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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

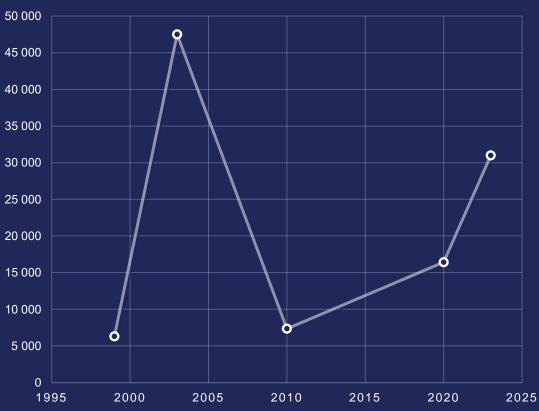
WITH YOU TODAY



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

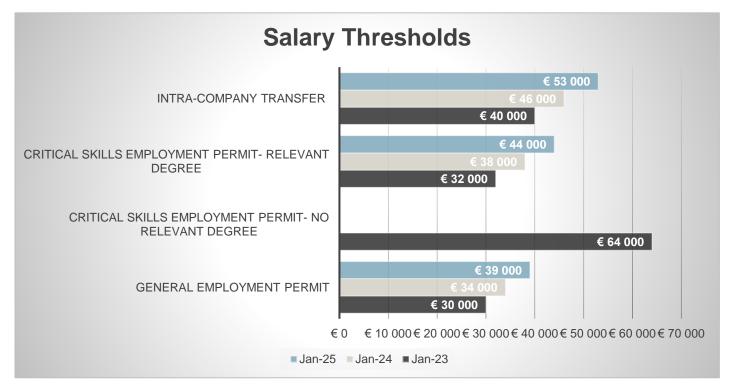


South African Nationals are now Visa-Required Nationals

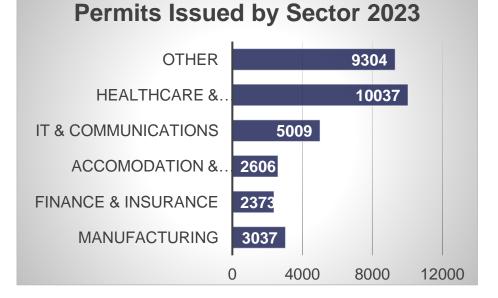


Changes to Occupations Lists: 11 roles added to Critical Occupations Lists and 32 roles added to eligible lists

Salary Thresholds – Looking to Next January 2025







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?

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



Key Sectors Experiencing Shortages?

What about your sector? Is something missing?

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Ireland: EMPLOYMENT PERMITS

GENERAL EMPLOYMENT PERMIT

EMPLOYED ON AN IRISH CONTRACT

- Minimum Annual Remuneration:
- Minimum Education Requirement:
- ✓ Occupations List:
- Labour Market Needs Test:
- ✓ Contract Length:
- Dependent Family:
- Immigration Path:
- ✓ IRP Card:

€34,000 → €39,000 (2025 PAUSED)
N/A – unless required for the position
All – except Ineligible Occupations List
Required – but exemptions exist
Minimum 3 months (generally)
Can work but must wait 12 months to come to Ireland
Stamp 4 after 5 years, then residency or citizenship
Stamp 1

CRITICAL SKILLS EMPLOYMENT PERMIT

EMPLOYED ON AN IRISH CONTRACT

- Minimum Annual Remuneration:
- Minimum Education Requirement:
- Occupations List:
- Labour Market Needs Test:
- Contract Length:
- Dependent Family:
- Immigration Path:
- ✓ IRP Card:

€38,000 €44,000 (2025 - PAUSED) "Relevant" degree, unless paid more than EUR 64k Critical Skills Occupations list, unless paid more than EUR 64k Not required Minimum 2 years (or permanent) Spouse can travel and work right away Stamp 4 after 2 years, then residency or citizenship 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

(2023 - 4) DT4E has moved 100+ candidates and their dependents to destination countries (2022) DT4E governments and partners reduce barriers and engage with employers

