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# **2026.15 RECOGNITION OF QUALIFICATIONS AND SKILLS OF THIRD-COUNTRY NATIONALS: OVERVIEW OF PROCEDURES AND CHALLENGES IN RELATION TO REGULATED PROFESSIONS**

**European Migration Network  
Ad-hoc query**

**April, 2026**

**Ad-Hoc Query on 2026.15 RECOGNITION OF QUALIFICATIONS AND SKILLS OF THIRD-COUNTRY NATIONALS:  
OVERVIEW OF PROCEDURES AND CHALLENGES IN RELATION TO REGULATED PROFESSIONS**

# **AD-HOC QUERY ON 2026.15 RECOGNITION OF QUALIFICATIONS AND SKILLS OF THIRD-COUNTRY NATIONALS: OVERVIEW OF PROCEDURES AND CHALLENGES IN RELATION TO REGULATED PROFESSIONS**

**REQUESTED BY EMN NCP LUXEMBOURG ON 9 MARCH 2026**

**COMPILATION PRODUCED ON 30 APRIL 2026**

**Exported for:** Unrestricted Dissemination

**Responses from:** EMN NCP Austria, EMN NCP Belgium, EMN NCP Croatia, EMN NCP Czech Republic, EMN NCP Estonia, EMN NCP Finland, EMN NCP France, EMN NCP Germany, EMN NCP Greece, EMN NCP Hungary, EMN NCP Ireland, EMN NCP Italy, EMN NCP Latvia, EMN NCP Lithuania, EMN NCP Luxembourg, EMN NCP Malta, EMN NCP Netherlands, EMN NCP Poland, EMN NCP Serbia, EMN NCP Slovakia, EMN NCP Slovenia, EMN NCP Spain, EMN NCP Sweden **(23 in total)**

**Disclaimer:** The following responses have been provided primarily for the purpose of information exchange among EMN National Contact Points (NCPs) in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN Country.

## **BACKGROUND INFORMATION**

EU Member States continue to face persistent labour and skills shortages across high-, medium-, and low-skilled occupations, while the skills and qualifications of many third-country nationals (TCNs) remain underutilised. Despite clear labour market needs,

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over-qualification among non-EU citizens remains significantly higher than among EU nationals, indicating structural barriers to effective skills use and labour market access.

At EU level, several policy initiatives highlight the importance of facilitating the recognition of qualifications and validation of skills acquired in third countries, including the Action Plan on Integration and Inclusion 2021–2027, the Communication on Skills and Talent Mobility, and the Pact on Migration and Asylum. These initiatives emphasise the need for efficient, transparent, and inclusive recognition systems, including skills-based approaches and the recognition of prior learning.

Recognition procedures are particularly complex for regulated professions, where access to the labour market is subject to specific qualification and licensing requirements under national legislation. Differences across Member States in procedures, documentation requirements, processing timeframes, and costs may hinder labour market access for TCNs and increase administrative burdens for both applicants and authorities.

Against this background, this EMN Ad Hoc Query aims to collect examples of good practices implemented by Member States that facilitate the recognition of qualifications to enable access to regulated profession of third country nationals. The focus is on practical measures, innovative approaches, and institutional arrangements that improve access to regulated professions and support labour market integration.

European Commission. (2023). European Year of Skills - Skills shortages, recruitment and retention strategies in small and medium-sized enterprises: Eurobarometer survey 2994. European Year of Skills - Skills shortages, recruitment and retention strategies in small and medium-sized enterprises - September 2023 - - Eurobarometer survey Eurostat. (2024). Migrant integration statistics - over-qualification. Statistics Explained. Migrant integration statistics - over-qualification - Statistics Explained - Eurostat European Commission. (2020). Communication on Action plan on Integration and Inclusion 2021-2027, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0758>. European Commission. (2023). Communication on Skills and Talent Mobility, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52023DC0715> European Commission. (2024). Communication on Common Implementation Plan for the Pact on Migration and Asylum, <https://eur-lex.europa.eu/resource.html?uri=cellar:1d7a409a-2948-11ef-9290->

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### WE WOULD LIKE TO ASK THE FOLLOWING QUESTIONS:


We would very much appreciate your responses by **30 March 2026**.

1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.
2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.
3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.
4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.
5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.
6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access

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regulated professions? YES/NO. If YES, please describe them.

RESPONSES

		<b>Unrestricted Dissemination ?</b>	
	<b>EMN NCP Austria</b>	<b>Yes</b>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes, measures have been introduced in Austria to facilitate the recognition of qualifications obtained abroad in regulated professions. These include:                      Provisional professional licence in certain healthcare professions: In Austria, practising a healthcare or nursing profession requires a professional licence. Vocational training completed in a third country must therefore be formally recognised in Austria. If the notice of recognition stipulates that supplementary measures are required, those affected may be temporarily registered in the Register of Health Care Professions and employed in the relevant lower-threshold healthcare or nursing profession. Registered nurses may temporarily work as specialist nursing assistants. Specialist nursing assistants may temporarily work as nursing assistants. Nursing assistants may undertake temporary work duties under guidance and supervision. Radiologic technologists and biomedical analysts may work temporarily as X-ray</p>

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			<p>assistants or laboratory assistants. Operating room technicians may be assigned to work temporarily as surgical assistants. This means that individuals can begin practising their profession at a lower qualification level, or in the case of nursing assistants, under guidance and supervision, even before all supplementary training has been completed. This regulation enables rapid access to the Austrian labour market and thus helps to tackle the shortage of skilled workers in the care and healthcare sector. It gives healthcare and nursing professionals the opportunity to familiarise themselves with the Austrian healthcare system at an early stage. During this period – whilst completing the supplementary measures – they can gain work experience and develop their existing competences for the Austrian context (Ammann/Hadj Abdou, Sustainable labour market integration of migrants: Drivers of skills mismatch and skills matching policies and initiatives, p. 31-32). The provisional licence is valid for a period of two years. Continued employment beyond these two years is only permitted upon successful completion of the supplementary measures.</p> <p>In 2026, various healthcare and nursing professions are classified as shortage occupations nationwide, meaning that members of these professional groups may be eligible to immigrate via the RWR Card for skilled workers in shortage occupations.</p> <p>Taking professional experience into account in the recognition of qualifications in the care sector (ibid., p. 32): A decisive factor for the recognition of training completed abroad is that it is equivalent to Austrian training in terms of overall scope, vocational training content and the competences acquired, whereby relevant professional experience must also be taken into account (see, for example, Art. 89 para. 6 of the Health Care and Nursing Act). Third-country nationals may submit an application to the Federal Ministry of Economy, Energy and Tourism for equivalence of vocational training completed abroad (in accordance with the Vocational Training Act). In addition, they may avail themselves of free personal or written advice from the relevant department at the Federal Ministry of Economy, Energy and Tourism or from the contact points for persons with qualifications acquired abroad (AST; see also Question 5).</p>
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			<p>---</p> <p>Source: Ministry of the Interior</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>In Austria, the Recognition and Assessment Act governs procedures for the recognition and evaluation of foreign educational qualifications and professional qualifications (Art. 2 para. 1 Recognition and Assessment Act). One of the aims is to simplify these procedures (Art. 1 para. 1 Recognition and Assessment Act).</p> <p>Recognition of qualifications obtained abroad is granted by means of a formal decision. Upon recognition, a foreign educational qualification or vocational qualification is accorded the same legal status as a domestic educational qualification or vocational qualification (Art. 3 Recognition and Assessment Act). The purpose of recognition is to support the employment of individuals who have obtained foreign educational qualifications or vocational qualifications in roles commensurate with their qualifications, and to promote their integration into the labour market (Art. 1 para. 2 Recognition and Assessment Act).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p>
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			<p>Yes, in Austria, legal measures have been introduced to facilitate the recognition of persons granted asylum, beneficiaries of subsidiary protection status and displaced persons. If persons granted asylum, beneficiaries of subsidiary protection status or displaced persons are unable to provide the documents required for recognition due to their displacement situation, the competent authorities must establish the formal eligibility criteria that cannot be proven by means of documents by other means. Appropriate methods may include, for example, practical or theoretical examinations, sample tests, work samples and expert opinions (Art. 8 Recognition and Assessment Act).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>Yes. If a professional qualification in a nursing profession has been obtained in an EU Member State, an EEA Contracting Party or the Swiss Confederation and is included in the Federal Ministry of Labour, Social Affairs, Health, Care and Consumer Protection's list of recognised qualifications, it is possible, subject to certain conditions, to undergo an accelerated recognition procedure (One-Stop) directly at the Federal Ministry of Labour, Social Affairs, Health, Care and Consumer Protection and receive recognition on the same day. First, it should be clarified whether the vocational training is included in the list of approved programmes provided by the Federal Ministry of Labour, Social Affairs, Health, Care and Consumer Protection and among the listed qualifications.</p> <p>Further information, as well as a list of professional qualifications that are generally eligible for the fast-track procedure, is available on the website of the Federal Ministry of Labour, Social</p>
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			<p>Affairs, Health, Care and Consumer Protection: <a href="https://www.sozialministerium.gv.at/Themen/Gesundheit/Medizin-und-Gesundheitsberufe/Anerkennung-(Berufe).html">https://www.sozialministerium.gv.at/Themen/Gesundheit/Medizin-und-Gesundheitsberufe/Anerkennung-(Berufe).html</a>. If the conditions for the accelerated procedure are not met, the standard recognition procedure is available. --- Source: Ministry of the Interior</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Yes, in Austria there is, for example, the electronic recognition portal set up by the Austrian Integration Fund, which provides applicants with information, guidance and transparency regarding procedures for the recognition, assessment and authorisation of professional qualifications (Art. 4 Recognition and Assessment Act). In addition, there is a nationwide advisory service and a network of advice centres (Art. 5 Recognition and Assessment Act). --- Source: Ministry of the Interior</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p>
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			<p>The European Commission is currently working on a potential measure concerning EU regulations on the recognition of qualifications and the validation of skills for third-country nationals (TCNs), as part of the forthcoming Skills Portability Initiative (SPI). As responsibility for recognition procedures for third-country nationals is widely distributed in Austria, various authorities are involved in the development of Measure 3 of the Skills Portability Initiative (SPI).</p> <p>Austria is also represented on the EU’s Advisory Committee for Vocational Education and Training (ACVT).</p> <p>---</p> <p>Source: Ministry of the Interior</p>
	<p><b>EMN NCP Belgium</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>In Belgium, the regulation of professions is established through either federal legislative texts or laws enacted by federated entities, i.e. the language-based communities. While national coordination regarding professional qualifications falls under the mandate of the Federal Public Service Economy, the actual procedure for diploma equivalence is managed at the community level. It is important to note that the specific system for professional recognition applicable to regulated professions does not automatically extend to diplomas issued outside of the EEA; holders of non-European degrees often face distinct procedures or must first obtain academic equivalence before pursuing professional recognition.</p>

