

Declaration of Intent - Making Europe the Land of Tech Talent

A coordinated strategy to help European start-ups and scale-ups grow faster

Attracting talent is a top priority for European tech ecosystems

According to the **State of European Tech 2021 report**, the European tech ecosystem has now surpassed the symbolic milestone of €100 billion worth of funding raised (\$121 billion) in 2021, more than triple the amount raised in 2020 (\$37 billion). The number of European unicorns is growing fast, with megarounds becoming more common which have reached unprecedented heights.

These figures highlight the extraordinary growth of European start-ups and scale-ups. We believe that we should build on this momentum and undertake new initiatives among the Member States to make Europe the best place to innovate and grow future tech giants.

Last year, France launched **the Scale-Up Europe initiative to foster the development of global tech leaders in Europe**. 200 key players in the tech ecosystem have come together and presented a list of recommendations to make European start-ups more competitive. Among these recommendations, the attraction of foreign talent was one of the most critical. Attracting talent has also been identified as a central issue in the **Declaration on the EU Startup Nations Standard**, signed in March 2021 during the Portuguese Presidency, which **led to the creation of the Europe Startup Nations Alliance (ESNA)**, a body with a European scope to pursue such purposes. Indeed, attracting international talent and facilitating intra-EU mobility are key to improving of tech As France is currently presiding over the EU Council, we want to seize this opportunity to build on the cooperation among the Member States in attracting the best talent.

Joining forces at the European level to make our start-ups and scale-ups more competitive on a global stage

Attracting tech talent is a shared priority in the European Union: several Member States have launched initiatives to attract and welcome international talent to national and international tech companies. However, there is still a lack of common purpose and coordination among the Member States.

As the European tech sector continues to thrive, we need a concerted effort to position Europe in the global race for talent.

With this Declaration of Intent, Member State institutions involved in attracting talent and tech visas have decided to launch a joint initiative and create a working group for that purpose with the following objectives:

- **Share information and best practices** on various European tech talent attraction schemes and visas, targeting international talent interested in working with European tech companies.
- **Launch a European Tech Talent service desk (or one-stop shop), with a dedicated team in place by the end of 2022**, aimed at facilitating the attraction of tech talent to Europe in complementarity with national schemes. This will be done in close cooperation with the European Startup Nations Alliance (ESNA), which has identified tech talent as a key pillar in supporting start-ups at the European level. For greater clarity and transparency, the service desk and its associated website will provide international talent with tailor-made advice on existing tech schemes in Member States and living in Europe (including information on visas, taxes, social security contributions and other practical details about settling in different countries).

Through innovation and job creation, start-ups and scale-ups can strengthen European sovereignty and resilience in the long run. We believe that working hand in hand towards these objectives could help the European tech ecosystem reach new heights.

List of institutions endorsing the Declaration of Intent, in alphabetic order:

Austria: Austrian Business Agency (ABA)



Belgium : Flanders Invest & Trade



Wallonia Export & Investment



Cyprus: Invest Cyprus



Czech Republic: Business and Investment Development Agency CzechInvest



Estonia: Estonian Business and Innovation Agency



Finland: Business Finland



France: Business France



Greece: Enterprise Greece



Ireland: IDA Ireland



Italy Italian Trade Agency - ITA



Lithuania: Invest Lithuania



Luxembourg: Luxinnovation



Malta Malta Enterprise (Start in Malta)



Poland: Polish Investment and Trade Agency



Portugal: Startup Portugal



Spain Red.es

