

# Sostenere la Migrazione Legale per la Migliore Integrazione e il Miglior Sviluppo dei Rapporti con i Paesi Terzi.

## Esperienze e Buone Pratiche in Dialogo.

Quadro delle politiche e gli approcci alla mobilità dei lavoratori qualificati e talenti internazionali nei paesi Ocse

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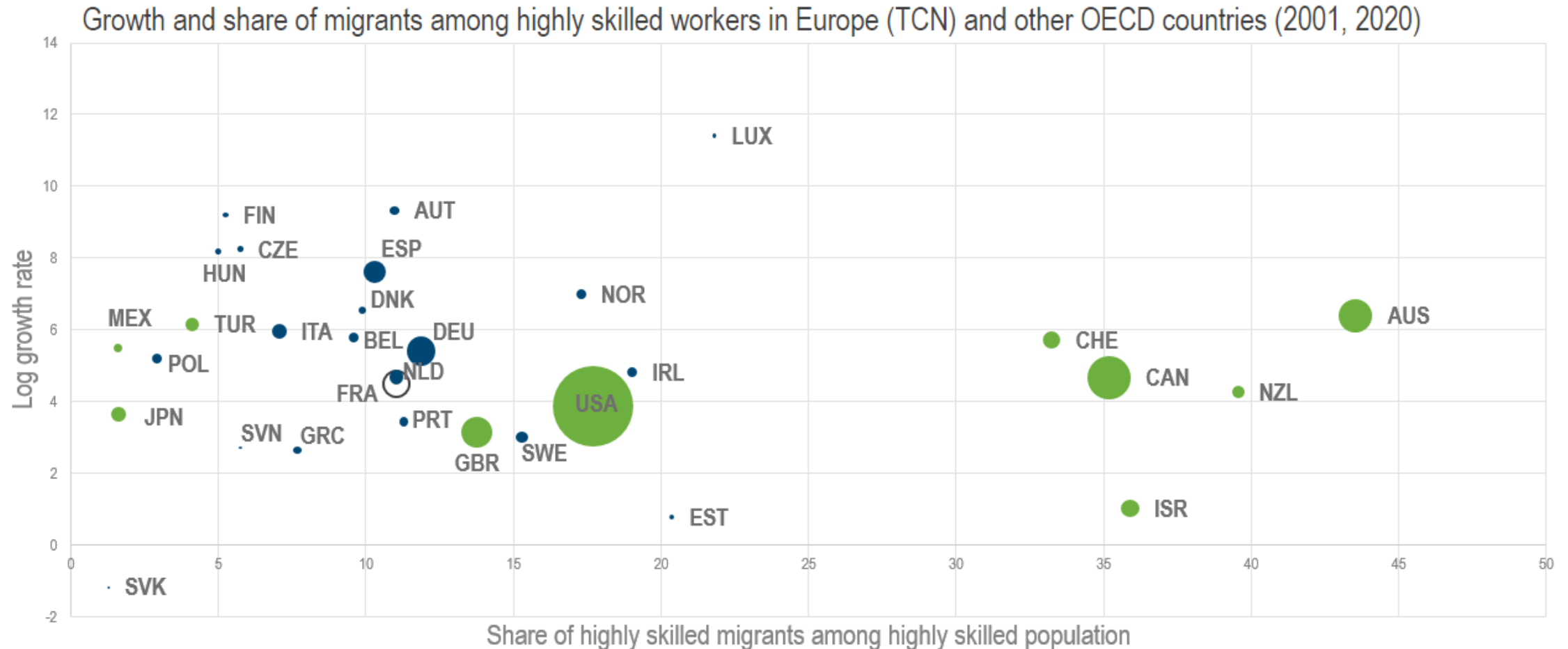


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## The EU punches below its weight in attracting skilled migrants

Even with the increase in the number of highly-educated migrants, the EU lags behind other destinations in its share of all high-skilled migration, and in share of high-skilled  
44% of high-skilled migrants in the OECD live in the USA, 22% in the EU, and 34% in the rest of the OECD.



