

# Framework for a Migrant Talent Pipeline between Pakistan and Italy

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Implemented by



Co-founded by



# About The Project



## Research



## Stakeholder Engagement



## Capacity Building

The project pursues a dual objective:

- Supporting Pakistani institutions in aligning training and qualifications with the needs of the Italian labour market.
- Generating evidence-based methodologies that contribute to the EU's Talent Partnerships, promoting cooperation on labour mobility with other Member States.

# The Project Journey

## Regional Research

Analysis of labour market needs in Piedmont as a pilot region, identifying shortages and mismatches.

## National Research

Extension to the Italian context, mapping training systems and employer demands across sectors.

## Webinars

Six thematic webinars with over 120 stakeholders: ministries, unions, employers, and training providers.



## Workshops

International seminars bringing together EU, Italian and Pakistani institutions to co-design mobility pathways.

# Zooming in the Problem



Europe

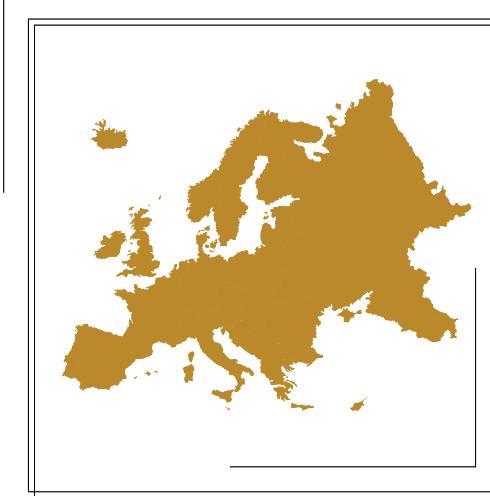


Italy



Piedmont Region

# Setting the Scene - Europe



## Workers missing

Between 2025–2028, **Europe will require 3.1–3.3 million additional workers** in key mid-skill sectors (Source: Unioncamere, Cedefop).

## Major shortages

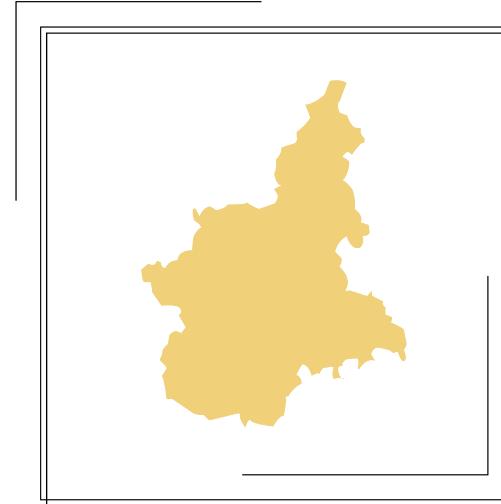
**Major shortages** in construction, mechanical trades, tourism/hospitality, textile.  
Sectors characterized by high replacement demand due to aging workforce and early retirements.

## Recruitment difficulties

Persistent recruitment difficulties: e.g. 52% in construction; 45% in mechanical.  
→ **Migration is increasingly seen as a strategic lever for sustainability and resilience.**

# Piedmont – Regional Snapshot

Piedmont is a crucial pilot region to test transnational skills recognition and ethical migration pathways.



## One of the oldest population in Italy

With an **aging index of 239.8%** in 2025, according to *Statista*. This means that for every 100 young people (0-14 years), there are nearly 240 older people (65 years and older)

