



European Commission



# HARNESSING TALENT IN EUROPE'S REGIONS

January 2023



## What are the challenges?

82 EU regions (cca 30% of the EU population) affected by:



Rapidly shrinking labour force



Low share of higher education

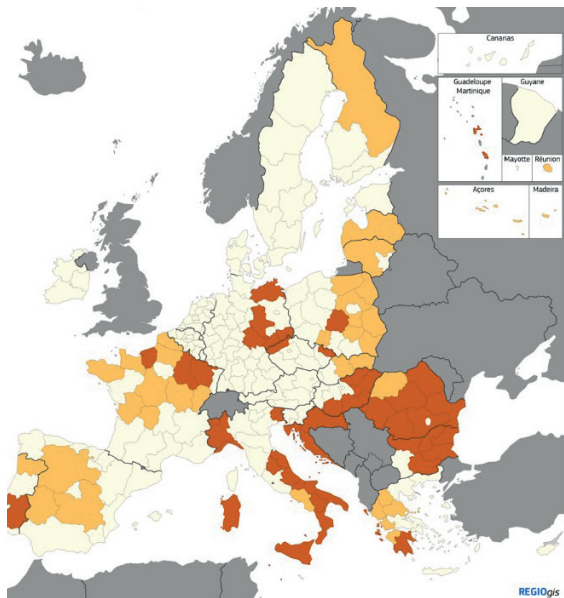


Departure of young people

## Working age population:

- ↳ decreased by **3,5** million persons between **2015** and **2020** in the EU.
- ↳ further decline expected of an additional **35** million persons by **2050**

## Risk of stagnating into a talent development trap (insufficient skilled workers to offset the impact of the demographic transition)



Regions with a shrinking working-age population and a lagging share of tertiary educated and regions with negative mobility of people aged 15-39

### Category

- Shrinking working-age population and lagging level of tertiary education
- Departure of people aged 15-39
- Other regions

Source : Eurostat data



# A boost for EU Talents:

## How will the 'Talent booster mechanism' support regions ?



1. A **new pilot** project in 2023 to help **regions** to develop and implement strategies to train, attract and retain talents.



2. A **new initiative ' Smart adaptation of regions to demographic transition'** to support regions tackling demographic transition locally.



3. Support from **Technical Support Instrument** (TSI) to address the shrinking working-age population and the lack of skills.



4. **Direct financial assistance** from Cohesion Policy programmes to stimulate innovation and opportunities for high skills jobs.



5. A **new call for innovative actions under the 'European Urban Initiative'** to test place-based solutions led by cities to develop, retain or attract talents.



6. **Signposting EU initiatives** to inform interested regions about EU policies in the areas of research and innovation, education, and youth mobility.



7. **Exchanging experiences and disseminating good practices.**



8. **Improving analytical knowledge** to support evidence-based policies on regional development and migration.



# Demography Report:

## Demographic trends in the EU

- 1** The share of **employed people working from home** in the EU jumped from **1 in 7** people in 2019, to **1 in 5** in 2020. In 2021, almost every fourth person was working from home.



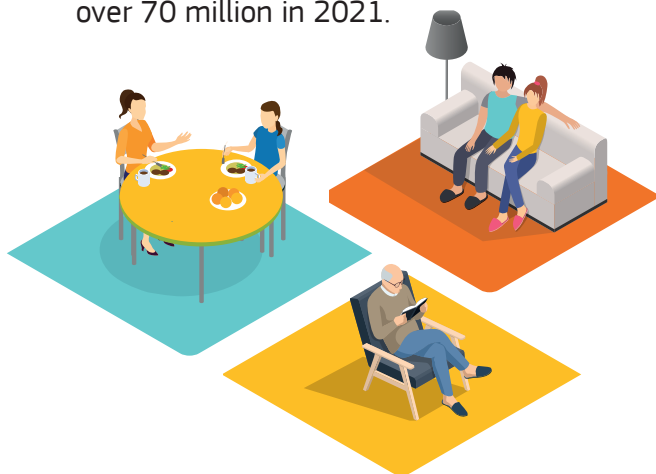
- 2** By **2050** the share of **people +65** will be around 30% compared to around 20% today.



- 3** Following a drop during the COVID-19 pandemic, the gradual increase in life expectancy has resumed. In 2021, the **life expectancy** in the EU was estimated at **82.8 years** for women and **77.2 years** for men.



- 4** The **number of households** has continued to grow, while the average household size has continued to fall. Households composed by a single person have grown the fastest, to over 70 million in 2021.



- 5** In 2020 the average number of **childbirths** was **1.5**, which is well below the value of **2.1** required to maintain a stable population.



- 6** The **share of Europe's population in the world is shrinking** and it will account for around **4%** of the world's population in 2070 compared to 6% today.

