

Skills Portability Initiative

Removing barriers to the free movement of workers and making the EU more attractive to talent

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Political context

*Call for strengthening the **EU's prosperity and competitiveness** by making the **best use of all skills** irrespective of where and how they were acquired*

Commission's
2024-2029 political
guidelines

Union of Skills

2024 Labour and
skills shortages
action plan

European Pillar of
Social Rights

Enrico Letta's 2024
report 'Much More
Than a Market'

Mario Draghi's
2024 report 'The
Future of European
Competitiveness'



A package for Skills Portability

- a potential legislative proposal to facilitate worker mobility through
- **improved transparency** of skills and qualifications, and
 - **digitalisation**

Action 1



- potential measures to
- facilitate,
 - modernise and
 - expand recognition processes for **regulated professions**

Action 2



- a potential legislative proposal for common rules to simplify procedures for
- the recognition of qualifications and
 - validation of skills of **third-country nationals**

Action 3



Action 1: a potential legislative proposal to facilitate worker mobility through improved transparency of skills and qualifications, and digitalisation

Problem definition

Insufficient access to information and understanding of qualifications and skills obtained in another Member States

Majority of qualifications are paper-based in the EU

Digital credential systems in Member States are developing, but EU interoperability is not assured

Many skills remain "hidden"

Possible objectives

Facilitating the understanding of employers of the qualifications and skills obtained by workers in another EU Member State, while **addressing the risk** (and cost) of fragmentation in uncoordinated set-up of digital credentials systems

Possible policy solutions

- More **comprehensive** and **regularly** updated **National Qualifications Frameworks** (NQFs), including micro-credentials
- Making **information on NQF qualifications** systematically available **at EU level**?
- Linking qualifications information to **skills taxonomies** (eg ESCO or national classifications mapped to ESCO)
- Reinforcing national systems for the **assessment and validation of skills**
- creating a coordinated, interoperable digital framework for qualifications and skills credentials, leveraging the **EU Digital Identity Wallet** under the eIDAS Regulation, to ensure secure, seamless cross-border recognition

Action 2: actions to further expand, modernise and facilitate recognition processes for access to regulated professions (Directive 2005/36/EC)

Problem definition

Limited number of professions covered by automatic recognition

Insufficient digitalisation of processes for professional recognition

Lengthy processing times of recognition applications

Lack of awareness and use of existing tools (e.g. European Professional Card)

Possible objectives

- **Modernise recognition procedures** for access of EU citizens to regulated professions, including through digital tools
- **Evaluate the implementation of the Directive**
- Identify and prioritise areas to improve

Possible policy solutions

- **Expand automatic recognition**
 - Propose a Common Training Framework for physiotherapists
 - Possible future development of CTFs for other professions to be announced
- Modernise the framework and facilitate processes
 - **Review of the three-month deadline for automatic recognition**
- **Leverage digital tools**
 - Support use of digital credentials
 - Propose an EU-wide digital workflow including AI-powered services and digital procedures

Action 3: exploring whether to propose common rules for simpler procedures for handling the recognition of qualifications and validation of skills of third-country nationals.

