



WORKFORCE MOBILITY & SKILLS ROUNDTABLE SCENE SETTING PRESENTATION

JUNE 2025

The evolving landscape of workforce assessment, the challenges of cross-border credentialing, and the solutions needed to bridge global talent gaps.

Workforce Mobility

Exploring Assessment and Credentialling in an Era of International Workforces

Agenda

1. The context and the opportunity
2. Labour market responses (with examples)
 - a) Migration of skills to work
 - b) Migration of work to skills
3. Implications for assessment
4. The conditions for success – open floor.

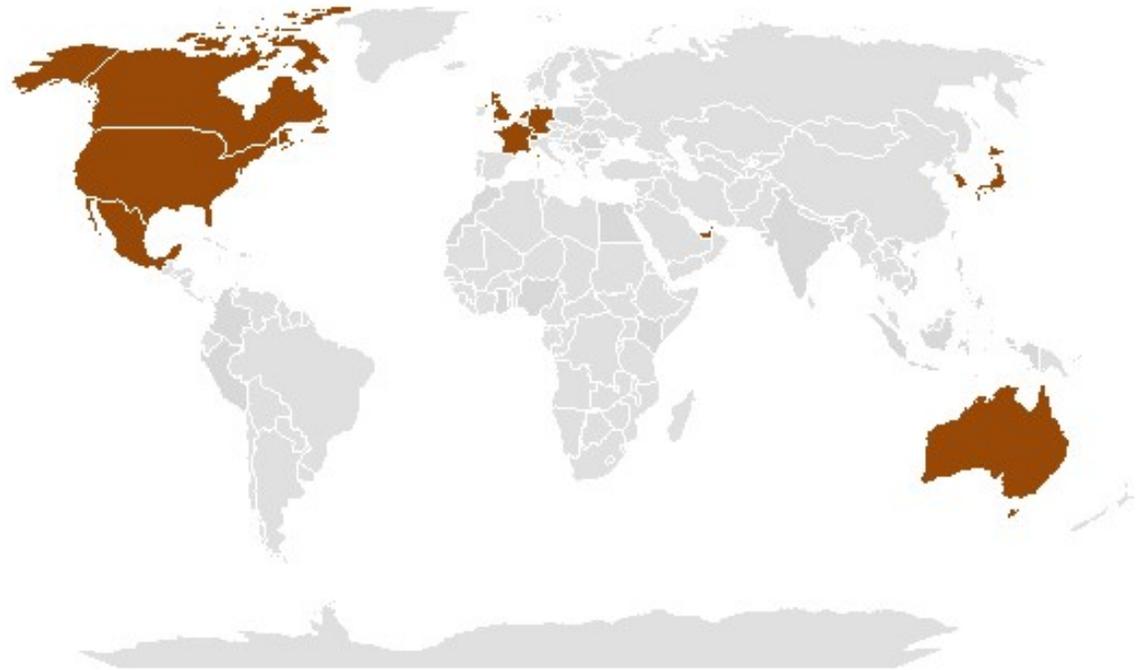


The context and the opportunity

Workforces of the future are in the wrong place

 domicile of firms recruiting English-speaking technicians

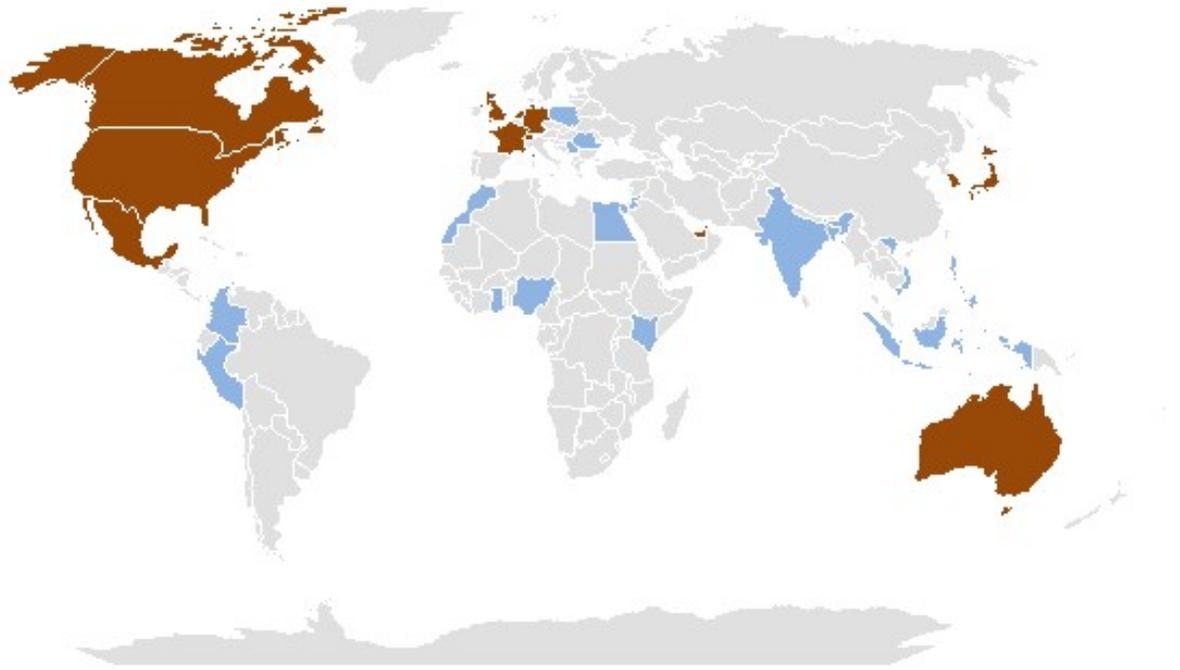
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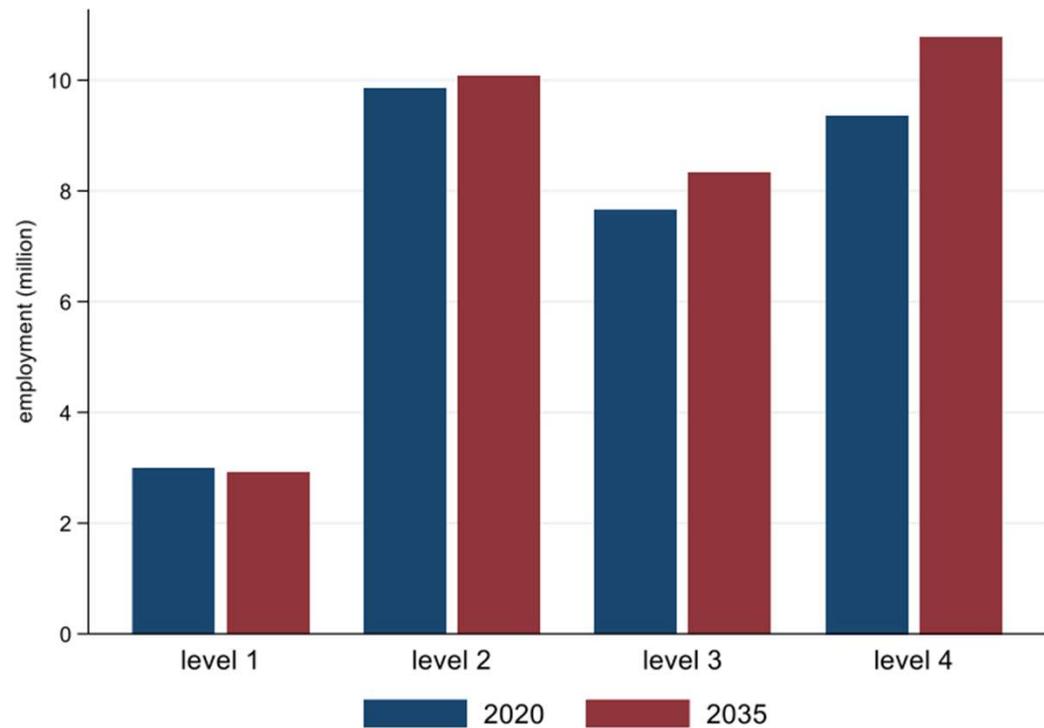
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....which means greater need for qualifications