## Some very broad generalisations about labour migration policies for talent in the OECD

- Definition of “talent” varies by country and over time, in legislation and practice
- Every OECD country has a channel for regular high skilled labour migration
- Few real limits for the highest qualified, but procedures and conditions vary

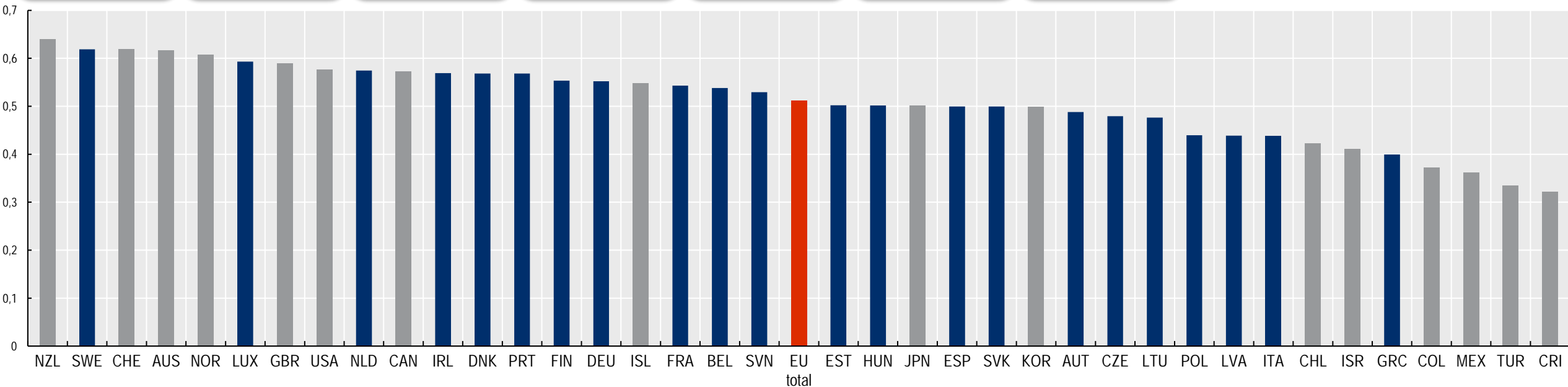


Red carpet doesn't really exist



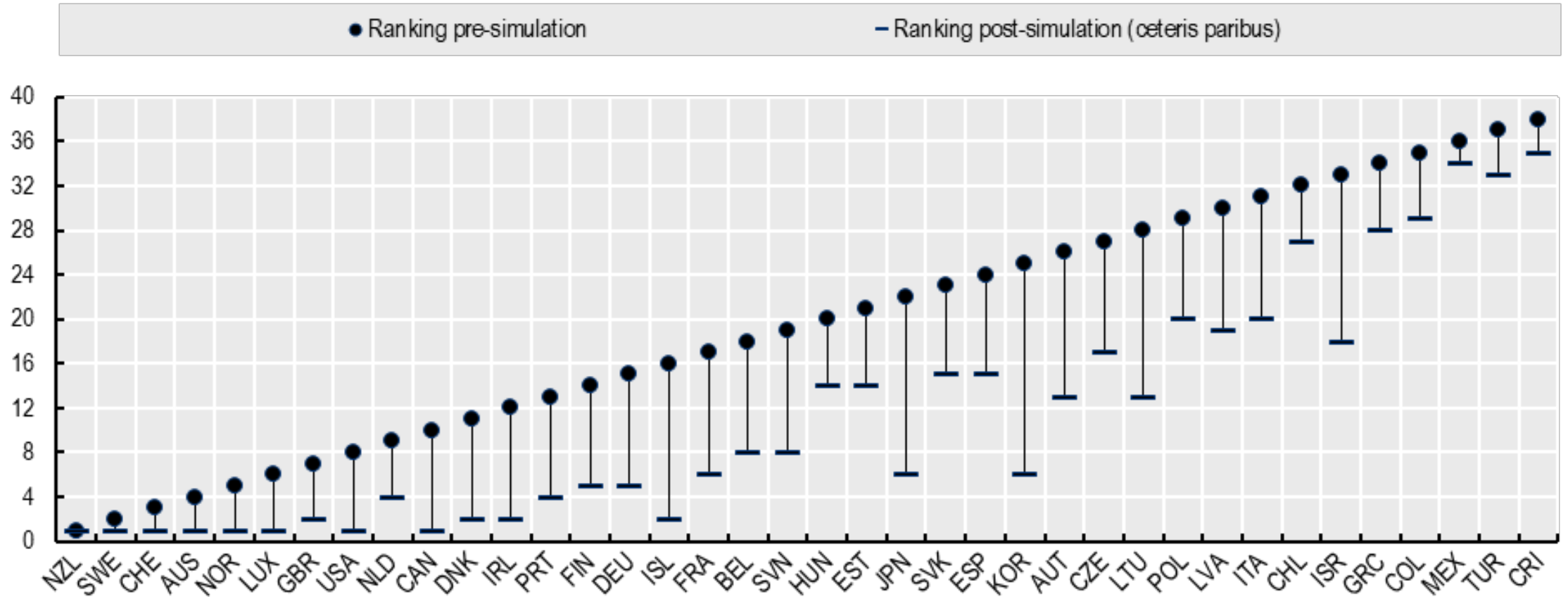
- Skilled migrants can come through the labour migration channel, but also through other means
  - Other migration channels, especially study and family but also humanitarian