Problem definition

Cumbersome, lengthy and inconsistent national recognition procedures

Underutilisation of skills and poor integration

Limited EU's attractiveness for global talent

Possible objectives

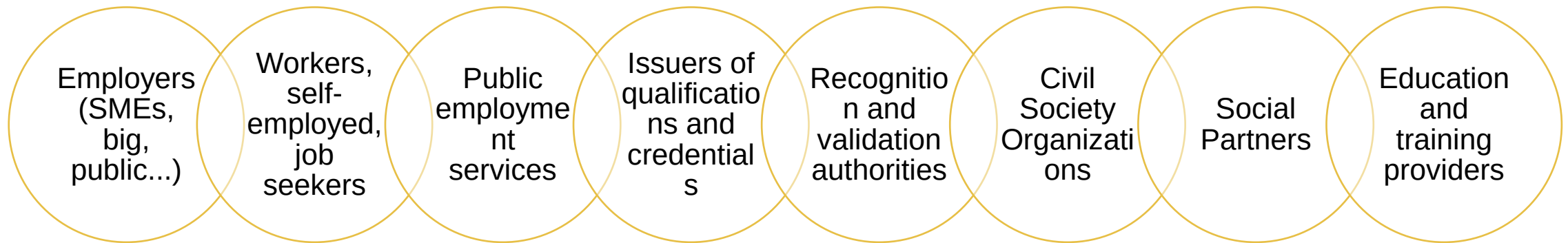
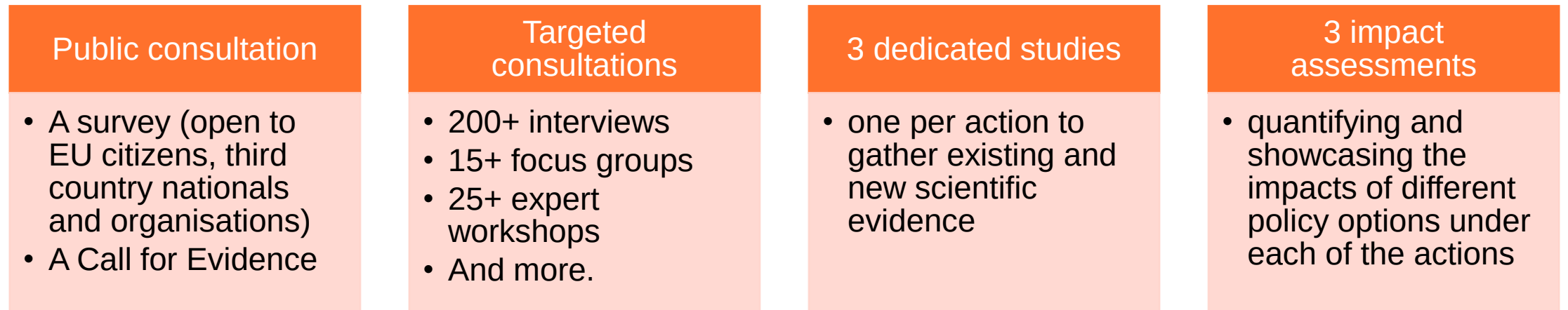
- **Reduce the administrative burden** faced by professionals wanting to work in the EU and the companies looking to hire them.
- Create a **simple, common legal framework streamlining recognition procedures** to ensure clarity, predictability and legal certainty and swift decision-making.
- Support **greater cooperation and build trust among Member States** working to simplify recognition processes as part of national efforts to attract talent.

Possible policy solutions

- **Establish EU rules to simplify procedures for recognition of qualifications**, e.g. clear deadlines, right of appeal, access to information.
- Establish **an approved list of qualifications or providers from third countries that meet minimum training requirements** for selected priority regulated professions in the EU.
- Exploring options to **enhance the capacity of national authorities**, e.g. cooperation across national authorities, monitoring, evaluation, and development of good practices.
- Developing **solutions to overcome barriers to access regulated professions** for third-country nationals, e.g. temporary job opportunities while the recognition process is pending; adaptation periods or aptitude tests in cases of substantial differences.



A broad consultation strategy and evidence gathering



Next steps

Consultation

- launch of **Call for Evidence** and **public consultation** questionnaire on "**Have your Say**" website (open for 12 weeks)
- in parallel, start of **targeted stakeholder consultation**

Planned adoption

- the Skills Portability Initiative is included in the Commission Work Programme for 2026 (planned for adoption in **Q3 of 2026**) as part of the **EU Fair Labour Mobility Package**



Targeted consultation questions

1. What are, in your experience, the key obstacles to free movement of workers related to the acceptance and transparency of skills and qualifications?
2. How can the Diploma Supplement contribute to the acceptance and transparency of skills and qualifications for the purpose of work?
3. Which elements should be improved for the Diploma Supplement to reach its full potential in supporting skills and qualifications portability?



Thank you



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