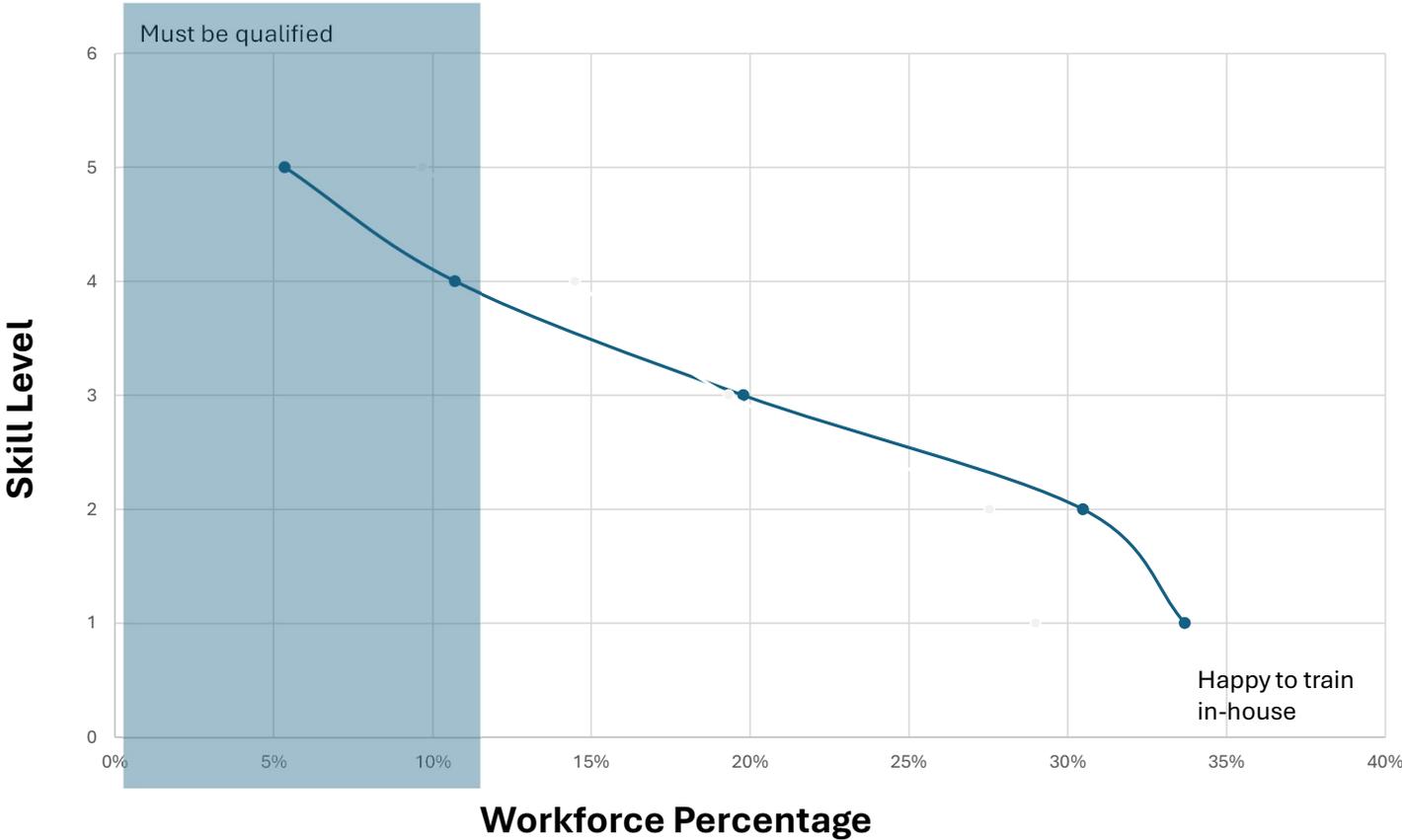
Employers
demand
higher skills

Employment 2020 and 2035 by UK SOC2020 Skill levels



Dickerson, A. and Rossi, G. (2024). An analysis of the demand for skills in the labour market in 2035 – Revised projections. Working Paper 3b. Slough: NFER.

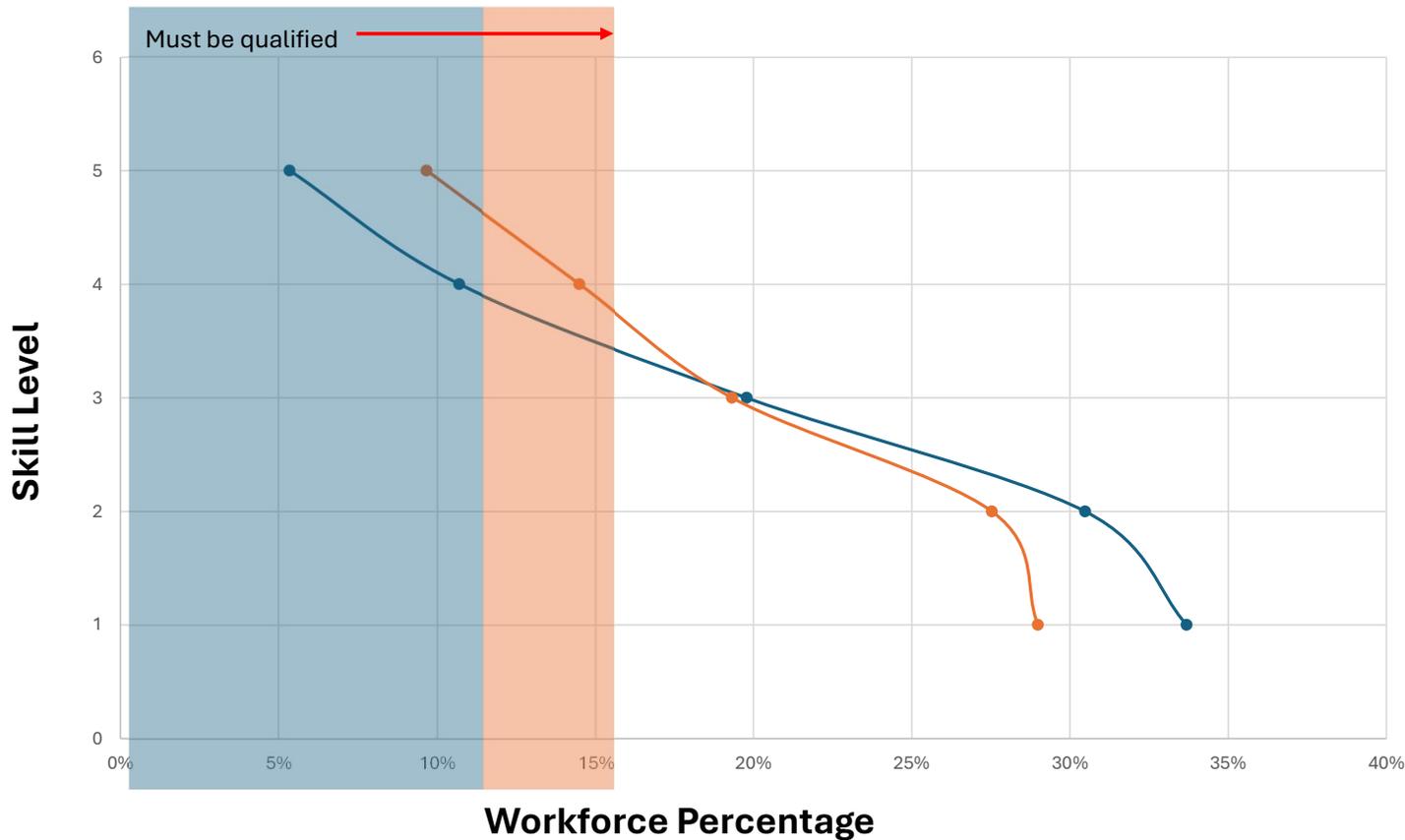
Which also means greater need for qualification



“Employers are generally more willing to train low-skilled workers internally, but expect medium- and high-skilled workers to come with formal qualifications or certified competencies.”