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			<p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Through NARIC-Flanders, anyone with a foreign qualification and lives in, or intends to work, in Flanders or Brussels can apply for an academic recognition. By issuing a recognition decision, NARIC-Flanders makes a formal decision on the comparison between a foreign qualification and a specific Flemish qualification (full or specific recognition) or a particular qualification level (level recognition). These decisions are binding on third parties and provide not only clarity regarding the level and content of the foreign qualification, but also legal certainty for the qualification holder.</p> <p>For holders of a qualification obtained outside the EEA or Switzerland, full or specific academic recognition is a necessary first (but not the only) step if they wish to gain access to a regulated profession in Belgium (such as doctor) or if they wish to use a protected title (such as an engineer).</p> <p>As part of the academic recognition process, it is possible – through uncommon – that certain skills are assessed when this is necessary to evaluate the qualification. For example, in dentistry, a clinical skills test may be required if insufficient information is available about the applicant’s clinical competencies. In other cases, an interview with case-based questions may be organised when the knowledge level cannot be adequately assessed because the curriculum provides too little detail or is no longer available. These situations are exceptions. In principle, the academic recognition procedure is largely document-based.</p> <p>In the French and German-speaking Communities, for some regulated professions, it is possible to take an exam at the Jury Central to gain access (Passer un examen du jury central - L'économie en Wallonie). This procedure is not specifically for TCNs, but is open to anyone</p>
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			<p>who has acquired skills in a particular profession without formal training or who holds a certificate for which no equivalent procedure applies. Passing the exam formally grants access to the profession.</p> <p>(Sources: NARIC-Flanders, NARIC German-speaking Community, NARIC French Community).</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>In the Flemish Community, applicants for international protection and beneficiaries of international protection or temporary protection are exempt from fees.</p> <p>There is also a more flexible pathway for this target group, ensuring that applicants who lack sufficient documentation can still have their qualifications assessed in a fair and thorough manner. In that case, they may provide information (for instance, about their programme content or master's thesis) based on their own declaration, which is often accompanied by an interview.</p> <p>In the German-speaking Community, all equivalence recognition procedures are free of charge.</p> <p>(Sources: NARIC-Flanders, NARIC German-speaking Community, NARIC French Community).</p>
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			<p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>In the Flemish Community, applications for the academic recognition of qualifications that may lead to the practice of regulated professions classified as shortage occupations in Flanders are given priority. Once this recognition has been granted, applicants must still obtain authorisation to practice the regulated profession itself.</p> <p>(Sources: NARIC-Flanders, NARIC German-speaking Community, NARIC French Community).</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>In the Flemish Community, NARIC-Flanders acts as the central authority responsible for the academic recognition of foreign qualifications. It provides a structured, document-based procedure and issues binding decisions on the equivalence of foreign qualifications to Flemish qualifications or qualification levels. A digital application platform supports applicants throughout the process.</p> <p>For applicants who are beneficiaries of international protection and have limited documentation, a more flexible pathway for academic recognition is available. This may include submitting information through a personal declaration and, where necessary, participating in an interview to clarify missing elements. In healthcare professions, additional assessments (e.g., a clinical skills test or case-based interview) may be organized when</p>
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			<p>required to evaluate competencies. This remains the exception, as the recognition procedure is predominantly document-based. Once academic recognition is granted, the applicant must apply for professional licensing or registration.</p> <p>The German-speaking Community uses a digital platform for a fully digital application process, though this is not specifically designed for Third Country Nationals (TCNs). Instead, it covers general diplomas via Ostbelgien Bildung - Hochschul- oder Universitätsdiplome and health professions via Ostbelgien Live - Gesundheitsberufe im Überblick).</p> <p>(Sources: NARIC-Flanders, NARIC German-speaking Community, NARIC French Community).</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>A cooperation exists between the German-speaking Community and the Flemish Community regarding the equivalence procedure. Based on this agreement, NARIC-Flanders analyses diplomas from Third Country Nationals (TCNs) and provides an assessment to the NARIC of the German-speaking Community.</p> <p>The three NARICs (Flemish Community, the French Community, and the German-speaking Community), as part of the European Network of Information Centres (ENIC-NARIC), are actively involved in EU-wide cooperation.</p> <p>The ENIC and NARIC Networks operate closely in accordance with their respective mandates, with the European Commission, the Council of Europe, and UNESCO serving as co-</p>
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			<p>secretariats.</p> <p>Joint initiatives of the ENIC-NARIC Networks include:          Holding an annual joint meeting to support multilateral cooperation through the sharing of qualification-recognition information on policies and practices, and providing an opportunity for capacity-building activities. Representatives of non-governmental organisations may also be invited to attend the meeting as observers;          Managing online information systems (e.g., the ENIC-NARIC.net website, listservs, social media) as essential tools to assist the ENIC-NARIC Networks in carrying out their mandate, especially regarding LRC information provision;          Participating in consultative processes on international normative instruments, recommendations, declarations, protocols, and models of good practice related to qualification recognition (e.g., the Lisbon Recognition Convention Committee and its bureau, and the proposed UNESCO Global Convention on the Recognition of Qualifications concerning Higher Education).          (Sources: NARIC-Flanders, NARIC German-speaking Community, NARIC French Community).</p>
	<p><b>EMN NCP Croatia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount</p>


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			<p>to formal recognition? YES/NO. If YES, please explain.</p> <p>No.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No. The Aliens act allows only the simplification of entry procedures for persons in deficit occupations (their employers are exempted from conducting the labour market test), but not the recognition of qualifications.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No, accelerated recognitions are in place yet.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>The Ministry of Labour Pension System, Family and Social Policy is the national coordinator for</p>
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			<p>regulated professions. It functions as a bridge between the European Commission and national competent authorities, by exchanging information about new or upcoming EU legislation, different initiatives and submitting regular reports on the implementation of the Professional Qualifications Directive (PQD), by collecting data from relevant national authorities. There are also some digital platforms established. There is an internet portal – My Europe – where persons interested in working in Croatia can find all the necessary information about competent authorities and procedures for the recognition of their diplomas, and their respective contacts. It is managed by the national Single point of contact for provision of services, in line with the Services Directive, for which the Ministry of Economy and Croatian Chamber of Economy are responsible. It can be searched by country and by profession. The national ENIC/NARIC office also provides information regarding recognition of professional qualifications for all regulated professions (in English). It keeps the list of professions in alphabetical order and is available online, on their web page, with e-mail addresses to send inquiries. There is also a web page – Migracije.hr – which provide information on working and living conditions in Croatia, including related social services offered to foreign workers. It is available in 4 languages (EN, FR; IT, DE). It also provides info on competent authorities and their contacts for recognition of professional qualifications.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>As an EU Member State we participate in regular meetings of the Groups of Coordinators for regulated professions and take part in their thematic reviews, surveys and other initiatives.</p>
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	<b>EMN NCP Czech Republic</b>	<b>Yes</b>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>No.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p>
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			<p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Yes. The Czech Republic participates in cooperation at the EU level through the DG EMPL working/expert group, in which it has its representative.</p>
 <p><b>EMN NCP Estonia</b></p>		<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No</p>

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			<p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Estonia does not have a general system for recognizing the qualifications specifically of third-country nationals. For example, the Estonian University of Life Sciences, which provides veterinary education, assesses whether a third-country national's education meets EU requirements; if it does not, the missing competencies must be completed at the university. For a nurse who arrived from Ukraine, a special program was developed in cooperation with health care colleges, and upon completing it, they met the EU qualifications for nurses.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No</p>
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			<p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>The Estonian ENIC/NARIC (Academic Recognition Information Centre) is a subdivision of Estonian Education and Youth Board. It belongs to the international networks of ENIC and NARIC, which are international networks created for facilitating the transparent and fair recognition of educational qualifications obtained abroad and for promoting academic and professional mobility.</p>
+	EMN NCP Finland	Yes	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No, mostly not. Decisions on the access for regulated professions are issued by different field-specific authorities. The list of regulated professions with competent authorities is available at</p>

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			<p><a href="https://www.oph.fi/en/services/recognition-qualifications/regulated-professions-finland">https://www.oph.fi/en/services/recognition-qualifications/regulated-professions-finland</a> The Finnish National Agency for Education decides on the recognition of foreign qualifications for the purpose of practicing a regulated profession in the fields of education and early childhood education.</p> <p>The applicable legislation is the Act on Eligibility for Public Posts Provided by Higher Education Studies Completed Abroad (1385/2015). According to this act, the decisions are based on comparing an individual's higher education studies completed abroad with the higher education studies that are required to practice the regulated profession in question in Finland. If there are differences between the applicant's higher education degree and studies and the higher education degree and studies required nationally, supplementary higher-education studies may be required. The higher education institutions decide independently on the provision of supplementing studies, as well as on the granting of study rights. In general, the provision of supplementary studies has been good. Most of the studies are offered in the national languages, but to some extent also in English.</p> <p>An amendment to the legislation is currently being prepared at the Ministry of Education and Culture. The aim is to streamline and rationalise the decision-making process, for example by enabling the consideration of professional experience and by allowing a holder of a foreign qualification to supplement their knowledge and skills through a wider range of measures. It is also important to note that in Finland, it is possible to be employed temporarily in teaching or early childhood education positions even if one does not yet meet the formal qualification requirements for the role.</p> <p>However, the legalization process for nurses with qualifications achieved outside the EU/EEA was simplified in the SAILA-project. A pathway to legalization through various examinations, studies and language studies was created in the project (In Finnish: <a href="https://www.metropolia.fi/fi/tutkimus-kehitys-ja-innovaatiot/hankkeet/sairaanhoitajan-">https://www.metropolia.fi/fi/tutkimus-kehitys-ja-innovaatiot/hankkeet/sairaanhoitajan-</a></p>
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			<p>laillistamispolku)</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>No. Mostly not yet, please see answer 1. However, since there are several field-specific competent authorities, the approach or method may vary.</p> <p>For doctors and dentists, there is a unified qualification assessment consisting of training, interviews and working with limited rights. The assessment leads to legalization (<a href="https://lvv.fi/en/healthcare-and-social-welfare/medical-doctor-trained-outside-of-the-eu-or-eea">https://lvv.fi/en/healthcare-and-social-welfare/medical-doctor-trained-outside-of-the-eu-or-eea</a>).</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>Yes. The aforementioned SAILA-project is related to nurses, which is a profession that has experience a shortage of workers.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p>
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			<p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No. However, since there are several field-specific competent authorities, the approach or method may vary. Finnish National Agency for Education supports and facilitates the work at the institutions of higher education and is a member of the SIMHE network (Supporting Immigrants in Higher Education).</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Yes, the Finnish National Agency for Education is a member of the ENIC and NARIC recognition networks and participates in the development and exchange of good practices. These networks are mainly active in the academic recognition but facilitate also the recognition practices in the professional recognition and also of TCNs. However, there are several field-specific competent authorities.</p>
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	<p><b>EMN NCP France</b></p>	<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes</p> <p>The reference system: ENIC-NARIC France and the comparability certificateThe ENIC-NARIC France centre, attached to France Éducation International (a public institution under the authority of the Ministry of National Education), is the national information centre for the academic recognition of foreign qualifications. Following an evaluation process, it issues comparability certificates that situate the foreign qualification within the French nomenclature and the European Qualifications Framework, in response to individual, organisational, or commercial requests. The procedure is standardised and available online, which speeds up processing times.</p> <p>However, these certificates constitute academic, not professional, recognition; they do not confer authorisation to practise a regulated profession in France, but do enable employers and competent authorities to better assess candidates' qualifications.</p> <p>The sports sector (TREQUE, 2025)</p> <p>A procedural advancement has been introduced in the sports sector. The facilitation, supervision, and teaching of physical or sporting activities constitute regulated professions. By ministerial order of 4 February 2025, a secure online service called TREQUE (Traitement de la Reconnaissance des Équivalences et des Qualifications Étrangères - Processing of the Recognition of Equivalences and Foreign Qualifications) was established, with the purpose of enabling the digitalisation of applications for the recognition of qualifications and diploma equivalences. This service, offered by the French ministry responsible for sports, allows users</p>
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to complete online the necessary steps for the recognition of qualifications and diploma equivalences obtained abroad - whether from a EU Member State or from other countries - in the field of sport, and to obtain the professional card that is required to practise.

