

# Cohesion policy as a powerful engine to ensure the 'right to stay'

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**HARNESSING  
TALENT  
PLATFORM**

A new boost for EU Regions



European  
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# Key points



**Demographic shifts and their implications**

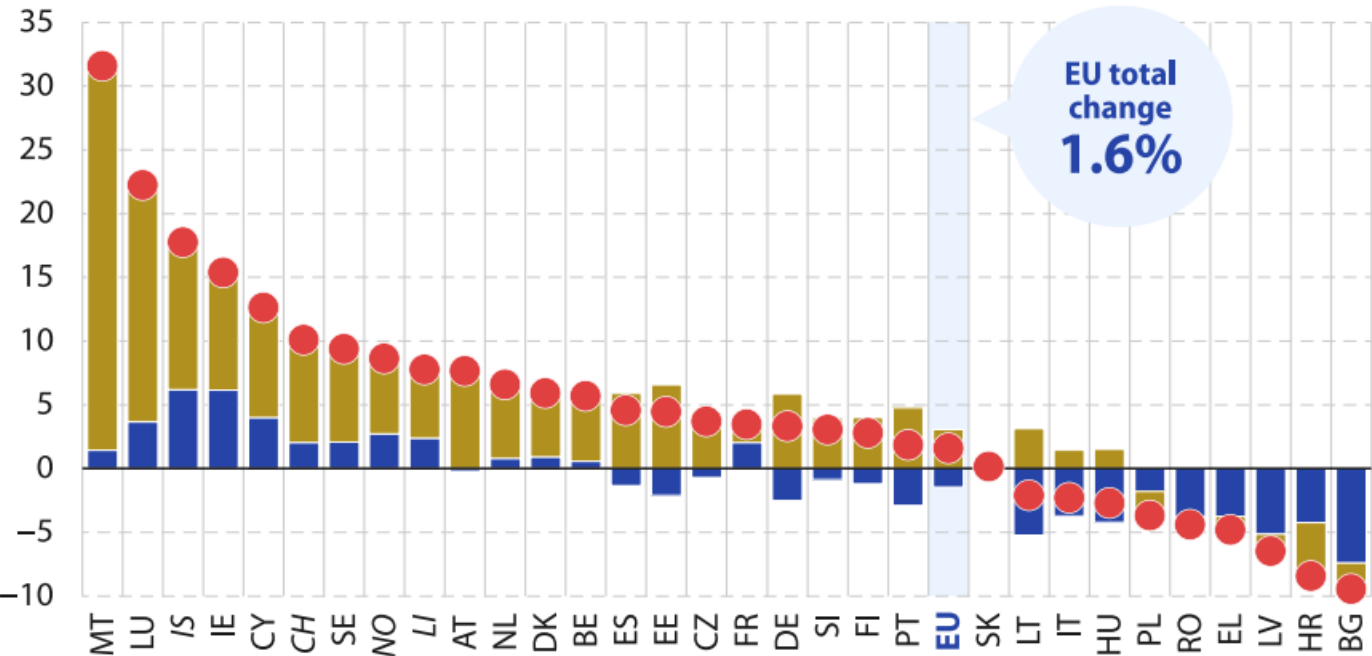
**The Talent Booster Mechanism**

**Lessons learned from implementation**

**What's next? The right to stay**

# Population change

(% of total population, 1 January 2014–24)