Getting Skills Right:
Future-Ready Adult
Learning Systems OECD

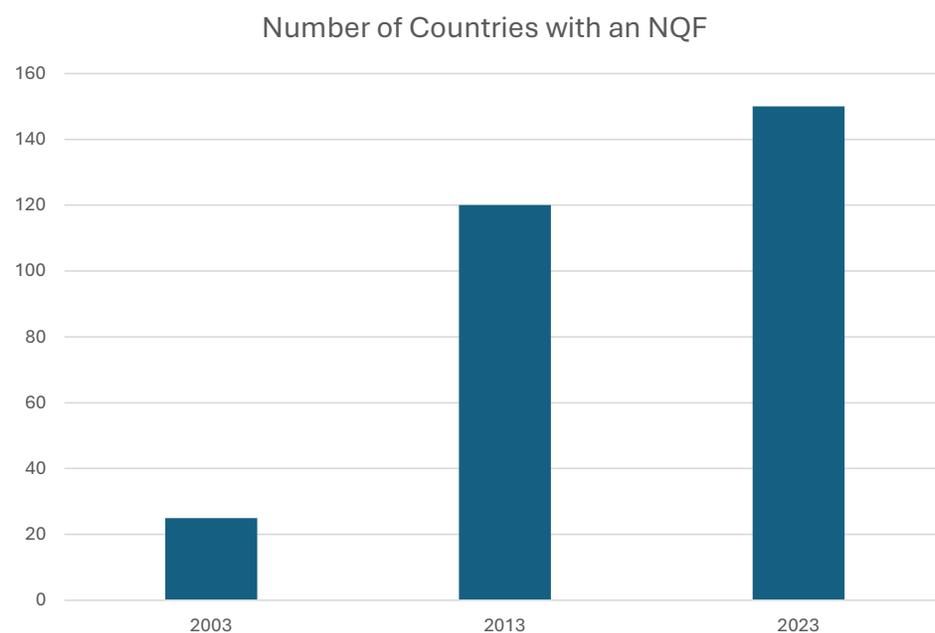
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Governments don't need international qualifications for domestic labour markets...but they do for international.



Source: Global Inventory of National and Regional Qualifications Frameworks, Cedefop

- Many countries allow foreign qualifications to be aligned with their NQF.
- The first stated reason is labour mobility.
- But...qualifications that are derived from national systems, must be regulated in their home country.

Labour market responses

Four strategies

Domestic labour
force development

AI, Automation, and
Reconfiguration

Moving skills to work
Skilled labour migration

Moving work to skills
Offshore/nearshore/eshore



'a world of free movement would be \$78 trillion richer' (Economist 'what if')

