekers from third countries.

European sectoral employers call on the Council and the European Parliament to quickly reach a compromise agreement on the file. Moreover, we support the swift implementation of the tool and are committed to actively contributing to its implementation phase at the EU level.

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### **About the European Sectoral Employers**

**CEEMET** is the European employers' organisation representing 200,000 companies of the Metal, Engineering and Technology-based Industries, providing 35 million jobs directly and indirectly. Ceemet is a sectoral social partner at the European level.

**ECEG** is the European Chemical Employers Group, founded in 2002, is the recognised European Sectoral Social Partner, representing employers in the chemicals, pharmaceuticals, rubber and plastics industries in Europe. Through its membership, the association represents approximately 3.3 million direct employees in more than 94.000 enterprises.

**FIEC** is the European Construction Industry Federation, which through its 32 national member associations in 27 countries (24 EU countries, Norway, Switzerland, and Ukraine) represents construction companies of all sizes, i.e., small, and medium-sized enterprises and "global players", carrying out all forms of building and civil engineering activities. FIEC represents the employers in the European Sectoral Social Dialogue for construction.

**HOTREC**, the European hospitality association, serves as the voice of Europe's hotels, restaurants, bars and cafés, uniting 47 member associations across 36 countries. Together, we represent 2 million businesses that support over 10 million jobs. Hospitality and tourism are vital drivers of the economy, contributing around 10% of the EU's GDP. Importantly, 90% of our establishments are micro-enterprises, predominantly family-owned, highlighting their essential role in sustaining local communities. HOTREC is a sectoral social partner at European level.

**WEC-Europe** is the voice of the employment services industry at the European level, representing national federations as well as workforce solutions companies from across Europe. Members of the World Employment Confederation-Europe represent a wide range of HR services, including agency work, direct recruitment, career management, Recruitment Process Outsourcing (RPO), Managed Service Provider (MSP) and Employment of Record (EOR). WEC-Europe is a sectoral social partner at the European level for temporary agency work.