



Attracting workforce from non-EU
countries: perspectives from EU
Member States

EMN Slovakia Conference

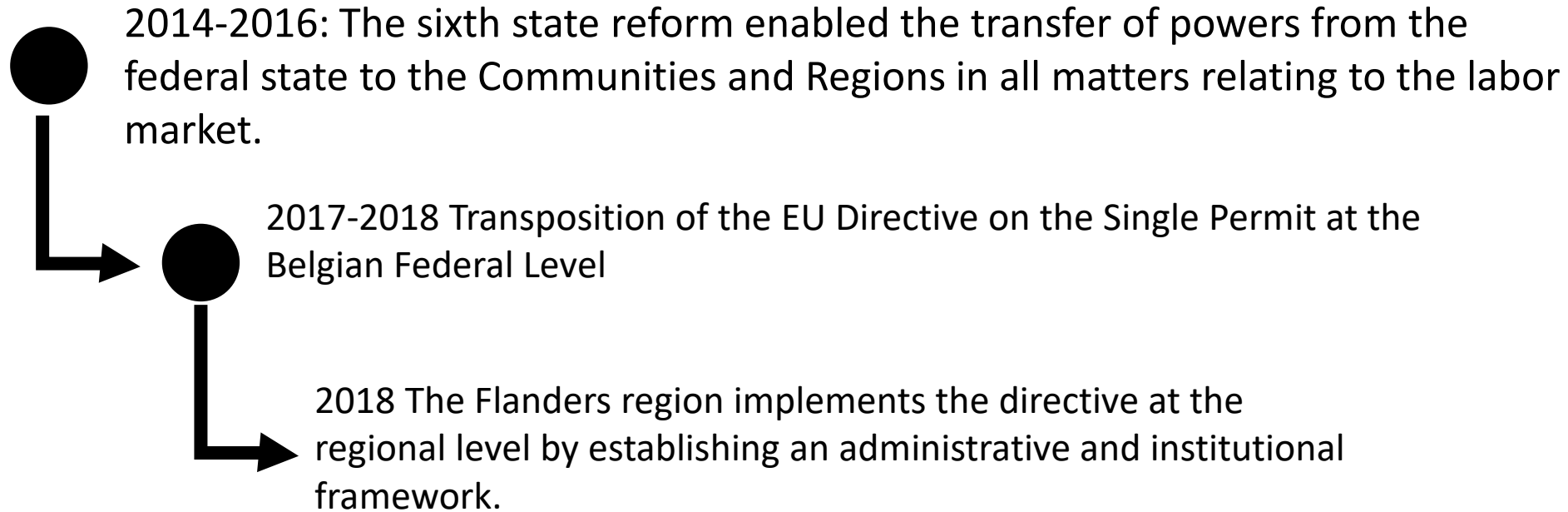
11 November 2025

Belgian development agency

enabel.be



Context 1/3



The first pilot project is to

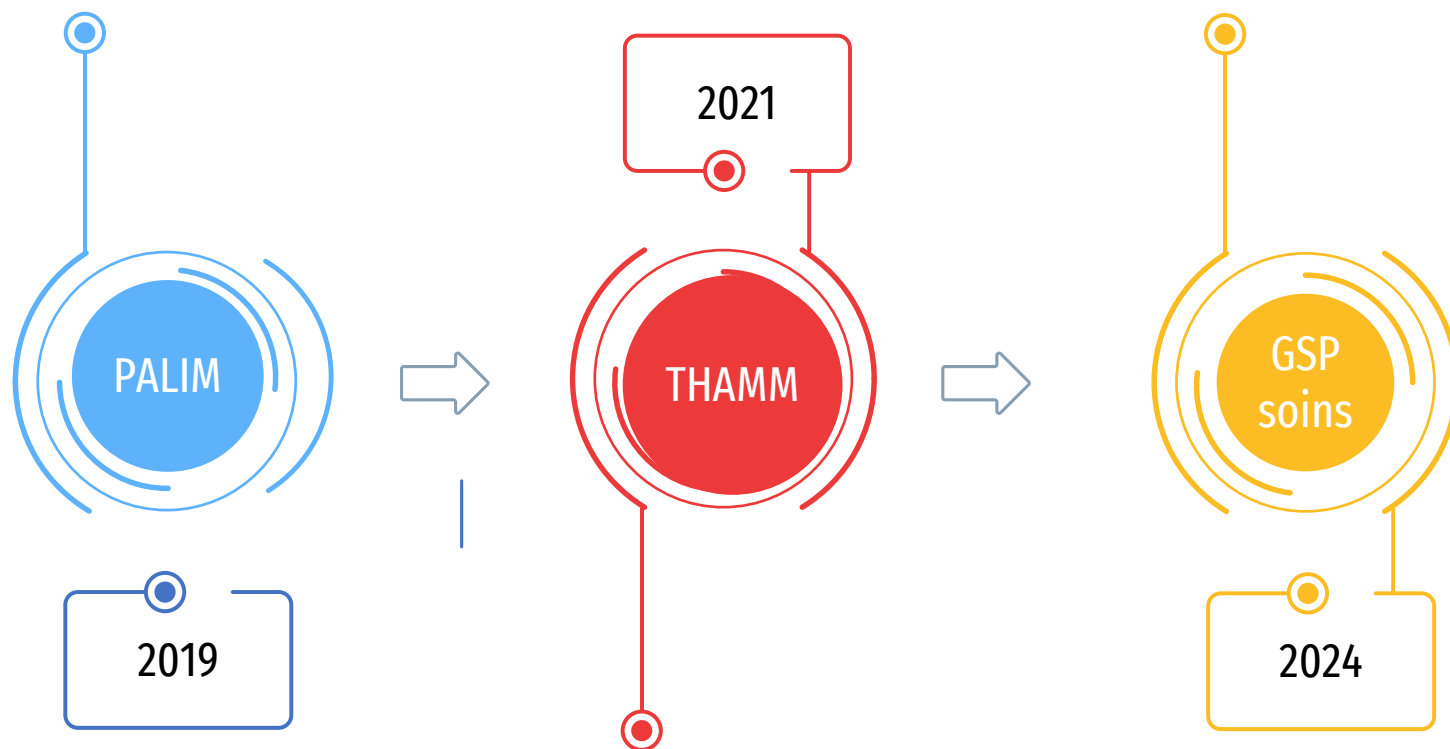
- Address **labor market shortages** in Belgium.
- Test the **new institutional architecture at the regional and federal** levels following the transposition of the Single Permit Directive.
 - Respond to challenges related to **brain drain**
 - Improve **vocational training** in **partner countries**

To address these challenges, Enabel formulated the PALIM project : Pilot projet to Address Labour Market shortages through Innovative Mobility schemes (1.5M euros)