**Cross Border Hiring = employer driven
qualifications**

Recognised certifications

Progression and pathways

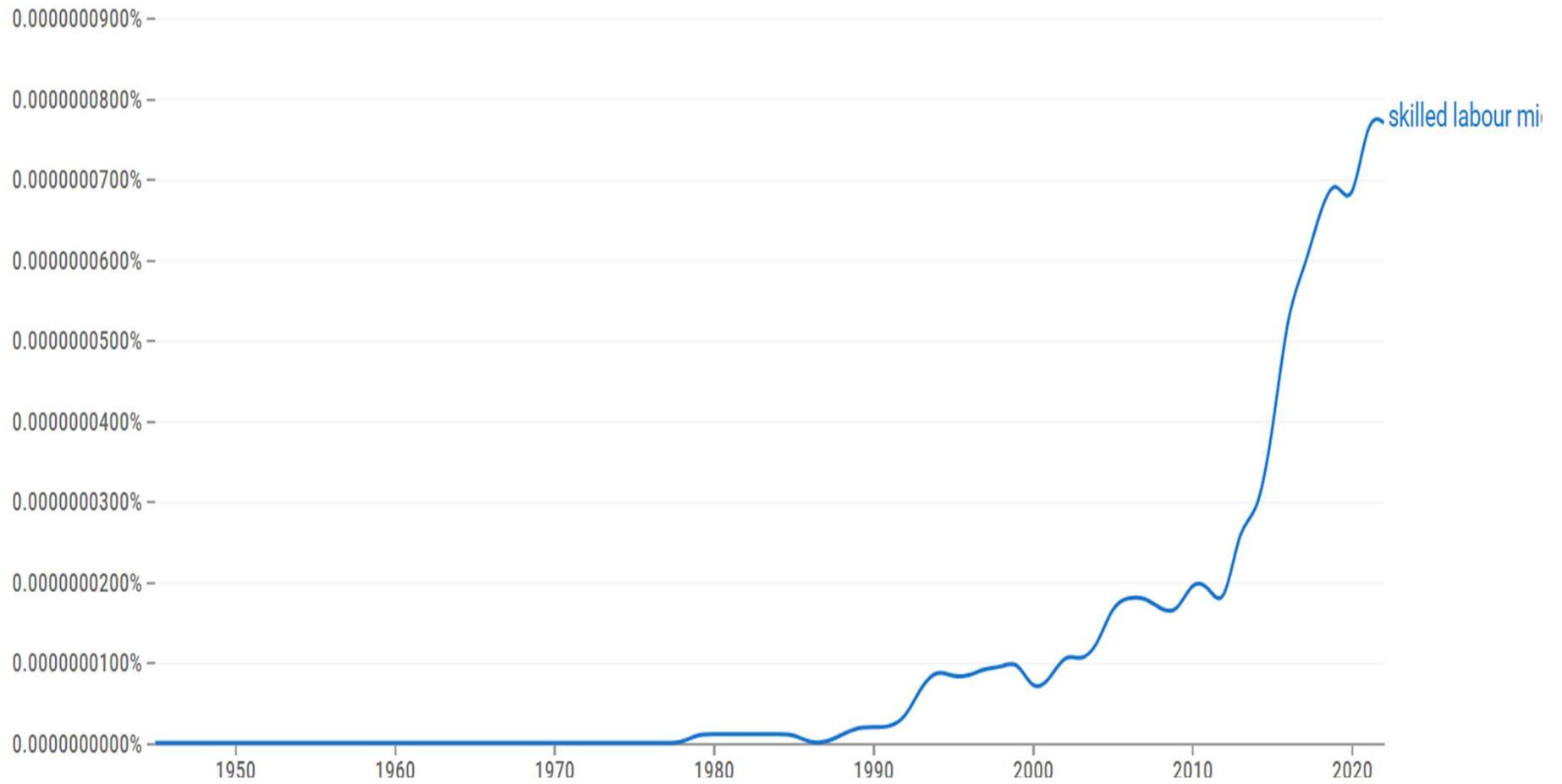
Valid and reliable assessment

Qualification Frameworks still matter

Moving Skills to Work

Skilled Labour Migration

Google ngram viewer



Certif-ID

A worked example



Skill Based Recruiting without Borders

Harmonized occupational qualifications to scale global mobility of talent

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Problem

The Global Talent Barrier

Companies are struggling to access and find the talent they need

Global Skills Gap

85 million
workers by 2030

putting €7.7 trillion in potential output at risk.

Source:

Korn Ferry "Future of Work" (2024)

Bureaucracy

3-6 month
hiring delay

for critical roles 67% of companies have this issue.

Source:

Deloitte Global Mobility Survey 2025

Relocation Costs

€20 k–€80 k
per employee

deters 4 of 5 SMEs from accessing overseas talent pools.

Source:

Mercer Talent Mobility Report 2024



Solution

What We Do

Digitally verify blue-collar credentials on blockchain, cutting fraud and compliance risk.

Match employers to job-ready talent in <7 days – 50 % faster than agency averages.

End-to-end mobility stack (visa prep, training, recognition, relocation) built for trades.

Pay-as-you-place model with recurring platform fees—90 % gross margin on software.



Why it's so big



85 M global skilled-trade vacancies by 2030 → €8 T in unrealised output (Korn Ferry).

€140 B spent annually on industrial & trade staffing, growing 6 % CAGR (SIA 2024).

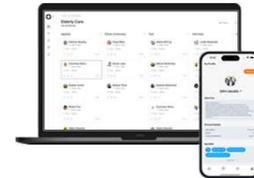
Aging workforces in UK, EU, US, Japan make **cross-border hiring non-negotiable**.

Skill based Migration is **underserved & defensible**.

Our Products : Creating trusted, skill based migration

CRESURE

SaaS Platform, Creating verifiable credentials mapped to the European Skills Framework (ESC)), anchored on blockchain for instant verification and Trust



TalentSure

Creating Verified Candidate profiles

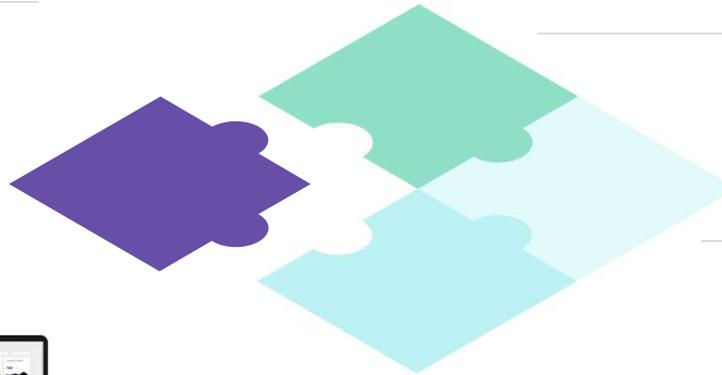
Creating Verified Candidate profiles from around the world, providing candidates with transparent job market and skill data

International Talent Pools

Connecting employers with a global pools of verified talent

Managing End-to-End Recruitment

Global Hiring. Fully Managed. Training, language, visa, relocation



Multi Stakeholder Solution

How TalentSure Turns Demand into Deployment"

A platform-powered solution connecting job demand, qualifications, and certified talent.