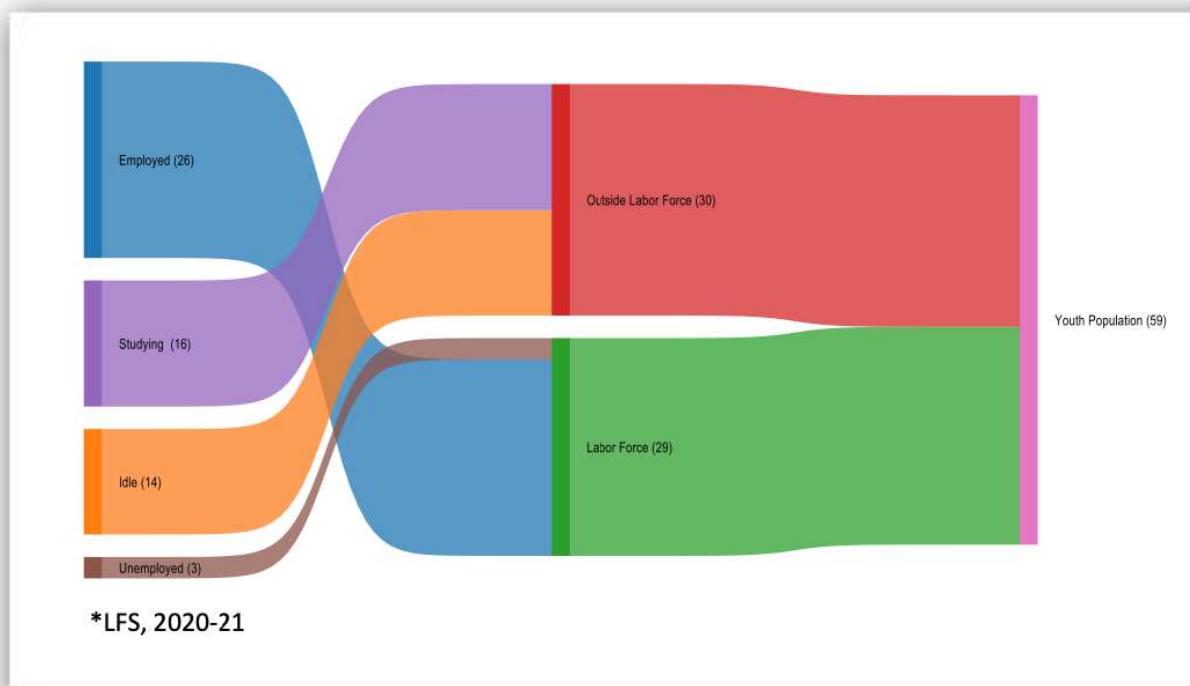
## Skill gaps in key sectors

**48% of job vacancies** in the region are considered “hard to fill”

## Labour Needs

Between 2025 and 2029, **3,3 - 3,7** millions of workers will be required. The overall labour demand forecast for Italy is estimated between 3,279,200 and 3,721,400 workers over the five-year period

# Pakistan



- The **annual growth rate of youth population** is estimated at 2.7%--faster than the overall population growth rate of 2.4%.
- The annual number of **youth entering the labor force** is estimated currently at 0.8 million.
- **Total Population in 2025** is estimated at 255.2 million out of which youth population is 65.4 million.
- **Idle and Unemployed Youth** estimated at 19 million for 2024-2025 (17 million in 2020-21).
- Overall, over 2.77million **youth workers were unemployed** in 2020-21--The number has probably exceeded 3.5 million in 2024-25.

# Why a Talent Pipeline Approach?

**01.**

## Aligns Training Systems Across Countries

By mapping and comparing qualifications between Italy (EQF/QNQ) and Pakistan (NVQF), the Talent Pipeline fosters compatibility in vocational education systems. This enables mutual understanding and alignment of skills, learning outcomes, and certification levels.

**02.**

## Facilitates Recognition and Job-Matching

When training standards are aligned, workers can be more easily matched to job offers abroad. This streamlines the migration process and allows employers to confidently recruit skilled professionals whose qualifications are understood and comparable.

**03.**

## Enhances Worker Protection and Employer Trust

When training and recognition are transparent, workers are less vulnerable to exploitation. Employers benefit from a more predictable and verified recruitment process, which builds trust in international cooperation mechanisms.

**04.**

## Supports Ethical Migration

A structured approach ensures fair treatment, prevents deskilling, and empowers workers to migrate with dignity.

# The Migrant Talent Pipeline



# Why innovative

## Horizontal

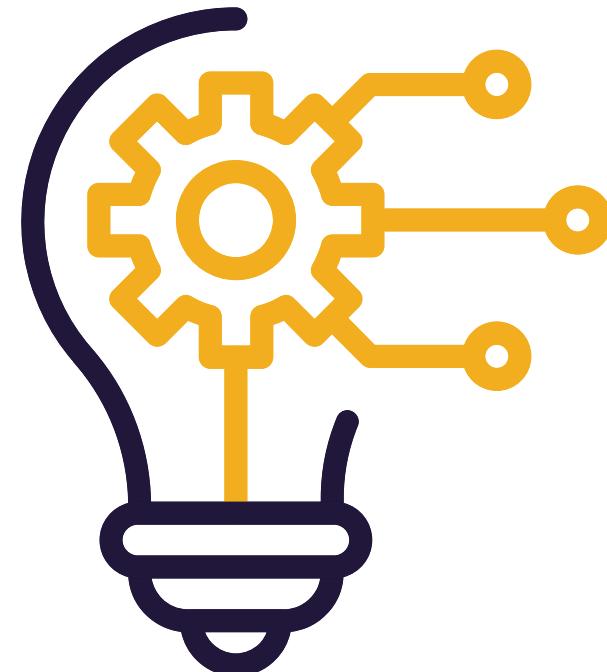
Built on **co-ownership** between Italy and Pakistan, engaging ministries, unions, employers, and training institutions.

