

## JOINT COMMITMENT ON WISE TALENT MANAGEMENT Pillar of country responsible development

We, the signatories,

- driven by the belief that Talent Competitiveness is a core component and contributor to a Country's Attractiveness and Growth, the Efficiency and Growth of Business, and the Wellbeing and Growth of Workers,
- having regard to demographic challenges, such as an ageing population and migration processes
- recognizing that everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labour market (Pillar of Social Rights)
- believing that a comprehensive national strategy on talent management (attraction, development and retention) is essential for sustainable economic development, increasing Company capacity and reducing regional imbalances.

jointly embrace the need to focus on measures that attract, retain and develop Talent and for that purpose we commit to and recommend the following:

- 1. Creating a business friendly environment (legal and regulatory instruments, removing administrative barriers, fiscal or financial incentives) to support talent development and retention, to counter Brain Drain. Strong local economies, with dynamic labour markets and good cooperation between administration and business, boost Companies' competitiveness and make their offer more attractive for Individuals.*
- 2. Promoting Diversity in our own workplaces, by fostering a culture of Inclusiveness, building knowledge on multicultural societies and organizations.*
- 3. Continuing to speak up in favour of Openness and Intercultural exchange between Countries. Whether it is for students via Erasmus, or for Workers using their right to free movement. We believe that everybody gains from Mobility, and from diverse and inclusive Societies.*
- 4. Investing in Skills and Competences, which is the best way to ensure Talent Competitiveness. It is an attractive and practical educational offer and promotes close cooperation between employers and educational institutions. Education Systems should be bringing students closer to the World of Work by investing in work-based learning and innovative apprenticeship models.*
- 5. Making lifelong learning possible for an increasing group of people, by supporting Companies and Individuals to solve organizational as well as financial challenges related to re-training and upskilling. Public private partnerships are critical for developing education and training.*

Sopot, 27 in September of 2018.