**3. Medical and pharmacy professions**

Doctors, dental surgeons, and midwives holding a qualification obtained outside the EU (known as PADHUE - practitioners with a non-EU diploma) do not benefit from automatic recognition of their diploma. The same applies to third-country nationals (TCNs) relative to the EU and the European Economic Area (EEA) who obtained their qualification outside France (known as PADUE).

In order to be authorised to practise medicine, dentistry, or midwifery, and to be able to register with the professional body governing each of these professions, they are subject to an individual authorisation scheme.

With regard to PADHUEs, the authorisation to practise is the outcome of an authorisation-to-practise procedure (PAE) that begins with passing knowledge verification examinations (EVC), continues with a competency consolidation pathway (PCC) of at least two years, and concludes, where applicable, with an individual authorisation to practise issued by ministerial order of the minister responsible for health.

In a context of unfavourable medical workforce demographics, and in order to streamline the legal framework governing the employment of PADHUEs, the legislature (under the provisions of Article 35 of Law No. 2023-1268 of 27 December 2023 aimed at improving access to healthcare through the territorial commitment of professionals, known as the Valletoux Law) granted the Directors-General of Regional Health Agencies (ARS) the power to authorise the temporary practice, by delegation, of certain PADHUEs following the opinion of committees composed of professionals.

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			<p>Practising and being employed under this scheme allows practitioners to access the EVC examinations through an internal pathway, newly created by the decree of 28 May 2025. In parallel, under the provisions of Article 31 of Law No. 2024-42 of 26 January 2024 on controlling immigration and improving integration, the legislature created a new multi-year residence permit bearing the designation 'talent – medical and pharmacy profession', dedicated to third-country national practitioners who are engaged in, or have successfully completed, the authorisation-to-practise procedure (PAE).</p> <p>Attached to this permit are all the attributes of residence permits under the 'Talents' scheme (validity of up to four years, ex-emption from work authorisation requirements, exemption from the employer tax, exemption from the republican integration pathway, etc.), as well as the possibility for family members of PADHUEs currently undergoing the PAE to enter, reside, and work on French territory.</p> <p>This permit is also granted on the basis of specific and transparent criteria, including the holding of a clearly defined post in the medical sector, possession of a valid authorisation to practise, and remuneration in line with the thresholds set by decree.</p> <p>4. The DU Passerelle (Bridge University Diploma)</p> <p>The MEnS Network (Migrants dans l'Enseignement Supérieur - Migrants in Higher Education) coordinates the Bridge University Diplomas (DUP), designed for people in exile who wish to resume their studies in France. It enables students enrolled in this pathway to benefit from means-tested scholarships (BCS) from CROUS and an accredited training programme aimed at academic integration - including intensive French as a Foreign Language (FLE) tuition with the goal of reaching the B2 level required for entry into a higher education institution, guidance support, assistance with administrative procedures, cultural activities, and more.</p> <p>In 2025, an agreement was signed between the Interministerial Delegation for the Reception and Integration of Refugees (DIAIR) and the MEnS Network to support the development of a</p>
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			<p>DUP pathway oriented towards healthcare studies, to be piloted in two institutions. These pathways require enhanced language proficiency. The experimental launch of the first cohorts is planned for September 2026 at two universities: the University of Strasbourg and Sorbonne University. This scheme is intended for people in exile who have already begun healthcare training in their country of origin, whether in medicine or paramedical fields, and who wish to continue their healthcare studies in France.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Yes</p> <p>France has put in place specific assessment methods, but these are sector-based. There is no unified cross-sectoral framework for third-country nationals.</p> <p>The main mechanisms are as follows: Medical and pharmacy professions: written knowledge verification examinations (EVC, covering both theoretical and practical knowledge), followed by a two-year skills consolidation pathway (PCC) in a supervised hospital setting. Paramedical professions (physiotherapists, nurses, speech therapists, etc.) and social professions (social workers): an adaptation placement (of up to three years) and/or an aptitude test, depending on the gaps identified in the original training. Sport: documentary analysis of foreign qualifications via TREQUE, with a possible aptitude test or adaptation placement where only partial equivalence is recognised. Legal profession (solicitors/barristers): a specific examination must be passed in order to obtain authorisation to practise in the absence of a recognised qualification. These procedures result in a formal legal act: a ministerial order granting a licence to practise (healthcare), a state diploma (social work), or an equivalence certificate and professional card</p>
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			<p>(sport). This does not constitute mere academic recognition, but rather a formal right to practise the regulated profession in question.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>Yes</p> <p>Since 22 March 2022, the National Council of the Order of Physicians (CNOM) and the Ministry responsible for health have put in place an accelerated procedure for Ukrainian medical and paramedical professionals benefiting from temporary protection. These professionals benefit from a simplified arrangement allowing them to work without major restrictive conditions. The Director General of the Regional Health Agency (ARS) of their place of residence is empowered to authorise their direct recruitment by a healthcare or medico-social institution.</p> <p>The conditions of access are eased: the applicant must hold a Ukrainian qualification in the relevant speciality and demonstrate sufficient proficiency in French or English (depending on the department able to accommodate them). In the absence of documents proving their professional qualifications, a written declaration by the applicant may substitute for the usual supporting evidence. The language assessment is carried out by a department head, and the ARS facilitates contact with host institutions.</p> <p>If a favourable opinion is given, a temporary licence to practise is issued. However, this does not constitute an unrestricted licence to practise: the practitioner, placed under the status of associate attached practitioner, must work under the supervision of an experienced professional. In order to obtain a permanent licence to practise, it remains necessary to pass</p>
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			<p>the EVC examinations.</p> <p>Furthermore, the provisions of Article L. 4111-2 of the Public Health Code provide that the number of places available for the EVC examinations cannot be used as grounds for exclusion against beneficiaries of international protection.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>Yes</p> <p>In metropolitan France, the May 2025 reform created a simplified procedure for the benefit of PADHUE already practising on French territory. It applies to doctors, dental surgeons, midwives, and pharmacists holding qualifications obtained outside the EU/EEA. Decree No. 2025-467 creates an internal route within the EVC examination, reserved for practitioners holding a provisional practice certificate (AEP) and already practising on national territory at the time of submitting their application. This route consists of a single knowledge verification examination, as opposed to two examinations for the external route (see Q.1).</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Yes</p> <p>a.) ENIC-NARIC centre certificates</p>
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			<p>The comparability certificates issued by the ENIC-NARIC centre do not constitute authorisation to practise a regulated profession in France, but enable employers and competent authorities to better assess candidates' qualifications.</p> <p>Craft and trade activities may be either regulated or unregulated. When individuals wish to work on a self-employed basis, the ENIC-NARIC France centre directs them to the Chambers of Trades and Crafts (CMA). Where they wish to work as employees (hairdresser, beautician, electrician, etc.), however, the ENIC-NARIC France centre may issue them with a certificate. Furthermore, the ENIC-NARIC centre is empowered to provide its expertise directly to CMAs that request it.</p> <p>The management of case files and matters relating to regulated professions requires in-depth expertise, which the ENIC-NARIC France centre keeps up to date through ongoing monitoring carried out in collaboration with other national and international stakeholders.</p> <p>Sector-specific digital platformsTwo sector-specific digital platforms concretely facilitate the administrative processes for third-country nationals:</p> <p>TREQUE (sports sector): a fully digitalised online service enabling holders of sports qualifications obtained outside the EU to submit an equivalence application online, available since March 2025.<a href="https://demarche.numerique.gouv.fr">demarche.numerique.gouv.fr</a> (paramedical professions): certain DREETS (Directions régionales de l'économie, de l'emploi, du travail et des solidarités - Regional Directorates for Economy, Employment, Labour and Solidarity) use this platform for the digitalisation of recognition files, including for third-country nationals in paramedical professions, provided the qualification has previously been recognised in an EU Member State and the professional has practised there for at least three years. The DREETS serve as the single national submission point for files relating to the recognition of professional qualifications in certain paramedical and health technology professions. This centralisation</p>
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			<p>mechanism avoids the dispersal of files across the 18 regions, but is primarily designed for EU/EEA nationals.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Yes</p> <p>France participates in several cooperative activities, primarily through the ENIC-NARIC France centre, both with institutional European partners and within the framework of multilateral projects.</p> <p>a.) Participation in the ENIC-NARIC network and the Lisbon Convention</p> <p>French cooperation is grounded first and foremost in a structured multilateral framework. The ENIC-NARIC France centre, as a member of the international ENIC-NARIC network, participates in several working groups aimed at improving qualification recognition procedures as well as the practical implementation of the Lisbon Recognition Convention and its subsidiary texts.</p> <p>b.) The TSI-DG REFORM / OECD project - Cooperation on beneficiaries of temporary protection from Ukraine</p> <p>Within the framework of the European Commission's Technical Support Instrument (TSI), France participated in 2023 in the project entitled 'Improving the assessment, recognition and validation of qualifications and skills of beneficiaries of temporary protection from Ukraine in France', carried out at the request of the Directorate-General for Foreigners in France (DGEF), with EU funding through the TSI and implemented by the OECD in cooperation with the European Commission. Several French institutional stakeholders contributed to the project, including the ENIC-NARIC France centre.</p> <p>The EQPR and the UNESCO Qualifications Passport (UQP) France also participates in the</p>
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			<p>European Qualifications Passport for Refugees (EQPR), led by the Council of Europe, as well as in the UNESCO Qualifications Passport (UQP), its global equivalent.</p> <p>These mechanisms fall within the scope of academic recognition rather than professional recognition. They do not confer any authorisation to practise a regulated profession and do not substitute for the relevant sectoral procedures. They nonetheless serve as an indirect facilitative tool, by enabling competent authorities and employers to gain a better understanding of the qualifications of third-country nationals in advance of the formal licensing procedures.</p>
	<p><b>EMN NCP Germany</b></p>	<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>YES. Germany has legislation that recognises the right to a recognition procedure for professional qualifications from third countries within a certain period of time.</p> <p>On the Federal Government's website 'Recognition in Germany' (in eleven languages: Arabic, English, French, German, Italian, Polish, Romanian, Russian, Spanish, Turkish, Ukrainian) experts receive information on the procedure and the competent authority and can start a digital application if the competent authority has already joined.</p> <p>Link: <a href="https://www.anerkennung-in-deutschland.de/html/en/index.php">https://www.anerkennung-in-deutschland.de/html/en/index.php</a>. The chatbot Aidy, launched in 2025, answers individual questions.</p> <p>The information portal on foreign educational qualifications 'anabin' offers extensive information on the assessment of foreign educational qualifications. The portal supports</p>


