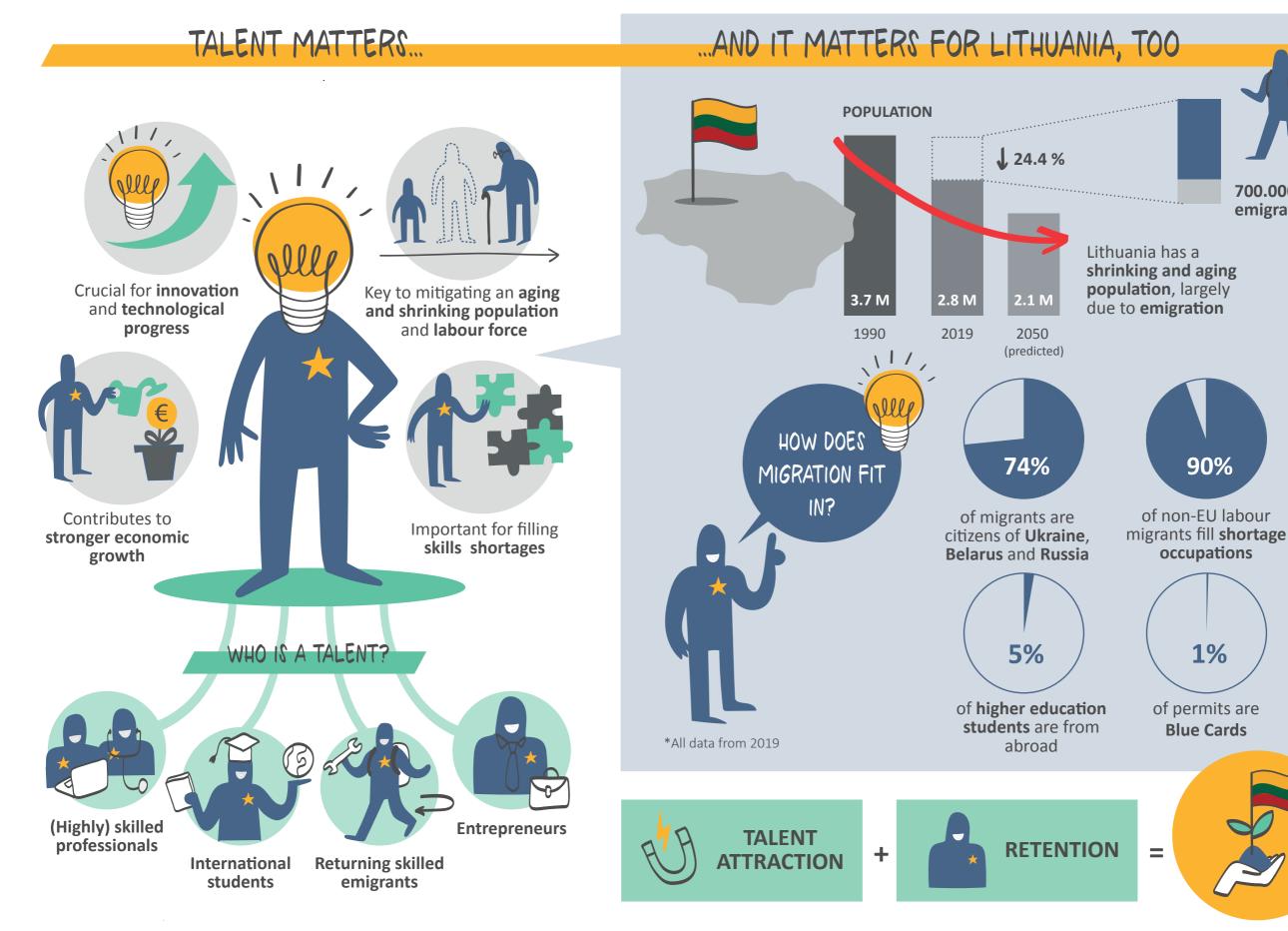
ATTRACTING INTERNATIONAL TALENT TO LITHUANIA



700.000 emigrated

STATE OF PLAY

return

Global Lithuania and Create

Lithuania Programmes

PROGRESS: A SHIFT FROM AD HOC ACTION TO STRATEGIC POLICY PLANNING Evidence-based and inclusive methodology **Increased focus Development of migration** to guide future talent on international and integration framework management efforts **Programme to** student attraction Strategy for the Demographic, attract migrant **TALENTAS Project OBJECTIVE:** Development of Migration, and Integration entrepreneurs A COMPETITIVE AND Policy 2018-2030 Internationalism of **GROWING LITHUANIA** Startup Visa Higher Education Project Programme 'One-stop-shop' to provide information and advice I Choose Lithuania Co-location of services International House Vilnius Eased access to the labour market for HOW FAR HAS shortage occupations LITHUANIA COME IN List of shortage occupations THE RACE FOR GLOBAL TALENT? BUT CHALLENGES REMAIN No centralised and coherent talent policy Pilot of bilateral cooperation on Insufficient stakeholder coordination labour migration Retention and integration overlooked **Digital Explorers** Less implementation outside capital Goals not fully supported by migration framework **Engagement with** • Case for choosing Lithuania not optimised **Programming** diaspora to encourage Difficult work-study pathway to attract highly

skilled migrants

Work in Lithuania

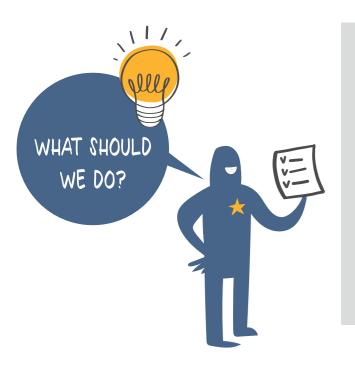
Limited interactions between migrants and

local populations

Scarce data

TALENT MANAGEMENT CHECKLIST

ATTRACTION REPUTATION Online marketing Inclusive branding Pre-arrival information Targeted, ongoing communications Active job matching Alumni and talent ambassador Entrepreneurship support networks Student financial assistance Standing out from the crowd of competitors Relocation support ECOSYSTEM MIEGRATON RECEPTION INTEGRATION Professional networks Soft-landing support Study-work pathways for students Welcome events and programmes Mentoring Global talent services Targeted trainee/internship programmes Mentoring Language classes Career advice and networking events