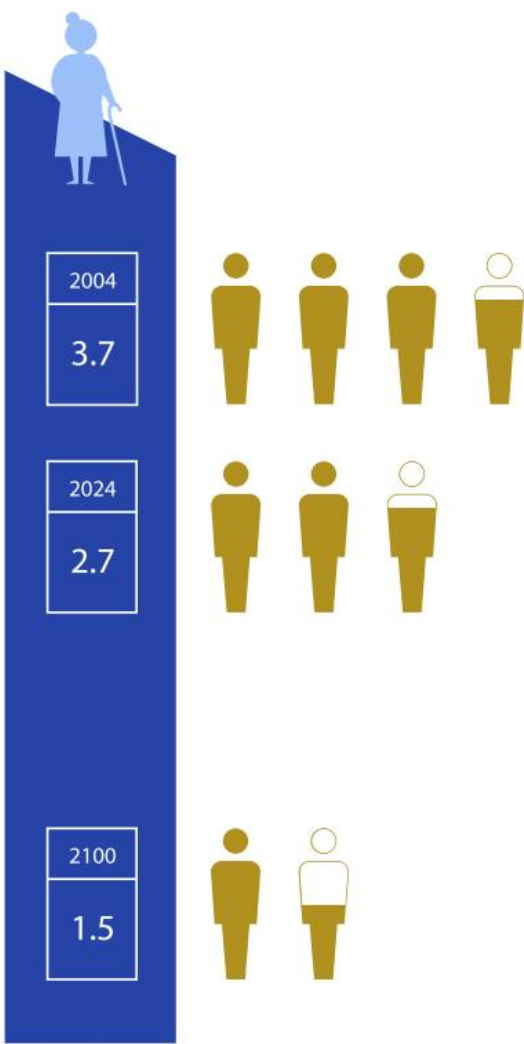


- Total change
- Net migration and statistical adjustments
- Natural change

Source: Eurostat  
