

# Addressing brain drain: the local and regional dimension

**Simona Cavallini (Fondazione FORMIT)**  
**Rossella Soldi (Progress Consulting S.r.l.)**  
**Lorenzo Di Matteo (Fondazione FORMIT)**  
**Mihaela Alina Utma (Fondazione FORMIT)**  
**Beatrice Errico (Università degli Studi Internazionali di Roma)**



Progress  
Consulting



**UNINT**  
Università  
degli Studi Internazionali di Roma

# A coincide state of play (Part 1)

## The regional perspective of brain drain

Effects in:

- **Sending region** (Type 1)
- **Receiving region** (Type 2)

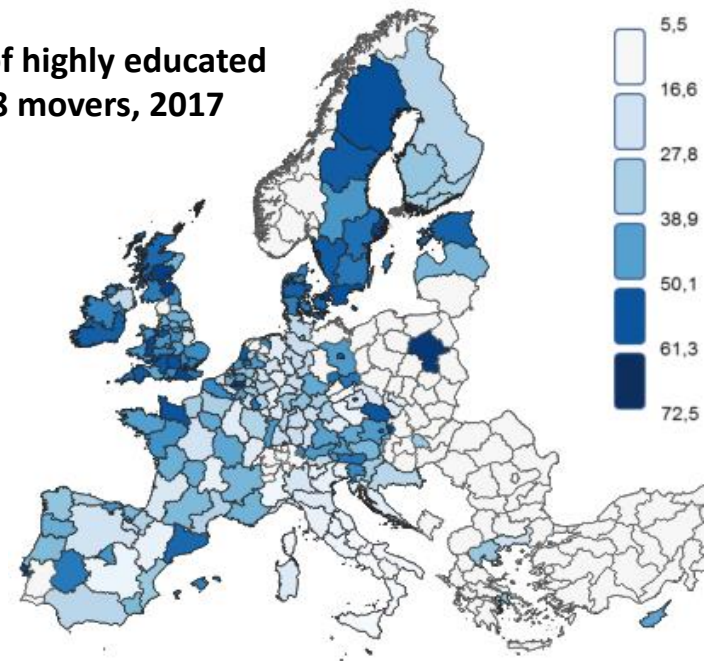


Source: extracted from ESPON (2017).

Intra-EU mobility of workers:

- **Highly skilled (ISCED11 5-9)**
- **Young (approx. 15-34 years)**

Share of highly educated  
EU28 movers, 2017



Source: map elaborated by the authors, based on Eurostat data accessed in July 2018.

# Inventory of initiatives (Part 2)

## Fighting brain drain and/or favouring brain gain

30 successful initiatives from 22 EU countries implemented by local (i.e. LAU or NUTS3 level) and regional (i.e. NUTS2 or NUTS1 level) authorities.

Initiative code

Title of the initiative

Authorities

Target groups

Area type and objective

Period of implementation

Approach

Short description

Impact

In terms of:

- Prevention of brain drain
- Mitigation of brain drain/Response to the negative effects of brain drain
- Creation of brain gain
- Reinforcement of brain gain

Code	Title of the initiative	NUTS name	NUTS level	NUTS code	Area type	Objective
01_AT	Your Region Your Future – YURA project	Styria	NUTS2	AT22	1	Prev-BD Mitig/Resp-BD
02_AT	Salzburg Model Region Pinzgau-Pongau-Lungau	Salzburg	NUTS2	AT32	1	Prev-BD Mitig/Resp-BD
03_BE CS01	<b>BEWARE (BEcome a Walloon REsearcher) Fellowships programme</b>	<b>Wallonia</b>	<b>NUTS1</b>	<b>BE3</b>	<b>2</b>	<b>Creat-BG</b>

# Ten case studies (Part 3)

## Approaches, impact and findings

- **BEWARE (BEcome a WALloon REsearcher) Fellowships programme**, Belgium (CS01\_03BE)
- **SOMOPRO - South Moravian Programme for Distinguished Researchers**, Czech Republic (CS02\_05CZ)
- **Ambitious talent strategy for the Copenhagen Region 2014-2017**, Denmark (CS03\_08DK)
- **Thessaloniki Creativity Platform**, Greece (CS04\_11EL)
- **The Talent House of San Sebastián**, Spain (CS05\_13ES)
- **URBACT CHANGE! Project**, Hungary (CS06\_17HU)
- **Brain Back Umbria**, Italy (CS07\_18IT)
- **Brainport's strategy for talent attraction and retention**, the Netherlands (CS08\_21NL)
- **Entrepreneurially Into a Business World**, Slovenia (CS09\_25SI)
- **WOMEN - Realising a Transnational Strategy against the brain-drain of well-educated young women**, Germany-Slovenia-Austria-Poland-Hungary (CS10\_30CROSS)

# Six recommendations and detailed suggestions (Part 4)

## Addressed to LRAs

### R01.

#### Investigate and understand the needs of talent

- Undertake a comprehensive analysis of the status of the talent to be targeted.
- Create mechanisms that provide the means for talent to voice requirements and express levels of satisfaction.
- Establish a dialogue with young resident talent.

### R02.

#### Coordinate players and synergise resources for talent-based growth

- Design strategies to frame cooperation.
- Create opportunities for broad scope interaction between players.
- Strengthen the supply of talent.
- Facilitate matching the demand and supply of talent.

### R03.

#### Identify and support key driving sectors for retaining/attracting talent

- Define sector-specific strategies in which to invest in the mid-term.
- Build on job opportunities generated by industries that are human capital-intensive.
- Invest in the spillover effects of knowledge.
- Support business culture and competencies.

# Six recommendations and detailed suggestions (Part 4)

## Addressed to LRAs

### R04.

#### Stimulate the absorption of outside talent

- Set up projects that address how to recruit outside talent.
- Set up medium-term strategies focussed on the attraction and retention of international talent.
- Publicise opportunities for talent and 'brand' the territory.
- Reward talents.

### R05.

#### Mitigate/remove structural impediments/barriers to attracting international talents

- Provide accessible information and/or tailored support outside of the job sphere.
- Improve/create infrastructures.
- Improve mentality.

### R06.

#### Cooperate with other authorities facing the same challenges with regards to highly skilled workers

- Share objectives and results.
- Participate in EU financially-supported projects involving LRAs from different Member States.

# Thank you for your attention!

**Simona Cavallini** (Fondazione FORMIT)  
**Rossella Soldi** (Progress Consulting S.r.l.)  
**Lorenzo Di Matteo** (Fondazione FORMIT)  
**Mihaela Alina Utma** (Fondazione FORMIT)  
**Beatrice Errico** (Università degli Studi Internazionali di Roma)



Progress  
Consulting



**UNINT**  
Università  
degli Studi Internazionali di Roma