ECOSYSTEM

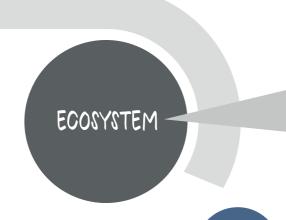
Fast track procedures

Job search visa

- User-friendly migration procedures Path to permanent residency Possibility for family members to Tailored integration programming join and work Promoting balanced narrative on Bilateral agreements on labour migration migration Shortage occupation list Eased access to the labour market
 - 'One-stop-shops' to centralise services
 - Information portals



RECOMMENDATIONS



Increase collaboration inside and outside of government

Establish a centralised institution to coordinate talent policy

Strengthen coordination between national and local levels

Align strategic talent goals with migration regulations

Strengthen data collection and monitoring

Monitor integration outcomes

Conduct a study of barriers faced by returnees



ATTRACTION



RECEPTION



INTEGRATION



REPUTATION

Better explain why talent should choose Lithuania

Build on existing ambassador initiatives

Attract students to both study and stay to work

Make migration processes user-friendly and supportive of strategic goals

Facilitate retention via the easing of bureaucratic requirements

Make conditions for HQ workers more favourable and accessible

Foster a welcoming environment to support (re)integration

Create a more balanced narrative
Offer spaces for networking and
socialising

Improve the quality and reputation of Lithuanian higher education

Improve quality and recruitment standards

Create communication platforms

Encourage employers to hire returnees while they are still abroad

Boost online recruitment

Optimise job matching using internet-based tools

Promote returnee-responsive employers



Increase spousal and family integration support

Support professional and social integration

Scale up language classes

Improve study-work pathways for international students

Ease access to the labour market

Harness collaboration among government, business, and education

Expand career support





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NEXT?







