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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 3. Common rules to simplify procedures for the recognition of qualifications and validation of skills of third-country nationals

HOSPEEM stresses the importance of ensuring the efficiency of the recognition of qualifications for third-country nationals while having an exchange of good practices on simplification and acceleration of qualification recognition between social partners. Hospital and healthcare employers support the sustainable and ethical cooperation between countries of origin and receiving Member States and the provision of clear guidance on legal and professional requirements before arrival. Recognition should go beyond diplomas to validate competencies and skills acquired elsewhere.

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