



Brussels, 15.11.2023
COM(2023) 716 final

ANNEX

ANNEX

to the

**Proposal for a Regulation of the European Parliament and of the Council
establishing an EU Talent Pool**

{SEC(2023) 716 final} - {SWD(2023) 716 final} - {SWD(2023) 717 final} -
{SWD(2023) 718 final}

ANNEX
List of EU-wide shortage occupations

ISCO code	Occupation
2142	Civil engineers
2151	Electrical engineers
2211	Generalist medical practitioners
2212	Specialist medical practitioners
2221	Nursing professionals
2411	Accountants
2511	Systems analysts
2512	Software developers
2513	Web and multimedia developers
2514	Applications programmers
2519	Software and applications developers and analysts not elsewhere classified
3113	Electrical engineering technicians
3221	Nursing associate professionals
5120	Cooks
5131	Waiters
5321	Health care assistants
7112	Bricklayers and related workers
7114	Concrete placers, concrete finishers and related workers
7115	Carpenters and joiners
7121	Roofers
7123	Plasterers

7126	Plumbers and pipe fitters
7127	Air conditioning and refrigeration mechanics
7212	Welders and flame cutters
7213	Sheet-metal workers
7214	Structural-metal preparers and erectors
7223	Metal working machine tool setters and operators
7231	Motor vehicle mechanics and repairers
7233	Agricultural and industrial machinery mechanics and repairers
7411	Building and related electricians
7412	Electrical mechanics and fitters
7511	Butchers, fishmongers, and related food preparers
8331	Bus and tram drivers
8332	Heavy truck and lorry drivers
9112	Cleaners and helpers in offices, hotels and other establishments
3119	Physical and engineering science technicians not elsewhere classified
2143	Environmental engineers
2133	Environmental protection professionals
2145	Chemical engineers
2144	Mechanical engineers
3115	Mechanical engineering technicians
2141	Industrial and production engineers