Funded by EU via the Migration Partnership Facility managed by ICMPD, PALIM project aimed at facilitating the cooperation between Belgium and Morocco in the management of regular migration, by offering a safe and lawful alternative to young Moroccans willing to gain qualified work experience in Belgium.

Why Morocco?

Because Enabel wanted to test the innovative Global Skills Partnership approach between two countries that are facing **similar labor shortages**.



Labour mobility in the Belgian labour market

In Belgium, labour is a **regional competence**

- ❖ Regional Employment Agencies : Actiris, ADG, Forem, VDAB
- ❖ List of low- and middle-skilled bottle neck professions for which international talent is sought

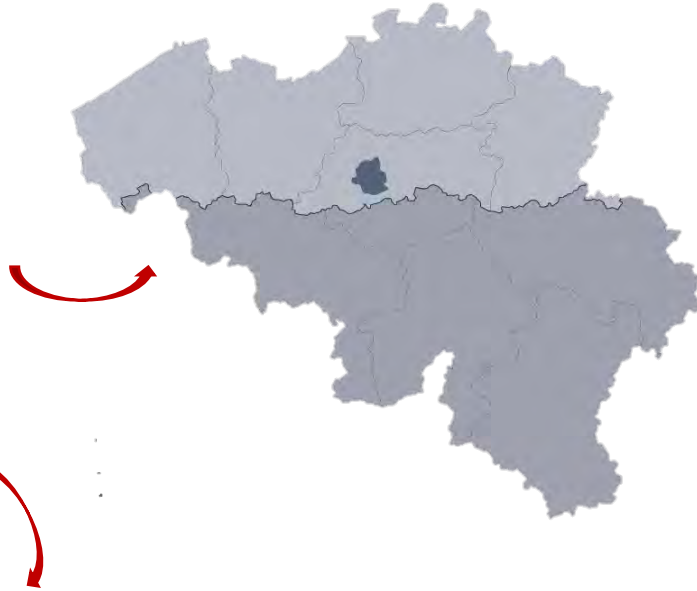


Ministerieel besluit houdende vaststelling van de lijst met middengeschoolde functies waarvoor een structureel tekort aan arbeidskrachten bestaat

