

EU Talent Pool Pilot – Q/A

INTRODUCTION

1. What is the EU Talent Pool Pilot?

The EU Talent Pool Pilot is a job-searching online tool for people fleeing the war in Ukraine who are looking for a job in the EU. It helps identify and map their skills, and facilitates their matching with EU employers.

Beneficiaries of temporary protection or adequate protection under national law will be able to find employment more easily: they can use the EU Talent Pool Pilot to create their CVs, present their skills and professional experience, as well as manifest their interest in finding work to more than 4000 employers.

This is one of various tools that help Member States tackle the challenges connected with labour market integration of people fleeing the war in Ukraine. Finding employment will help them gain more financial independence, integrate better, preserve and refine their skills for the future reconstruction of Ukraine as well as lower the burden on national administrations and host societies.

2. How will the EU Talent Pool Pilot work?

The EU Talent Pool Pilot will be implemented through the EURES portal, a job-searching portal that brings together national employment offices, private employment agencies and employers across the EU. EURES contains over 3 million job vacancies and 4000 employers.

Once registered, jobseekers will be able to publish their CV on the EURES portal. When registering, they will be requested to tick a box indicating their status as temporary protection beneficiaries in a specific EU Member State, as well as the country in which they are benefiting from adequate protection and have the right to work.

Candidates can consult the EURES Advisers from countries participating in the Pilot for any assistance they need. More information on EURES Advisers' contacts and languages in which they can be addressed is available at: *EURES - Search for EURES Advisers - European Commission (europa.eu)*.

3. Who can benefit from the Talent Pool Pilot?

All jobseekers benefiting from temporary protection under the *EU Temporary Protection Directive*, or adequate protection under national law providing them the right to work in the Member State in which they are registered.

For more information on temporary protection in the EU and the related rights, please consult: *Information for people fleeing the war in Ukraine*.

4. Which Member States participate in the EU Talent Pool Pilot?

Participation of the EU Member States in the EU Talent Pool Pilot is voluntary.

To see which EU Member States participate in the EU Talent Pool Pilot, please consult the **map** on the Pilot's webpage.

Jobseekers can consult the list of vacancies. **The CVs published in the EU Talent Pool Pilot will also be visible to registered employers in all EURES countries.** In case a jobseeker finds a job in an EU Member State not participating in the Pilot initiative, he/she can move to that second EU country [see question 3 under the "Jobseekers" section of Q&A].

Jobseekers from Denmark and members of the European Economic Area (EEA) [Iceland, Norway, Liechtenstein or Switzerland] will not be able to register in the Talent Pool Pilot, as those countries do not implement the *EU Temporary Protection Directive*.

Up to date information can be found here: *EU Talent Pool Pilot Initiative (europa.eu)*.
https://ec.europa.eu/eures/public/eu-talent-pool-pilot_en

JOBSEEKERS

1. How does the EU Talent Pool Pilot help me find a job?

The EURES portal has over 3 million published job vacancies. As a beneficiary of temporary protection you can search through those job vacancies, taking into account the country in which you benefit from the temporary protection status. You can also publish your CV in the EURES database, seek advice from EURES Advisers, and browse vacancies. At the same time, employers across Europe can find your CV.

Job vacancies are not translated into Ukrainian or Russian. To translate the job openings you may use free online tools or consult a EURES Adviser of the country of the job vacancy if the country is participating in the EU Talent Pool Pilot. You can contact EURES advisers and find information on the Member State and the region where they are located, as well as languages in which they can be addressed, at: EURES - Search for EURES Advisers - European Commission (europa.eu).

If you find a job in another country other than the one where you are registered as a temporary protection beneficiary, you should check the information in question 3.

➔ TIP 1: When publishing your CV in the Talent Pool Pilot, you must tick a box indicating that you are eligible to work in the EU based on your status as beneficiary of temporary protection or adequate protection under national law. You also have to indicate the country in which you have the right to work.

➔ **TIP 2:** To access the EURES portal Talent Pool Pilot you must register as a jobseeker. Follow the steps here: https://ec.europa.eu/eures/public/eu-talent-pool-pilot-initiative_en#how-to-register-on-the-eures-portal-to-find-employment

➔ **TIP 3:** If you need assistance please contact the EURES helpdesk (service available in English, French, German, Italian and Spanish). https://ec.europa.eu/eures/public/eures-services/contact-eures-helpdesk_en

2. I am a jobseeker registered as a temporary protection beneficiary in a Member State not participating in the EU Talent Pool Pilot – can I have access to the EU Talent Pool Pilot?

