



# Harnessing Talent in Europe's Regions and Talent Booster Mechanism

**Agnieszka Bednarska-Bernatek**

DG REGIO Unit 03

Inclusive Growth, Urban and Territorial Development

13 December 2023, Brussels



# Harnessing Talent Platform Launch Event 23 Nov 2023

- 120 participants on site and 300 registered online
- 25 speakers
- Agenda and details about webstreaming available on Harnessing Talent Platform:  
[https://ec.europa.eu/regional\\_policy/whats-new/conferences/harnessing-talent-platform-launch-event-23-nov-2023\\_en](https://ec.europa.eu/regional_policy/whats-new/conferences/harnessing-talent-platform-launch-event-23-nov-2023_en)



# TALENT BOOSTER MECHANISM

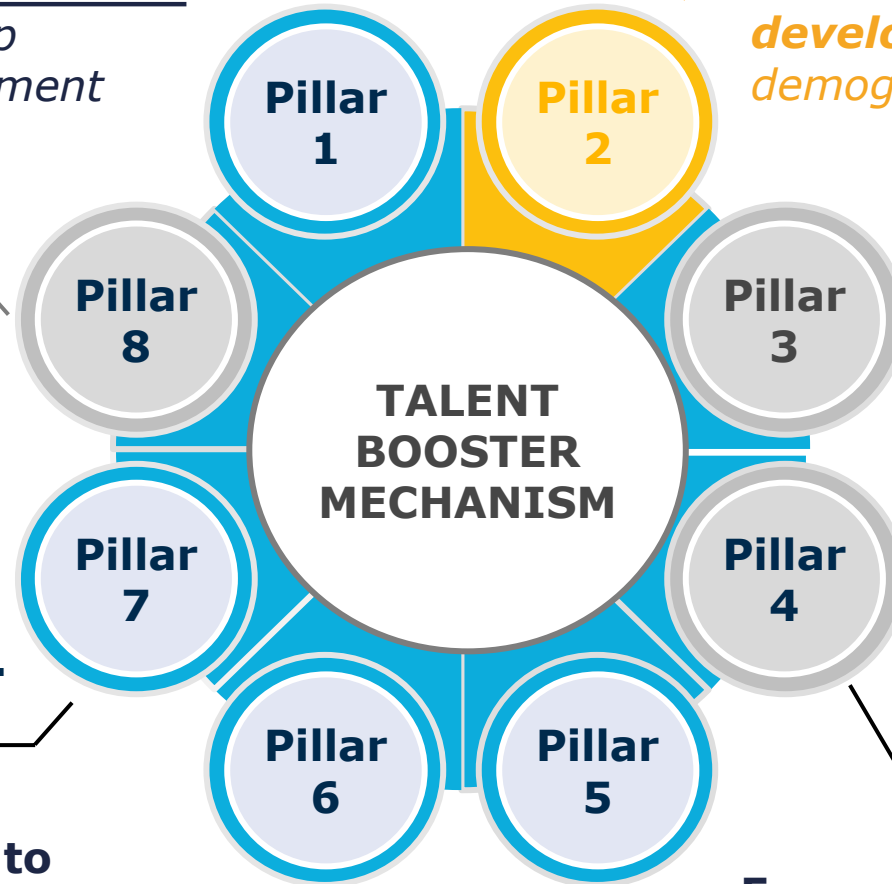
**A pilot project for regions in talent development trap** to develop approaches for talent development  
(DG REGIO)

**An initiative for regions at risk of talent development trap** to elaborate approaches to demographic transition.  
(DG REGIO)

**Improving analytical knowledge on regional development and migration.**  
(JRC, Eurostat)

**Exchanging experiences and disseminating good practices.**  
(DG REGIO)

**Signposting EU initiatives to inform regions about EU policies.**  
(DG REGIO)



**Technical Support Instrument (TSI)** for shrinking working-age population and the lack of skills.  
(DG REFORM)

**Interregional Innovation Investments** to stimulate innovation for high skills jobs.  
(DG REGIO)

**European Urban Initiative** for shrinking cities.  
(DG REGIO, EUI)

**Pillar 1** *A new pilot to help regions facing a talent development trap elaborate, consolidate, develop and implement tailored and comprehensive strategies to train, attract and retain talents. This will take the form of dedicated technical support to selected regions coupled with broader awareness and capacity building actions.*