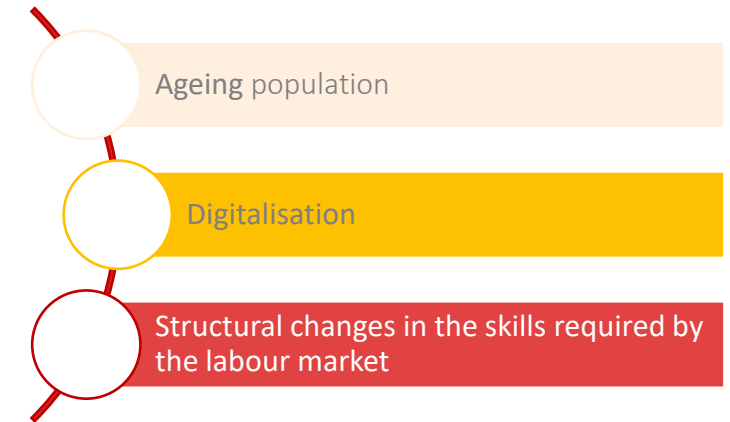
DE VLAAMSE MINISTER VAN ECONOMIE, INNOVATIE, WERK, SOCIALE ECONOMIE EN LANDBOUW

Annexe à l'arrêté ministériel du XX octobre 2021 portant exécution de l'article 2, §3, alinéa 2, de l'arrêté du Gouvernement wallon du 16 mai 2019 relatif à l'occupation des travailleurs étrangers et abrogeant l'arrêté royal du 09 juin 1999 portant exécution de la loi du 30 avril 1999 relative à l'occupation des travailleurs étrangers.

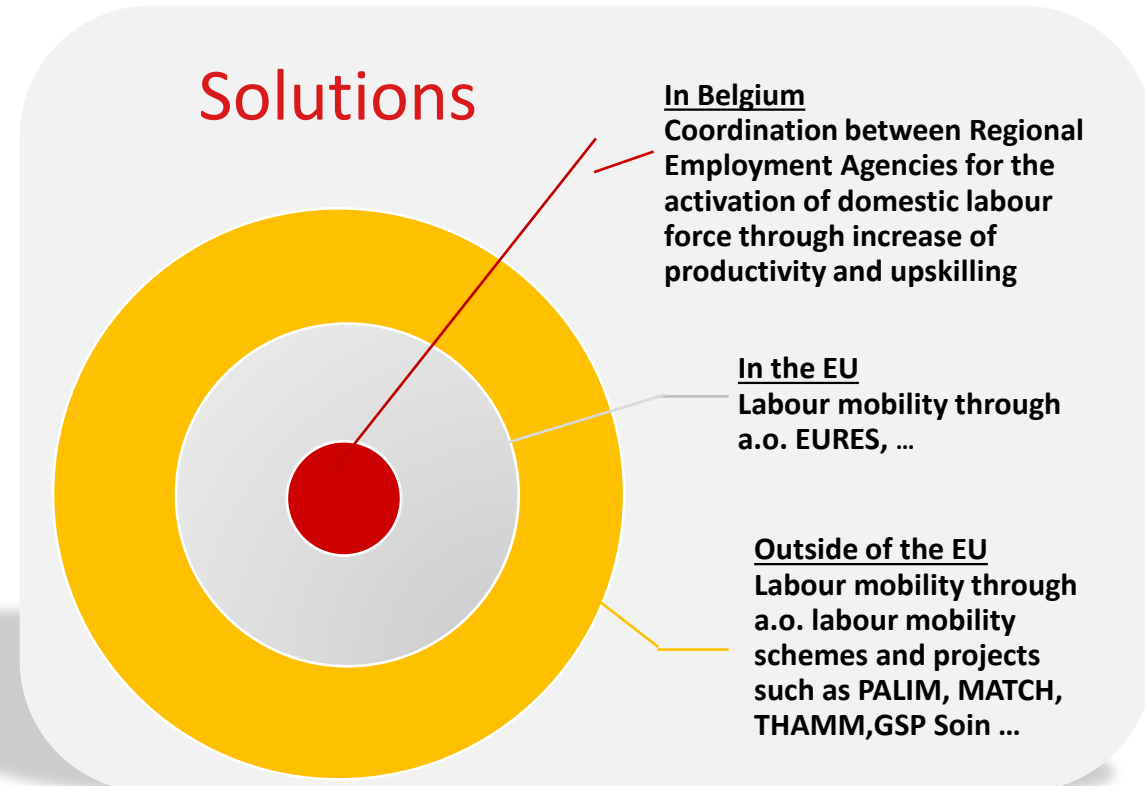
Liste des fonctions en pénurie de main-d'œuvre en région de langue française en vue d'admettre au travail un ressortissant d'un pays tiers pour la période située entre le 1^{er} octobre 2021 et le 30 septembre 2022.



