



Displaced Talent for Europe

Displaced Talent for Europe (DT4E) **connects people in need of international protection** based in Jordan and Lebanon **with employers** in Ireland, Belgium, Portugal and the United Kingdom through a **labour mobility scheme** that is **led by skills shortages, and driven by employers' needs.**

The objective is to create a **win-win** scenario, whereby skilled professionals and their families are lifted out of displacement to a **safe future**, whilst employers **address their labour shortages** and **promote diversity** in their workforce.

DT4E RECRUITMENT PROCESS



JOB DESCRIPTION & MATCHING

INFORMED DECISION

IMMIGRATION PROCESSES

(PRE) DEPARTURE

POST-ARRIVAL

Employer shares a job description.

Employer issues a job offer to their preferred candidate.

DT4E works with the employer and our preferred immigration partners at Fragomen (or the employer's preferred immigration partner if they have one) to prepare the Employment Permit and Entry visa application.

DT4E helps the employer prepare for the arrival of the new employee.

DT4E offers post-arrival training for employee and employer.

DT4E provides a shortlist of suitable candidates.

DT4E supports the candidate in making an informed decision.

DT4E monitors to ensure a smooth immigration process.

DT4E provides pre-departure training and orientation for employee and employer.

Employer provides the employee with temporary accommodation.

DT4E facilitates remote recruitment process (e.g. video interview, written tests).

Employment contracts are signed.

DT4E assists with the relocation logistics of the employee (and family).

Employee enrolls in extra language / professional training as needed.

DT4E provides support via regular check-ins with employee and employer.

With DT4E, employers can access a large international talent pool in a competitive global market.

Are you ready to join DT4E to find new employees?

Contact us at DT4E@iom.int





WHICH TYPE OF VISA ARE WE USING?

In Ireland, the favoured pathway is the standard and well-established **Critical Skills Employment Permit**. After this permit has been obtained, the candidate will apply for and **Entry Visa** to travel, and **IRP card** once in Ireland.

DT4E will guide and assist the talent throughout the whole process. Once all immigration processes have concluded, the candidate will be able to reside and work in Ireland.



HOW LONG DOES IT TAKE?

The recruitment and matching phase may take up to three months. The entire process from job posting to actual first working day will vary from case to case, depending on the immigration processing times (usually up to six months).



WHAT ARE THE COSTS FOR EMPLOYERS?

The employer is required to cover the following:

- Immigration fees and charges
- One way flight/s to Ireland
- Minimum one month of temporary accommodation
- Minimum remuneration as required by Irish Employment Permit legislation



WHAT IS THE ADDED VALUE OF DT4E FOR INTERNATIONAL RECRUITMENT?

DT4E supports the employer in finding the right talent whilst providing a safe and regulated avenue for people in need of international protection through labour mobility pathways. The project provides the employer with the following **tailored supports**:

- Access to a database of 65K+ talents
- Job matching and recruitment
- Pre-departure training and orientation
- Logistical support for the talent (flights, medical checks)
- Post arrival support and orientation
- Monitoring of the matching and follow up

IN PARTNERSHIP WITH



FRAGOMEN



TALENT BEYOND
—BOUNDARIES—



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