EAN Bi-Annual Autumn Conference 21-23 October 2026

Skills mobility for EU shortage sectors

- *creating legal pathways for care workers from Bangladesh*

EU–Bangladesh Talent Partnership project – a partnership with employers' associations and HR agencies

Implemented by ILO with EU, GoI & GoB• Financed by the European Union

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ILO - Advancing social justice, promoting decent work

Why partner with Talent Partnership? – experienced, skilled, job-ready workers

What EU employers tell us

- Persistent EU skilled labour shortages in construction, care, hospitality, transport and manufacturing
- Workers' productiveness and workplace integration uncertain
- Recruitment: bureaucratic complexity, costs and duration, uncertain outcomes, illicit practices, legal compliance, and reputational risk
- SMEs require collaboration for overseas recruitment; cannot manage alone

What the Talent Partnership offers

- Experienced workers trained, assessed and certified in Bangladesh, in alignment with EU EQF and Italian SEP/ADA qualifications frameworks – additional competency testing by employers/agents.
- English & Italian A2 proficiency level
- 10-day pre-departure & cultural training
- Soft-skills & life-skills training
- Verified digital profiles on OEP government platform (transparency and accountability)
- Ethical recruitment (ILS) through BOESL, BMET or assessed recruitment agencies

The pipeline of skilled labour: a growing talent pool

3,000
overall beneficiary target

1,002
workers enrolled

776
assessed competent

148
competent through RPL

12
occupations, 6 sectors

10
partner TVET institutes

159
employers and agencies engaged

42
licensed agencies assessed

EUR 3m project funded by the EU and implemented by the ILO. Status as at 28 September 2026.

One managed pipeline from skills demand to deployment

1	2	3	4	5	6
EU skilled labour demand	**Skills training + RPL**	**National assessment**	**Languages + PDO + soft-skills**	**Employer matching**	**Visa + deployment**
Shortage-occupations chosen from EU market and skills-need analysis	Competency-based training and recognition of prior learning (RPL)	NSDA (National Skills Development Authority) assessment and certification	English and Italian A1–A2, OSH, 10-day pre-departure training, soft-skills and life-skills	Structured worker profiles/ CVs on OEP; competencies demonstration, interviews, tests,	Ethical recruitment and legal pathway by assessed agencies

Steps 1–4 are completed in Bangladesh, before recruitment. Employers join at step 5.

Occupations aligned with EU labour market demand

Electrical installation Construction, building services	**RAC / refrigeration** Building services, cold chain	**Plumbing** Construction, retrofit	**Health care assistant** Long-term institutional care; home-based care; ageing, special needs;	**Food production** Food manufacturing
Bakery and pastry Hospitality, food retail	**Food & beverage service** Hospitality and tourism	**Automotive mechanic** Transport and logistics fleets	**Driving / transport support** Transport and logistics	**Sewing machine operation** Manufacturing

Shown: 10 of 12 occupations across 6 sectors, selected through EU labour-market and skills-need analysis.

Training and RPL- competency-based and employer-oriented

Technical skills

Practical, workplace-oriented training at 10 partner TVET institutes, benchmarked to EQF (European) and SEP/ADA (Italian) qualifications frameworks- upskilling/specialization

Recognized qualification levels

BNQF Levels 2–4 with competency standards, curricula and assessment tools

RPL (recognition of prior learning)

Assessments for recognition of existing skills for experienced workers: 148 already competent

Whole-worker readiness

English and Italian language proficiency levels A1–A2, OSH, PDO pre-departure and cultural training, soft skills and life skills, labour rights, protection and fair recruitment

Experienced workers – certification – practical demonstration of competencies – digital records

2+ years experience

Relevant occupational experience is an enrolment criterion for employer-facing batches; returnee migrants included

National certification

Practical assessments by NSDA against national standards; 776 workers assessed competent

Verifiable evidence

Certificates, competencies and training records shown on the OEP digital platform worker profile; employers and agents can establish user profile and verify certificates

Competence is shown by practical assessment and demonstration by employer & agent, not only by a certificate.



English & Italian languages: A1–A2 level & workplace/OSH vocabulary

What workers learn

- English & Italian to CEFR A2 (A1–A2 level) Occupational & OSH-specific vocabulary
- Workplace communication and teamwork

What it means for employers

- Shorter induction period, increased effectiveness, productivity and integration of workers
- Language evidence available for quota application package
- Accredited language assessment centres in Bangladesh



10-day pre-departure orientation training (PDO)

Know Italy & EU MS

Civic & cultural orientation; social and workplace integration

Work-ready; soft-skills

OSH, work focus, team-work, maturity, resilience communication, flexible

Know rights

Workers' rights, fair recruitment, complaints mechanism, protection

Life-skills

Financial and digital literacy



Result: better retention, productivity and workplace stability.