Step 1: Post Jobs

Aggregate Employer Demand -

Employers post jobs outlining demand. Use Data Analysis to defined most in demand and future proof professions

Step 3: Build Partner Network

Accredit partners in talent supply markets to deliver training and support candidates

Step 4: Certify Candidates

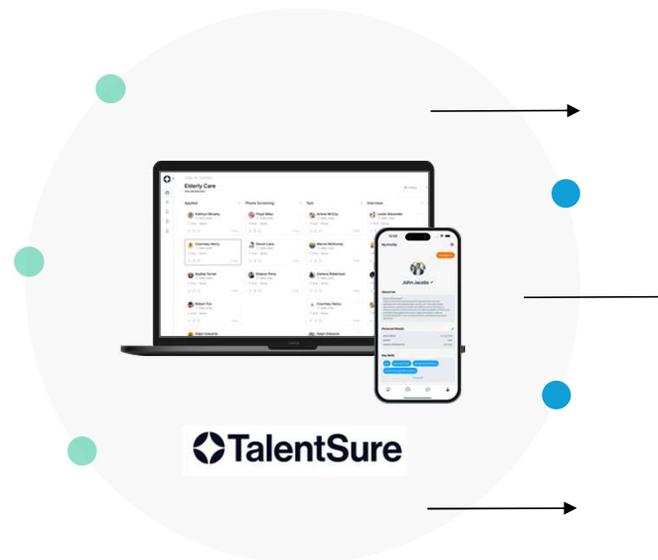
Awarding Organizations deliver assessments and certify successful candidates to UK industry standards

Step 2: Define Qualifications

Aggregated Job data helps to define occupational standards and qualifications that are recognised by employers and regulators.

Recruit Candidates

Recruit Candidates directly from the platform from anywhere in the world. Simplified migration and relocation in one place.



● Platform **Input**

● Platform **Output**

Case Study: India to Germany

In partnership with leading **German Certification Bodies**, we build certified talent pools that meet the requirements of the German automotive industry. We facilitate the **end to end recruitment** and migration process for our customers from a single platform. Our Automotive partners invest in the complete candidate journey including skill certification and migration.



Finding the right technical talent is more than just an interview. It's about skills matching, credential authenticity and cross border recognition

- Director HR Europe, Mercedes Benz

Concept – SIAS & TalentSure

Together, we align global talent supply with employer demand, offering access to diverse candidate pools certified abroad to UK standards, ensuring recognition and seamless integration into the UK labour market. By combining artificial intelligence with a holistic recruitment approach, we enable UK employers to engage qualified, accredited, and motivated professionals.



Customer Focus

Demand Driver

Primary – Employer

Secondary –

Governments

Typical Case :
3 Months Salary for Recruitment
ca. £10,000 per candidate

Awarding Body

Develop Qualifications
Accredit Training Partners
Certify Candidates

Recruiter

Source Candidates
Train Candidates
Support Candidates

Candidate?

Language Training
Upskilling
Migration Costs (Flight / Visa)

Should the
candidate pay?



Critical Success Factors

Clear, committed, and Scalable Employer Demand

Employer needs must be clearly defined, backed by commitment, and available at a scale that justifies investment in training and qualification programs.

Without real job opportunities, qualification pathways risk becoming ineffective and unsustainable.

Job Availability and Program Viability

A significant volume of actual job placements must be available.

The economic and operational viability of training and migration programs depends on predictable, sustained demand from employers.

Recognition of Qualifications

Developed qualifications must be recognised by industry bodies and employers

They should enable access to job roles, professional recognition, and career advancement in the UK.

Critical Success Factors cont.

Supportive Immigration Policy

Immigration frameworks must facilitate and incentivise skills-based migration aligned with industry needs

Policy should reduce friction in talent mobility and promote long-term workforce development.

System Trust and Integrity

The system must ensure transparency, quality assurance, and protection against fraud or manipulation.

A compromised system will erode employer trust and damage the model's credibility.

Holistic Skills Management

Beyond technical qualifications, additional skills such as English language proficiency and integration support (e.g., cultural, social, academic credentials) must be included.

These are essential to ensure successful employment, integration, and retention of international talent.

Policy requirements

1. Skills-Based Immigration Policy

- **Flexible visa pathways** that prioritise industry-verified skills and qualifications.
- Streamlined visa processing for candidates with recognised credentials.
- Clear definitions of “shortage occupations” linked to real-time labour market data.