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			<p>authorities, employers and private individuals in classifying a foreign qualification in the German education system. Link: <a href="https://anabin.kmk.org/cms/public/startseite">https://anabin.kmk.org/cms/public/startseite</a></p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>YES. In general, the system for recognizing qualifications set by the Directive 2005/36/EC has been applied to the system of recognition of qualifications of third country nationals in the healthcare and health-related professions. Applicants from third countries receive formal recognition of their professional qualifications as well as applicants from EU member states.</p> <p>A legislative proceeding is currently underway with the aim of accelerating, standardising and digitalising the recognition procedures for physicians, dentists, pharmacists, and midwives. Direct knowledge assessment will be the standard procedure for the recognition of medical, dental, or pharmaceutical professional qualifications from non-EU countries. To reduce bureaucracy and ease the burden on applicants and the responsible state authorities, document-based equivalence assessments will only be offered as an option.</p> <p>The knowledge assessment is a professional licensing examination and does not specifically address any deficiencies in the applicant's professional qualifications. Instead, it establishes uniform standards for everyone. If adopted to be standard procedure, this would eliminate, for example, the need for time-consuming translations, copies, and certifications of training documents, which is a regular requirement in document-based equivalency assessments.</p> <p>Midwives from third countries should also be able to opt out of the document-based equivalence assessment and directly complete a knowledge test or an adaptation course.</p>
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			<p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>YES. For Ukrainian refugees, alternative forms of verification e.g. digital copies or simple copies, are accepted instead of the original documents. These certificates usually contain all the necessary information that enables verification using the EDEBO database.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>YES. See answer to question 2.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>YES. The German federal states (Länder) are responsible for conducting the recognition procedures. They may establish joint offices and exchange information about the recognition procedures with one another. The Länder have set up the Central Expert Assessment Office for Health Professions at the Central Office for Foreign Education (ZAB). There, the states can commission expert opinions. The ZAB operates the internet platform anabin (see answer to question 1 above).</p>
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			<p>Germany is currently planning to set up a digital work and stay agency. It is envisioned that in the future it will also be possible to apply for recognition procedures via the central platform.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>YES. Germany is a member of the Group of coordinators and exchanges information within the framework of the ENIC-NARIC network, among others.</p>
	<p><b>EMN NCP Greece</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes. According to migration legislation (l.5038/2023 as in force, GG A'81), certain categories of residence permits of third country nationals enjoy equal treatment with Greek nationals regarding the recognition of professional qualifications and the professional equivalence of formal higher education qualifications, in accordance with Presidential Decree 38/2010 (G.G. A' 78) and the recognition of academic equivalence of study qualifications in accordance with Law 4957/2022 (G.G. A' 141). These are the following:</p> <ul style="list-style-type: none"> <li>-EU Blue Card (Directive 2021/1883)</li> <li>-Intercorporate transferees (Directive 2014/66)</li> <li>-EU long term residence permit (Directive 2003/109)</li> </ul>

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			<p>-Family members of a Greek (national legislation) or EU citizen (Directive 2004/38) -Holders of a single permit (Directive 2024/1233) In the above cases, it is applied to third country nationals the legislation that applies to EU citizens, in order to be facilitated more efficient and effective recognition of qualifications of third-country nationals.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>The application for recognition of qualifications is submitted to the competent Service of the Ministry of Education, Religious Affairs and Sports, along with the necessary documents in order to be assessed (e.g. academic title and detailed grading, certificate of professional qualifications/experience, certificate of Greek language proficiency, etc.).</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>Please see answer in question 1.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p>
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			<p>N/A</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>The competent Service of the Ministry of Education, Religious Affairs and Sports (Independent Department for the Implementation of European Legislation) is a central authority.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>N/A</p>
	<p><b>EMN NCP Hungary</b></p>	<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>In Hungary there is no clear distinction between regulated and unregulated professions. However Hungary has introduced several measures to facilitate a more efficient recognition of qualifications of third-country nationals (TCNs):</p>


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			<p>Centralised institutional framework for recognition: Hungary operates a centralised system through the Hungarian Equivalence and Information Centre (HEIC)/ Educational Authority / Magyar Ekvivalencia és Információs Központ, Oktatási Hivatal, which serves as the national coordination point for the recognition of foreign qualifications. This structure ensures consistency, transparency, and accessibility of procedures, and provides guidance to applicants, including third-country nationals. Accessible information and partial digitalisation of procedures: Application procedures and information have increasingly been made available online, including downloadable forms, guidance in foreign languages, and electronic communication channels. This reduces administrative burden and improves accessibility for third-country applicants.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>YES. Qualifications are assessed on a profession-by-profession basis. The Oktatási Hivatal – Magyar Ekvivalencia és Információs Központ (MEIK) verifies the authenticity and equivalence of the applicant’s documents, while the Government Office of the Capital City Budapest is responsible for the formal recognition of qualifications for regulated professions.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>While there are no general accelerated recognition procedures for specific groups of third-</p>
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			<p>country nationals, Ukrainian nationals benefit from facilitated arrangements: the recognition procedure of their diplomas, including the costs of official translations, is free of charge.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No. While the recognition procedure is implemented through established authorities, there is no dedicated institutional framework, coordination platform, or formal mechanism specifically designed to facilitate or accelerate the recognition of TCN qualifications beyond standard procedures.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Hungary, like other Member States, participates in regular information exchanges and</p>
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			discussions with EU actors and peers on implementation of recognition measures.
	<b>EMN NCP Ireland</b>	<b>Yes</b>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>YES.</p> <p>Third - country nationals pursuing work for any profession that is regulated in Ireland must engage with the relevant Irish Competent Authority or professional regulator to seek the recognition of their qualifications.*</p> <p>The Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) coordinates EU Directive 2005/36/EC also called Professional Qualifications Directive (PQD) which governs the recognition of professional qualifications for applicants from European Union member states. While Directive 2005/36/EC covers EU members and applicants who have acquired rights, competent authorities, which also provide pathways to validate professional qualifications received outside of the EU. Generally, each Competent Authority in Ireland operates its own recognition processes with at times significantly different criteria for recognition. Stakeholders have raised in the past that the recognition procedure can be difficult to navigate for third - country nationals due to the fragmented, lengthy, and costly nature of the process. Similarly, Competent Authorities can become overwhelmed with the highly complex task of reviewing and validating, at times highly specific qualifications from a very diverse set of countries.**</p> <p>The below illustrates the standard procedure for the recognition of academic (A) and</p>

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			<p>professional (B) qualifications as relevant to regulated professions in Ireland.</p> <p>A. recognition of foreign academic qualifications Where academic qualifications obtained outside Ireland are concerned, Quality and Qualification Ireland (QQI) hosts the National Academic Recognition Information Centre (NARIC). NARIC Ireland publishes Comparability Statements that compare foreign qualification to similar award types and levels on the Irish National Framework of Qualifications (NFQ), where possible. The NFQ is a system of 10 levels used to describe qualifications in the Irish education and training system***</p> <p>NARIC has published Comparability Statements for over 2000 qualifications from more than 170 countries which are free to download. Where an academic qualification is not listed on the NARIC Ireland website(<a href="http://www.naric.ie">www.naric.ie</a>), applicants can request recognition advice for their foreign award by completing the online form.****</p> <p>B. Recognition of professional qualifications in Ireland Applicants holding foreign qualifications must contact the Competent Authorities relevant to their professions. In that context, the NARIC's Comparability Statement are sometimes used to ease the process of proving comparability of foreign diplomas. A list of regulated professions in Ireland can be found on the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS)'s website page.***** As the National Co-ordinator for the Professional Qualifications Directive (PQD), DFHERIS also operates the National Assistance Centre for Professional Qualifications. The unit provides advice for applicants on the process for recognition of qualifications and signposts relevant agencies for more detailed follow up. While the unit's coordinating role relates predominantly to the PQD and therefore qualifications obtained in the EU, a certain number of queries on foreign qualifications is additionally received and answered.</p>
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			<p>Decisions on professional recognition are made by each appropriate Irish Authority directly, not through DFHERIS. Competent Authorities and professional regulators have individual pathways in place to assess foreign qualifications against the established Irish regulatory standard to ensure the applicant has the skills and competencies required to practice that profession in Ireland. The Competent Authority may accept an application, reject it or apply a 'Compensation Measure' which would require the applicants to get additional professional experience, undertake further study or undergo a period of supervision to complete the training.** In addition to requiring certain levels of qualification or training, regulated professions frequently have related requirements prior to recognising that the applicant can register to practice, which may include police vetting, proof of good standing or professional indemnity insurance.*</p> <p>*EMN AHQ 2022.36 ** EMN Ireland (forthcoming).Fostering sustainable labour market integration. Skills matching instruments and policies. EMN and ESRI. ***<a href="https://www.citizensinformation.ie/en/returning-to-ireland/education-and-schooling/getting-your-foreign-qualification-recognised-in-ireland/">https://www.citizensinformation.ie/en/returning-to-ireland/education-and-schooling/getting-your-foreign-qualification-recognised-in-ireland/</a> **** <a href="https://forms.qqi.ie/naric/award-queries">https://forms.qqi.ie/naric/award-queries</a> ***** <a href="https://assets.gov.ie/static/documents/regulated-professions-and-competent-authorities.pdf">https://assets.gov.ie/static/documents/regulated-professions-and-competent-authorities.pdf</a></p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>YES. In general, all third -country nationals must follow the standard recognition procedure as set</p>
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out by each Competent Authority for the relevant profession (see Q1). In a small number of circumstances, third- country nationals may as do Irish learners, avail of the Recognition of Prior Learning (RPL) offered through local Education and Training Boards (ETBs) and certain higher education institutions.\* RPL is a flexible assessment tool aiming to recognise non-formal and informal pathways to skill development and accreditation, including learning that takes place in the home, the workplace, and in broader societal contexts, so-called experiential learning.\*\* The RPL process lends itself as particularly relevant to learner groups who may lack formal documentation of their education and skills, including third-country nationals who may have obtained qualifications and experiential learning outside of Ireland.\*\*\* As part of the RPL assessment, the applicant must produce evidence of the relevant skills for which certification is being requested. A portfolio of evidence may be produced through interview or reflective statements, practical demonstrations, job references, descriptions of prior roles, or interviews with RPL staff.\*\*\*\* Nevertheless, most regulated professions in Ireland require level 8 qualification or higher. Higher education institutions typically use RPL for access purpose rather than to award major awards.However, the RPL process can lead to major awards being awarded at Level 5 and Level 6 on the National Framework of Qualification NFQ). These include early year qualifications, which relate to regulated profession in childcare. \*\*\*\*\*

\*RPL (2026). RPL Learner Guide. Available at: <https://www.priorlearning.ie/resources-tools/rpl-learner-guide>

\*\* Donegal ETB (2022). Recognition of Prior Learning (RPL) Further Education and Training (FET). Toolkit for education and training providers. Available at: [https://library.etbi.ie/ld.php?content\\_id=35279306](https://library.etbi.ie/ld.php?content_id=35279306)

\*\*\*Interview with Education and Training Boards Ireland, February 2025.

