



**XV International academic conference “Foresight and science,
technology and innovation policy”**

Who are ‘foreign talents’ and how do countries and cities compete for them?

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In 2025, HSE University has published a guidebook that for the first time systematically answers the key issues of attracting foreign talents

- Who are foreign talents?
- What are the positive effects of attracting foreign talents?
- What tools do countries, cities and organizations use to attract them?
- Is Russia ready for active global competition for foreign talents and what are Moscow's prospects?





The world is experiencing a global talent deficit

20 М people

are looking for employers in a professional social network and LinkedIn

4.3 М people

projected shortage of IT, media, and communications specialists worldwide by 2030

20 М people

global shortage of cybersecurity professionals

1.4 М people

projected global deficit of aviation sector workers by 2043

1 М people

expected staff shortage of semiconductor industry specialists by 2030

95%

companies implementing AI technologies identified high talent needs

77%

medical and biotechnology companies require highly qualified specialists

76%

transportation industry enterprises worldwide need high-skilled professionals

72%

financial sector organizations report a shortage of highly qualified personnel

54%

IT organizations experience a shortage of highly qualified specialists

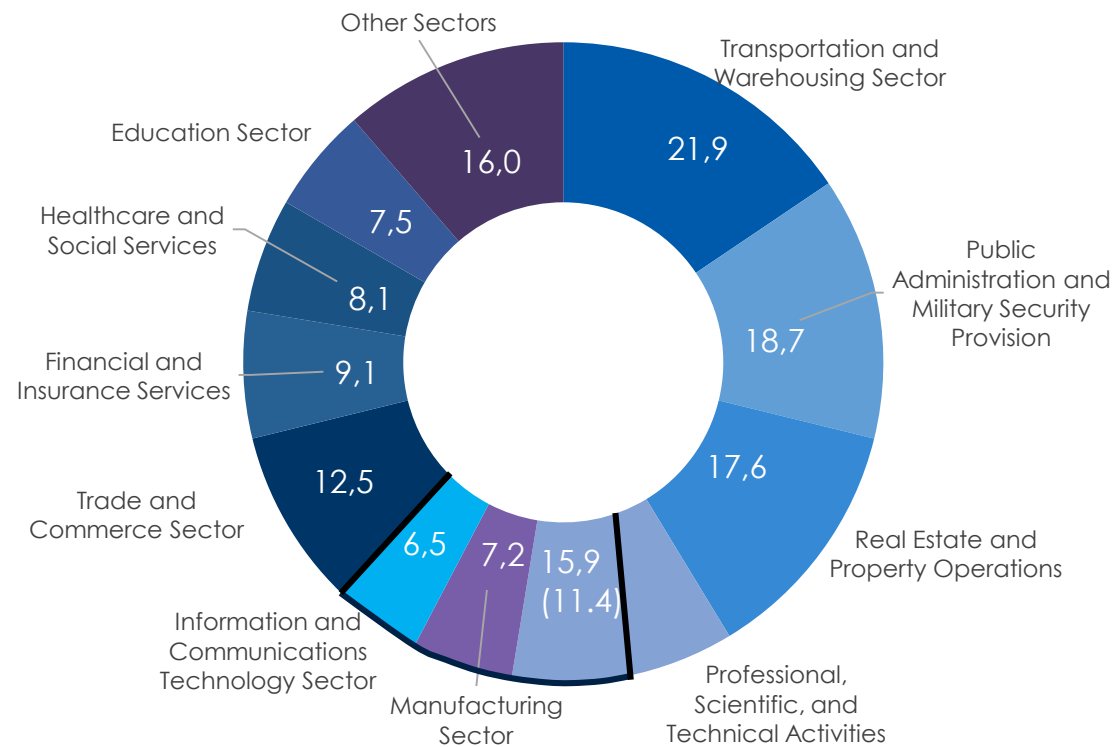
Source: ISSEK HSE University calculations based on data from Ferry, TechCrunch, ISC2, Boeing, Deloitte, and Hapfer



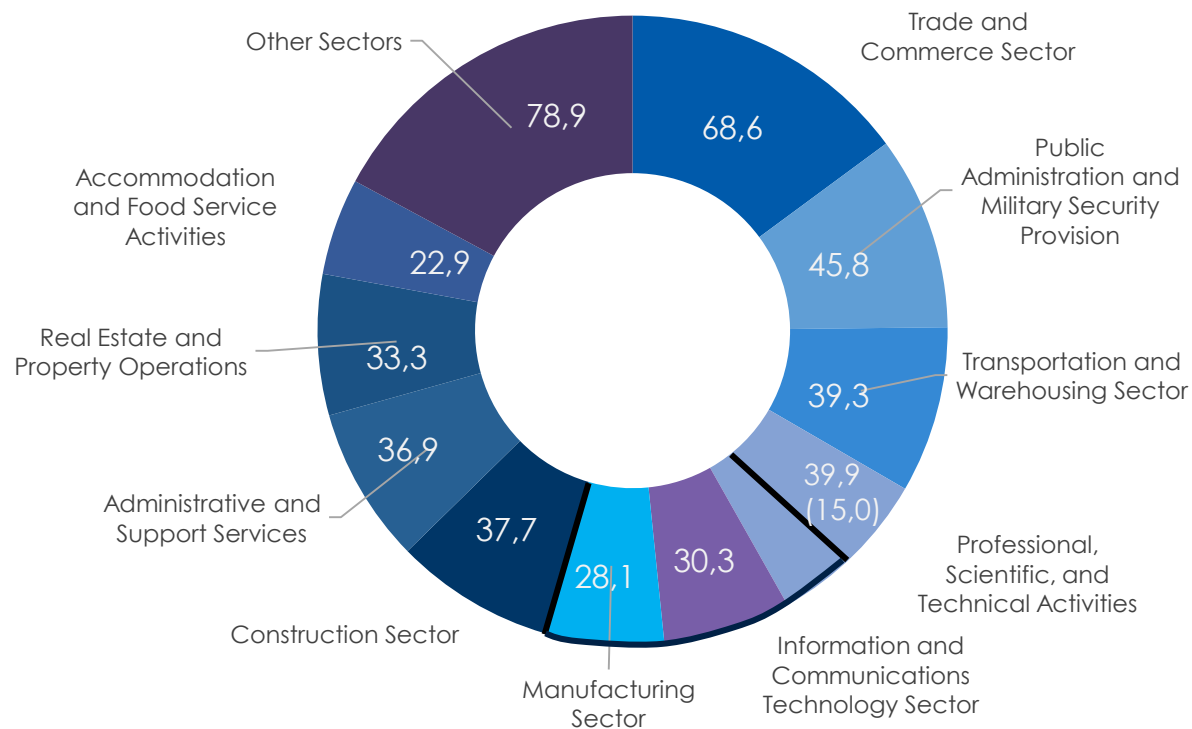
The shortage of personnel in Moscow's technology sector has increased since 2017

Structure of vacant jobs in Moscow organisations, thousand.

