



## EUROPEAN COMMISSION

DIRECTORATE-GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION

**The Director-General**

DIRECTORATE-GENERAL FOR MIGRATION AND HOME AFFAIRS

**The Director-General**

Brussels

EMPL.E.1/BV/hb (2026) 4147622

### **Subject: EU Talent Pool implementation and Member State participation**

Your Excellency,

On 30 March 2026, the co-legislators adopted the Regulation establishing an EU Talent Pool. The Regulation will enter into force 20 days after the publication on the Official Journal.

The EU Talent Pool will be the first Union-wide IT platform designed to facilitate the matching between EU employers and third-country nationals residing outside the EU who are seeking employment opportunities in the EU. By targeting EU-wide shortage occupations, it will directly support Member States in tackling their specific labour force gaps. It will also provide information on recruitment and immigration procedures, and provide fair recruitment safeguards to ensure a level-playing field in the labour market.

The Commission will start working on the development of the IT platform and all other necessary arrangements, with a view to deliver the EU Talent Pool platform **before 2028**.

#### **i) Rules on Member States' participation in the EU Talent Pool**

The Regulation establishes that Member States' participation is voluntary (Article 3). Member States may notify the EU Talent Pool Secretariat, established in the Commission, of their intention to participate at any time. Member States' participation takes effects 9 months after the notification to allow the Commission and the Member States to work on all necessary arrangements.

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Participating Member States will receive dedicated funding support to set up and run the National Contact Points as well as to ensure interoperability with the national systems.

## **ii) Notification to the Commission by the Member States interested in participating**

In order to effectively launch the process of development of the platform and ensure a timely delivery, the Commission would like to know whether your Member State would be interested in joining the EU Talent Pool at this stage or potentially in the near future.

Please note that this does not prejudice the right of the Member States to notify their intention to join the EU Talent Pool at any time, as provided for in the Regulation.

Therefore, we invite you to **communicate to the Commission by 15 May 2026**:

- 1) The **intention to participate** in the EU Talent Pool;
- 2) The appointment of your **Member State representatives** for:
  - The **Steering Group**, which should be composed of two representatives from each Member State, one expert in the field of employment and one expert in the field of migration, alongside representatives from the Commission and social partners (Article 9). Member States may also nominate two alternate members.
  - The **National Contact Point**: Each participating Member State shall designate an entity which shall act as its National Contact Point. Participating Member States shall ensure that their National Contact Point is composed of experts in the fields of employment and immigration from relevant national authorities (Article 10). When notifying the designated entity, please also provide the relevant contact details.

Member States are kindly invited to send this information to the functional mailbox [EU-TALENT-POOL@ec.europa.eu](mailto:EU-TALENT-POOL@ec.europa.eu).

## **iii) Exchange of views with the Member States on the IT development and the EU Talent Pool implementation**

The Commission considers essential to involve Member States as much as possible in the discussions on the design of the IT platform – to ensure that it is developed according to their needs, – and on the setting up of the National Contact Points and the access to the funding support.

For this purpose, the EU Talent Pool Secretariat will convene an online inaugural meeting of the Steering Group **at the beginning of June 2026**. You will receive further information soon.

**All Member States are encouraged to join** the meeting: 1) those having notified their intention to participate will join with the representatives nominated for the Steering Group; and 2) those having not yet notified their intention to participate will be able to join as observers with representatives nominated ad hoc for the purpose of this meeting.

Should you have any queries, please do not hesitate to reach out to [EU-TALENT-POOL@ec.europa.eu](mailto:EU-TALENT-POOL@ec.europa.eu).

We would like to express our sincere appreciation for your support to this initiative, and we look forward to receiving the confirmation of participation and nominations for the relevant representatives.

Yours sincerely,

Mario NAVA

Beate GMINDER

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