There are many factors beyond migration policy which make a country attractive



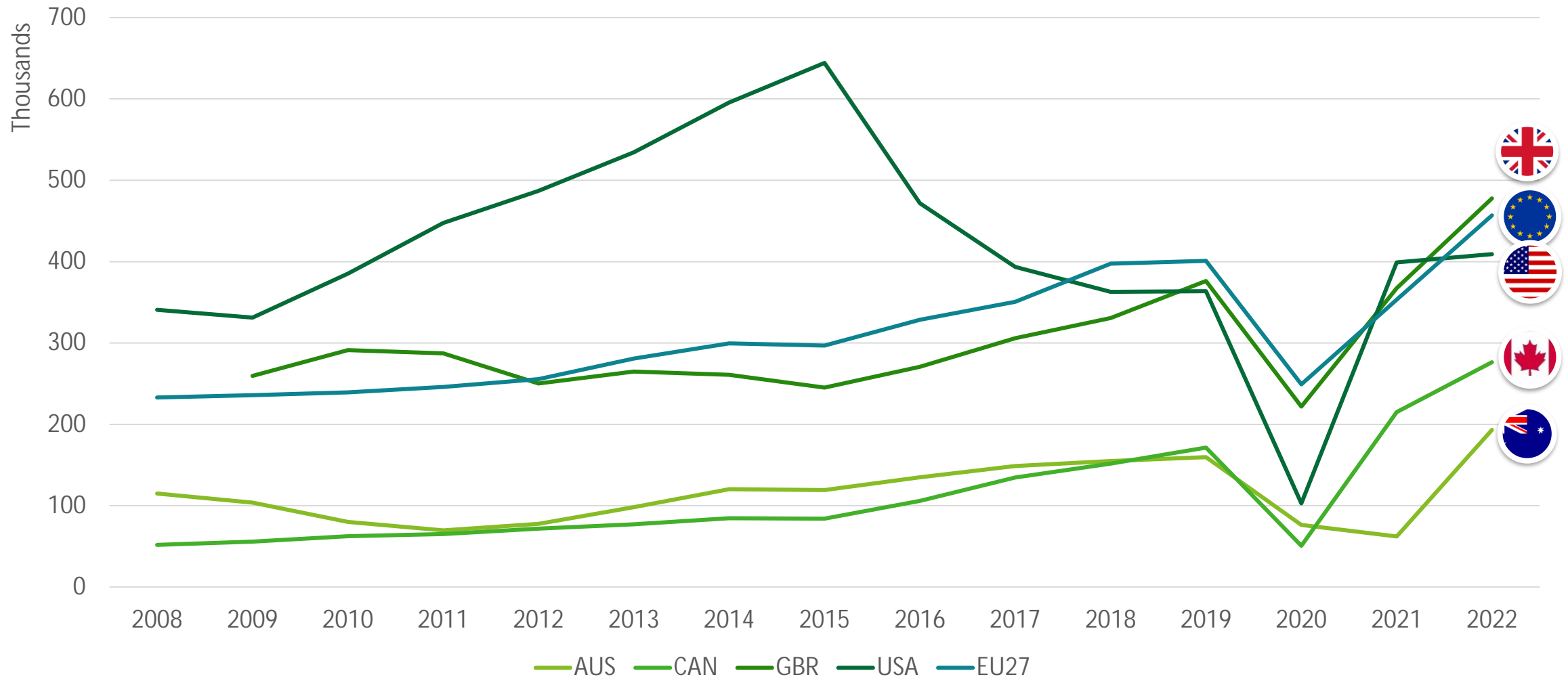
## Policy can make a difference, but is not enough to compensate for negative structural factors

