

**LEGAL MIGRATION AND MOBILITY**

# Building Competency and Recruitment Pathways for Long-Term Care in Europe (B-Care)

## About the Project

Europe's ageing population is accelerating demand for long-term care, while labour shortages in the sector continue to grow. In many EU countries, Health Care Assistants (HCAs) are the backbone of aged care delivery; yet, the profession suffers from low visibility, limited recruitment pathways, both domestically and internationally, and a lack of a standard system for recognising HCA qualifications from partner countries. The absence of structured migration channels has left care employers struggling to fill vacancies, while workers often face precarious employment and lack formal recognition.

B-Care is a technical assistance initiative that responds to these gaps by supporting the development of a common competency framework for HCAs and laying the groundwork for a pilot labour mobility scheme. The initiative brings together public and private stakeholders in the target EU Member States and partner countries to establish a common competency framework, approximate skills assessment and training expectations. This will enable more consistent recruitment, workforce planning, and create the basis for coordinated mobility schemes that promote fair and sustainable care worker migration.



### Partners

This project is implemented by the Labor Mobility Partnerships (LaMP) under the Technical Assistance and Support Component of MPF.



### Countries

EU Member States: France, Greece, Ireland and Malta  
Partner countries: Morocco, Egypt, Bangladesh, and Pakistan



### Time frame

**August 2025 – June 2026** (11 months)



### Budget

**EUR 140,000** (100% from AMIF)

## Activities



### Scoping, consultations, and framework development

The first phase of the project will assess the dynamics of the care sector in selected EU Member States, including employer needs, regulatory gaps, and existing recruitment practices. This will be complemented by a mapping of training systems in selected partner countries, identifying potential opportunities for alignment with EU standards. Consultations with key stakeholders, including ministries, care providers, training institutions, and credentialing bodies, will inform the development of a common competency framework for HCAs. This reference framework will serve as a neutral benchmark to support training alignment and facilitate mutual understanding between training institutions, employers and public authorities. Findings will be consolidated in a synthesis report covering demand-side needs, origin-country readiness, and the viability of harmonised recruitment standards.



### Mobility scheme design and stakeholder engagement

Building on the groundwork of the first phase, the second phase will focus on defining the parameters of a structured mobility scheme for HCAs. Multi-stakeholder sessions will validate key elements of the proposed scheme, such as roles and responsibilities, visa pathways, recruitment volumes, and support measures. The project will also identify an initial coalition of committed care providers and training institutions prepared to participate in a future pilot. The final output will be a practical mobility blueprint outlining how the scheme could be implemented, scaled, and sustained while ensuring quality, fairness, and alignment with both EU and partner country priorities.

Implemented by:



## The Migration Partnership Facility



This project is implemented within the framework of the Migration Partnership Facility (MPF), an EU-funded initiative implemented by ICMPD in support of the external dimension of the EU migration policy. Through its grants and initiatives under the Technical Assistance and Services Component, the MPF facilitates the execution of projects to strengthen dialogue and cooperation on migration and mobility between Member States and partner countries outside the EU.

Funded by the European Union



Implemented by ICMPD