(online data code: [demo\\_gind](#))

# Ageing population

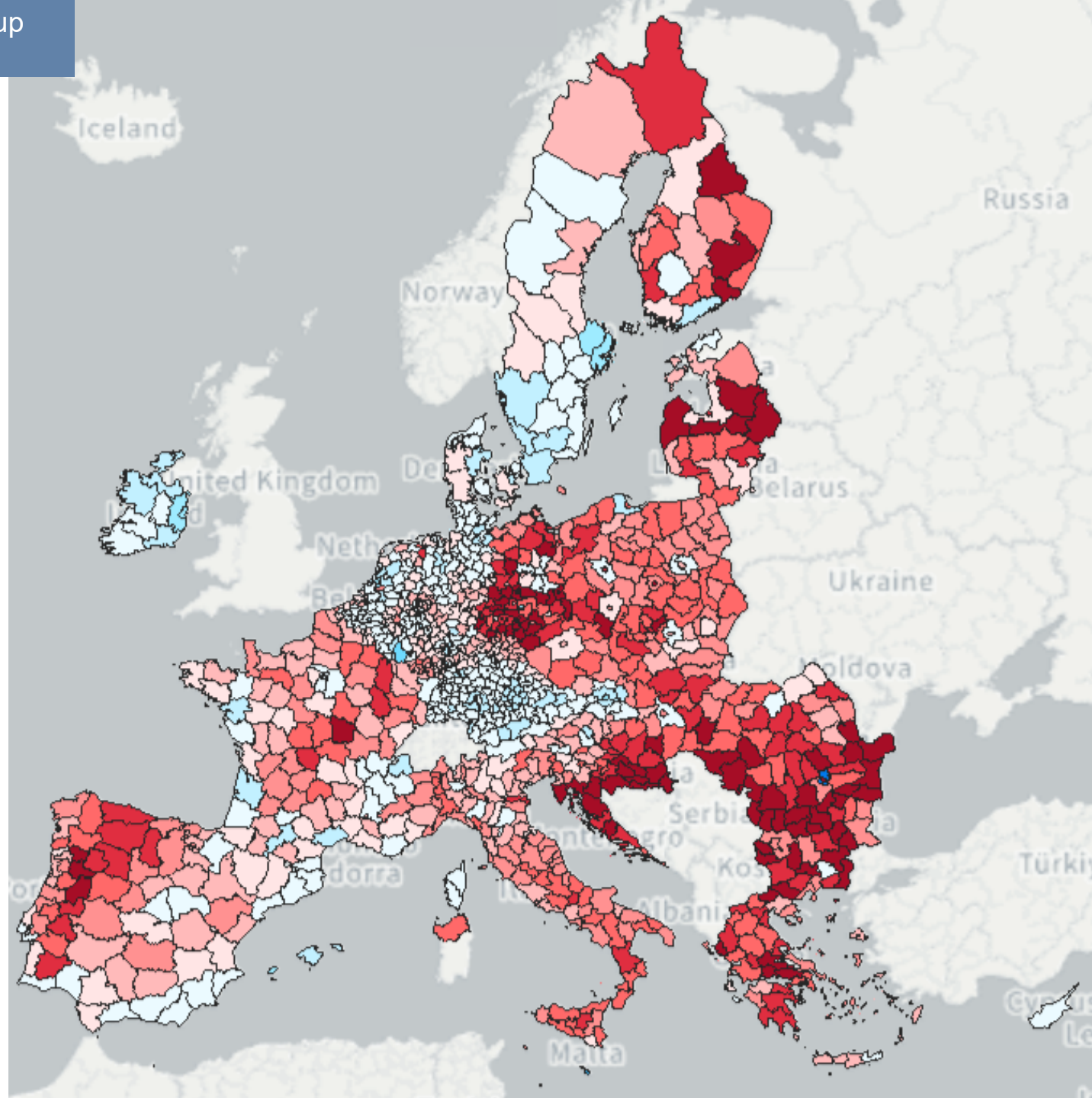
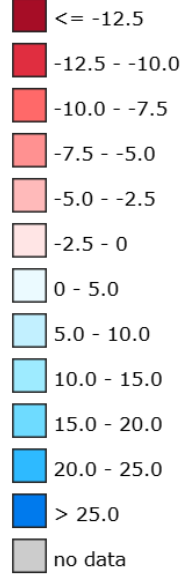
(old-age dependency ratio)



