

FRAGOMEN

EU's Labour Dilemma:
Finding Balance between Local and
Migrant Workers

Refugee Labour Mobility:
Ireland



Agenda

- Overview of Ireland's Labour Market & Immigration System
 - Key Sectors Experiencing Shortages
 - The Role of Immigration in Filling Gaps
 - Critical Skills Occupation List

WITH
YOU
TODAY



Fatima Aydin
Senior Manager

PERMIT STATISTICS: THE LAST 25 YEARS

NUMBER OF PERMITS ISSUED BY YEAR



A Look at the Last Year- What's Changed?



Salary increases from January 17, 2024



Right to work for spouses of GEP and ICT Holders extended- now automatic



Salary threshold exemptions for graduates removed since January 17 2024



Changes to Stamp 4 process (and briefly eligibility) for Critical Skills Holders

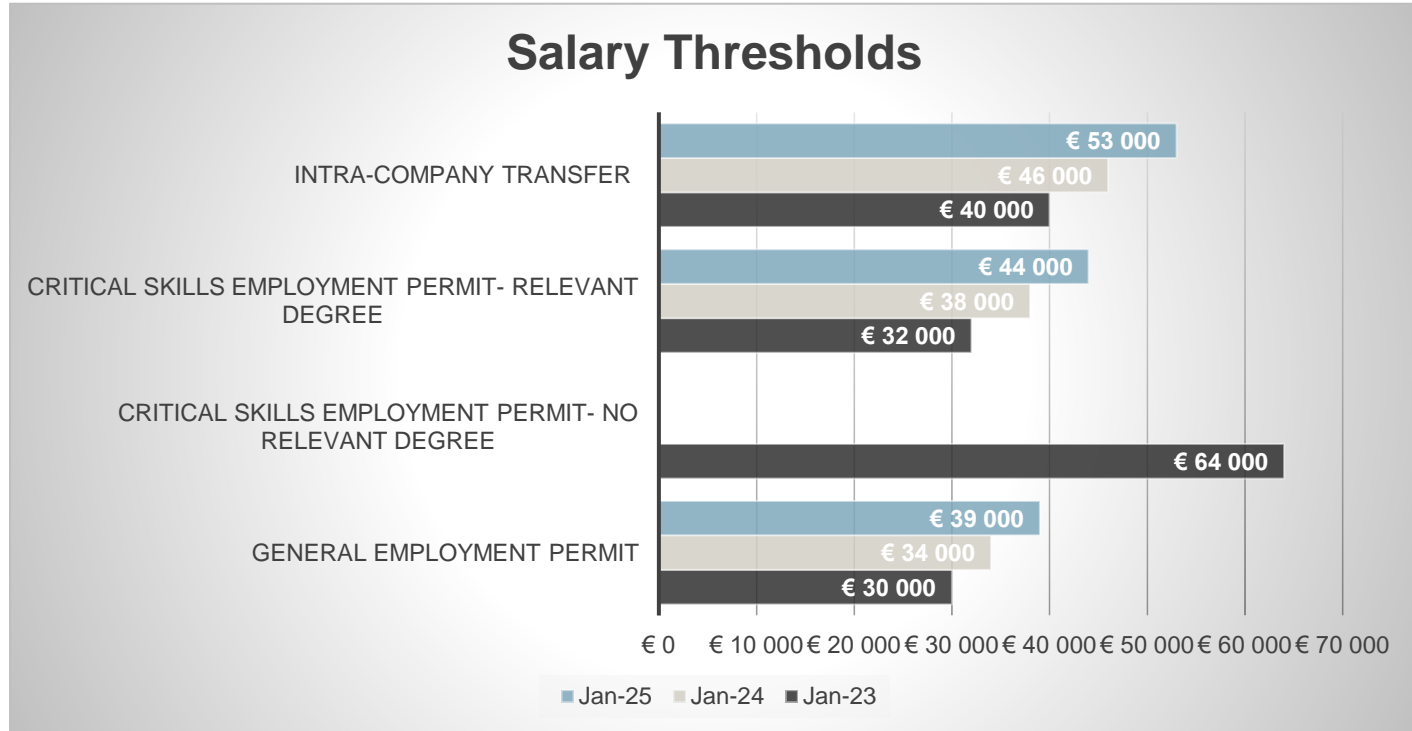


South African Nationals are now Visa-Required Nationals



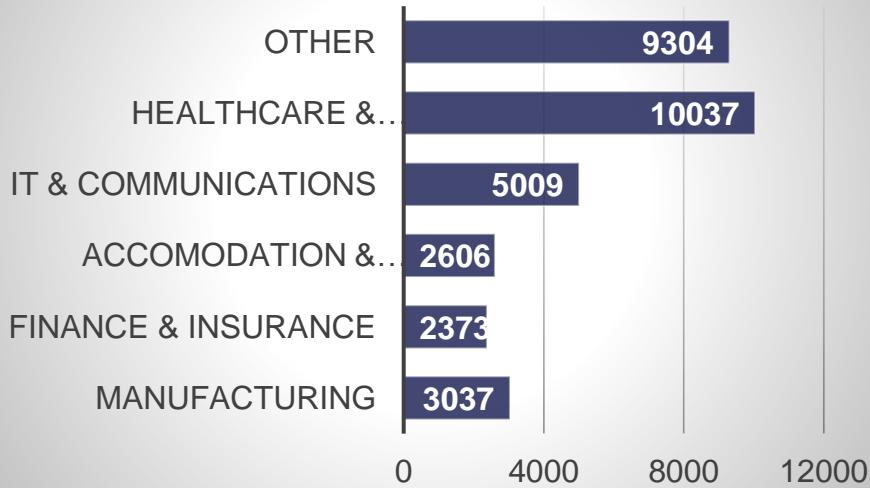
Changes to Occupations Lists: 11 roles added to Critical Occupations Lists and 32 roles added to eligible lists

Salary Thresholds – Looking to Next January 2025



RECENT IMMIGRATION TRENDS

Permits Issued by Sector 2023



What's 'Other'?

Agriculture, Mining, Construction, Transport and Storage, Public Amin, Real Estate, Arts, Retail, Education



Sector Shortages



Healthcare



Construction

What roles are now eligible for permits?

Key Sectors Experiencing Shortages?

What about your sector?
Is something missing?

- ▶ Social Care Workers
- ▶ Metal Plate Workers and Riveters