Q4 2017



Q4 2024



Technology sector

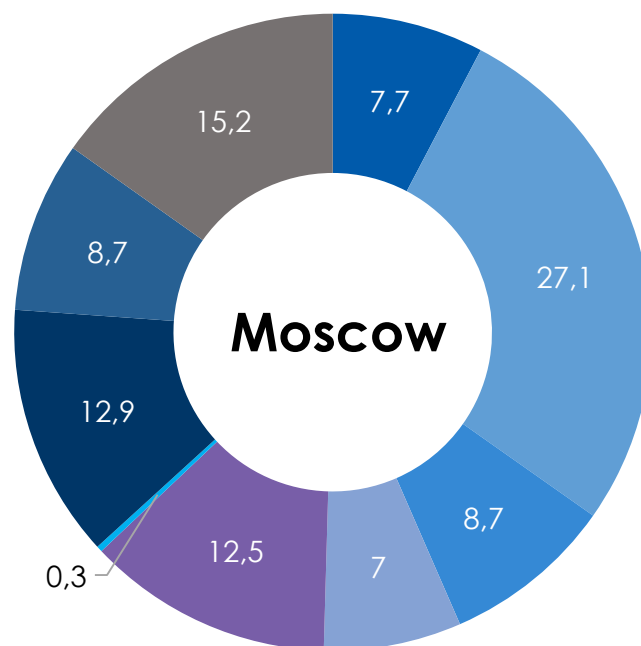
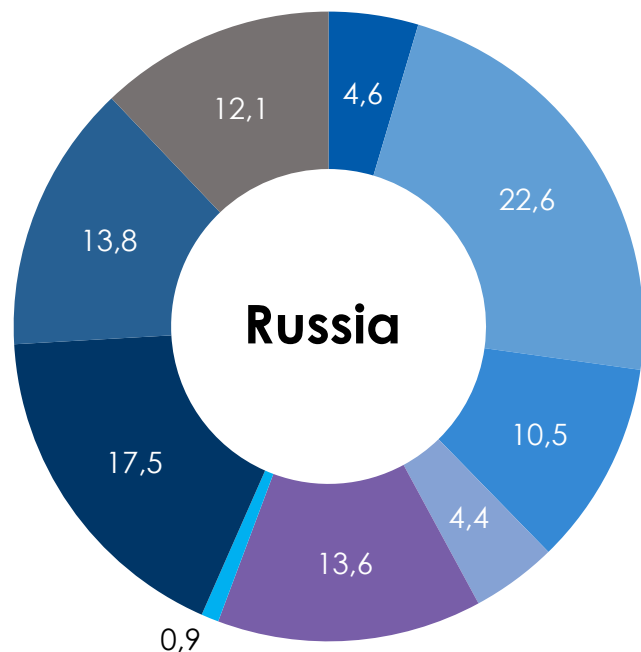


Moscow is Distinguished by Increased Demand for Highly Qualified Workers

Moscow's demand for highly qualified workers accounts for 42% of all vacancies, which is 10 percentage points higher than the Russian average

The share of other groups of qualified workers in the capital, conversely, is lower.

Structure of Organizations' Need for Workers to Fill Vacancies in Russia and Moscow by Professional Group: 2022, %



- Managers
- Specialists with the highest level of qualification
- Specialists with secondary level of qualification
- Employees engaged in document preparation and processing
- Service and trade workers, security personnel
- Skilled workers in agriculture, forestry, fishing, and aquaculture
- Skilled industrial, construction, transport workers and related occupations
- Machine operators, assemblers, and drivers
- Unskilled workers

Indicator: Number of employees required to fill vacant positions in organisations (excluding small businesses)
Source: ISSEK HSE University based on Rosstat data



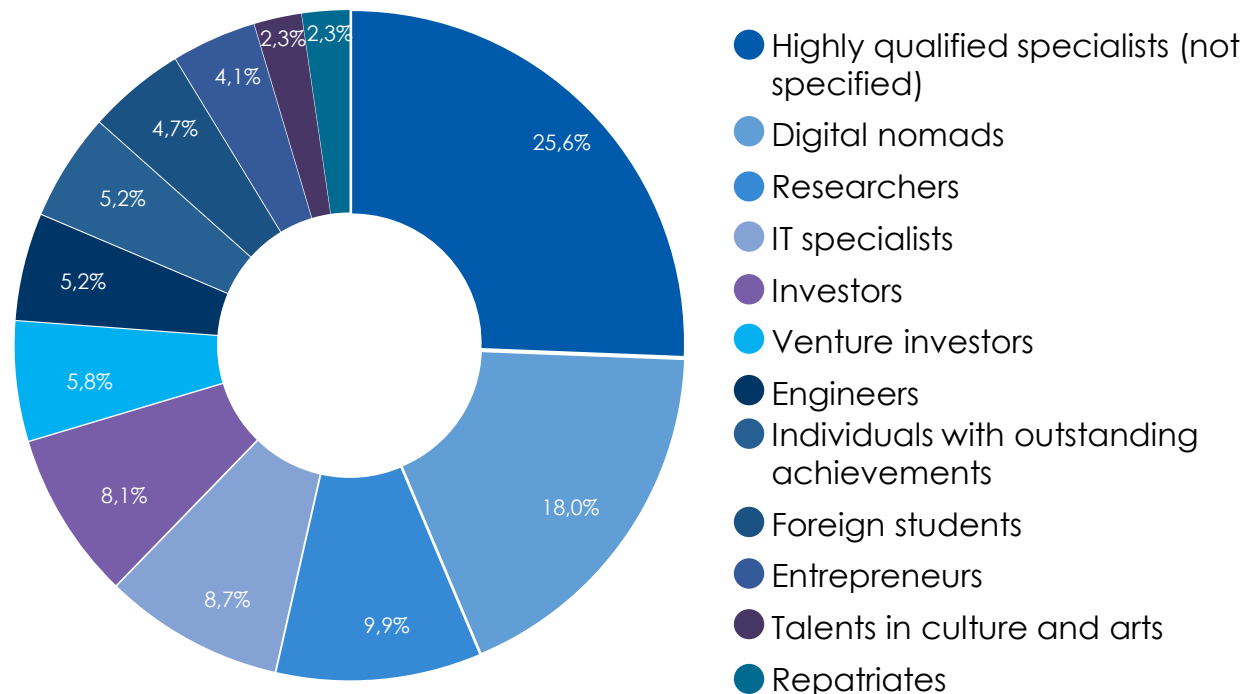
Three Key Strategies for Addressing Labor Shortages

1 Growing domestic professionals

2 Attraction of highly qualified personnel flows

3 Attracting foreign talents

Target Groups of Attracted Talents



Source: calculations by ISSEK HSE University based on data for 2024.