Source: Eurostat (online data codes: [demo\\_pjanind](#) and [proj\\_23np](#))

## Change in population of age group 20-64, 2014-2021

Total change (%)





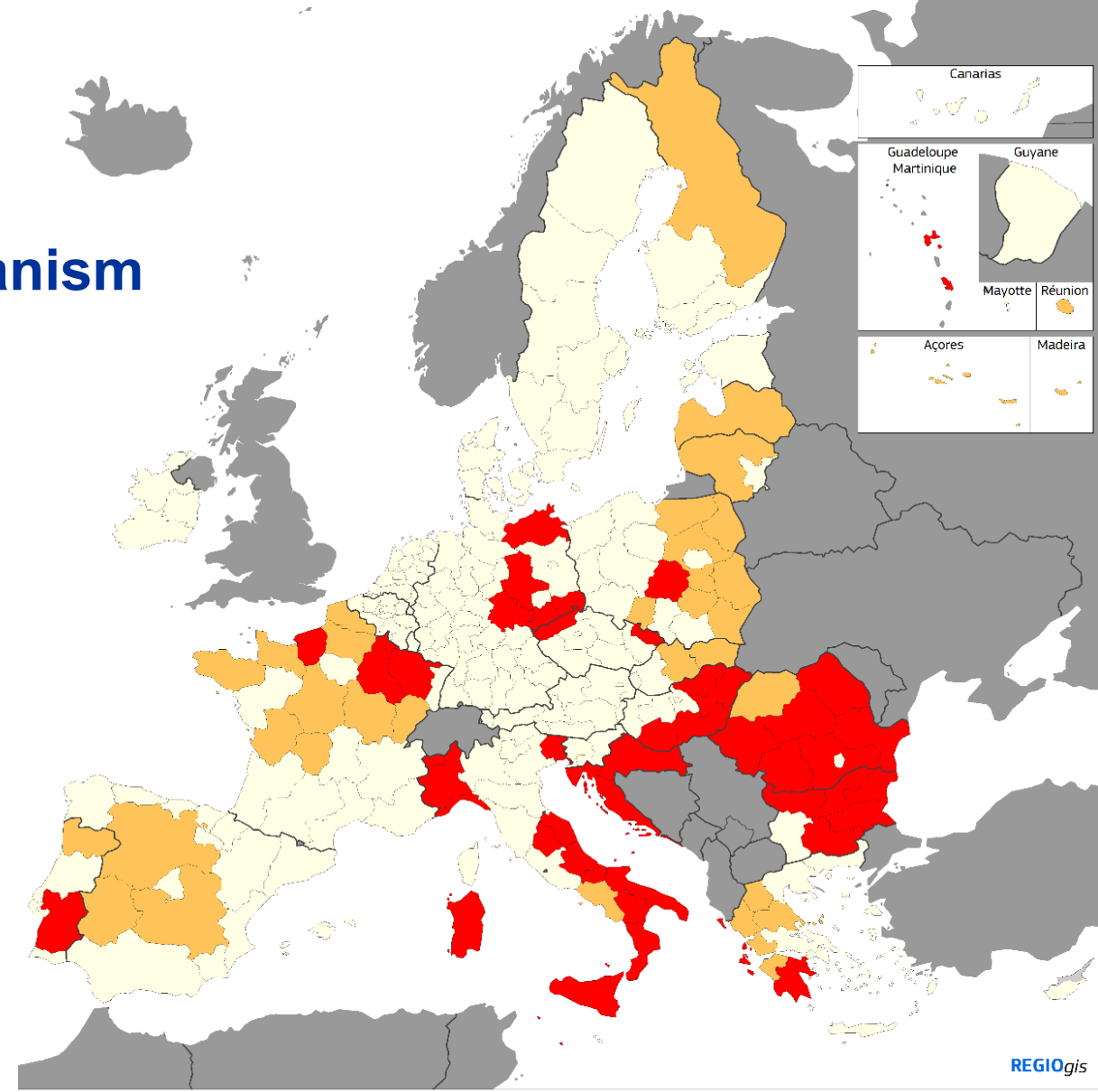
# Talent Booster Mechanism

Support EU regions affected by the accelerated decline of their working age population to train, retain and attract the people, the skills and the competences needed to address the impact of the demographic transition



# Target regions of the Talent Booster Mechanism

- **16 countries** with acute demographic challenges
- **46 regions** affected by sharp workforce decline and low/stagnating share of tertiary educated **in a talent development trap (red)**.
- **36 regions** with net out-migration of their younger cohort **at risk of falling into a talent development trap (yellow)**.



Regions in a talent development trap  
and regions at risk of falling in a talent development trap

Category

- Shrinking working-age population and lagging level of tertiary education
- Net out-migration of people aged 15-39
- Other regions



## HARNESSING TALENT PLATFORM

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**TECHNICAL SUPPORT INSTRUMENT 2024**  
Making reforms happen together in the 27 Member States

Icons representing: Net-zero economy, Competitiveness, Digital Transition, Demographic change, Financial literacy, Youth mental health, Artificial intelligence, Biodiversity, and Public Administration.