- ▶ Car Mechanics, Motor Mechanics, Motor Technicians, HGV Mechanics
- ▶ Residential Day & Domiciliary Case Managers, Play Therapists- Disability Services
 - ▶ Electricians
 - ▶ Butchers
 - ▶ Bakers
- ▶ Support Workers





Ireland: EMPLOYMENT PERMITS


GENERAL EMPLOYMENT PERMIT

EMPLOYED ON AN IRISH CONTRACT

- ✓ Minimum Annual Remuneration: €34,000 → €39,000 (2025 **PAUSED**) 
- ✓ Minimum Education Requirement: N/A – unless required for the position
- ✓ Occupations List: All – **except Ineligible Occupations List**
- ✓ Labour Market Needs Test: Required – but exemptions exist
- ✓ Contract Length: Minimum 3 months (generally)
- ✓ Dependent Family: Can work **but must wait 12 months to come to Ireland**
- ✓ Immigration Path: Stamp 4 after 5 years, then residency or citizenship
- ✓ IRP Card: Stamp 1

CRITICAL SKILLS EMPLOYMENT PERMIT

EMPLOYED ON AN IRISH CONTRACT

- ✓ Minimum Annual Remuneration: €38,000 → €44,000 (2025 - **PAUSED**) 
- ✓ Minimum Education Requirement: “Relevant” degree, unless paid more than EUR 64k
- ✓ Occupations List: Critical Skills Occupations list, unless paid more than EUR 64k
- ✓ Labour Market Needs Test: Not required
- ✓ Contract Length: Minimum 2 years (or permanent)
- ✓ Dependent Family: Spouse can travel and work right away
- ✓ Immigration Path: Stamp 4 after 2 years, then residency or citizenship
- ✓ IRP Card: Stamp 1

Critical Skills Eligible Occupations List

What are some eligible occupations?