If the country had the most favourable migration policy settings, would it close the gap with the top country?



## Attracting students is one of the main ways to secure talent

Number of permits granted to international students, 2008-22, excluding intra-EU mobility



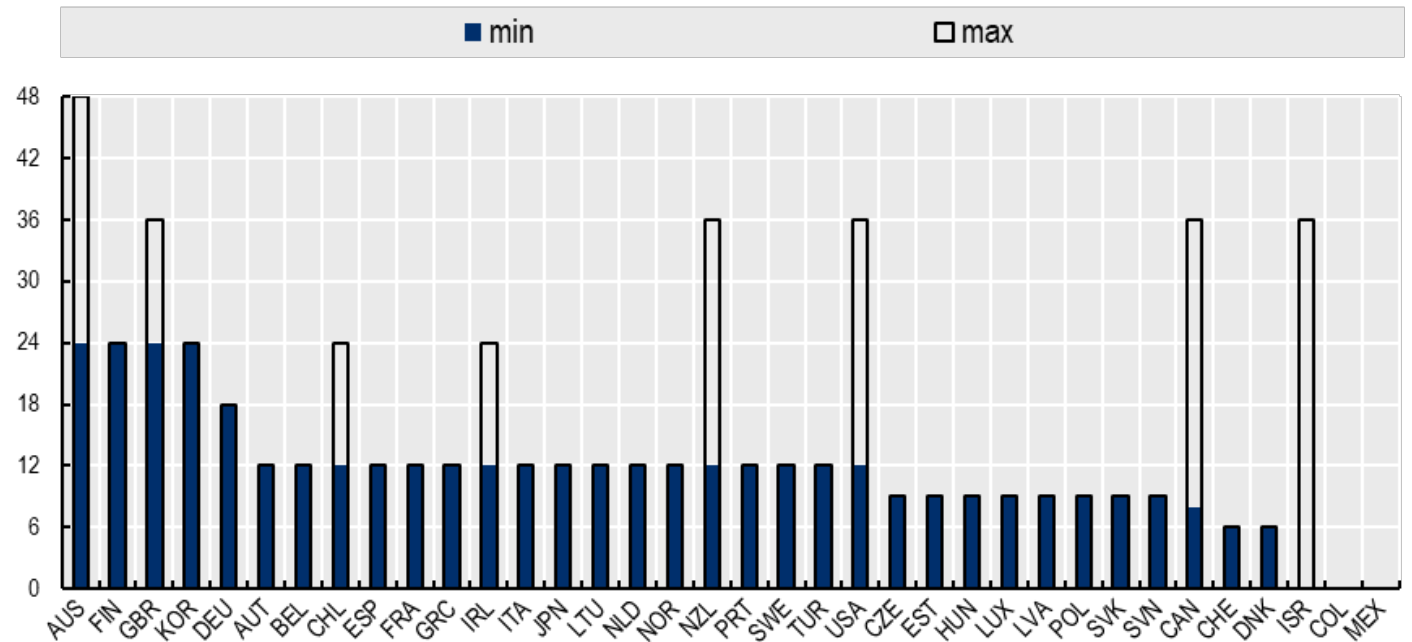
## Students are increasingly allowed to stay after graduation

International students can stay to look for a job post-graduation.