You can search and find jobs in EU countries and publish your CV. This possibility is not available to you if you benefit from protection in Denmark, as this country is not bound by the provisions of the Temporary Protection Directive.

For more information about beneficiaries of temporary protection moving in Europe, consult: [Information for people fleeing the war in Ukraine | European Commission \(europa.eu\)](#). Also check the conditions for moving in the EU under question 3.

3. What if I find a job in a MS where I didn't register for temporary protection or where I don't have access to the labour market/am subject to a work permit regime?

A person enjoying temporary protection (covered by Council Implementing Decision (EU) 2022/382) **has the right to choose the Member State in which s/he want to enjoy the rights attached to temporary protection, including to get employed.**

You can benefit from temporary protection in only one Member State at a time (the Member State that registered you as beneficiary of temporary protection and issued a residence permit).

You can take up a job in a different EU country from the one where you are currently residing, but you need to signal this to the authorities. If you are registered in one Member State (for example MS1) and subsequently move to another Member State (MS2), you should inform the authorities of both Member States:

a) The **Member State where you move to (MS2)** will provide you with the rights foreseen in the Temporary Protection Directive, including registering you and subsequently providing you with a residence permit. You will benefit from temporary protection in the second Member State and you will have the right to seek employment there.

b) The residence permit issued in the **first Member State (MS1)** and the ensuing rights will expire and be withdrawn in the first Member State. **It is important that you inform the authorities of MS1 that you intend to move to MS2 and the authorities of MS2 so they can register you and provide you with a residence permit.**

4. What happens if I return to Ukraine, can I use the EU Talent Pool Pilot to find a job in the EU?

If you registered as a beneficiary of temporary protection, you have the possibility to go home (back) to Ukraine for a short time, for instance for family visits, to collect documents or to rescue family members, without losing your temporary protection status. Please contact the authorities of your host EU country for more information.

If you enjoy adequate protection under national law or have been granted international protection, you should consult the local authorities that granted you these rights. More information about your rights and to find a list of national authorities is available at: [Information for people fleeing the war in Ukraine / European Commission \(europa.eu\)](#).

5. How will my personal data be protected?

To protect personal data from potential abuse, access to the portal will be secured: you will create an EU Login with a two-step authentication process. Once created, the CV will only be accessible by EURES advisers, as well as employers and intermediaries registered and validated in EURES.

Furthermore, when publishing personal information, you can choose to have an anonymised CV. This allows not including personal data such as phone number, email address, postal address, name of previous employers and even your picture and name.

If you choose the option to anonymise your CV, potential employers will not be able to see your personal data. They will be able to contact you via the EURES own enquiry system. If interested, you can choose to get in contact with employers themselves.

In case of doubts or concerns about a person or entity via the portal reaching out to you, you may contact the *EURES helpdesk* and report the situation. This service is available in English, French, German, Italian and Spanish. https://ec.europa.eu/eures/public/eu-talent-pool-pilot_en

EMPLOYERS

1. I am an employer who is not registered in EURES, how can I access the profiles of jobseekers?

In general, all jobseekers' profiles are listed in the EURES Portal "Find Candidates" page, this includes also those entered following the Talent Pool Pilot. In order to access and contact them **employers need to register in EURES**. Candidates available in the EURES portal can then be contacted via the portal own enquiry system.

2. I am an employer from a Member State participating in the implementation of the EU Talent Pool Pilot. I would like to hire a jobseeker benefiting from temporary protection in another Member State. Am I allowed to do that?

Yes. However, if you decide to offer a job to jobseekers registered in another Member States, jobseekers benefitting from temporary protection in another Member State will have to, as a first step, deregister from temporary protection in the first Member State and ask for their residence permit to be withdrawn.

As a second step, they will need to register again for temporary protection in the Member State of employment. This process is not harmonised at EU level. You can help jobseekers taking these steps: you can for example inform them and provide a comfort letter stating that you are willing to employ them in the immediate future.

3. I am an employer from an EU country not participating in the EU Talent Pool Pilot – can I have access to the EU Talent Pool Pilot?

You can use some features of the EU Talent Pool Pilot under the general conditions of the EURES service, even if your EU country is not formally participating to this Pilot. Jobseekers from a non-participating EU country will be able to upload their CV and seek employment through the EU Talent Pool Pilot. You can still contact them directly or via the public employment service or private employment agency, provided that they have access to EURES in your country.

Your only limitation may be that national administration in your country may not offer additional services to facilitate you with finding workers through the EU Talent Pool Pilot.