- ▶ Natural & Social Science professionals (Chemical, Biological, physical or medical lab scientists)
- ▶ Engineering professionals (Civil, structural, mechanical, electrical etc)
- ▶ IT professionals (Programmers & software developers, IT business analysts & architects etc)
- ▶ Health professionals (Medical practitioners, pharmacists, radiographers, nurses & midwives etc)
- ▶ Business professionals (Accountants, Management Consultants, business project managers etc)
- ▶ Architects, town planners, surveyors and site managers
- ▶ Art Director or Animation Background and Design Artist in 2D or 3D animation (with experience)
- ▶ Business Sales executives or International marketing experts (with non-EEA language or technical expertise)



**Displaced Talent for Europe and Talent Beyond Boundaries :
The Role of Immigration in Filling The Gaps**



What is Refugee Labour Mobility?

Every day, people move internationally for work.
So why not refugees?

- ▶ There are over 110 million displaced people in the world and while many of them are skilled professionals, most are stuck in countries where they cannot legally work, and their futures are insecure. Recruitment and skilled visa systems have typically overlooked them because of their refugee status.
- ▶ Labour mobility pathways for refugees enable professionals who are displaced to achieve security and self-sufficiency. The result is win – win – win: for refugees and their families, for employers and communities, and for under-resourced destination countries.

What is Talent Beyond Boundaries?

Unlocking Skilled Migration Pathways for Refugees



Skilled refugees need jobs

Almost half the world's refugees are working age, but many are stuck in places where they have no working rights



Employers need talent

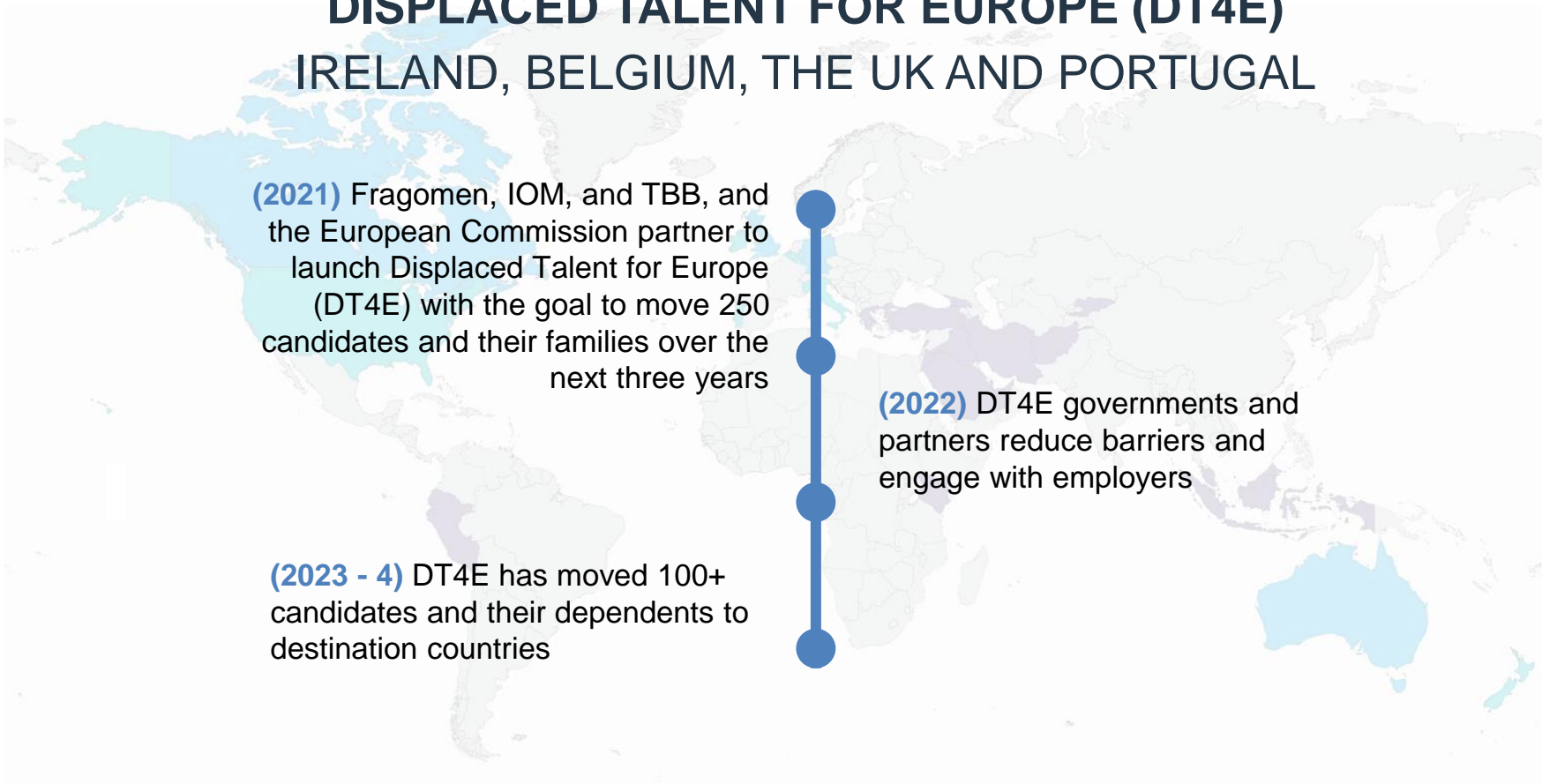
The global economy is suffering an acute shortage of workers in some sectors and occupations, with vacancies running at record levels