Some countries allow access to employment, others impose restrictions

International students can change to another residence permit prior to graduation, provided they meet its requirements (except GRC, KOR, PRT)

Duration of postgraduate extension schemes in OECD countries (2022)

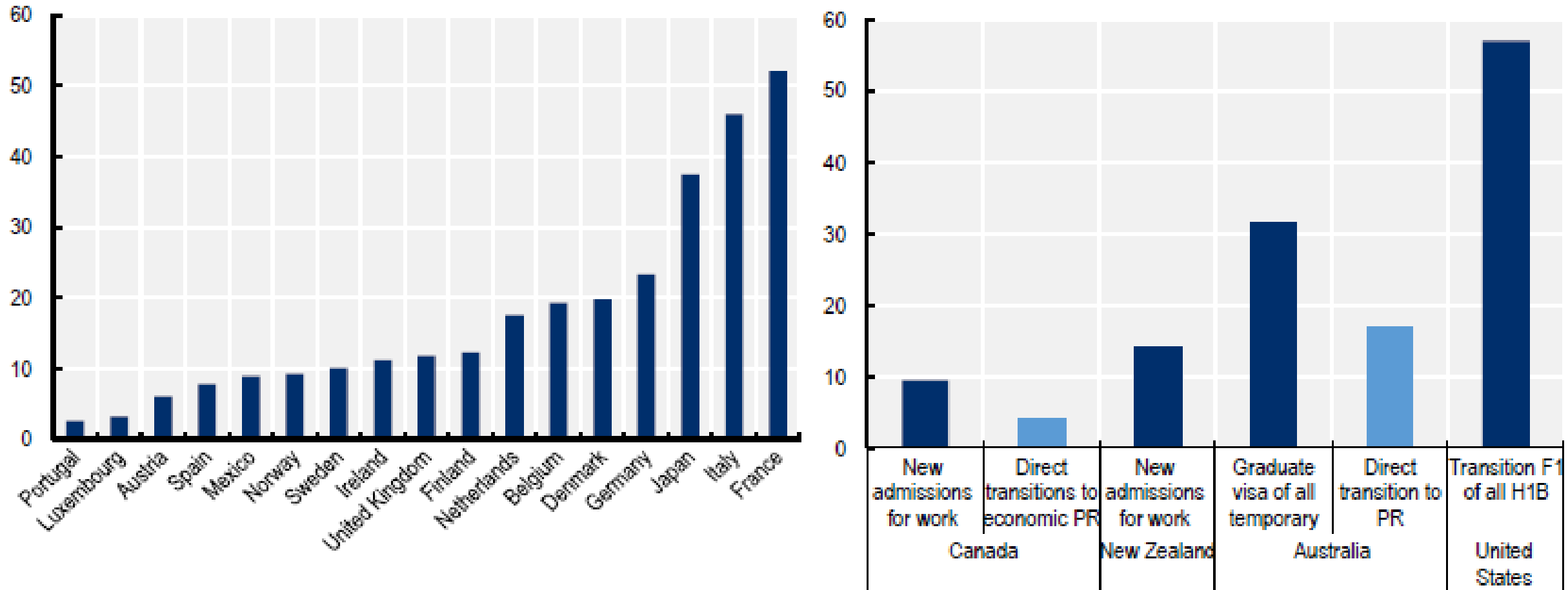


In about 3 out of 4 OECD countries, study time counts towards permanent residence

Several countries also offer exemption from labour market tests or lower salary thresholds for former international students

