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Skills Portability Initiative

Following the dedicated social partners' hearing of 23 January 2026, this note presents HOSPEEM view on the European Commission's proposed skills portability initiative.

HOSPEEM welcomes the Union of Skills' aim to improve skills portability and recognition across the Single Market, provided it integrates smoothly with national qualification systems and avoids added administrative burdens. Skills should be transparent and understandable across borders, regardless of where they were acquired, and efforts to improve recognition for third-country nationals are also supported. This combined approach can help address labour and skills shortages and strengthen EU preparedness. The initiative must respect national competence, while also tackling other mobility barriers such as language skills, willingness to relocate, and housing availability.

Action 1. Improved transparency of skills and qualifications and digitalisation

HOSPEEM supports strengthening transparency and comparability of qualifications through learning outcomes. Given existing instruments such as the EQF and the EU Digital Identity Wallet, no new digital tools are needed; instead, these tools should remain accessible and transparent, and recognition processes should be reliable and avoid unnecessary administrative burdens that could delay healthcare recruitment and mobility.

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