>70 countries

mainly high-income countries implement visa programs to attract foreign talent, with many of these programs targeting several categories of talent concurrently



Virtually all migrants arriving in Moscow have skill levels that do not correspond to the requirements of the city's technology sector.

By level of education

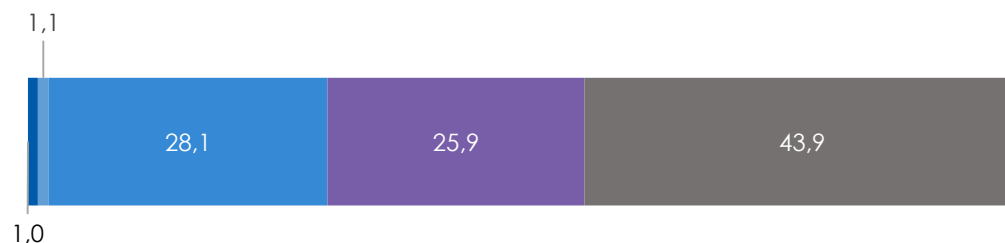


- Higher
- Secondary vocational
- Primary vocational
- Secondary general
- Secondary general and below

By professional groups



International migrants



- Managers
- Highly qualified specialists
- Service and trade workers, security guards
- Other professional groups
- Unskilled workers

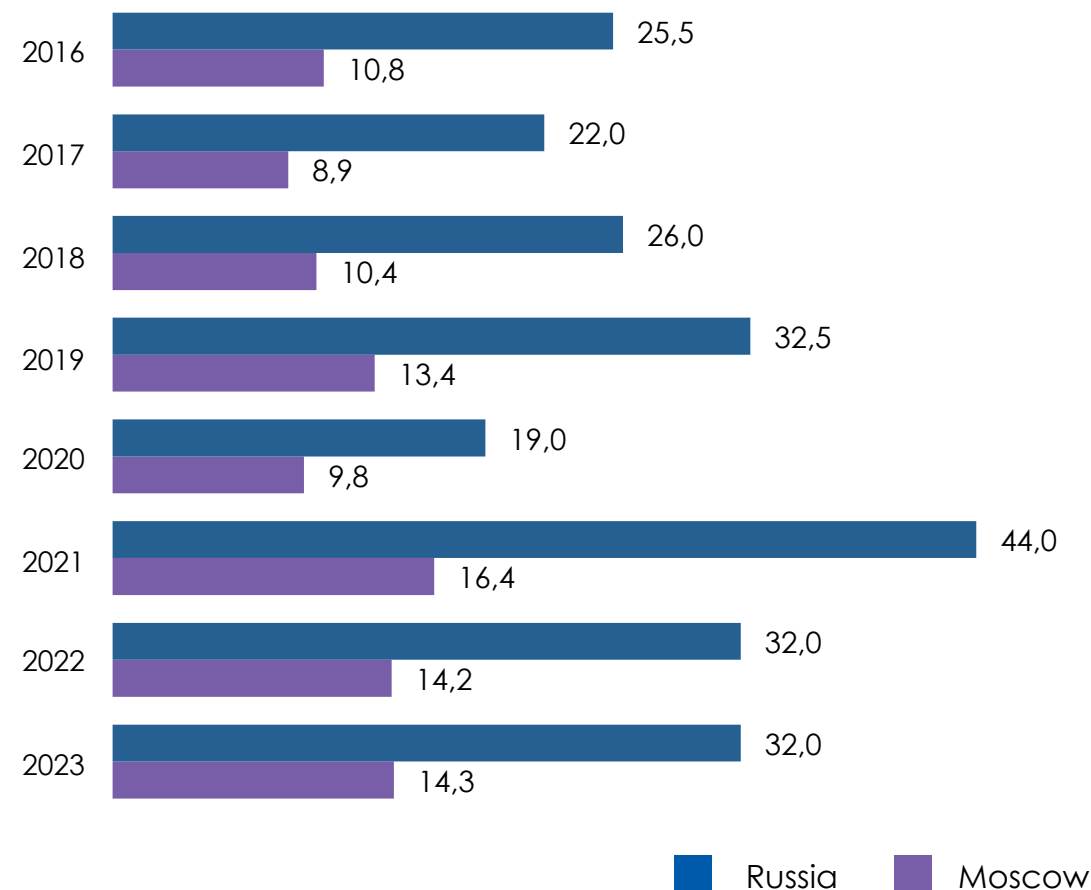


Attracting foreign talent is a promising but still underutilised way to reduce staff shortages

Moscow is Russia's key centre of attraction for highly qualified specialists (HQS): on average, the capital accounts for 42.4% of all work permits issued in the country for representatives of this category

Among HQS, the largest number are citizens of China (33%), Turkey (28%), India (12%), South Korea (3%) and Serbia (2%). The share of this group in the total number of international migrants is low. On average, foreign workers in Russia account for 1.7% of work permits issued, and 2.6% in Moscow.

Number of work permits issued to highly qualified specialists, thousand



Source: ISSEK HSE University based on data from the Main Directorate for Migration Affairs of the Russian Ministry of Internal Affairs