Talent Catalog

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



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

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Vacancies

14 Vacancies currently sourcing

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In Process Relocation

1 candidate relocating to Ireland in the immigration process

Outreach Impact

196 employers reached, 15 job descriptions received

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DT4E Visibility IOM Ireland m · Edited - 🔞 We're excited to announce the arrival of two remarkable individuals, Mohammad and Khaled, to ireland! Their journey as Palestinians from Lebanon to Ireland is a testament to their resilience and determination to build a new life. In Mohammad's own words: "It was like a dream for me to be in Ireland and work here. It's my dream coming true." We welcome them as they join the Irish workforce and embark on their journey in the eHealth Welcomes First Professionals Under DT4E telecommunications industry recruitment in general, though the a support from TBB ensures that the Prooramme Despite the challenges inherent in relocation heir arrivals are made possible through the EU-funded Displaced Talent for Europe the people who have found work through 11/04/2024 process runs as smoothly as possible. TBB demonstrate remarkable resilience and (DT4E) initiative. led by IOM and in partnership with Talent Beyond Boundaries Details the challenges inherent in determination, fuelled by their excitement to guidance in CV micration, the people who have and Fragomen. embark on this new chapter of their lives found work through TBB demonstrate remarkable resilience and determination fuelled by their excitoment to embark on Written by: Joyce Shaw, Chief of Staff and Head of Business Operations Together, we're advancing labour mobility efforts and bolstering opportunities for this new chapter of their lives. alent Report Roundaries (TRR) is displaced individuals with Irish companies experiencing skills shortages. Introduction topining. ponsering a pathway for refugees to migrate with signify and purpose through This training ensures that care The arrival of the inaugural group of professionals under the EU-funded Displaced Talent for Europe (DT4E) equipped with the necessary information What's important too is that these a programme heralds a huge opportunity for eHealth. Led by the International Organisation for Migration (IOM) in to make informed decisions about their Collaborating with governments, the relocation, provident insights into life in people who are looking to set down Fragomen, Fedasil, AIMA, and other collaborators, this initiative roots and build a real life in treland fo the pioneering Irish employer to embrace DT4E recruitment. RTE NEWS SPORT ENTERTAINMENT BUSINESS LIFESTYLE CULTURE PLAYER TV RADIO NEWS - Middle East Treland World Business Stardust Ukraine Climate Politics Nuscht RTÉ Inve skilled refugees seeking to rebuild their lives while addressing the an employers. Today, as we extend our warmest welcome to our n DT4E unlocks employment opportunities for DI DT4E refugees and displaced individuals who have highly butions they bring to our workforce and communities. As pioneers marketable skills and the professional experience Programme welcomes first arrival of skilled (HSE) and Entegro stand at the forefront of this transformative ublin employer to recruit through the DT4E programme, which has grante ded to fill the current labour shortages fac NEWS refugees by Irish employers killed professionals. 00000 ong the first to integrate these talented people into our team and Updated / Thursday, 14 Mar 2024 16:26 ccess of the DT4E programme hinges upon the collaborative efforts SPRING DT4F welcomes first arrivals QQ ent of Enterprise, Trade and Employment (DETE) and the Department Our new em IOM, TBB and Fragomen were facilitation of employment permits and visa processing, essential will take up vit: 2024 delighted to welcome our first three als to embark on their journey towards a brighter future. The Displace in the HSE's eH arrivals to Ireland and the EU under by the FU Asylum Migration and Integration Fund (AMIF) serves as a DT4E on 13 March to start work at the Division and w mational evolution to connect with employees in Iraland Releium HSE. Special thanks to the looking forwar labour mobility scheme, refugees are empowered to rebuild their lin Department of Justice and the welcoming them irone. The integration of these new professional IT colleagues into or **CULTIVATING THE** Department of Enterprise, Trade and team. Funded by e but also enriches our capacity to innovate and adapt in a rapidly Employment for their invaluable nces and perspectives infuse our team with fresh insights, fostering a Jourse Shaw support. Click here for full article er, amidst significant global events, their contribution serves as a Staff, HSE eH WORKPLACE + COMMUNITY 090 overcoming challenges. By harnessing their talents, we not only fort erconnected and inclusive world, where every individual's potential (IOM and) Frag Webinar Success & Like Comment CI Repo ODI Europe Research and Roundta We held a successful webinar for employers on Tegwyn Stephenson, the Ireland Country Lead for Talent Beyond Boundaries, speaks to IOM, TBB and Fragomen were delighted i participate in a roundtable event on 8 March i Construction magazine about the organisation's mission and how it can play a role addressing Addis role in sectors including healthcare, engineering construction industry challenges while helping the sector deliver for all society scuss the findings of ODI Europe resea ITTIC TERA information and communications technology. here the DT4E project was listed as one of the Project partners IOM, TBB and Fragomen Displaced Talent for Europe initiative aims to provide opportunities for skilled refugees and displaced p 53 EDISTRUCTION MILLERING New 7214 showcased how the DT4E programme can provide a solution to labour and skills By Brian O'Donovan By Brian O'Donovan Work & Technology Correspondent shortages UPCOMING IN APRIL Thank you to all who attended and participated in the session and O&A Private sector arrivals Dublin has welcomed the first arrivals of people taking part in a new DT4E to welcome more arrivals to the private se EU programme for skilled refugees. with the Irish telecoms company Entegro. DT4F & FU-Passworld National Stakeho The Displaced Talent for Europe (DT4E) initiative aims to provide lational Stakeholder Group, consisting of Govern epartments; state, semi-state and other agencie dustry groups and NGOs, to meet to discu opportunities for skilled refugees and displaced people who have the professional experience needed to fill the current talent C defeition.int shortages faced by Irish and European employers. allow us an Linkedi The initiative has seen three individuals arrive in Dublin to join the OIOM FRAGOMEN



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Thank You