\*\*\*\* Interview with QQI, September 2025.

\*\*\*\*\*Correspondence with QQI, March 2026.

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			<p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>YES.</p> <p>In the specific context of qualified Ukrainian teachers holding Temporary Protection Directive (TPD) status in Ireland, The Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) is supporting the work of the Competent Authorities to achieve the recognition of professional qualifications of TPD beneficiaries.* Accordingly, the Teaching Council in Ireland developed a tailored registration process for qualified Ukrainian teachers under TPD. Ukrainian teachers may apply for registration as a primary, post-primary or special education teacher. The council assesses the qualification after their initial registration. Since 1 July 2024, reversing a previous exemption, the council requires Ukrainian teachers to show English language skills and Overseas Police Clearance from Ukraine. In facilitating the employment of Ukrainian teachers, DFHERIS is following the EU Commission Recommendation 2022/554 which provides Member States' authorities with guidance and practical advice to ensure a quick, fair and flexible recognition process for Ukrainian refugees with the aim of helping those fleeing the war to find a path to meaningful employment, while facilitating their integration.</p> <p>*The Teaching Council (2026). Registration process for teachers qualified in Ukraine. Available at: <a href="https://www.teachingcouncil.ie/i-am-applying-to-register/qualified-outside-of-ireland/registration-process-for-qualified-ukrainian-teachers/">https://www.teachingcouncil.ie/i-am-applying-to-register/qualified-outside-of-ireland/registration-process-for-qualified-ukrainian-teachers/</a></p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which</p>
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			<p>professions are concerned and how the procedure is facilitated.</p> <p>YES.</p> <p>An indirect facilitation of recognition procedures for non-EEA nurses and/or midwives exists under the Department of Justice, Home Affairs and Migration (DJHAM)'s Atypical Working Scheme (AWS). Under a special agreement with the Department of Enterprise, Tourism and Employment, the Department of Health and the Irish Health Service Executive (HSE), it was agreed that nurses and/or midwives, who have acquired a contract of employment, may come to Ireland under the AWS for the purposes of completing the relevant clinical adaptation programme or Royal College of Surgeons in Ireland (RCSI) aptitude test, in order to then achieve registration with the Nursing and Midwifery Board of Ireland. Non-EEA nurses and/or midwives can subsequently secure Employment Permits on the basis of their overseas qualifications.*</p> <p>In 2025, nurses made up 63% of all applicants to the AWS scheme**</p> <p>* <a href="https://www.irishimmigration.ie/coming-to-work-in-ireland/what-are-my-work-visa-options/applying-for-a-long-stay-employment-visa/atypical-working-scheme/atypical-working-scheme-for-nurses/">https://www.irishimmigration.ie/coming-to-work-in-ireland/what-are-my-work-visa-options/applying-for-a-long-stay-employment-visa/atypical-working-scheme/atypical-working-scheme-for-nurses/</a></p> <p>** Correspondence with the Department of Justice, Home Affairs and Migration, March 2026.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>YES.</p>
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			<p>The Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) is responsible for the implementation of the PQD and works with Departments, Competent Authorities and regulators to ensure the appropriate application of the Directive in the recognition of professional qualifications. The regulators are responsible for the mechanisms by which applicants apply for recognition. To aid this process many have digital platforms available and have the use of commission tools for translation and comparison of documentation.*</p> <p>*Correspondence with the DFHERIS, March 2026</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>YES.</p> <p>The Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) oversees the implementation of the EU Directive in Ireland and operates the Irish contact point to provide advice to applicants wishing to avail of mobility opportunities available to professionals throughout Europe. The European Network of Information Centres (ENIC) and National Academic Recognition Information Centres (NARIC) were established to improve the recognition of qualifications and periods of study in European countries and beyond – thereby facilitating the mobility of workers, students, teachers and researchers. QQI (Quality and Qualifications Ireland) hosts the Irish ENIC-NARIC centre. They provide: advice on the general academic recognition of qualifications gained outside of Ireland; contact information for professional recognition bodies where professional recognition of a foreign qualification is required; and information on the Irish education and training system and promote the</p>
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			<p>recognition of Irish qualifications abroad.*</p> <p>QQI, in its capacity as the European Qualifications Framework National Coordination Point (EQF NCP), has participated in projects which support the comparison of third country qualifications frameworks with the EQF. This supports the academic recognition of qualifications which contributes to the professional recognition of qualifications by professional recognition bodies. QQI was a member of a project group established under the EQF Advisory Group to review and update 'Guidelines for Comparison of the EQF and Third Country Qualifications Frameworks'**, which were approved and published in December 2025 as well as member of the working group that undertook the comparison of the South African Development Community Qualifications Framework (SADC QF) which was completed in 2024.***</p> <p>* <a href="https://www.pointofsinglecontact.ie/popular-advice/recognition-of-professional-qualifications/">https://www.pointofsinglecontact.ie/popular-advice/recognition-of-professional-qualifications/</a></p> <p>**<a href="https://www.etf.europa.eu/sites/default/files/2025-12/Guidelines%20for%20comparison%20of%20the%20EQF%20and%20Third%20Country%20Qualifications%20framworks.pdf">https://www.etf.europa.eu/sites/default/files/2025-12/Guidelines%20for%20comparison%20of%20the%20EQF%20and%20Third%20Country%20Qualifications%20framworks.pdf</a></p> <p>***Correspondence with the QQI, March 2026</p>
	<p><b>EMN NCP Italy</b></p>	<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No, no simplified procedures or innovative approaches have been introduced; however,</p>

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			<p>currently in Italy there exists a complex procedure falling under several Ministries for access to regulated professions by third-country nationals (TCNs) and for the recognition of their professional qualifications. TCNs lawfully residing in Italy who intend to register with the professional orders, associations and special registers established at the competent administrations, if in possession of a qualification entitling them to practise a profession obtained in a third country, may request its recognition for the exercise of the corresponding professions in Italy. The application must be submitted to the competent Ministry, indicating the profession or professions in relation to which recognition is sought. Within thirty days of receipt of the application, the Ministry ascertains the completeness of the documentation submitted, notifying the applicant of any necessary additions. For the assessment of the qualifications obtained, the competent Ministry convenes a services conference. Recognition is granted by the competent Minister by means of a decree to be issued within four months of the submission of the application or of its supplementation. The recognition decree confers upon the beneficiary the right to access the profession and to practise it, in compliance with the conditions required by current legislation of Italian citizens. As we will see in question number 3, simplifications are envisaged in relation to the presentation of documentation for those who have recognized refugee status.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Yes. Professionals who have obtained their professional qualification on the basis of the requirements demanded in the State in which the qualification was obtained and who wish to practise their activity in Italy in sectors that the Italian legal system reserves to professionals registered with the relevant professional register must apply for its recognition through a specific application to the competent authority.</p>
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In particular, recognition must be sought if one wishes to practise a regulated profession, that is, a profession for the exercise of which it is mandatory to hold certain requirements, or if one wishes to use the corresponding professional title. It is therefore sufficient to hold the requirements for access to the profession (e.g. a degree and traineeship and/or state examination if required in the State concerned), whereas it is not necessary to hold the requirements for the actual exercise of the profession (e.g. payment of registration fees to professional orders).

If the examination of the application reveals a training gap with regard to subjects considered fundamental for the practice of the profession in Italy, the applicant will be required to pass a compensatory measure (an aptitude test or the completion of an adaptation traineeship) which will be specified in a dedicated recognition decree.

Below are the reference links to the institutional websites of the Ministries competent for the recognition of qualifications:

Ministry of

Justice: [https://www.giustizia.it/giustizia/page/it/come\\_fare\\_per\\_riconoscimento\\_titoli\\_conseguiti\\_in\\_paesi\\_extra\\_comunitari](https://www.giustizia.it/giustizia/page/it/come_fare_per_riconoscimento_titoli_conseguiti_in_paesi_extra_comunitari) Ministry of Business and Made in

Italy: <https://www.mimit.gov.it/it/mercato-e-consumatori/titoli-professionali-esteri/documentazione-per-il-riconoscimento> Ministry of

Health: <https://www.salute.gov.it/new/it/tema/riconoscimento-qualifiche-professionisti-sanitarie/qualifiche-conseguite-paesi-non-ue/> Ministry of

Tourism: <https://www.ministeroturismo.gov.it/guide-turistiche-il-ministero-avvia-procedura-digitale-riconoscimento-qualifica-estera/> Ministry of Education and

Merit: <https://www.mim.gov.it/titoli-esteri> Ministry of Labour and Social

Policies: <https://www.lavoro.gov.it/temi-e-priorita/occupazione/focus-on/riconoscimento-delle-qualifiche/pagine/default>

By way of example, the general recognition system referred to in Title III Chapter I of Directive 2005/36/EC is applied to health professionals who are citizens of third countries regularly residing with a qualification obtained in a third country.