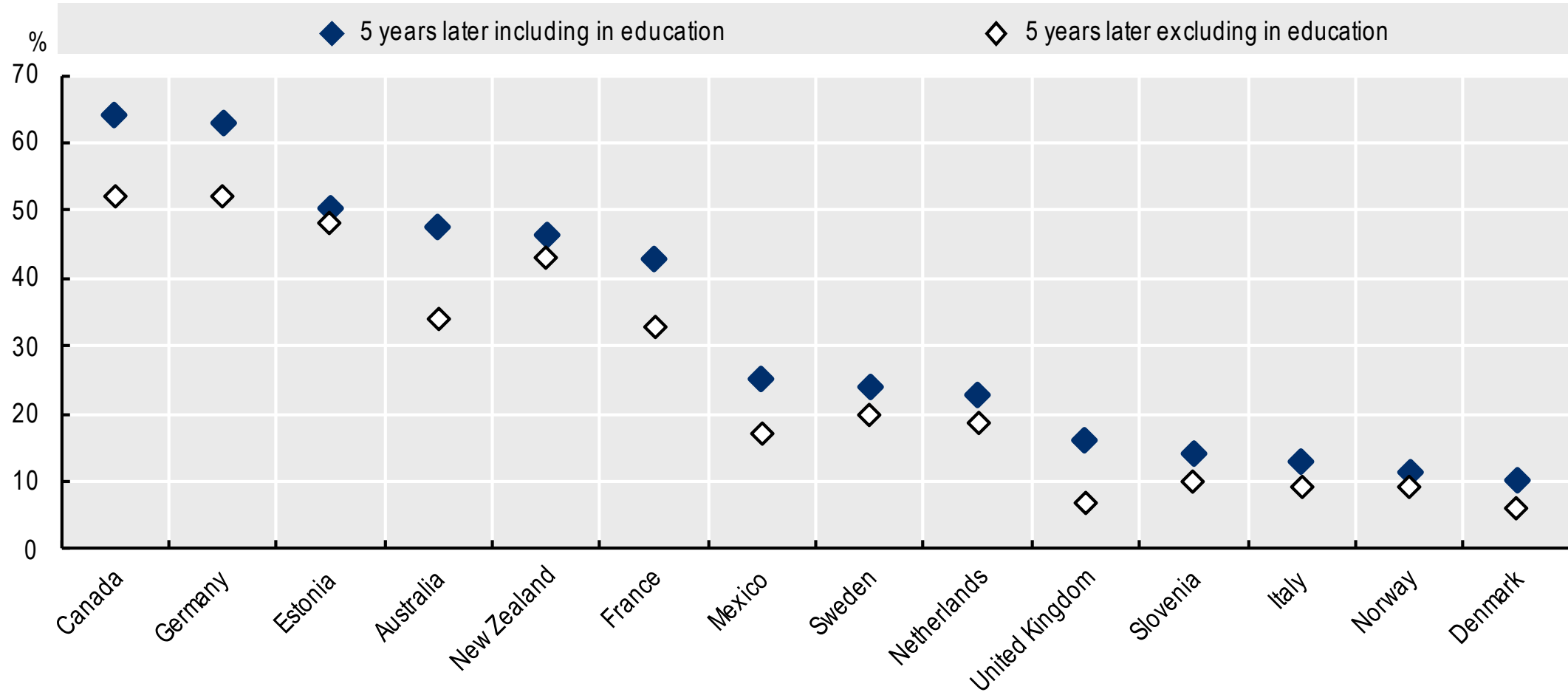
## Former international students are a large part of labour migration in some countries

Education permits changed to a work permit in 2019, relative to admission for work 2019 (left); Permits issued relative to specified migration class, 2019 (right), in %





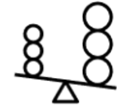
## Some countries are very good at retaining students



## There are many barriers to labour migration

Job Seeker

Employer



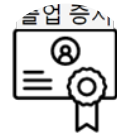
Information asymmetries



Geographical distance



Language barriers



Foreign qualifications



Labour market test



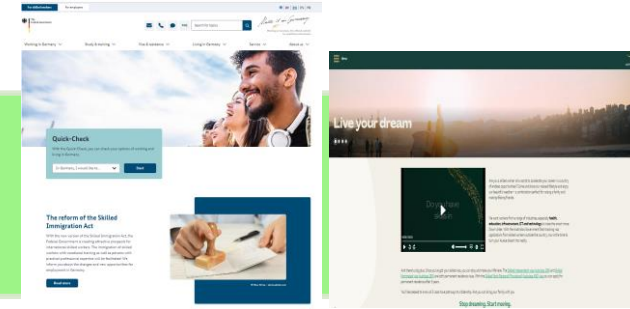
Immigration process

# Soft measures. Creating an EU Talent Pool to overcome these issues?



## Increase attractiveness

- Leverage size of EU labour market
- Increase reach of outreach



## Improve Matching

- Increase pool of candidates and vacancies
- Centralized and reliable information (labour market, trusted employers)