Approaches to identifying talent

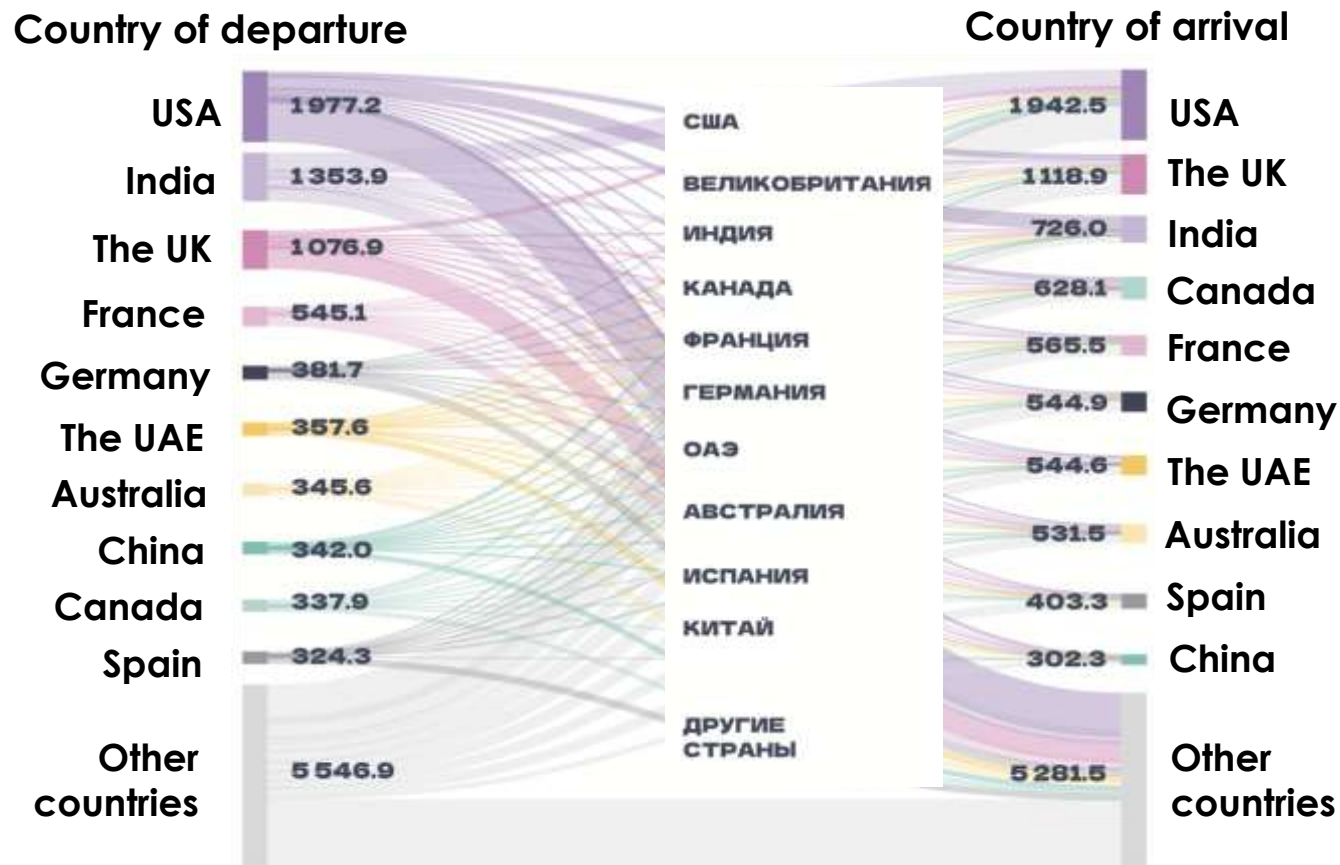
Criteria for assigning "talent" status	Example	Programmes containing these criteria
Outstanding achievements	Nobel Prize winners, IF Design Awards/Red Dot winners, Oscar and Emmy winners, Fortune 500 managers, etc.	EB-1A Visa (United States) Foreign Artistic Talent Scheme (Singapore) Global Talent Visa (United Kingdom) O-1 Visa (USA) R Visa (China)
Specific skills and competencies in a particular field	Specialists in fields such as artificial intelligence, information technology, cybersecurity, genetics, biomedicine, etc.	Skilled Worker Visa (United Kingdom) Specified Skilled Worker Visa (Japan) Taiwan Employment Gold Card (China, Taiwan) Turkey Tech Visa (Turkey) National Innovation Visa (Australia)
High level of education and work experience in the field	Bachelor's/Master's/Candidate's/Doctorate degree and 6 months to 5 years of work experience in a specific field	Blue Card (European Union) E7 Visa (Republic of Korea) LD Visa (Vietnam) Red-White-Red Card (Austria) VITE M-IX (Brazil)
Presence of a research project, business project, or start-up	Work on your own scientific and technological project, start-up, or business project that is of particular value to the innovative and technological development of the country	EntrePass (Singapore) Global Investor Programme (Singapore) Green Visa (UAE) Passeport Talent (France) Startup Visa Programme (Lithuania)
A degree from one of the world's top universities	Having the status of a graduate, associate professor or professor at leading universities worldwide according to international rankings such as QS, THE, ARWU	Golden Visa (UAE) High Potential Individual Visa (United Kingdom) Quality Migrant Admission Scheme (China) Talent Visa (Greece) Top Talent Pass Scheme (China)
High income or investment	Employment contract with large companies, a certain annual or monthly income, ownership of shares in large innovative companies	VKS regime (Russia) EB-5 Visa (USA) Overseas Networks & Expertise Pass (Singapore) Residence Pass-Talent (Malaysia) SMART Visa (Thailand)



Talent does not leave, it circulates

>50%

Share of highly qualified specialists in the total number of the foreign workforce in New Zealand, Australia and the United Kingdom; the average for OECD countries is 37%, compared to around 15% in other countries.

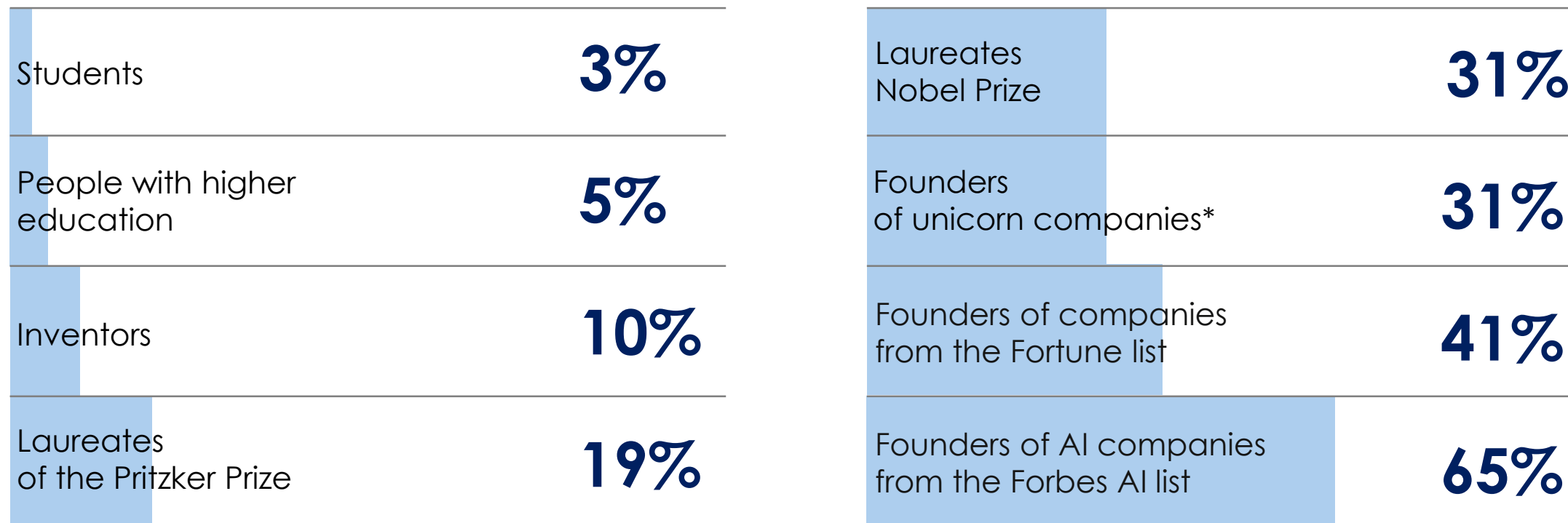


Note: The graph shows data on migration flows of LinkedIn users.
Source: ISIEZ HSE University based on data from LinkedIn and the World Bank.