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			<p>The recognition of professional healthcare qualifications may therefore be subject to passing a traineeship or an aptitude test. Passing the compensatory measure gives the right to practice the profession, subject to registration with the competent professional association and therefore constitutes formal recognition.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No, no facilitated pathway is provided for the recognition of qualifications in regulated professions for specific target groups.</p> <p>However, pursuant to Article 27 of European Directive 2004/83/EC and the subsequent Directive 2011/95/EU at Article 28, and pursuant to the national implementing legislation, namely Article 26 of Legislative Decree 251/2007 and subsequent amendments, it is provided that "the provisions concerning the recognition of diplomas, certificates and other foreign qualifications applicable to Italian citizens shall apply to holders of refugee status or subsidiary protection status" (paragraph 3). For the recognition of professional qualifications, diplomas, certificates and other titles obtained abroad by holders of refugee status or subsidiary protection status, it is provided that "the competent administrations shall identify appropriate systems of assessment, validation and accreditation that allow the recognition of qualifications pursuant to Article 49 of Presidential Decree No. 394 of 31 August 1999, even in the absence of certification by the State in which the qualification was obtained, where the applicant demonstrates that he or she is unable to obtain such certification" (paragraph 3-bis). For further information, please: <a href="https://integrazioneimmigranti.gov.it/it-it/Ricerca-norme/Dettaglio-norma/id/15/Il-riconoscimento-dei-titoli-di-studio-e-delle-qualifiche-professionali">https://integrazioneimmigranti.gov.it/it-it/Ricerca-norme/Dettaglio-norma/id/15/Il-riconoscimento-dei-titoli-di-studio-e-delle-qualifiche-professionali</a></p>
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			<p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>Yes. With Law 187/2024 ("Flows" Decree), the provisions of Article 15, paragraph 1 and paragraph 4, of Legislative Decree no. 34 of 2023 are extended from 31 December 2025 to 31 December 2027, allowing temporary practice in derogation of the recognition of professional healthcare qualifications obtained abroad, according to the procedures set out in 13 of the Legislative Decree. n. 18/2020. For further information, please find the reference link here: <a href="https://www.piemonteimmigrazione.it/normativa/novita-legislative/item/2300-estesofino-al-2027-l-esercizio-temporaneo-in-deroga-al-riconoscimento-delle-qualifiche-professionali-sanitarie-conseguite-all-estero">https://www.piemonteimmigrazione.it/normativa/novita-legislative/item/2300-estesofino-al-2027-l-esercizio-temporaneo-in-deroga-al-riconoscimento-delle-qualifiche-professionali-sanitarie-conseguite-all-estero</a></p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Yes. Italy has an institutional structure that facilitates the recognition of the qualifications of TCNs for the purposes of accessing regulated professions. The applications of TCNs, regularly residing in Italy who intend to enroll in the orders, associations and special lists established by the competent administrations, if in possession of a qualification enabling the exercise of a profession, obtained in a third country, must be submitted to the competent Ministry, indicating the profession or professions in relation to which recognition is requested. Within thirty days of receiving the application, the Ministry ascertains the completeness of the documentation presented, communicating any necessary additions to the interested party. The Administrations responsible for their respective professional qualifications are listed</p>
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			<p>below:</p> <ul style="list-style-type: none"><li>• Ministry of Health;</li><li>• Ministry of Justice;</li><li>• Ministry of Education, University and Research - Department for the education and training system;</li><li>• Ministry of Education, University and Research - Department for higher education and research;</li><li>• Ministry of Labor and Social Policies;</li><li>• Ministry of Economic Development;</li><li>• Ministry of Cultural Heritage and Activities and Tourism.</li></ul> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>No, however Italy will participate in the Skills Portability Initiative launched by the European Commission - DG Employment last August.</p> <p>The Skills Transferability Initiative is a package comprising three interconnected actions:</p> <ul style="list-style-type: none"><li>• action 1: a potential legislative proposal to facilitate worker mobility through greater transparency of skills and qualifications and digitalisation;</li><li>• action 2: identify potential measures to facilitate, modernize and expand the processes of recognition of regulated professions;</li><li>• action 3: a potential legislative proposal for common rules aimed at simplifying procedures for the recognition of qualifications and competences of third-country nationals.</li></ul> <p>The aim is to allow professionals and skilled workers to move more easily within the Union, thanks to the recognition of their skills across the EU. For further information, please find the</p>
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			reference link here; <a href="https://integrazioneimmigranti.gov.it/it-it/Ricerca-news/Dettaglio-news/id/4583/Consultazione-pubblica-UE-sulla-portabilita-delle-competenze-e-la-semplificazione-delle-procedure">https://integrazioneimmigranti.gov.it/it-it/Ricerca-news/Dettaglio-news/id/4583/Consultazione-pubblica-UE-sulla-portabilita-delle-competenze-e-la-semplificazione-delle-procedure</a>
 <b>EMN NCP Latvia</b>	<b>Yes</b>		<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Recognition of professional qualifications of Third-country nationals in Latvia is based on a well-established legal regulation, providing clear provisions regarding the main components of the system of recognition of qualifications, including nominated competent authorities, provision of information on requirements, process of submission and assessment of applications for recognition of qualifications, deadlines for decision-making. The main law on recognition of qualifications is a law "On regulated professions and recognition of professional qualifications" <a href="https://likumi.lv/ta/en/en/id/26021">https://likumi.lv/ta/en/en/id/26021</a></p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>YES. Assessment of the qualification of third country nationals is carried out according to the same principles which are applicable to the recognition of qualifications of EU nationals, which is based on provisions of the directive 2005/36/EC.</p>

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			<p>Compensation measures can be applied - adaptation period and/or aptitude test.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>YES. Ukrainian civilians - medical practitioners, teachers (foreign language, sports, interest education), pharmacists, pharmacist assistants are allowed to work in their professions temporary in Latvia under the guidance of local experienced medical practitioners. Ukrainian civilians - civil engineers can be allowed to work temporary in Latvia without recognition of professional qualification.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p>
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			<p>Information on procedures of recognition of professional qualifications is available on the website of the Academic information centre. <a href="https://aic.lv/en/recognition-of-foreign-diplomas/professional-recognition-of-foreign-qualifications/">https://aic.lv/en/recognition-of-foreign-diplomas/professional-recognition-of-foreign-qualifications/</a></p> <p>All institutions which are involved in the decision making process on recognition of qualification are delegated by Regulation of Cabinet of Ministers No 566, of 2017 <a href="https://likumi.lv/ta/id/293663-noteikumi-par-informacijas-institucijam-un-institucijam-kas-izsniedz-arvalstis-iegutas-profesionalas-kvalifikacijas-atzisanas-a...">https://likumi.lv/ta/id/293663-noteikumi-par-informacijas-institucijam-un-institucijam-kas-izsniedz-arvalstis-iegutas-profesionalas-kvalifikacijas-atzisanas-a...</a></p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>No.</p>
	<p><b>EMN NCP Lithuania</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes, Lithuania has implemented several measures and procedural approaches that can facilitate the recognition of qualifications of TCNs, although these are generally embedded within its broader and relatively standardized recognition framework rather than being highly innovative or simplified systems.</p>

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			<p>Expansion of recognition to vocational education and broader qualifications. In 2024, Lithuania expanded its system to include recognition of vocational education and training (VET) qualifications obtained abroad, including from foreign and international institutions. Accredited VET institutions are now authorized to carry out academic recognition and validation of foreign qualifications, allowing TCNs to apply directly for entry into relevant programs or professions. This streamlines a process previously handled solely by the Centre for Quality Assessment in Higher Education (SKVC).</p> <p>Defined timelines and compensatory measures. For regulated professions, competent authorities must issue a decision within three months of receiving complete documentation. When qualifications are not fully equivalent, applicants may undergo compensatory measures, such as aptitude tests or adaptation periods, to address gaps and ensure safe and effective access to the profession.</p> <p>Sector-specific competent authorities. Recognition of qualifications for regulated professions is carried out by designated competent authorities for each professional sector (e.g., teaching, healthcare, law). This ensures that assessments are conducted by experts familiar with the sector's professional standards, enabling accurate recognition decisions and providing a clear pathway for TCNs to access regulated professions.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Yes. In Lithuania, TCNs seeking to work in regulated professions (e.g., doctors, teachers, architects, engineers) must undergo a formal professional recognition process conducted by the relevant competent authority. The authority evaluates whether the foreign qualification</p>
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			<p>meets Lithuanian professional standards. Where substantial differences are identified, compensatory measures, such as aptitude tests or adaptation periods, may be required to ensure that applicants have the necessary competence to practice safely and effectively.</p> <p>Additionally, procedures for vocational education and training (VET) qualifications were updated to allow formal recognition of competences acquired through formal, non-formal, or informal learning. Competence assessment centers may issue qualifications following practical tests and evaluations, providing TCNs with a clear pathway to access regulated professions. A positive decision by the competent authority constitutes official recognition of the professional qualification, granting the TCN the legal right to practice the regulated profession in Lithuania.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No, Lithuania does not have permanent facilitated or accelerated recognition procedures for specific groups of TCNs, including beneficiaries of international protection or applicants in shortage occupations. All applicants for regulated professions are assessed under the standard formal recognition framework, and compensatory measures (adaptation periods or aptitude tests) are applied uniformly where qualifications are only partially equivalent.</p> <p>However, in response to the war in Ukraine, Lithuania has implemented temporary, targeted measures for Ukrainian nationals in certain regulated professions (e.g., doctors, architects, civil engineers, medical professionals). These measures provide prioritized processing, simplified documentation requirements, and shortened timelines, allowing Ukrainian</p>
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			<p>professionals to enter the labor market more quickly. These procedures are exceptional and do not constitute a permanent fast-track system for all TCNs or beneficiaries of international protection.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No, Lithuania does not have permanent facilitated or accelerated recognition procedures for specific regulated professions. However, in response to the war in Ukraine, temporary, targeted measures were applied for Ukrainian nationals working in certain high-demand professions, including doctors, nurses, architects, and civil engineers. These measures allowed for prioritized application processing, simplified documentation, and shortened timelines, enabling faster entry into the labor market. They were exceptional and temporary and did not constitute a permanent fast-track system for any profession.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Yes, Lithuania has established institutional arrangements and coordination mechanisms to facilitate the recognition of qualifications of TCNs seeking to access regulated professions. The system distinguishes between academic recognition, which evaluates the comparability of foreign diplomas and qualifications, and professional recognition, which determines eligibility to practice in a specific regulated profession. For regulated professions, the government</p>
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			<p>designates competent authorities, such as ministries or professional councils, to assess whether foreign qualifications meet Lithuanian professional standards and to determine if compensatory measures, such as adaptation periods or aptitude tests, are required.</p> <p>The Lithuanian Assistance Centre for the Recognition of Professional Qualifications, operating under the Ministry of Economy and Innovation, serves as the central coordination point for TCNs. It provides guidance on the recognition process, information on the relevant competent authorities for each profession, and practical assistance in navigating administrative requirements. In addition, the Centre for Quality Assessment in Higher Education (SKVC) functions as the national ENIC/NARIC centre, carrying out academic recognition of foreign qualifications, offering evaluations that often serve as a prerequisite for professional recognition, and providing recommendations to competent authorities on the comparability of foreign qualifications.</p> <p>Legal developments have also empowered accredited vocational education and training (VET) institutions and competence assessment centres to conduct academic recognition and evaluation of foreign VET qualifications. This allows TCNs to demonstrate their competences and facilitates entry into regulated professions where vocational qualifications are required.</p> <p>Lithuania also utilizes digital platforms, such as the Register of Diplomas, Certificates, and Qualifications (AIKOS), which supports verification of both domestic and foreign qualifications, including digital certificates that can be verified via QR code, improving transparency and efficiency in the recognition process.</p> <p>In practice, TCNs submit their applications with supporting documentation to the relevant competent authority, which evaluates whether the qualifications meet Lithuanian requirements, including assessment of professional experience when applicable. If substantial differences are identified, compensatory measures may be required to ensure safe and</p>
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			<p>effective professional practice. Decisions on recognition for regulated professions are generally issued within legally specified timeframes, typically within three months.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Yes, Lithuania is involved in both formal and informal cooperation activities with other EU Member States and EU-level actors regarding the recognition of qualifications of TCNs for regulated professions. The Lithuanian Assistance Centre for the Recognition of Professional Qualifications cooperates with assistance centers and competent authorities in other Member States to exchange information and good practices on recognition procedures. It also uses the Internal Market Information System (IMI) to communicate with counterparts in other EU countries when handling recognition cases, supporting administrative alignment and transparency across Member States.</p> <p>For academic recognition, Lithuania participates in the ENIC-NARIC Network through the Centre for Quality Assessment in Higher Education, exchanging information and good practices on academic recognition standards and procedures. This cooperation indirectly facilitates access to regulated professions for TCNs by aligning academic recognition standards with European practices.</p> <p>Lithuania also participates in the ReferNet network coordinated by Cedefop, implemented by the Qualifications and Vocational Education and Training Development Centre. ReferNet enables exchange of information, comparative analyses, and good practices on vocational education, quality assurance, and qualifications, supporting alignment with European</p>
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			standards and improving transparency and predictability for TCNs entering regulated professions.
	<b>EMN NCP Luxembourg</b>	<b>Yes</b>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>The measures listed below do not specifically target third-country nationals, but they may also facilitate the process of having the qualifications of third-country nationals recognized.</p> <p>a) Use of compensatory measures instead of outright refusal When substantial differences are identified between foreign qualifications and national requirements, applicants are not automatically rejected. Instead, Luxembourg offers compensatory measures such as: aptitude tests; or adaptation periods. -&gt; This flexible approach facilitates access for TCNs by allowing them to bridge gaps rather than restart full education.</p> <p>B) Digitalisation and standardised application procedures Applications for recognition are supported via online services and standardised forms (e.g. Guichet.lu platform). -&gt; This improves accessibility and efficiency for applicants, including TCNs applying from abroad.</p> <p>C)VAE- Accreditation of prior learning and experience A scheme to obtain formal recognition for skills acquired through work experience. This process may be necessary in cases where a qualification recognition might be needed or wanted, i.e. for certain regulated employee professions (healthcare), for regulated independent professions (including several professions in the crafts and skilled trades sector,</p>