**I3 Interregional Innovation Investment Instrument**

Strengthening Innovation in Europe's regions

**COHESION POLICY 2021-2027**

A further step towards flexibility & simplification

**EUROPEAN URBAN INITIATIVE**

Co-funded by the European Union



# Talent Booster Mechanism support is materialising on the ground in 89 regions and cities

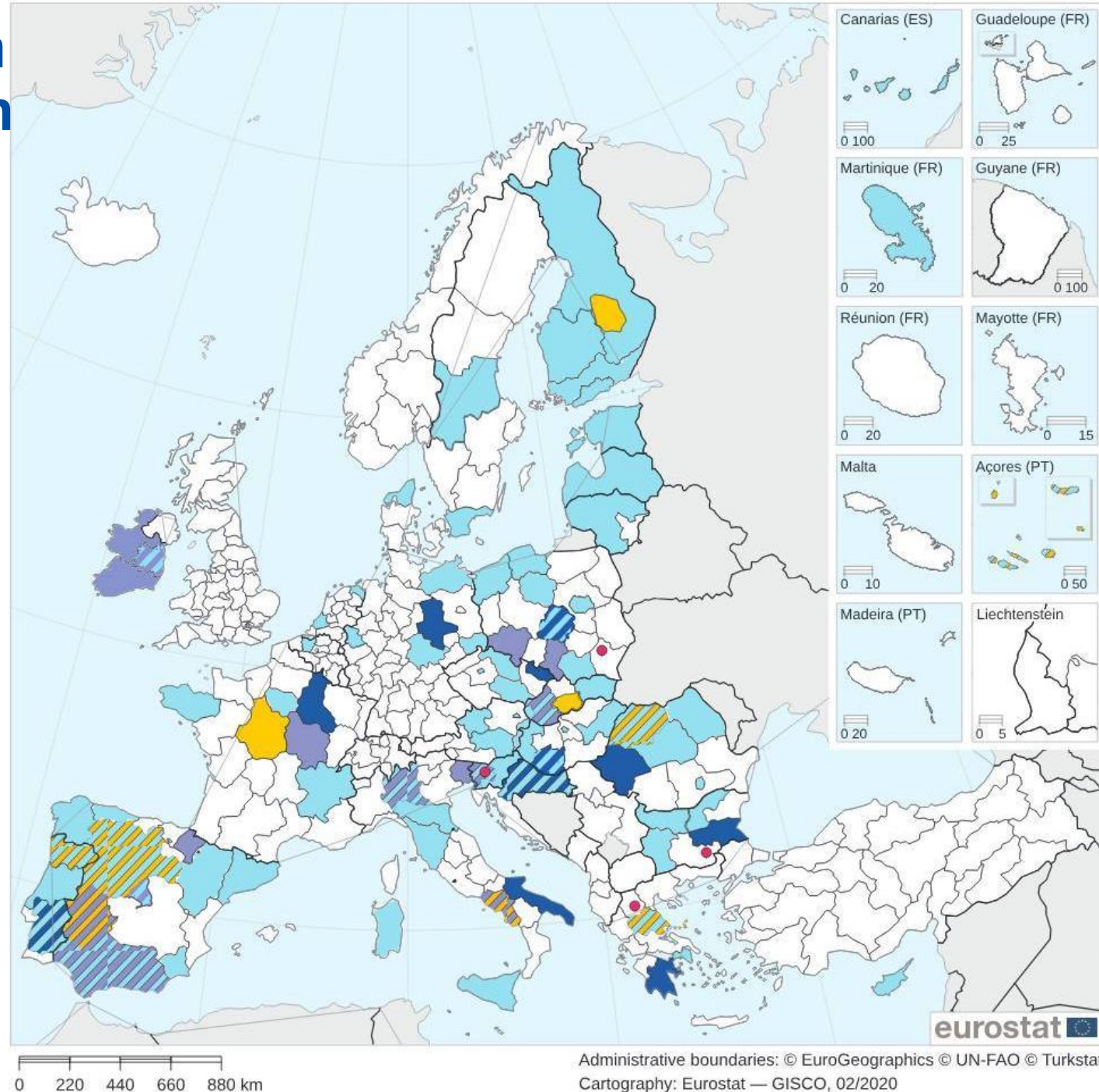
**11 regions** received expert support in 2024 to attract, develop and retain talent

**10 (5+5) regions** receiving expert support until 2026 to adapt to demographic change

**24 projects supporting reforms** in 18 MS on education and skills and regional development (out of which 9 have regional focus)

**18 interregional innovation projects** engaging stakeholders from 72 regions from 25 MS, receiving support from I3 instrument

