

# TALENT HUB

#TalentRetentionInsights

Unveiling Insights:  
IOM Survey Reveals Key Factors in  
Talent Retention.

*Discover Solutions for Retaining Talent  
in Talent Hub Recommendations &  
Guidebook*

Talent Hub project 2024 ►

# RETENTION CHALLENGES IN DENMARK AND GERMANY



SOCIAL AND CULTURAL  
ADAPTATION



LANGUAGE LEARNING  
BARRIER



OBTAIN PERMANENT  
RESIDENCE PERMIT

# PRACTICAL ASSISTANCE DESIRED BY TALENT IN DENMARK AND GERMANY



SUPPORT AND ADVICE ON  
SCHOOL ENROLMENT, HOUSING,  
SECURITY, TAXATION



ONLINE LANGUAGE TRAINING  
OPPORTUNITIES



JOB SEARCH ASSISTANCE FOR  
PARTNER OR SPOUSE

**SOLUTIONS** TO THESE  
CHALLENGES ►

# WHAT CAN BE DONE TO SUPPORT RETENTION & INCLUSION?



1. COUNTERACT XENOPHOBIC NARRATIVES AND PROMOTE THE POSITIVE CONTRIBUTION OF TALENT

2. REVISE ADMINISTRATIVE RESTRICTIONS ON FREE LANGUAGE TRAINING



3. PROMOTE DURABLE CONDITIONS FOR OBTAINING PERMANENT RESIDENCE AND CITIZENSHIP



4. REVIEW EXISTING POLICIES AND PRACTICES FOR RECOGNITION OF HIGH-DEMAND AND REGULATED PROFESSIONS