- A call for regions was opened between 11 September and 20 October 2023.
- The results of the call for regions were announced publicly on **23 Nov 2023** (HTP Launch Event).
- **10 regions from 10 MS** were selected and will receive expert support for developing an actionable framework to address the untapped potential the tertiary educated labour force and to mitigate the challenges linked to demographic change and brain drain.
- The delivery of the expert support to selected regions - **Jan 2024 – May 2026.**



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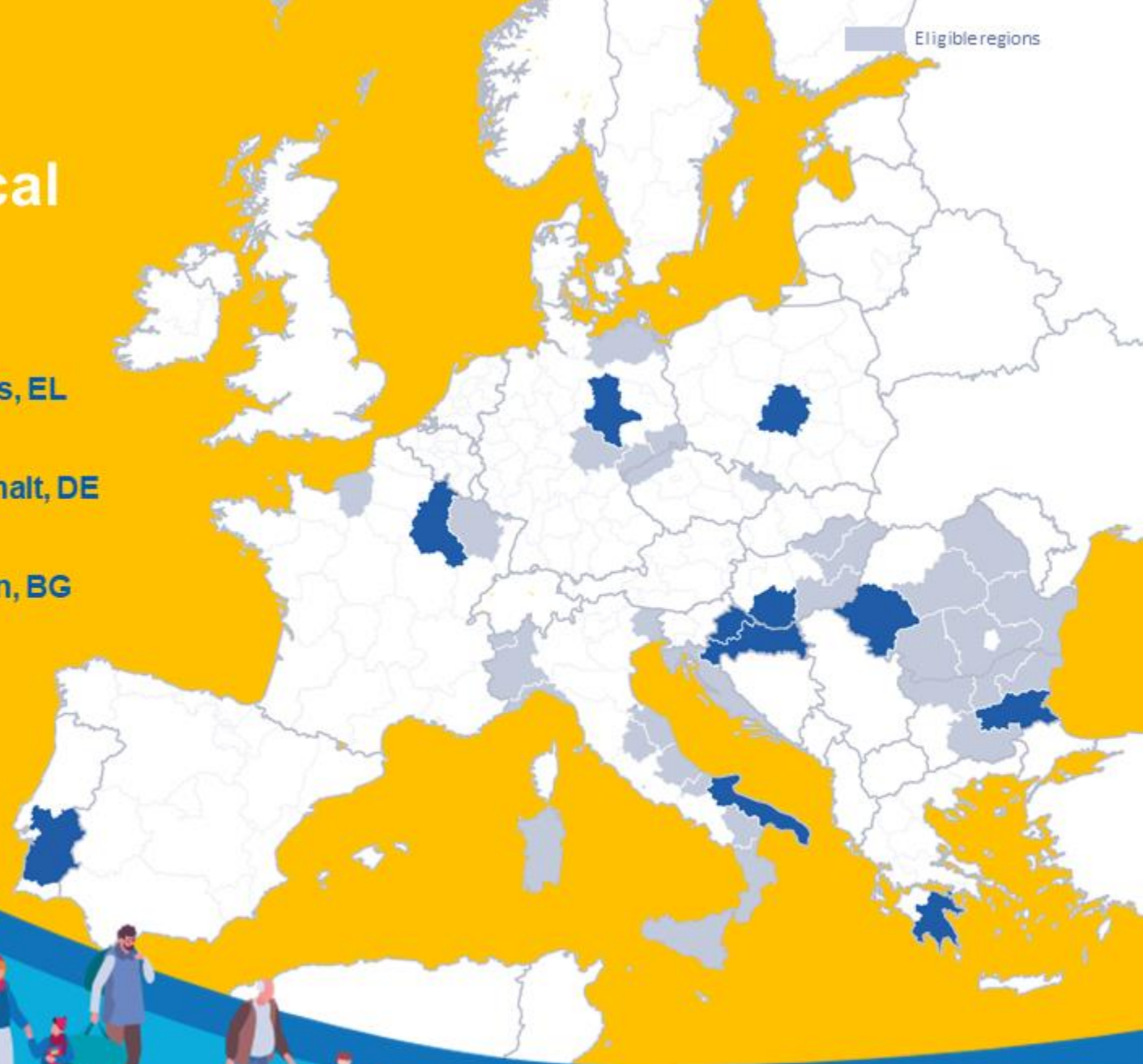
## PILLAR 1 – TALENT BOOSTER MECHANISM