**4 cities** receiving financial assistance from EUI for testing innovative solutions for harnessing talent

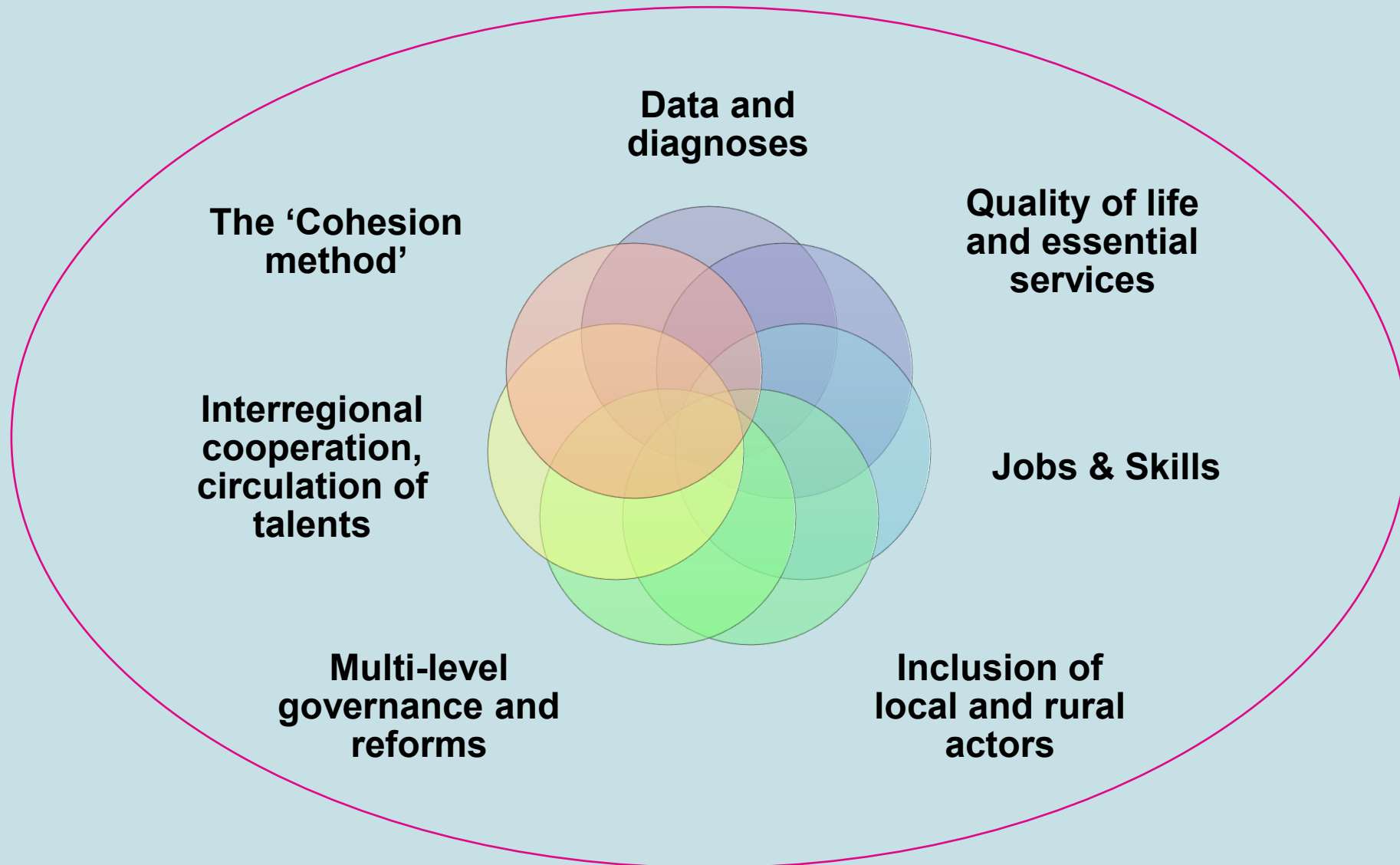


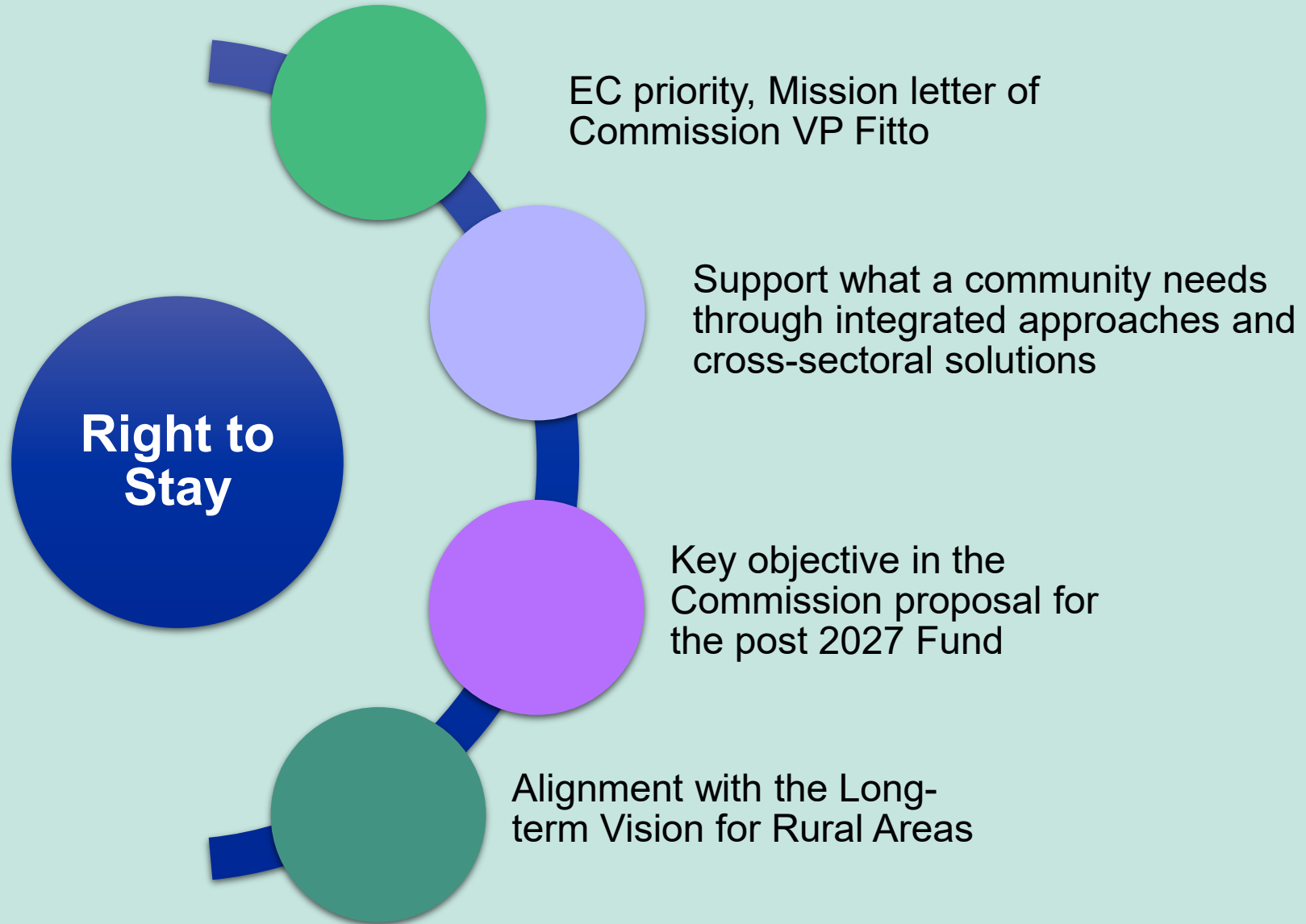


# Harnessing Talent Platform Knowledge repository



# Emerging lessons learned from implementation





# THANK YOU



Visit the  
Harnessing Talent Platform

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