The intensity of talent migration is directly linked to their contribution to the innovative economy of the host country

Global share of migrants among different categories of talent



* A unicorn is a company that has reached a valuation of \$1 billion within ten years of its founding, has not had an initial public offering (IPO), and remains at least a quarter-owned by its founders.

Source: ISSEK HSE University based on data from Kerr, UNESCO, The Pritzker Architecture Prize, Kutsenko E., Tyurchev K., Ostashchenko T. and the National Foundation for American Policy



One in three founders of unicorn companies established their businesses outside their country of origin.

There are 85 countries from which at least one future founder of a unicorn company has emigrated. There are far fewer countries that are attractive to founders – only 32

In the world's leading innovation centres migrant talent accounts for a significant proportion of the founders of unicorn companies. In Singapore, this figure reaches 83%, in London – 54%, New York – 48%, San Francisco – 46%, and Boston – 44%

A unicorn company founded with the participation of at least one foreign talent, attracts investments comparable to those in a unicorn without a foreign founder, but at the same time is valued on average 1.2 times higher

Countries leading in outflow of unicorn company founders

	Founders who left, persons.	Share of the global number of founders who have left, %
Israel	151	15.4
India	145	14.8
China	63	6.4
United States	50	5.1
United Kingdom	46	4.7

Source: Kutsenko E. et al. (2022) Relocation as a Driver of Innovative Activity: a Global Study of Unicorn Founders' Migration



Talent migration has many positive effects on the economy and society

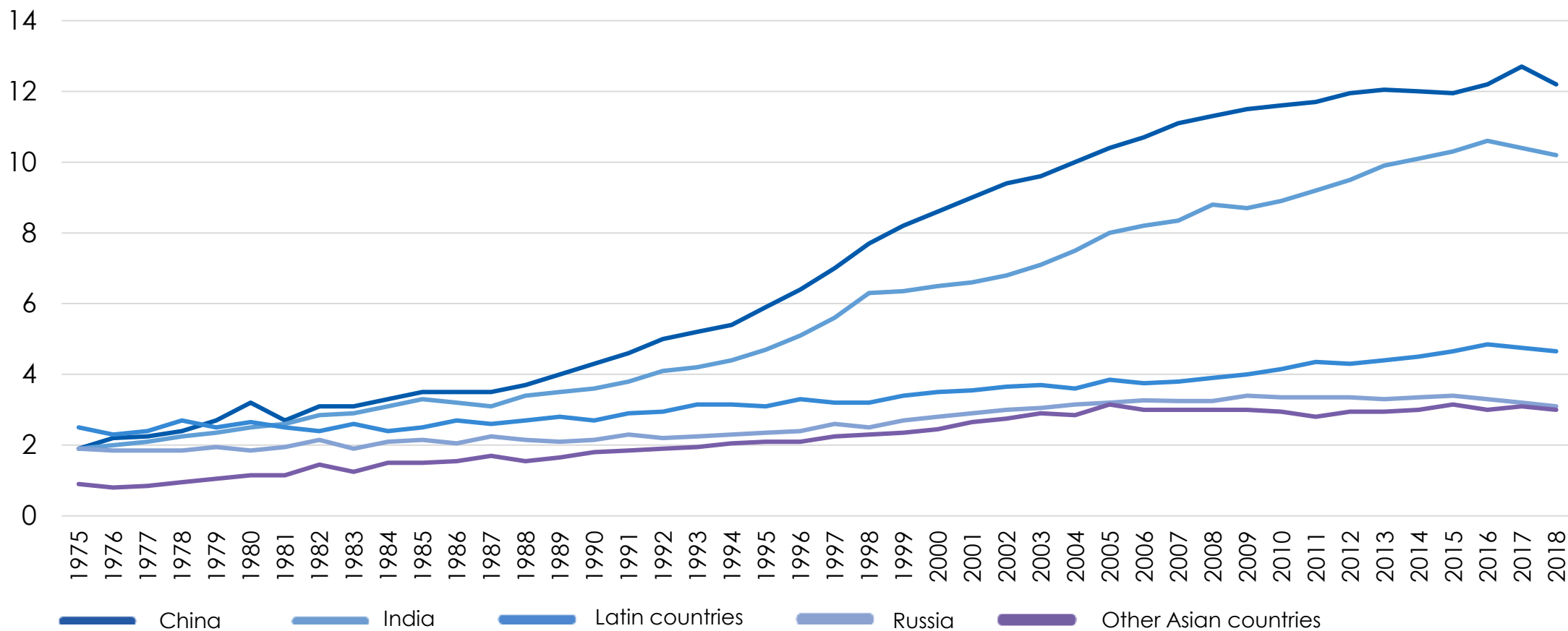
	National	Local	Corporate
Economic	Economic growth, new jobs	Increased business activity in regions and cities	Growth labour productivity labour
Innovative	Development of knowledge-intensive and high-tech sectors	Innovative growth of cities and clusters	Improvement of innovation activity of companies
Scientific and educational	Improving the quality research and training	Creation of centres of attraction for talented scientists and students	Accelerating the development new technologies, products and services
Cultural	Growth of creative industries	Development of cultural creative spaces	Entry into new foreign markets
Social	Improving the level of professionalism of the population	Strengthening social ties	Development international partnerships
Reputation	Improving image and attractiveness of the country	Formation of the of the territory	Increased interest and confidence among investors

Source: ISSEK HSE University, based on an analysis of academic publications and expert reports



Migrant talent makes a significant contribution to technological development

Dynamics of patent applications in the United States by country (region) of origin of authors, %