## Reduce administrative costs

- Integrate LMTs
- Transparency, portability of procedures
- Targeted or assisted mobility schemes



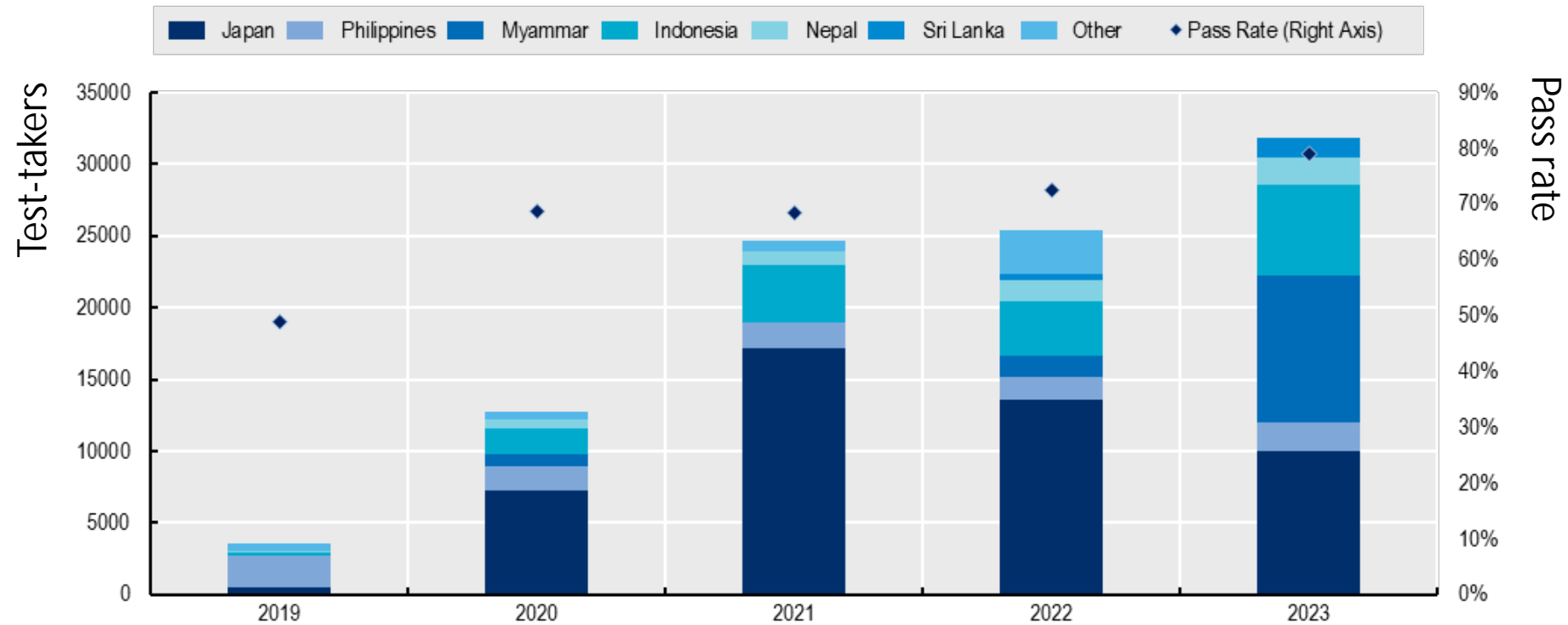
## Improve migration management

- Tailor-made information
- Simplified/fast-track procedures ?
- Interoperability and pooling of resources

## Why didn't the market take care of this already?

A reliable regular migration channel with clear rules and skills criteria can tap into interest in investing in skills globally

Number of candidates taking the test to work as nursing care workers in Japan's Specified Skilled Worker Scheme, by place of exam



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