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			<p>such as plumber), but also helpful for career development.</p> <p>In a first step, candidates submit a portfolio to assess the admissibility of their application (15% of the procedure) and in a second step, compile their application for validation on the merits and submit it to a validation commission for analysis and a decision (85 % of the procedure). The commission can opt for one of the three following decisions: full validation, partial validation and refusal.</p> <p>The VAE is available for the following qualifications: Vocational capacity certificate (CCP), Vocational aptitude diploma (DAO), Technician’s diploma (DT), General secondary school leaving diploma and the Master craftsman’s diploma. Higher education diplomas cannot be obtained via the VAE scheme. For more information see: Accreditation of prior learning and experience (VAE) - Education system - Education nationale, Enfance et Jeunesse - Luxembourg</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>NO.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p>
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			<p>NO.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>NO.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>NO.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>NO.</p>
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<p>• <b>EMN NCP Malta</b></p>		<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>No</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p>
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			<p>No</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>No</p>
	<p><b>EMN NCP Netherlands</b></p>	<p><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>NO. In the Netherlands, people who are required to participate in integration schemes are eligible for one free diploma evaluation during their integration process (credential evaluation). The same applies to people who apply for a permanent residence permit. For groups who are not</p>

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			<p>eligible, this is a paid service. However, this type of diploma evaluation in itself does not grant access to regulated professions.</p> <p>If a migrant wishes to work in a regulated profession in the Netherlands, the procedure is different because they must obtain permission from a competent authority to work in that profession. These permissions usually entail an evaluation which is executed by the responsible competent authorities, for instance branch organisations or branch associations such as bar associations (for lawyers) or the Civil-Law Notaries (for notaries). For certain professions (physiotherapist, pharmacist and nurse) a European Professional Card (EPC) can be applied for.</p> <p>^</p> <p>Internationale diplomawaardering (IDW), Frequently asked questions, <a href="https://www.idw.nl/en/frequently-asked-questions/#:~:text=How%20much%20does%20an%20application%20for%20a%20credential%20evaluation%20cost,for%20a%20permanent%20residence%20permit">https://www.idw.nl/en/frequently-asked-questions/#:~:text=How%20much%20does%20an%20application%20for%20a%20credential%20evaluation%20cost,for%20a%20permanent%20residence%20permit</a>, last accessed 19 March, 2026</p> <p>^</p> <p>EMN, Fostering sustainable labour market integration of third-country nationals: skills matching policies and instruments (to be published)</p> <p>^</p> <p>Nuffic, 'Werken in Nederland met een buitenlands diploma', <a href="https://www.nuffic.nl/study-and-work-in-the-netherlands/werken-in-nederland-met-een-buitenlands-diploma#je-beroep-is-beschermd-wat-nu">https://www.nuffic.nl/study-and-work-in-the-netherlands/werken-in-nederland-met-een-buitenlands-diploma#je-beroep-is-beschermd-wat-nu</a>, last accessed July 24 2025.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p>
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			<p>YES.</p> <p>For access of TCNs to the regulated professions of dentist, nurse and medical doctor, the standard procedure includes skills assessments and practical tests. Dutch language skills (of varying levels, depending on the profession) are also a requirement in most situations. These requirements come on top of the general requirement (applicable to all in regulated professions in health care) to register in the BIG-registry. For TCN's, potential applicants are warned that the road to recognition and registration in the BIG-registry taken together a lengthy process.</p> <p>^</p> <p>Ministry of Health, Welfare and Sport, Professional test, <a href="https://english.bigregister.nl/foreign-diploma/procedures/certificate-of-competence/tests">https://english.bigregister.nl/foreign-diploma/procedures/certificate-of-competence/tests</a></p> <p>^</p> <p>Ministry of Health, Welfare and Sport, Recognition Foreign diploma, <a href="https://english.bigregister.nl/foreign-diploma">https://english.bigregister.nl/foreign-diploma</a>, last accessed 19 March 2026</p> <p>^</p> <p>Ministry of Health, Welfare and Sport, Recognition Foreign diploma, <a href="https://english.bigregister.nl/roadmap-on-the-way-to-working-in-the-netherlands">https://english.bigregister.nl/roadmap-on-the-way-to-working-in-the-netherlands</a>, last accessed 19 March 2026</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>NO.</p>
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			<p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>NO.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>YES.</p> <p>The Netherlands invests in online information provision for TCNs seeking to work in the Netherlands, particularly regarding influential sectors such as agricultural technology, high tech or life sciences. One example is the existence of the NL Relocation App, developed by the Ministry of Economic Affairs and Climate. This helps guide people to relocate to the Netherlands once they have decided to start such a process.</p> <p>^</p> <p>Welcome to NL, Relocation App, <a href="https://www.welcome-to-nl.nl/immigration/relocation">https://www.welcome-to-nl.nl/immigration/relocation</a>, last accessed on 19 March 2026</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p>
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			<p>YES.</p> <p>Some pilot projects have been initiated locally by various Dutch municipalities and other organisations, where TCNs who are already living in the Netherlands and who are having difficulties in accessing regulated professions in health care are being guided through the recognition procedures. This includes new forms of credential evaluation, in which the learning outcomes of the qualifications obtained take centre stage and are translated into ESCO skills. HE-institutions, VET-institutions and employers also participate in such consortia.</p> <p>Similar initiatives are now being set up with our neighbouring countries.</p> <p>In the Benelux-context, the Netherlands is part of an expert group on the recognition of qualifications. This is chiefly used for information exchange – so far, participation in this group has not led to the implementation of any action plan in the Netherlands.</p> <p>^</p> <p>See for example, Interreg Vlaanderen-Nederland, Next Steps voor Nieuwkomers, <a href="https://interregvlandeu/next-steps-voor-nieuwkomers/over-ons">https://interregvlandeu/next-steps-voor-nieuwkomers/over-ons</a>, last accessed 26 March 2026</p>
	<p><b>EMN NCP Poland</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>NO</p> <p>As a rule, in Poland qualifications obtained in the third-countries are not recognised for the</p>


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			<p>purpose of accessing regulated professions and a person who poses such a qualification is obliged to acquire qualification (which could include recognition of a diploma). Thus, there are also no measures directly aimed at facilitating such a recognition.</p> <p>At the same time, public employment services (PES) can provide TCNs registered as unemployed or jobseekers with support that could be helpful during the process of obtaining access to regulated professions, e.g. covering the costs of diploma recognition (art. 103 of Act on labour market and employment services), financing the costs of confirming the acquisition of knowledge and skills (art. 101 of Act on labour market and employment services) or financing professional training (art. 101 of Act on labour market and employment services).</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>NO</p> <p>Nevertheless, this type of assessment methods can be part of a service provided by PES to TCN, but they are not directly aimed at allowing TCN to access regulated profession.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>NO</p>
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			<p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>YES</p> <p>There are several instruments aimed at facilitating access of TCNs to medical professions, e.g. conditional licence to practise the profession, a licence to practise the profession within a specified scope of activities and medical qualification verification exam.</p> <p>In this context, it should also be mentioned that Minister of Family, Labour and Social Policy can financially support language courses aimed at medical professionals (art. 82 of the Act on the conditions for permitting the employment of foreigners in Poland).</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>NO</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>NO</p> <p>However, in the recent past Ministry of Family, Labour and Social Affairs took part in a project</p>
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			<p>conducted by the International Organization on Migration called "Technical Support to Facilitate the Social and Professional Integration of Third-Country Nationals in Poland, including people fleeing Ukraine". Within this project Ministry developed materials for career counsellors and all interested parties by creating a database on selected professions (Polish and Ukrainian) and the possibilities for recognizing or acquiring qualifications that enable employment in a profession learned in Ukraine. The focus was on professions particularly relevant from the perspective of the needs of the Polish labour market, as well as from the perspective of the qualifications and skills possessed by Ukrainian citizens residing in Poland.</p>
	<p><b>EMN NCP Serbia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes. Applications for the professional recognition of qualifications can be submitted electronically to the Qualifications Agency. The application form is bilingual and can be completed in Serbian or English. An application for recognition may be submitted by another natural or legal person on behalf of the diploma holder, without the need for a notarised authorisation. Beneficiaries of international protection are exempt from paying fees. Regardless of the recognition of the diploma, a licence must be obtained from the competent professional body under the same conditions as those applicable to nationals.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount</p>

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			<p>to formal recognition? YES/NO. If YES, please explain.</p> <p>NO</p> <p>However, primary and secondary schools may conduct a procedure to assess the level of knowledge for the purpose of enrolment in pre-university education.</p> <p>The Republic of Serbia joined the Council of Europe's European Qualifications Passport for Refugees (EQPR) project in 2021. This initiative facilitates access to education and employment for refugees in the Republic of Serbia, including in cases where they are unable to provide documentary evidence of their previously obtained qualifications.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>NO</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>NO</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central</p>
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			<p>authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>YES</p> <p>The Qualifications Agency is a public authority responsible for the recognition of qualifications for employment purposes (professional recognition). However, access to regulated professions also requires a licence issued by the competent professional body.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>Serbia is signatory of Lisbon Recognition Convention (1997) on Recognition of Qualifications concerning Higher Education in the European Region.</p>
	<p><b>EMN NCP Slovakia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes.</p> <p>1. In the healthcare sector, since 2023, there have been several simplifications in recognition: The institute of temporary professional traineeship has been introduced, which allows the applicant for recognition to practice the profession under the supervision of a qualified person</p>