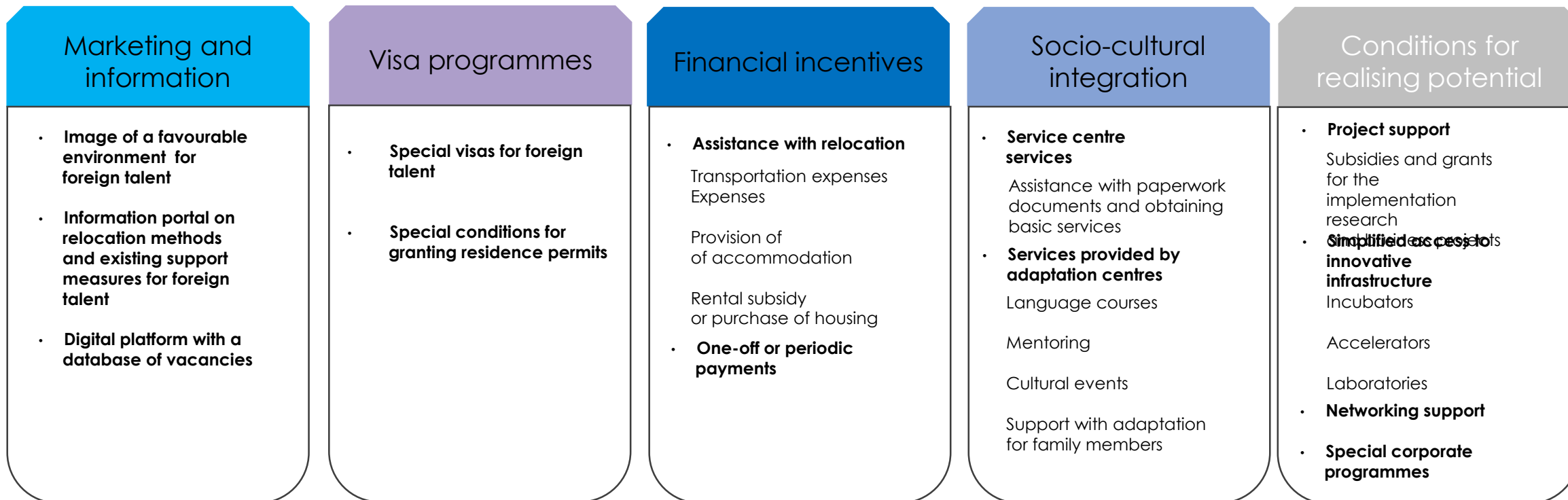
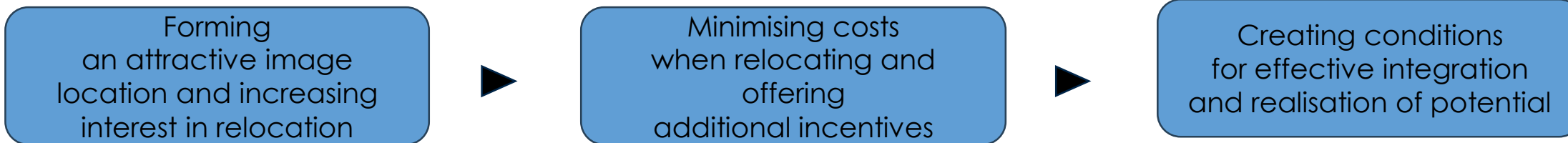


Source: Kerr W. (2020) The gift of global talent: Innovation policy and the economy



Competition for foreign talent has pushed recruitment mechanisms far beyond the scope of traditional work visas

Conceptual framework for attracting foreign talent



Source: ISSEK HSE University based on analysis of foreign programmes for attracting foreign talent



To date, talent visas are available in more than 70 countries



Visa programmes



UAE

Golden visa

Recipients

12 categories of foreign talent, including:

- Researchers and highly skilled professionals
- Executive directors
- Outstanding students and graduates

Terms and conditions

Depend on the talent category. For example, students must study at leading global universities and demonstrate high academic performance

Validity period: from five to ten years

Benefits

The right to work in the UAE without income tax, the opportunity to purchase special health insurance programmes



France

Passeport Talent

Recipients

11 categories of foreign talent, including:

- Investors, including venture capitalists
- Start-up founders
- Highly qualified professionals
- Internationally recognised individuals

Terms and conditions

Confirmation of talent status: for example, for investors – invest at least €300,000 in French companies; for a start-up founder – the availability of a business plan

Validity period: from three months to four years

Advantages

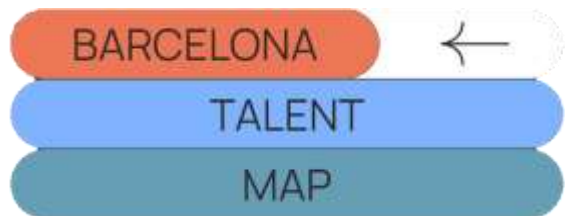
Allows you to obtain a residence permit for up to four years with the possibility of extension and subsequent permanent residence (PR)



Barcelona authorities use LinkedIn data to study the city's attractiveness to talent



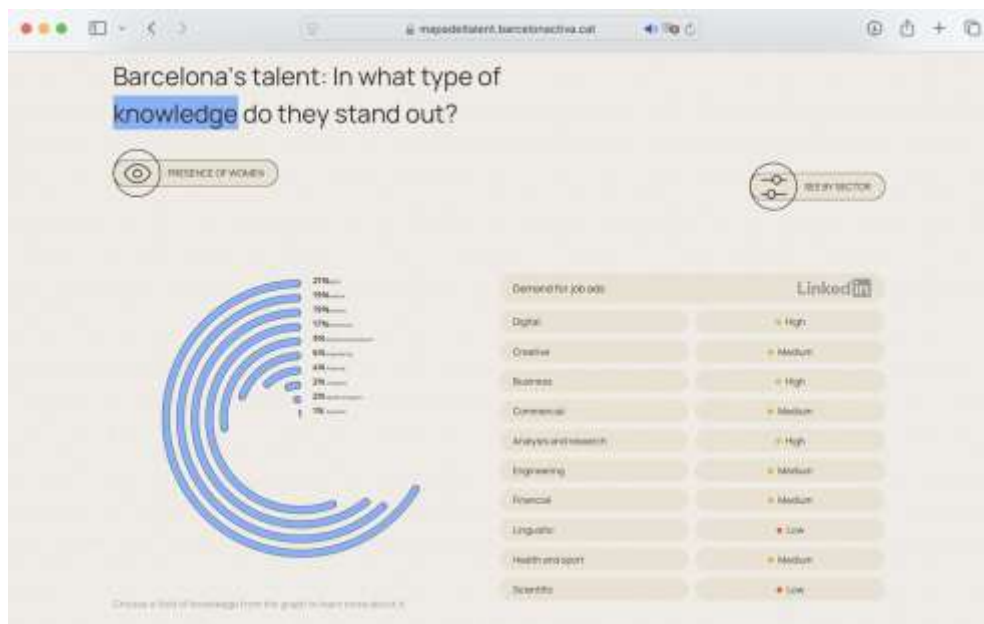
Marketing and communication



Barcelona Digital City

Barcelona City Council

The Barcelona City Council has launched the Barcelona talent map platform, which provides up-to-date **information on talented individuals in the city** who are registered on the LinkedIn professional network, under several categories



Flows

Where do Barcelona's talents come from and where do they go?

