



## WHICH TYPE OF IMMIGRATION CHANNEL IS USED IN DT4E?

DT4E uses the **single permit**, which combines the **residence and work permits** in one. The single permit is limited to highly skilled talents and bottleneck professions. The single permit application needs to be submitted by the employer, who will be guided and assisted by the DT4E team throughout the whole procedure. Once the application is accepted, the talent will receive a single permit allowing them to reside and work in Belgium for **up to 3 years for highly skilled or up to 1 year for bottleneck professions**. The permit is **renewable**.

## HOW LONG DOES THE PROCEDURE TAKE?

The recruitment and matching phase will take up to 3 months. The entire process from job posting to actual first working day will vary from case to case, depending on the processing times (usually **up to 6 months**).

## WHAT ARE THE COSTS FOR EMPLOYERS?

The employer is required to cover for:

Fixed costs	Variable/optional costs
Administrative costs (single permit, visa D, registration at municipality)	Temporary housing (up to 3 months)*
One-way flight ticket to Belgium	Language training
Salary according to national legislation	Additional (technical) training

\* If possible, DT4E asks the employer to provide up to **3 months of temporary accommodation** for the talent, to help ensure a smooth arrival in Belgium.

## DOES THE EMPLOYER COVER THE TRAVEL COST FOR THE FAMILY MEMBERS?

This is to be discussed with the talent and decided on a **case-by-case basis** – if the employers have the financial capacity to do so, DT4E highly encourages this.

## WHAT ARE THE OBLIGATIONS AND COMMITMENT THAT THE EMPLOYER UNDERGOES?

The employer should **be committed and transparent** throughout the entire procedure. Close cooperation with the DT4E team is required during the entire recruitment process, as well as up to a year after the talent has started working (for example to answer monitoring surveys).

## WHAT IF THE TALENT DECIDES TO STOP THE PROCESS DURING PRE-DEPARTURE PHASE?

From experience (similar pathways in other countries and the first phase of DT4E), this has never happened voluntarily. Talents from the Talent Catalog are highly motivated, and the DT4E team invests in **expectation management** by carefully informing them about the procedure and related timeline. In the sourcing phase DT4E also makes sure that talents are still available and that they are genuinely interested in the job opportunity.

## WHAT IF THE TALENT QUILTS AFTER SOME MONTHS IN THE JOB?

DT4E is much like any other international hiring process, and the same risks apply. DT4E strongly encourages employers to **invest in onboarding and integration services** and to properly prepare for the arrival of the new recruit, to ensure retention. The DT4E team can assure that the talents are highly driven and duly informed. Moreover, similar programmes show high retention rates (94%) with the sponsoring employer.

## HOW ARE TALENTS PREPARED FOR THE JOURNEY?

The talents follow a **three-day pre-departure orientation (PDO)** course organized by Fedasil and IOM. The PDO sessions help talents to develop practical skills and attitudes that will facilitate their integration in Belgium. The PDO includes **5 modules**: exploring Belgium, living in Belgium, settling in Belgium, preparation and travel, and studying and working in Belgium (with a focus on soft skills and the Belgian work culture).

Talents are also assisted with the **logistical preparation of their relocation** (medical checks, bookings, visa applications, etc.). **Additional training** (e.g., language) required for the job can be arranged **upon request**.

## WHAT DOES DT4E'S POST-ARRIVAL ORIENTATION AND SUPPORT INCLUDE?

To assist talents in settling in and integrating, IOM and Fedasil offer a **post-arrival orientation (PAO) of one day**. The PAO will revolve around the topics of **working, living, and integrating in Belgium**. More in-depth **trainings** on intercultural competences, soft skills and adapting to a new work environment can also be organized upon request. IOM and its partners also help talents with **administrative processes**, such as registering at the municipality. DT4E encourages companies to monitor these procedures, offer assistance with **onboarding, coaching, mentorship, and buddy programmes**, as well as additional training. DT4E enjoys strong relationships with governments' integration services and public employment agencies.

## HOW WILL THE TALENT BE FOLLOWED UP?

DT4E will ensure that talents have access to the needed psychosocial, legal, administrative, and medical support services. During the job placement, a **monitoring process** is implemented, and **regular surveys** are conducted to assess the satisfaction of both the talent and the employer. Additional meetings can be arranged based on the needs expressed by the talents or employers to address any challenges promptly. The follow-up will maximize the chances of durable integration, job placement and retention of each talent.

## WHAT SUPPORT IS AVAILABLE FOR EMPLOYERS?

**Employers are assisted throughout the whole process** - from sourcing and matching, through the visa processing, and up until the post-arrival phase. With the support of the international law firm Fragomen, IOM provides employers with all necessary information for filing the single permit application. Individualized, tailored support can also be provided upon request and for an additional fee. In addition, employers can also benefit from preparatory trainings adapted to their needs, including in particular on intercultural competences, diversity management in the workplace, and ethical recruitment. See the next question for more information and feel free to contact us directly in case of interest.

## WHICH TRAINING MODULES ARE AVAILABLE FOR EMPLOYERS?

IOM offers introductory trainings for employers on **intercultural competences, diversity management in the workplace, and ethical recruitment**. The following modules are available and can be adapted to the specific needs and requirements of employers upon request: intercultural competences and communication; unconscious bias & discrimination; how to create an inclusive workplace; key elements of diversity management; and IRIS standards on ethical recruitment.