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			<p>before the completion of the recognition process. A special procedure has also been introduced for pediatricians from Ukraine; before 2023, recognition of the professional qualifications of pediatricians for the regulated profession of doctor was not possible. Since 2023, the procedure has been adjusted and a path has been created for pediatricians to gain access to regulated healthcare professions.</p> <p>2. Persons granted international protection without documents - according to Act No. 422/2015 Coll., if a person does not have access to documents on education, the law regulates the procedure for assessing/verifying the education achieved, which facilitates the recognition of qualifications for the performance of regulated professions.</p> <p>3. From 2022, blanket requirements such as accreditation certificates, syllabi or higher verification (apostille, super legalization) have been removed from recognition processes in relation to non-EU/EEA countries. These documents can only be required in justified individual cases.</p> <p>4. The Ministry of Education, Research, Development and Youth of the Slovak Republic operates the Recognition Portal with an interactive Navigator, electronic submission via portal slovensko.sk and the public Database of Regulated Professions, which provide non-EU/EEA nationals with uniform information and orientation in recognition procedures for regulated professions.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>Yes.</p>
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			<p>The Slovak Republic uses several specific assessment methods that are an integral part of the formal recognition process under Act 422/2015 Coll., for example: Supplementary examination of healthcare professionals from non-EU/EEA countries – part of the process of recognizing professional qualifications of healthcare professionals from non-EU/EEA countries. Successful completion of the supplementary examination allows access to independent practice of a regulated profession. Between the recognition of the diploma and the successful completion of the supplementary examination, it is possible to be employed as part of a temporary professional traineeship. Compensation measures under Act No. 422/2015 Coll. – adaptation period or equivalency exam – in the event of differences between foreign and Slovak training in many regulated professions. The compensation measure is applied, for example, in relation to paediatricians from non-EU/EEA countries who have not completed basic medical training and allows them to overcome this difference and enable them to practice the healthcare profession. Examination of a person who is unable to prove his/her qualifications – a beneficiary of international protection who, for the reasons for which they were granted international protection, cannot present a document of education confirming that they have completed the education required to perform the relevant profession in the country of origin, shall submit to the Ministry of Education, Research, Development and Youth of the Slovak Republic a request for assessment and verification of the education achieved, which includes its examination and inclusion in the educational process for obtaining a document of education.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No. Simplified recognition procedures have been introduced across the board for all holders of</p>
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			<p>qualifications from non-EU/EEA countries. However, they have had a positive impact mainly for groups of temporary protection holders from Ukraine who hold medical qualifications and for beneficiaries of international protection.</p> <p>Temporary protection holders from Ukraine in the healthcare from 2023: reduction of document requirements, enabling temporary practice of the profession under supervision, specific procedure introduced for paediatricians (published so-called official process of recognition of paediatricians in SK/EN/UA/RU languages, which aimed to shorten the time to enter the profession).</p> <p>Beneficiaries of international protection: Act No. 422/2015 Coll. allows for individual assessment and verification of education achieved using alternative assessment mechanisms if the applicant is unable to submit the documents necessary for the normal recognition process.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>N/a. See question number 3.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Yes.</p>
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			<p>Centre for Recognition of Diplomas administers Recognition Portal and online "navigator" (<a href="https://uznavanie.minedu.sk/en/navigator/">https://uznavanie.minedu.sk/en/navigator/</a>) - central guidance on recognition procedures; Database of regulated professions with a detailed description of procedures for both EU member states and non-EU/EEA countries (<a href="https://uznavanie.minedu.sk/en/regulated-professions/">https://uznavanie.minedu.sk/en/regulated-professions/</a>); Migration Office of the Ministry of Interior's Service Centers for Foreigners as points of first contact (<a href="https://www.minv.sk/?centrum-sluzieb-cudzincm">https://www.minv.sk/?centrum-sluzieb-cudzincm</a>); Thematically focused portals for temporary protection holders from Ukraine such as <a href="https://ua.gov.sk/sk.html">https://ua.gov.sk/sk.html</a>, <a href="https://ukrajina.minedu.sk/">https://ukrajina.minedu.sk/</a>. Recognition processes in the Slovak Republic are largely centralized at the Ministry of Education, Research, Development and Youth of the Slovak Republic, which ensures a largely uniform procedure for a number of regulated professions. The Ministry cooperates with other recognition bodies such as the Ministry of Health of the Slovak Republic or professional chambers and tries to coordinate legislation and procedures related to recognition. There is also informal cooperation and consultations with the aforementioned information centres.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>No.</p> <p>The Slovak Republic is one of the addressees of Commission Recommendation (EU) 2023/2611 on the recognition of qualifications of third-country nationals, which calls on Member States to accelerate the assessment of skills. However, due to geographical and linguistic proximity, Slovakia has many years of experience in recognizing professional qualifications from non-EU/EEA countries, especially from the post-Soviet space and the</p>
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			<p>Balkans, and the processes are sufficiently defined, legally enshrined and institutionalized based on many years of development. Experts from countries outside the EU/EEA are subject to the same deadlines and legal institutions resulting from Directive 2005/36/EC on the recognition of professional qualifications as experts from Member States.</p> <p>Slovakia currently cooperates with Belgium and France in creating complementary protection pathways for displaced persons in the Displaced Talent for Europe (DT4E / DT4E 2.0) project, with recognition of qualifications identified as one of the key obstacles.</p>
	<p><b>EMN NCP Slovenia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>Yes. Slovenia has adopted the Act on the Recognition of Professional Qualifications in Healthcare (ZPPKZD, Official Gazette of the Republic of Slovenia, No. 40/25). The draft law introduces necessary, targeted measures in the healthcare sector that will significantly facilitate the employment of foreign healthcare professionals, with the aim of unifying, simplifying, and shortening the procedures for the recognition of professional qualifications and the employment of foreign healthcare workers, thereby ensuring the stable functioning of the healthcare system in the Republic of Slovenia.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p>

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			<p>No.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>No.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors</p>
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			<p>(e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>No.</p>
	<p><b>EMN NCP Spain</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>YES, Spain is currently reviewing and updating its regulations and procedures, making the necessary changes to try to cope with the significant increase of applications in recent years.</p> <p>1- The recognition of many degrees corresponding to regulated professions in third countries, particularly Latin American countries, has been simplified as a result of cooperation between the General Directorate of Degrees and University Organization and our National Agency for Accreditation and Quality Assessment (ANECA). Consequently, these degrees now receive faster recognition due to the elimination of steps in the procedure.</p> <p>2- We are undergoing automation and digitalisation of processes.</p> <p>3- A complete update of the webpage has been undertaken to ensure that information is transparent, accurate and accessible in accordance with UE regulations.</p> <p>The impact of these measures can already be observed in the number of applications resolved over the past year, and we expect this positive trend to continue as the measures settle are fully implemented.</p> <p>Source: Ministry of Science, Innovation and Universities.</p>


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			<p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>As mentioned above we are streamlining certain qualifications that have consistently received positive decision through the years.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>YES. On 10 September 2025, Spain introduced a fast-track resolution for highly qualified applicants in order to accelerate the recognition of qualifications for individuals with a firm job offer—particularly in high-demand professions. This measure forms part of a broader set of initiatives to attract talent from third-country nationals. We also provide fast-track recognition for refugees from Ukraine and Afghanistan.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>YES. As indicated above, Spain introduced a fast-track procedure to accelerate the recognition of qualifications for individuals with a firm job offer—particularly in high-demand professions.</p>
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			<p>This forms part of a broader set of measures adopted to attract talent from third-country nationals.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>Spain has a range of institutional and coordination mechanisms that facilitate the recognition of third-country nationals' (TCN) qualifications for access to regulated professions. Among these, in the higher education sphere, the Ministry of Science, Innovation and Universities is responsible for regulating and recognising university-level higher education degrees and qualifications. The ENIC-NARIC centre provides information, guidance, and support regarding the recognition of foreign qualifications, and the Portal for the Recognition of Foreign University Degrees offers an updated website that enables applicants to submit recognition procedures electronically, provides transparent information, and ensures centralised access to recognition processes ("Validate": <a href="https://www.ciencia.gob.es/Universidades/validate.html">https://www.ciencia.gob.es/Universidades/validate.html</a>). In the non-university sphere (Compulsory Secondary Education, Upper Secondary Education, and Vocational Training), the homologation and validation of foreign qualifications are centrally managed by the Ministry of Education, Vocational Training and Sport through its administrative procedures and electronic platforms.</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p>
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			<p>Yes. We are reviewing and updating existing bilateral agreements, as well as expanding opportunities to establish new ones. The objective of these agreements is to expedite processes, strengthen mutual trust and provide Effective channels for information exchange. The ENIC –NARIC NET is based in the Ministry of Science, Innovation and Universities, and we participated in the Enic-Naric Project MAREN which concluded in 2024: MAREn Project   MAREn, and we fully cooperate in the activities of the network.</p> <p>We also take part in training sessions and workshops with other networks as EURES, SOLVIT, etc.</p>
	<p><b>EMN NCP Sweden</b></p>	<p align="center"><b>Yes</b></p>	<p>1. Has your Member State implemented any measures (e.g. simplified procedures, innovative approaches) to facilitate more efficient and effective recognition of qualifications of third-country nationals (TCNs) to access regulated professions? YES/NO. If YES, please describe up to three examples.</p> <p>No.</p> <p>2. Has your Member State implemented a specific approach or assessment method (e.g. skills assessments, practical tests) to allow TCNs to access regulated professions? Does this amount to formal recognition? YES/NO. If YES, please explain.</p> <p>The National Board of Health and Welfare, the National Agency for Education, and the National Electric Safety Board recognise qualifications from third-country nationals for all their regulated professions. The National Board of Health and Welfare uses knowledge tests as a prerequisite for possible access to the professions. The Swedish Board of Agriculture</p>

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			<p>recognises selected qualifications from third-country nationals and will also use knowledge tests as a prerequisite for possible access to one of their regulated professions.</p> <p>3. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific groups of TCNs (e.g. beneficiaries of international protection, applicants in shortage occupations)? YES/NO. If YES, please explain which groups are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>4. Are facilitated or accelerated recognition procedures for qualifications in regulated professions available for specific professions? YES/NO. If YES, please explain which professions are concerned and how the procedure is facilitated.</p> <p>No.</p> <p>5. Does your Member State have institutional arrangements or coordination mechanisms that facilitate the recognition of qualifications of TCNs to access regulated professions (e.g. central authorities, digital platforms)? YES/NO. If YES, please describe the arrangements / mechanisms and how they operate.</p> <p>The Swedish Council for Higher Education evaluates foreign qualifications and how they are comparable to Sweden's education system. The Council's Department of Qualifications Recognition is Sweden's ENIC-NARIC office. Its tasks include providing information about recognition and which organisation to contact if a third-country national wishes to work in a</p>
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			<p>regulated profession in Sweden. The ENIC-NARIC office assists the four competent authorities mentioned in Q.2 with assessment of qualifications from third-country for some of their regulated professions.</p> <p>There are supplementary training paths for third-country nationals for some of the regulated professions (e.g. teachers, doctors, nurses, dentists). The knowledge tests used for some of the regulated professions (e.g. doctors, nurses, and veterinaries) are organised in cooperation with higher education institutions (HEIs), e.g. Umeå University and the Swedish University of Agricultural Sciences (SLU).</p> <p>6. Is your Member State involved in formal or informal cooperation activities, (e.g. pilot projects, or exchanges of good practices) with other EU Member States or EU-level actors (e.g. EU agencies) related to the recognition of qualifications of TCNs to access regulated professions? YES/NO. If YES, please describe them.</p> <p>There are some networks at EU-level, which provide an opportunity to exchange information and practices. E.g., the National Board of Health and Welfare takes part in the European Network of Medical Competent Authorities (ENMCA).</p>
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