## Evidence based

Grounded in **comparative research** (EQF–NVQF, curricula mapping) and validated with over 120 stakeholders.

## Scalable

**Designed** as the **first pilot** corridor that can expand into European Talent Partnerships, replicable beyond bilateral cooperation.



# What we found



- 01 **Competency-based** models are valued in **both** countries, but need consistent application.
- 02 **Informal learning** plays a central role, especially in Pakistan—but tools for a possible Italian recognition are lacking.
- 03 There is **mutual interest** in integrating **soft skills, digital literacy**, and **sustainability** across curricula.
- 04 **Gender disparities** persist in both Countries; targeted strategies are required for inclusive mobility.
- 05 **Structured collaboration** is essential to overcome fragmented recognition processes.

# What we found



## Comparative elements

**Technical Skills** are strongest in the Mechanical and Tourism sectors, with Textiles also performing fairly well. Construction shows moderate alignment.

**Soft Skills** are underdeveloped in Construction and Tourism, while Textiles performs very well in this area.

**Digital Inclusion** is still emerging in Mechanical and remains low in Construction and Tourism. Textiles shows moderate integration, suggesting room for improvement across the board.

# What we found

	Mechanical	Construction	Tourism	Textiles
Technical Skills	High	Medium	High	Medium to High
Soft Skills	Medium	Low	Medium	High
Digital Inclusion	Emerging	Low	Low	Medium
Sustainability	Low	Low	Low	Medium
Labor and Gender Rights	Medium	Low	Low	Low

# Cross-cutting challenges

## RECOGNITION GAPS

Few legal or digital tools exist for mutual certification recognition.

## FRAMEWORK MISMATCH

EQF and NVQF operate with different logics, complicating alignment.

## ETHICAL CONCERN

Risks of unfair recruitment, gender exclusion, and deskilling undermine trust and sustainability.



## SECTORAL ASYMMETRIES

Experience-rich workers lack formal qualifications to prove their skills

## INSTITUTIONAL FRAGMENTATION

Lack of coordination between regions and provinces delays harmonization.

# What still needs work

## Legal Facilitation

Streamline recognition procedures and establish bilateral agreements to reduce delays.



## System Fragmentation

Italian vocational training operates under different rules across regions and only partially aligns with EU frameworks. This fragmentation makes it difficult to present clear and coherent qualification demands to partner countries.



## Competence translation

Develop transparent and fast-track digital tools for validating and comparing skills.



## Ethical safeguards

Guarantee fair recruitment, gender inclusion, and socio-economic integration at every stage.



## Monitoring, and Scaling

Impact tracking, sustainability pipeline expansion



# How we can work on it

01

## Skills & Mobility Task Force

Joint body co-chaired by both governments, involving ministries, regions, employers, unions, and training providers.

02

## Mutual Recognition Tools

Joint Qualification Committees; Recognition of Prior Learning pilots; third-party certifiers for portability.

03

## Pre-Departure & Integration Modules

Standardised curricula covering language, civic, safety, gender, and green competences, with arrival-phase support in Italy.

04

## Gender & Inclusion Targets

Mandatory outreach, gender-sensitive infrastructure, and parity clauses in bilateral agreements.

05

## Digital Platform & KPI Monitoring

Joint online portal for applications, fast-track visa procedures, and transparent dashboards tracking recognition, employment, retention, gender parity, and sustainability.

06

## EU Integration & Scaling

Position the Italy–Pakistan Pipeline as a pilot for EU Talent Partnerships; extend to other regions and sectors (ICT, agri-tech, renewables).

# Thank You

Mobility is not a problem to solve. It is a reality to shape — with responsibility, vision, and shared purpose.

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