Digital access and validation: see verified competency profiles/ CVs, before you interview

Digital OEP platform: www.oep.gov.bd

Registration of employers and HR agencies, job demand submission, review of competency profiles/ CVs using search filters; and shortlisting candidates for interview etc.;

Microsite: tp.oep.gov.bd

Entry point for employers and HR agencies to OEP platform: entails employer guidance, occupations, partner institutes, recruitment process options;

What you can do

- Search by profession, course or training center
- Review structured CVs/ competency profiles: qualifications, competencies, certificates
- Target: request for registration of user account is verified within 24 hours when information is complete
- Enquiries handled by the support team at the OEP Probashi Support Centre

Benefits of partnering with Talent Partnership

EU HR agencies and associations

- Compliance with EQF and SEP/ADA qualifications frameworks; quality-assurance and independent assessment of skills competencies
- Faster screening of profiles online
- Better shortlists by occupation, certification, experience, languages etc.
- Lower risk: verified records before interviews
- Realistic planning for language, PDO and documents
- Pooled demand for SMEs through employer associations and agencies feasible

For skilled workers

- Legal, safe, skills-based mobility with no fees paid by workers
- Safer recruitment and mobility process by assessed agencies and validated employers
- Recognition of skills and experience
- Employer feedback continues to improve training
- Long-term, mutually beneficial partnership aligned with fair mobility policy of EU and national labour migration policies of Bangladesh and EU MS.

Partner modalities

Pilot batch

One occupation, 20–50 workers; we prepare shortlist, support interviews by employers/ agents, confirm bridging training, as required

Framework collaboration

Recurring/ ongoing pipeline by occupation(s) and recruitment windows with feedback loops

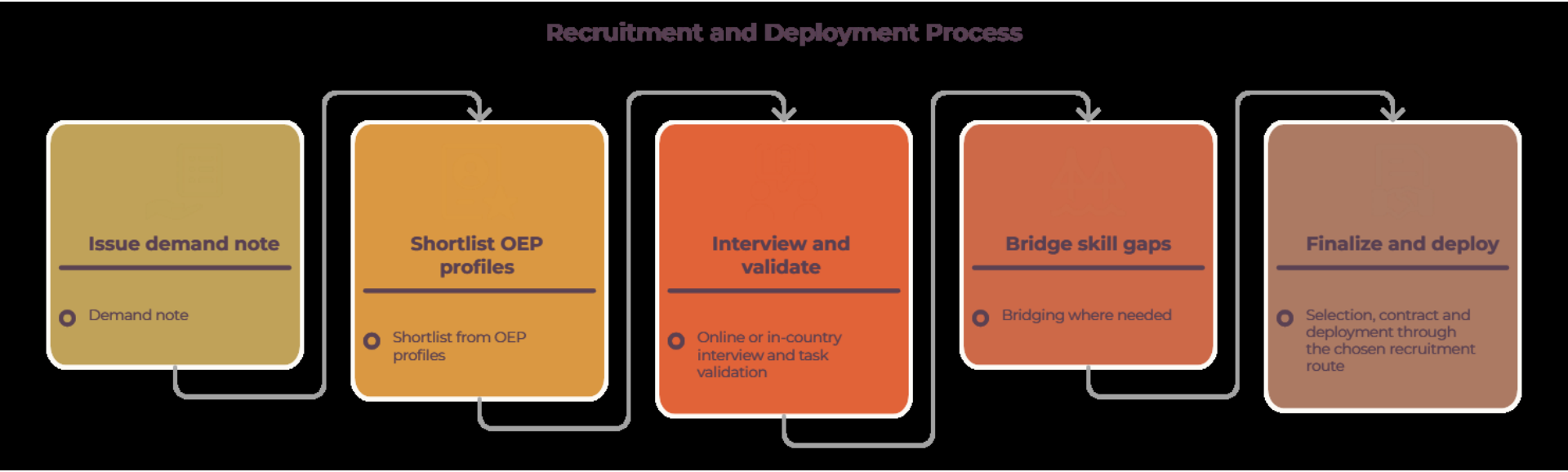
Employers' association facilitation

Consolidate demand from several SMEs that cannot recruit at scale

Technical validation

Sector bodies review competencies and CV formats

Your recruitment journey – process in five steps



Ethical recruitment is built in

Safeguards

- No recruitment fees charged to workers
- Transparent, verified contracts
- Grievance and protection mechanisms
- Agencies assessed against ILO fair recruitment principles; 42 so far





Your options for recruitment channel in BGD

- Public agencies: BOESL or BMET
- Licensed private agencies via RAIMS
- Both routes shown openly on the OEP employer module

Next step: send us one demand note

Occupation(s) • number of workers • location • minimum experience • language level • contract conditions • interview date

We then provide

- A matched shortlist
- A recruitment and bridging plan
- A one-to-one follow-up meeting

Contact

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