2. Qualification Recognition and Accreditation

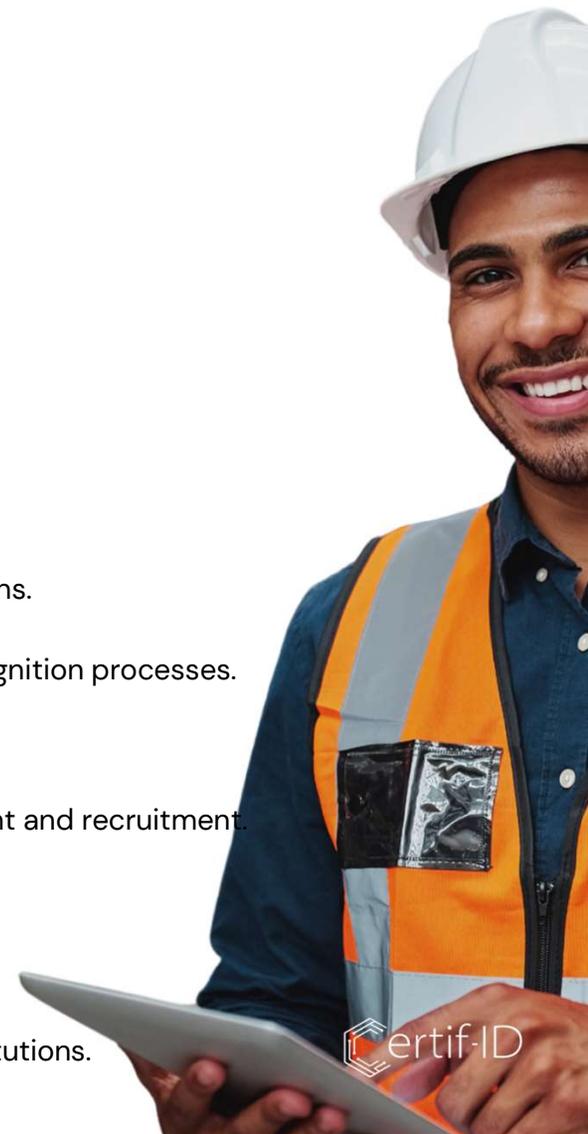
- Mutual recognition agreements between the UK and source countries for relevant qualifications.
- Regulatory support for **digital credentials and assessments** to ensure verifiability.
- Support from UK bodies like **Ofqual, NMC, GMC, or Engineering Council** for streamlined recognition processes.

3. Employer and Industry Involvement

- Policy frameworks that encourage and incentivise employer participation in skills development and recruitment.
- Public-private partnerships to define skill standards and support onboarding and integration.
- Legal clarity on ethical recruitment and responsibilities of employers.

4. Data Transparency and Integration

- Real-time labour market intelligence sharing between government, industry, and training institutions.
- Data interoperability between immigration, employment, and qualification databases.



Implications for Assessments and Credentials

1. **Shift to Global Recognition Standards**
 - a. UK qualifications must be portable and internationally benchmarked.
 - b. Increased pressure on cross-border qualification mapping.
2. **Increased Demand for Digital Credentials**
 - a. Traditional paper certificates are no longer sufficient.
 - b. Rapid growth in need for secure, verifiable digital credentials.
 - c. Credential Portability Becomes a Competitive Advantage
3. **Expansion of Competency-Based Assessment Models**
 - a. Focus moves from theoretical learning to job-ready, practical skills.
 - b. Assessments must reflect real workplace scenarios.
4. **Heightened Scrutiny & Quality Assurance**
 - a. Fraud prevention becomes critical in high-volume migration pathways.
 - b. Credentialing bodies must adopt stronger verification systems.
5. **Greater Role for Language & Integration Assessments**
 - a. English language proficiency and soft skills become essential for employability.
 - b. Pre-migration testing becomes standard.





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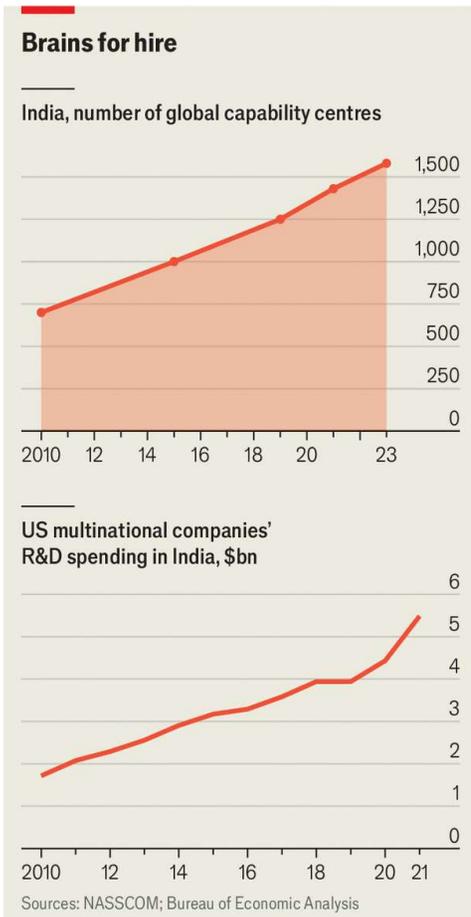
🌐 www.talentsure.de



Moving work to skills

Global Capability Centres

The rise of Global Capability Centres



Economist May 23rd 2024

‘a centralised offshore facility wholly owned by a multinational corporation’

Cost advantage AND Skills advantage: 70% of companies are opting for regions such as India and Eastern Europe, which have high concentrations of skilled professionals’

[S&S Insider](#)

Key locations today: Philippines Poland, Mexico, China...but evolving fast.

It was just about IT, but now: healthcare, manufacturing, life sciences.....

Implications for skills

- Skills must be transferable across borders,
- Employers want standardised, verifiable competencies, and
- Credential portability for hiring efficiency and regulatory compliance.

