

Recommendations

The Trilogue Salzburg convened leading thinkers, decision-makers and renowned personalities from business, politics and civil society to discuss the global struggle for the world's most valuable resource: human talent. Participants concluded that urgent action needs to be taken to address the emerging global talent gap in terms of quantity and quality. As Europe is the "unwilling pioneer" of managed demographic decline and thus at the forefront of emerging talent shortages, participants of the Trilogue Salzburg call on

the European Commission, Council of the European Union and its Member States

- To further develop and pursue the concept of a "fair deal on talent", which takes into account the interest of the sending and receiving countries;
- For Europe this means to become a robust talent hub, as well as a major developer of the global talent pipeline;
- To encourage international "Coalitions of the Engaged" with the objective of intensifying exchange, and deepening our knowledge about emerging talent gaps, as well as finding solutions to bridge these gaps. One immediate opportunity to do this would be for the European Commission to hold an annual EU-wide talent summit, open to EU and non-EU stakeholders;
- To pursue the creation and harmonization of attractive immigration packages for labor migration at the national level including clear and fair immigration rules, as well as reasonable paths to permanent residency and social inclusion;
- To find scalable and economically sustainable models to deliver education, apprenticeship and training in order to increase the global skills base, not only within but also regardless of borders;
- To ensure that immigrants who successfully completed their education in Europe are granted working permits within the EU Member States;
- Since 50 percent of human capital is female, to accelerate the full utilization of female talent globally through investments in initiatives that enable all workers to integrate work and parental responsibilities.

Furthermore, the participants of the Trilogue Salzburg call on

the governments of Austria, Germany and Switzerland

- To consider founding a "talent coalition" for German-speaking countries. As Austria, Germany and Switzerland are at the forefront of talent gaps and aging societies, these countries could be among the first to develop a joint talent strategy along linguistic and economic commonalities. Sharing experiences on good practices could make a strong base for a "fair deal on talent".

Salzburg, August 30, 2013

(Signed by)

Participants of the Trilogue Salzburg 2013