# Selected Regions for Technical Assistance

1. Alentejo, PT
2. Champagne-Ardenne, FR
3. Dél-Dunántúl, HU
4. Kontinentalna Hrvatska, HR
5. Łódzkie, PL
6. Peloponnisos, EL
7. Puglia, IT
8. Sachsen-Anhalt, DE
9. Vest, RO
10. Yugoiztochen, BG

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**Pillar 2** *A new initiative "Smart adaptation of regions to demographic transition" to help regions at risk of a talent development trap elaborate new approaches to demographic transition and talent development through tailored place-based policies focusing on necessary investments and reforms.*

- The call for expressions of interest for regions: **14 Dec 2023 - 7 Feb 2024.**
- Regions will be selected based on criteria that aim to assess their need for support as well as their motivation to facilitate the implementation of the project.
- Support will consist of **tailored analysis, recommendations, and action plans** to address demographic transition and talent development.

**Pillar 3** *The **Technical Support Instrument (TSI)** will continue to offer the possibility for Member States to design and implement reforms at national and regional level. Under the TSI 2023 call, the Commission will continue its efforts to support regional authorities overcome barriers to regional development.*

- MS applying for support as part of the Flagship on **Overcoming Barriers to Regional Development** can choose from the following reform areas:
  - REFORM AREA: *Improving the quality of governance and public services*
  - REFORM AREA: *Strengthening productivity, innovation, and green transition*
  - **REFORM AREA: *Harnessing talent and employment opportunities***
- A call was open until 31 Oct for Flagship Technical Support Projects providing technical support to Member States in the field of skills and regional development – selection decision March 2024.



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**Pillar 4** *Direct financial assistance through **Interregional Innovation Investments instrument (I3)** in order to stimulate innovation and opportunities for high skills jobs in regions facing difficulties in retaining and attracting talent*

- The I3 Instrument promotes **interregional collaboration** with a particular aim to develop new value chains in less developed regions and to integrate them into the broader EU value chains.
- The policy support provided under this instrument is managed by DG REGIO, while implementation is under direct management by EISMEA (European Innovation Council and SMEs Executive Agency).
- A call dedicated to **capacity building in less developed regions** was launched on 15 Nov (regions with demographic issues with additional points) – results expected in June 2024.
- New calls for innovation support will be published in the first half of 2024 (EISMEA).



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## Pillar 5

*As part of the **European Urban Initiative** (...) the Commission will address challenges faced by shrinking cities, including difficulties in developing, retaining and attracting talents, in the 2023 call for innovative actions to test place-based solutions led by cities.*

- A second EUI-innovative actions call for projects closed early October 2023 (budget 120 mln EUR).
- Out of 112 applications registered under the call, **26 related to proposals on harnessing talents in shrinking cities**. The selection procedure has started with the EUI Permanent secretariat (eligibility, strategic and operational assessment). Planned announcement of results on projects selected by May 2024.



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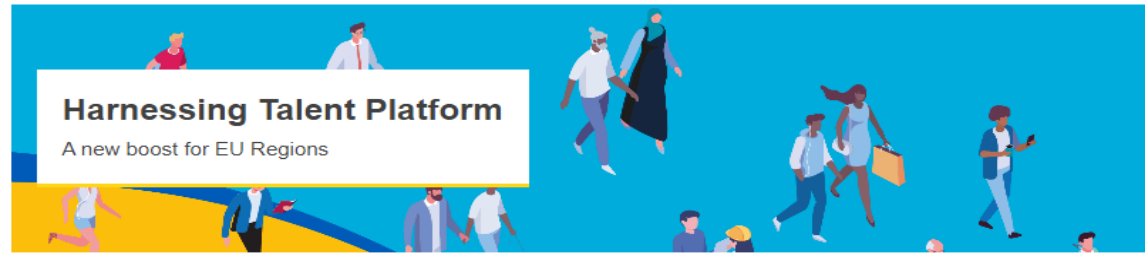
**Pillar 6** *Signposting to EU initiatives that can support the development of talent.* The mechanism will provide information to interested regions about EU policies in the areas of research and innovation, training, education and youth mobility, cluster policies and digital innovation that can help to improve regional attractiveness and raise skills levels.