Capability Centers Market, Regional Analysis, 2023



■ The Asia-Pacific region is dominating the market

source: www.snsinsider.com

Malaysia industrial policy

Attracting superstar firms in the electrical and electronics industry through investment promotion

The strategy:

- Active Investment Promotion, Supplier Linkages, Clustering, Multimedia Super Corridor, and:
- Workforce Development, with a dedicated Human Resource Development Fund
- Flagship: Penang Skills Development Centre – a World Bank supported joint initiative between government and industry



Qualifications:

- Siemens Mechatronic Systems Certification Programme
- Festo Industrial Automation Certificates
- Bosch-Rexroth Hydraulics/Pneumatics Training

And

- City & Guilds
- BTEC

Implications for assessment

From proxy to proof

What do qualifications mean when removed from their social context?

In a world where skills matter more than titles, employers no longer ask where you learned or care about the social status of your qualification — they ask what you can do

Testing knowledge

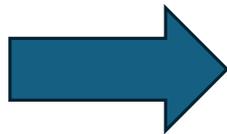
Standard exams

Institutional grading

Fixed-time tests

Opaque internal processes

Qualification as proxy



Assessing applied skills

Real-world performance tasks

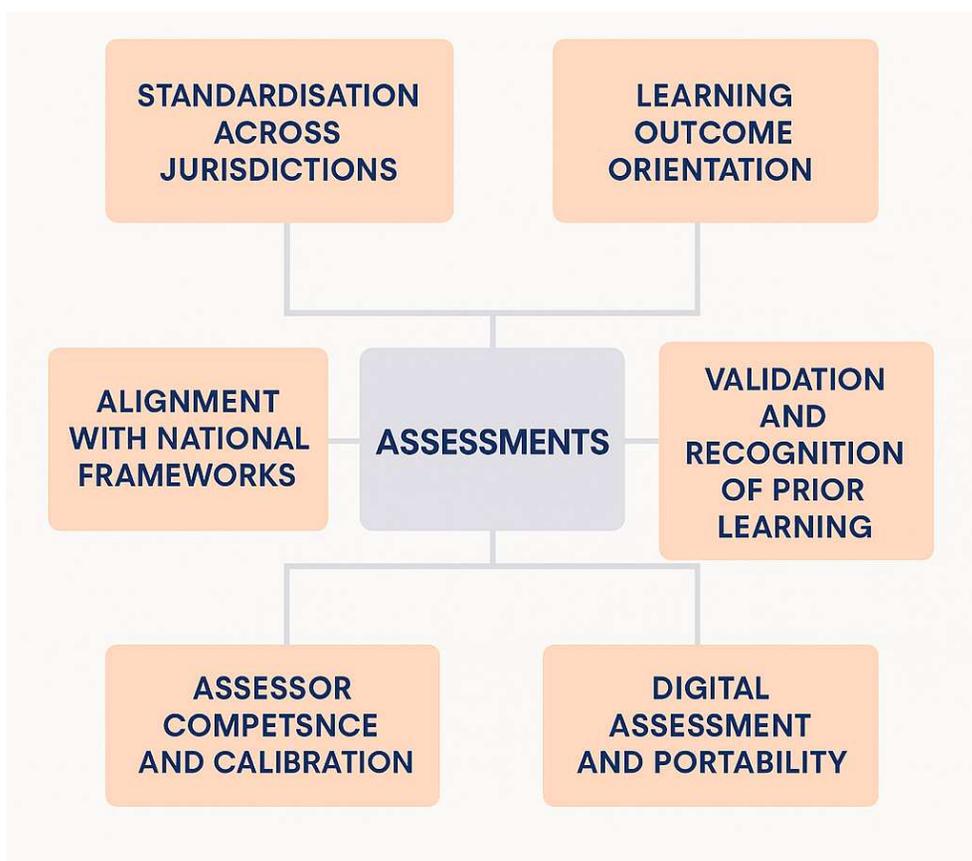
Competency-based judgement

Flexible, portfolio-based evidence

Transparent, verifiable credentials

Proof of capability in work

Operating assessments between jurisdictions



ACCA example – use of technology

Technology Area	Example Technologies or Platforms	Purpose
Digital Exam Platform	OnVUE, ACCA in-house CBE system	Global secure exam delivery, both centre-based and remote
Practice Interface	ACCA Practice Platform	Familiarisation with digital tools used in actual exams
Remote Proctoring	AI + live invigilation (remote proctoring tools)	Ensure exam security and accessibility globally
Assessment Design Tools	Item authoring systems with outcome tagging	Ensure alignment of questions with learning outcomes and competencies
Digital Credentials	E-certificates, blockchain (pilots)	Enable fraud-resistant, portable certification
Analytics	Psychometric tools, anomaly detection systems	Maintain fairness and detect irregularities across assessments
Learning Platform Integration	Kaplan, BPP, Learnsignal (via APIs)	Support consistent delivery and analytics across learning providers

**What are the conditions for
success**

Discussion – so what?

1. What are the new needs of employers, learners & job-seekers, and governments?
2. What does a full offering look like?
3. Where is best practice today and how do we make that normal?
4. What do we need to know more about?
5. What can the eAssessment Association and the Federation of Awarding Bodies do to support their memberships?