Education

Which universities in Barcelona attract the most talent?

Skills

In which sectors do the city's talents work, and what skills do they possess? How do the city's talents move between economic sectors?



Since 2023, Shanghai has been conducting pilot work on standards for identifying foreign "urgently needed" talents, developed in collaboration with the city's innovative businesses



Marketing and information

The catalogue of "urgently needed" foreign talent in Shanghai includes 62 professions in the fields of **electronics, biomedicine, AI** and **finance**, for which foreign talent is required. The following requirements have been established for each profession:

1. Skills and competencies requirements

Possession of skills and competencies in a specific field of knowledge depending on the profession, including those confirmed by documents (certificates)

2. Education requirements

Possession of the required level of education (bachelor's, master's, candidate, doctorate, etc.) in the relevant field of knowledge

3. Experience requirements

Professional experience in specific areas

Examples of in-demand professions

Name of profession

Basic requirements

Talents in the field of research and development of lithographic machine systems

- Knowledge of optics (applied optics, physical optics, Fourier optics, etc.)
- Ability to use software for creating master drawings (AutoCAD, ProE, etc.)
- Mathematical abilities and programming skills (MATLAB, C language)

Talents in the field of research and development of financial products

- Knowledge of development trends and market conditions in the financial industry
- Proficiency in financial product development tools and methods (big data technologies, AI)
- Certification confirming qualifications (Chartered Financial Analyst (CFA), Financial Risk Manager (FRM), etc.)

The rapidly growing Pudong district of Shanghai offers significant financial incentives to **"pearl talents"** who relocate there – outstanding scientists, engineers, tech entrepreneurs and experienced professionals.

As part of the programme of the same name, the district plans to support more than ten "pearl talents", over 300 "leading pearl talents", more than 600 "elite pearl talents" and over 1,000 "pearl engineers".

	Pearl talent	Leading pearl talent	Elite Pearl Talent	Pearl Engineer
Talent Groups	Leaders of large-scale innovative projects	Holders of international achievements	Outstanding young entrepreneurs or scientists with high growth potential	Specialists in strategically important industries in the New Pudong District with five years of experience
One-time subsidy, thousand US dollars	274.9	137.5	68.7	27.5
Annual payments, thousand US dollars	up to 687.3	up to 412.4	up to 274.9	up to 68.5
Housing support	Apartment area up to 300 sq. m or rent subsidy of up to \$4,100 per month	Rental subsidy of \$824.8 per month for up to five years	Rental subsidy of US\$412.4 per month for up to three years	Rental subsidy of US\$412.4 per month for up to three years





Visa service centres provide assistance to highly qualified specialists and their employers



IN Amsterdam

— A PPP project providing services to organisations and their highly skilled migrant employees

All companies based in **the municipalities of Almere, Amstelveen, Amsterdam, Weerkerk, Diemen, Haarlem, Haarlemmermeer, Hilversum** and that are **official sponsors or recognised partners of the Dutch Immigration and Naturalisation Service** can collaborate with IN Amsterdam

Highly qualified specialists

- Support and information for foreign nationals at all stages of their life in Amsterdam
- Services for **collecting biometric data** and **processing documents**, including civil service numbers (BSN – Burgerservicenummer) and residence permits

Companies

- Assistance to companies in **registering** foreign employees with the Ministry of the Interior and the Municipality of Amsterdam
- Assistance in preparing documents related to benefits for highly qualified professionals: **reimbursement of additional relocation expenses** (30% compensation), submission of an application by the employer for **a residence permit for family members**

International House Copenhagen

Managed by the City of Copenhagen

Registration services

- CPR registration (Civil registration number)
- EU residence document (SIRI)
- Medical card
- MitID
- Tax card

All services are free of charge

Events



Work and career

Get Started

Free 1-day job search course for migrants

Greater Copenhagen Career Programme for International Students

A 7-month mentoring and networking programme for international students pursuing a bachelor's or master's degree in the Greater Copenhagen area who have graduated from a Danish educational institution within the last 6 months

Copenhagen Career Programme

A 5-day programme for spouses of professionals who have moved to Copenhagen for work

Many cities offer opportunities to learn the local language through their foreign talent adaptation centres to learn the local language

Barcelona



Learning Catalan and Spanish

If you're keen to learn Catalan and Spanish, note that they are both Romance languages and therefore related languages. If you already know some French, Italian or any other Latin-based language, you'll have an advantage when it comes to learning Barcelona's official languages.

Barcelona offers you a huge number of centres for learning its languages, including schools and private centres, as well as universities.

If you are someone who opts for the official system, **Official Language Schools (EOI)**, which stands for Escola Oficial d'Idiomes offer you courses in modern languages, including the local languages of Catalan and Spanish.

Barcelona has six such EOIs, but the Drassanes and the Vall d'Hebron ones offer the largest number of courses.

- [Barcelona Drassanes EOI](#)
- [Barcelona Vall d'Hebron EOI](#) (only in Catalan)

Free 48-hour "intensive" course funded by the city

Hamburg



German language courses



1. Language School

2. Language School

3. Language School

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Learn German Language Schools

Face-to-face and online German language courses, including free ones

Vienna



German language and basic education courses

The City of Vienna supports new migrants in learning German. As a migrant in Vienna you can also boost your general education by attending basic education courses to improve your maths or computer skills.



For adults

As an adult and depending on your level of education you can attend basic education or German language courses. [more](#)



For women

The City of Vienna offers basic education and German language courses that specifically focus on the needs of women. [more](#)

A wide range of both paid and free language courses

Geneva



French Classes

FOR UNIGE staff and students

La Maison des langues - <https://www.unige.ch/fr/maison-des-langues/>

Summer classes - <https://www.unige.ch/fr/maison-des-langues/formation/formation-ete/>

Public entities

UNIGE

<https://www.unige.ch/fr/maison-des-langues/>

Public School

Parents of pupils can take French classes at the public school <https://www.gd.ch/fr/français-courant-parents-voies-children-externes-public-complémentaire>

Paid language courses

The Hague



Learning Dutch in The Hague region

Luckily for those wishing to learn Dutch in The Hague region, there are plenty of options. Whether you'd like to undertake an intensive course, follow a weekly group course to learn and meet people at the same time, or join a free course, there's plenty of options. Find out which requirements are needed to learn Dutch.