- **Harnessing Talent Platform** – a dedicated webpage which provides easier access to information for interested regions about EU policies in areas related to demographic issues.
- The Harnessing Talent Platform was **launched in July 2023**

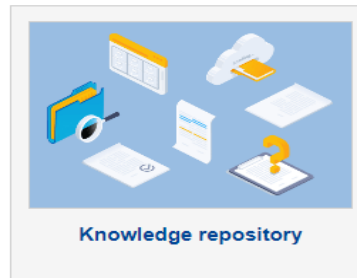
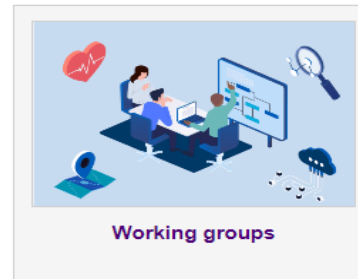
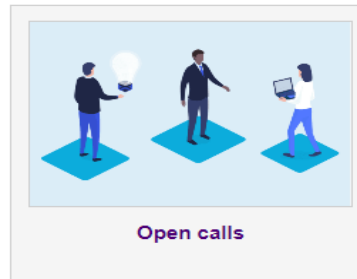
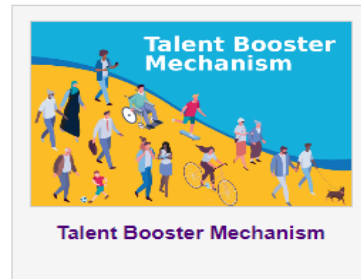


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## Overview



The **Harnessing Talent Platform (HTP)** is a newly formed knowledge-building and experience-exchange platform, which seeks to support regions in addressing the consequences of the demographic change and in mitigating the challenges associated with the decline of tertiary educated populations across the EU. It ensures that impacted regions receive the guidance, information and knowledge they need to elaborate, consolidate, develop and implement tailored and comprehensive strategies to train, attract and retain talents.

## **PILLAR 7** *Exchange of experiences and dissemination of good practices.*

*Regions will be able to set up thematic and regional working groups to address, in a more tailored manner, specific professional or territorial challenges. The dissemination of good practices will also build on the outcome of existing platforms (Territorial Just Transition Platform or the rural revitalisation platform).*

- **4 Working Groups** will operate **until May 2026**:



Digital



Health



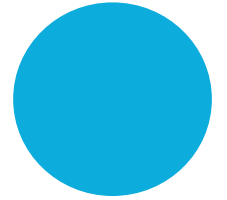
Research &  
Innovation



Territorial

## **PILLAR 7** *Exchange of experiences and dissemination of good practices – Working Groups*

- **80 members** of the working groups, representing different types of stakeholders (national and regional authorities, research and academia entities, business representatives, NGOs), were selected.
- first meeting: **24 November 2024**;
- **3 meetings a year** (1 in person, 2 online); progress calls, cross-working meetings



**Pillar 8** *Increase analytical knowledge in order to support evidence-based policies on regional development and migration and facilitate policy making; statistical data on population movements within the EU, the location of essential services within the EU (education and healthcare) will be collected to provide valuable research and information to stakeholders on how to address the key challenges for social cohesion and just transition.*

- Exchanges with JRC and ESTAT on available and relevant statistical data and analysis to feature on the HTP.
- Next step: to identify research and statistical data needs on **population movements in the EU, migration flow, location of essential services** within the EU, such as education and healthcare etc. to be published on the Harnessing Talent Platform.



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# THANK YOU



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