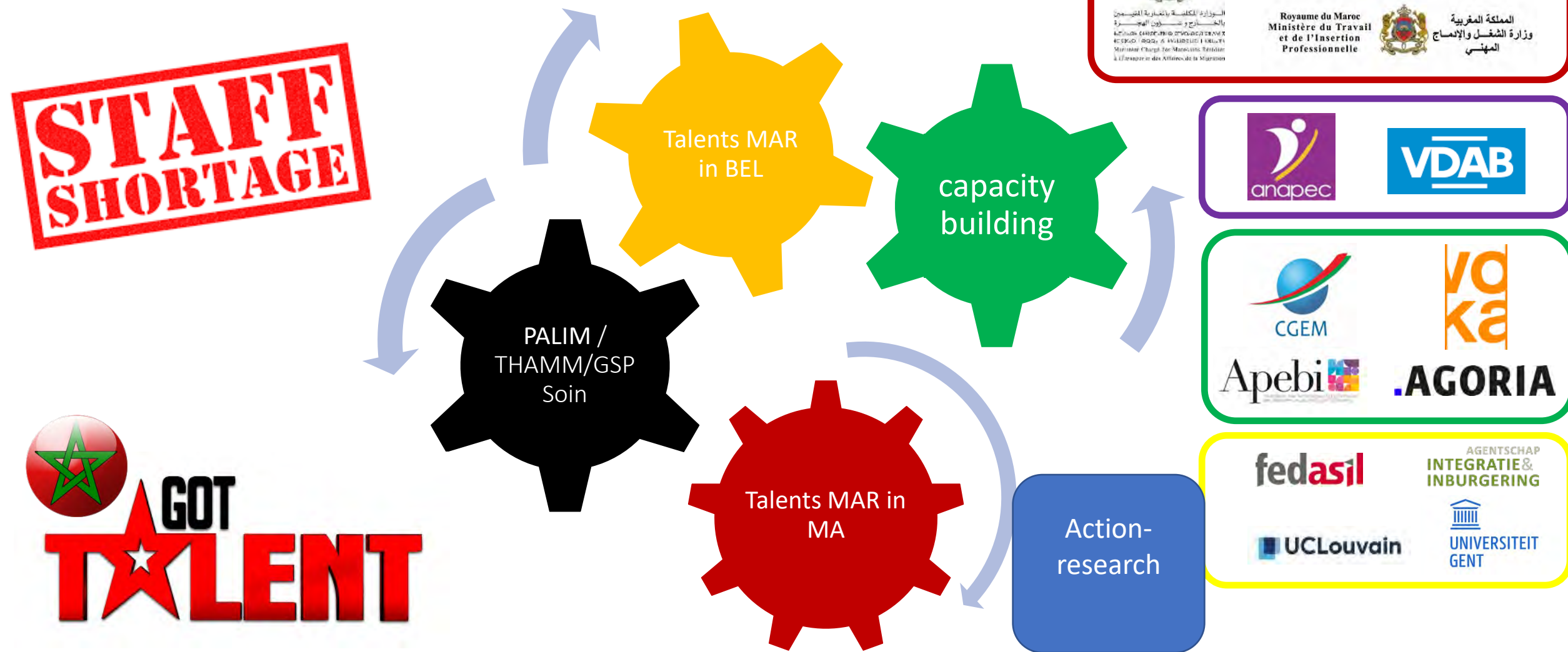
Shortages



Solutions

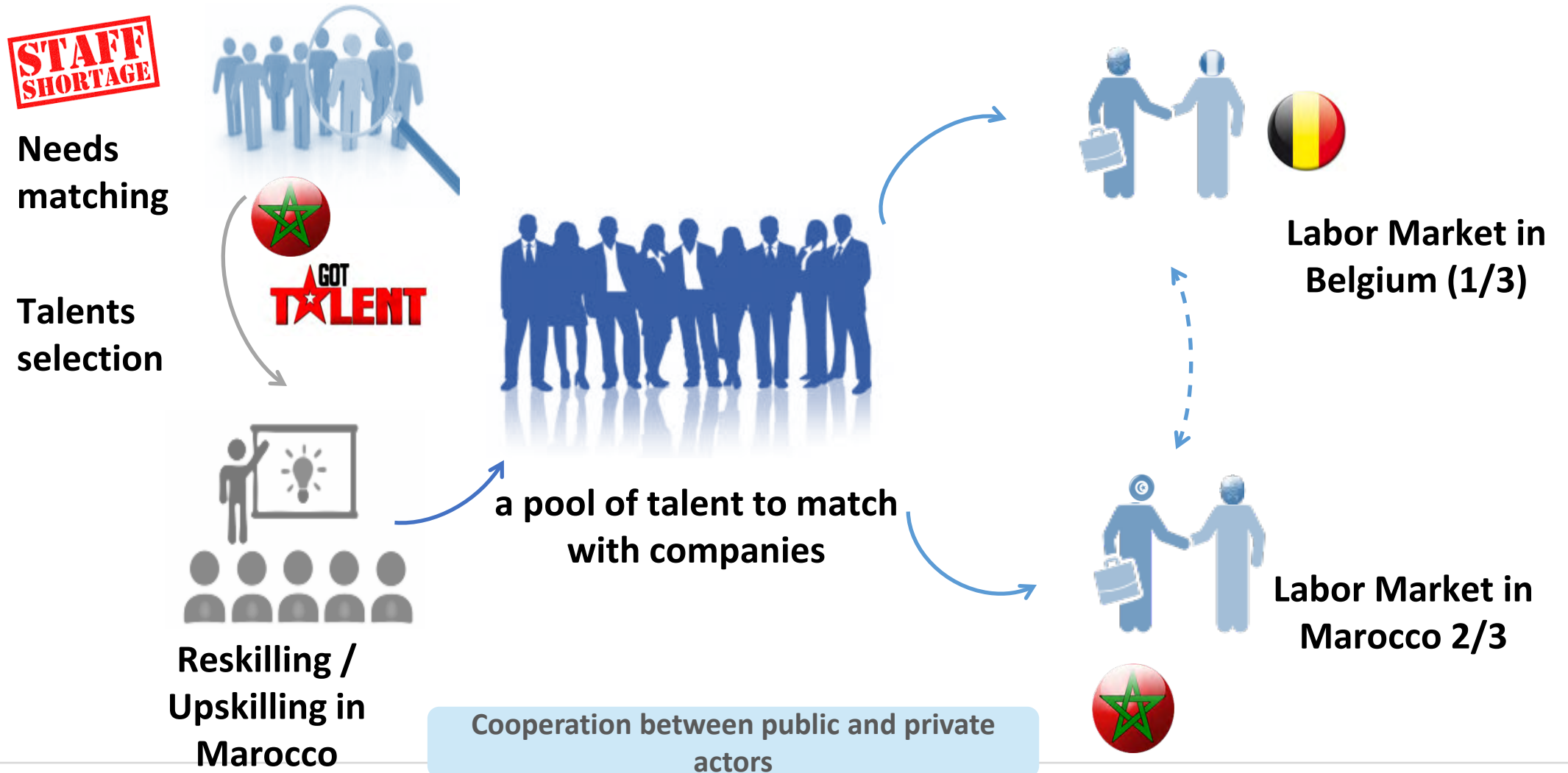


Global Skills Partnership

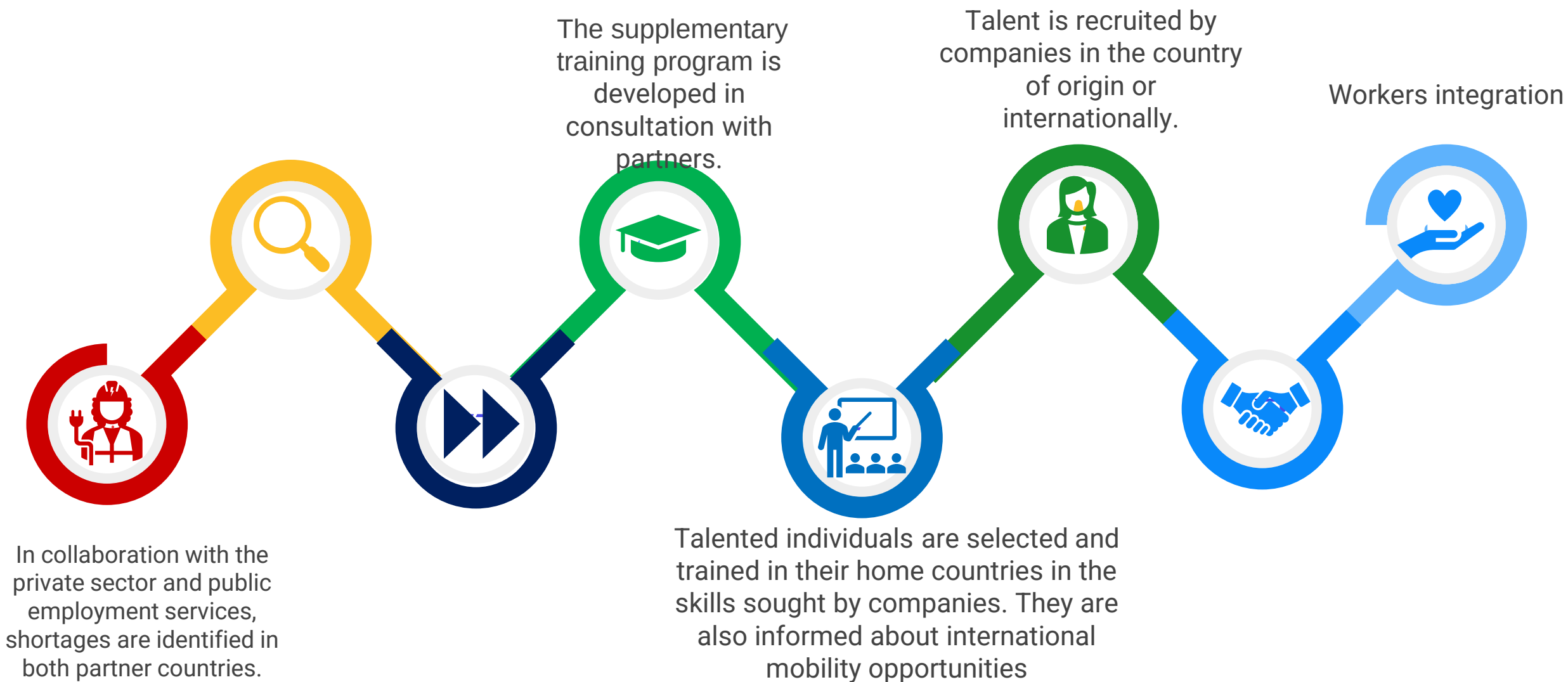




Talents trained = talents gained



Global Skills Partnership: innovative approach





GSP model adaptation GSP from PALIM to THAMM

PALIM

- ❖ Reskilling
- ❖ Long-term training
- ❖ lack of professional experience



THAMM

- ❖ Upskilling
- ❖ Short term training Courte durée
- ❖ Based on existing training programs in the public sector
- ❖ Comparison with training programs and curricula in Belgium
 - ❖ mobilization of Belgian training experts
- ❖ Direct involvement of the Moroccan and Belgian private sectors to ensure that real needs are met

❖ sectoral federations and professional associations

Lessons learned



**Enhancing skills anticipation
and matching of shortages in
countries of origin and
destination**



**Strengthening skills
recognition and skills
development**



**Mobilization of companies
by raising awareness about
SMPs and the potential of
international talent pools**



**Increase the attractiveness of
the EU countries and
employers**



**Interest and willingness to
focus on a specific country
as a provider of talents
without tying them to
return & readmission
policies**



**Streamlining and easing the
legal and administrative
procedures linked to the
recruitment of foreign
talents**



**Maximising the impact and
the sustainability of SMPs**

Belgian labour mobility projects



The Global Skills Partnership serving talents in the care sector (GSP Soins) (2024-2027)



MATCH : Hiring African Talents (2020 – 2023)



Pilot Project Addressing Labour shortages through Innovative labour migration Models (2019-2021)



Displaced Talent For Europe (2021 – 2024)



Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (2021 – 2023)



Projet Pilote pour la mobilité des entrepreneur.es (PEM) WECCO' ENTREPRENDRE (2021-2024)



Projet Pilote pour la mobilité des entrepreneur.es (PEM) WECCO' ENTREPRENDRE (2022-...)





Thank you