TBB connects them

TBB are building a world where refugees can move for work, leveraging their own professional skills to secure their futures

DISPLACED TALENT FOR EUROPE (DT4E) IRELAND, BELGIUM, THE UK AND PORTUGAL



(2021) Fragomen, IOM, and TBB, and the European Commission partner to launch Displaced Talent for Europe (DT4E) with the goal to move 250 candidates and their families over the next three years

(2022) DT4E governments and partners reduce barriers and engage with employers

(2023 - 4) DT4E has moved 100+ candidates and their dependents to destination countries

Talent Catalog

A dynamic software that showcases the **diverse skills** of displaced people to potential employers worldwide.

125,000

**REGISTERED
PROFESSIONALS**

-
- 34,799** ▶ **Skilled Trade Workers**
 - 23,328** ▶ **Professional Services**
 - 10,750** ▶ **Medical Professionals**
 - 7,078** ▶ **Engineers**
 - 7,021** ▶ **IT Professionals**
 - 7,004** ▶ **Educators**



Ireland Impact



Arrivals

10 Candidates relocated to Ireland



Vacancies

14 Vacancies currently sourcing



In Process Relocation

1 candidate relocating to Ireland in the immigration process



Outreach Impact

196 employers reached, 15 job descriptions received

DT4E Visibility



CULTIVATING THE WORKPLACE + COMMUNITY

Tegwyn Stephenson, the Ireland Country Lead for Talent Beyond Boundaries, speaks to Construction magazine about the organisation's mission and how it can play a role addressing construction industry challenges while helping the sector deliver for all society

BY CONSTRUCTION MAGAZINE MAY 2024

Despite the challenges inherent in relocation, the people who have found work through DT4E demonstrate remarkable resilience and determination, fuelled by their excitement to embark on this new chapter of their lives

Talent Beyond Boundaries (TBB) is pioneering a pathway for refugees to migrate with dignity and purpose through employment.

Collaborating with governments, the private sector, educational institutions, and organisations across all ages, TBB is instrumental in establishing skills and regular earnings for refugees who have fled their home countries.

"There are three reasons why we are so proud of the people who have found work through DT4E: their resilience, their determination, and their excitement to embark on this new chapter of their lives."

DT4E NEWS SPRING 2024

Powered by the European Union

These roles are typical of international recruitment in general, though the added support from TBB ensures that the process runs as smoothly as possible. Despite the challenges inherent in relocation, the people who have found work through TBB demonstrate remarkable resilience and determination, fuelled by their excitement to embark on this new chapter of their lives.

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A dark, moody background featuring a laptop on the left, a watch on the right, and several sheets of paper with blue and red markings scattered across the center. The overall tone is professional and sophisticated.

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Thank You