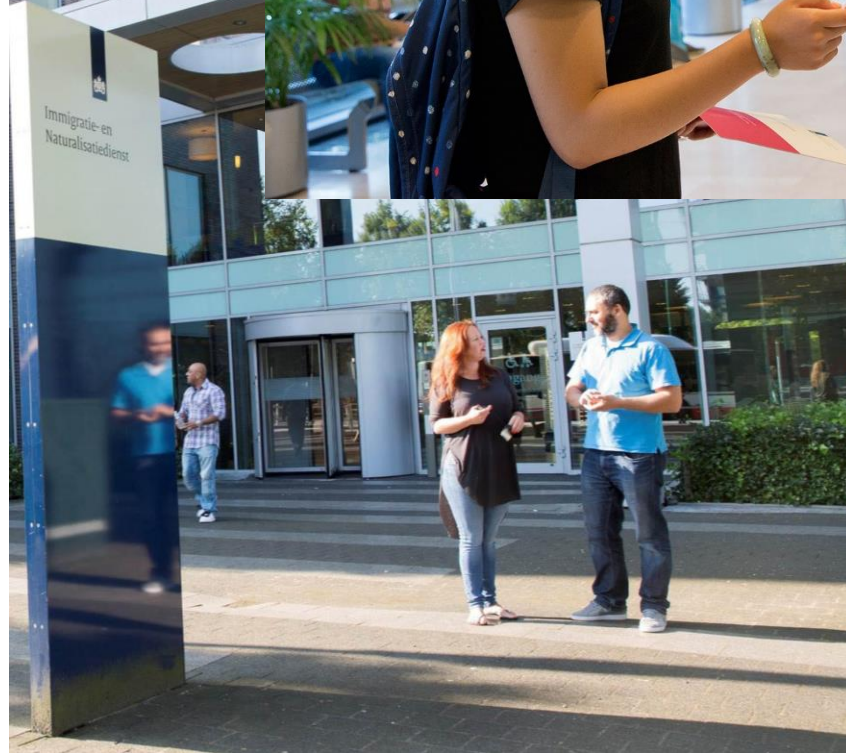




# Pilot Essential Start-up Personnel

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# Operational implementation framework





# Policy framework for labour migration

- *“Inviting where it can be, restrictive where it should be”*
- In principle work permits needed for migrant workers, exception for highly skilled talent:
  - › More responsibilities for (recognised) sponsors
  - › Lower administrative burden
  - › Access to simplified and fast procedure to obtain residence permits





# The pilot scheme for essential start-up personnel

## Background of the initiative

- › Start-up phase of a company comes with special challenges and high needs for specific expertise -> often requires recruiting internationally
- › Dutch highly skilled migrants policy scheme is difficult to access for start-ups
  - Relatively high administrative thresholds for becoming a recognized sponsor
  - High salary criterion

## Launch and implementation

- › Signals from start-up sector and initiative of Ministry of Economic Affairs led to development of the scheme
- › Start on 1<sup>st</sup> of June 2021
- › IND in the lead on implementation in close cooperation with Netherlands Enterprise Agency (RVO)



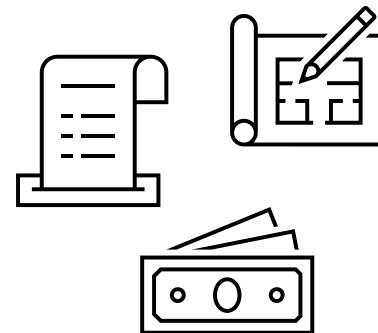
# The pilot scheme for essential start-up personnel

## Eligibility criteria

- › Start-ups employ up to 15 employees
- › Business is innovative, scalable and must be able to finance ambitions
- › Founders are operationally active and have the knowledge and competences necessary to realize objectives
- › Migrant within this scheme is an expert and essential for the growth and development of the startup

## Scheme benefits

- › Startup may meet reduced salary criterion and can make employee participation (e.g. equity-based types of remuneration) count towards that (for max. 3 years)







## Key statistical data essential start-up personnel (2021-2023)



- › Average age: 33 years (range 21 - 60)



- › 75% of initial appl. registered as male



- › 90 cases, 63 initial applications, 11 extensions, 13 objections and <10 appeals to court.  $\frac{3}{4}$  of cases positively assessed by RVO



- › Average processing time for initial applications: 9 weeks



- › Diverse countries of origin





# Challenges and opportunities

## Mid-term evaluation (2023)

- › Is the residence scheme for essential startup personnel easy to implement and enforce for both the target group (companies and talents) and the implementing organisations (IND and RVO)?
- › Outcomes
  - Practicable scheme with limited use so far; scheme may still be unknown to many qualifying start-ups
  - Good cooperation between implementing government organisations
  - Complexity as point of attention (e.g. employee participation as bottleneck)





## Outlook – What's next?

- › Adjustments following mid-term evaluation are ongoing
  - > Goal: increase accessibility for start-ups
- › 2025 final (external) evaluation of the pilot scheme will influence conclusions and possibly more structural adjustments in Dutch policies
- › Changes in political context in the NL:
  - Different accent to be given to talent attraction under new government
  - Skilled migration remains important but should be in proportion to available facilities in the Netherlands (e.g. housing, healthcare, education etc.)