Opportunity to take free language courses at partner schools of the adaptation centre

Helsinki



Personal integration plan

After this initial assessment, an assigned integration services specialist can help match integration services participants with several kinds of information, training and services. Many of the activities and services that may be recommended are cost-free.

In most cases, the specialist and the participant will next draw up a personal integration plan together. The plan will likely include classes that help participants learn about Helsinki, everyday life in Finland, and, for example, the system of state benefits. In addition, assigned specialists can help match participants with Finnish or Swedish language classes, education and training towards a profession or other activities of interest.

As a rule, newcomers must jointly draw up their personal integration plan no later than three years after they first registered their right of residence in Finland.

A wide range of both paid and free language courses





A separate focus is on improving the accessibility of physical infrastructure for foreign talent



Conditions for realising potential

With the assistance of **the Belgian cluster Hub.Brussels Hospitality**, **Oofoer** has developed an app of the same name that offers a service for booking workspaces in Belgian hotels, as well as special rates for partner services (conference rooms, restaurants, gyms, etc.)

The idea behind Oofoer is to use hotel space and infrastructure to create a comprehensive offering compared to traditional coworking spaces

Target audience: digital nomads, freelancers



oofoer: Hotels to work & relax (4.4)

Embrace remote work

[Dahu Partners](#)

Designed for iPad

Free · Offers In-App Purchases

Screenshots iPad iPhone





Helsinki offers active immersion programmes into the city's business environment and building professional contacts



Conditions for realising potential

Helsinki

Helsinki Partners

Helsinki Partners is a marketing company established by the City of Helsinki to create conditions for the relocation of start-ups and attract foreign investment and talent

The programmes implemented by Helsinki Partners assist foreign talent, from qualified specialists to international venture fund managers, with visa applications and various issues during their stay in Helsinki

	The 90 Day Finn Programme	Founders to Finland	Venture Nordics Programme
	International-level specialists, corporate representatives, investors and entrepreneurs	International entrepreneurs and private investors	Venture fund managers and private investors
Support period	Support in preparing the necessary documents, including visa applications		
	Assistance in finding and paying for a nursery or school for children		
	<ul style="list-style-type: none"> Coworking space Business meetings Personal consultant 	<ul style="list-style-type: none"> Startup ticket to the Slush 2024 technology conference Public transport passes and SIM cards 	<ul style="list-style-type: none"> Investor ticket to the Slush 2024 technology conference Airport pick-up Public transport passes and SIM cards
	Consultations on the implementation of potential business plans in Finland Free access to the programme's alumni network	Support in setting up a business in Helsinki	Legal support for transactions with Finnish start-ups or venture capital funds



A series of in-depth interviews was conducted to analyse the current situation regarding attracting and retaining foreign talent in Moscow

Objectives

- Identification of profiles of foreign talent in demand in the Moscow economy
- Identifying the main factors underlying the motivation of talent to move to Moscow
- Identifying the most promising formats for working with talent
- Identifying factors for the successful integration of talent into professional activities
- Identifying key problems faced by talent when working in Moscow

Methodology

- ❖ 15 in-depth interviews:
 - with representatives of Russian companies that hire talent (*manufacturing companies, banks, high-tech businesses, service sector, creative industries, scientific and educational organisations*)
 - with talents (*in the fields of IT, entrepreneurship, creative industries, high-tech companies, science and education*)
- ❖ Conducting a focus group (expert session) in collaboration with NooDome:
 - approximately 30 participants – company representatives
- Experts in the field of talent attraction



External factors reduce employers' interest in attracting foreign talent

- Legislative risks are forcing employers to tighten their approach to selecting foreign talent, narrowing the pool of candidates to Russian citizens living abroad
- High administrative fines for incorrect documentation make the process of attracting foreign talent too risky for employers
- Many HR department employees do not have the skills to hire foreign talent. Whereas this function used to be outsourced, the market for services in this segment has now shrunk significantly

"Today, there is a strict requirement for candidates to have Russian citizenship, due to sanctions restrictions, especially with regard to unfriendly countries, which significantly exposes potential foreign workers to legal risk."

"Previously, there were companies that provided labour migration support services for large businesses and even state-owned corporations. However, today they have either left, reduced their activities, or reformatted themselves. As a result, many organisations have begun to develop internal expertise in attracting foreign workers, but, alas, not always successfully."



Despite the barriers, some Moscow companies continue to consider the possibility of attracting foreign talent.

- Educational and research organisations, as well as some of the most ambitious high-tech companies, show the greatest demand for foreign talent
- Among the foreign specialists in demand, employers cite personnel with unique skills in digital transformation and project management for launching new products and lines, professionals with experience working in specific countries and with specific technologies

"When we need a fresh perspective on a problem, or we are confident that foreign talent can make a product, such as a platform, better, we are willing to pay for these skills. We are buying experience that is not yet available on the Russian market"

"The advantage of attracting foreign workers is that they have different experience from ours, similar to belonging to a different scientific school, as they would have said in the past. The combination of different points of view, ideas and developments leads to new and more impressive results in business"



Without accessible services for finding, selecting, and integrating foreign talent, companies themselves bear all the associated costs.

- Only large companies can bear the additional financial burden of attracting foreign talent. Small and medium-sized businesses are not prepared for such costs and focus on domestic applicants
- Large organisations often help foreign talent and even their family members with relocation, for example by purchasing tickets or completing administrative procedures. The most advanced organisations are building a comprehensive system for the adaptation of foreign specialists, assisting them in resolving everyday issues, finding accommodation, etc. Business is creating demand for Russian language courses for foreign talent, knowledge of which is a key factor in their successful adaptation to the workplace

"Our company offers foreign candidates various support options, such as reimbursement of travel expenses, assistance in bringing family members to the country, temporary accommodation, etc"

"The family factor plays a key role in a foreign candidate's decision to accept a job offer and, accordingly, to relocate. The interested employer must provide comprehensive support in this matter. For example, when a new employee from the UK moved to Moscow with his family, we took great care of him"

"Our company is currently studying the Chinese labour market, where, unfortunately, there are few specialists with knowledge of Russian who meet our needs. The language barrier seriously limits our ability to attract foreign talent"



The return of Russian talent with experience working abroad is a "window of opportunity" for Moscow companies

- Today, there is a trend in Russia towards the return of specialists who had previously left, which is reinforced by the prospects for their career growth or the application of the experience they gained abroad
- Given the career growth opportunities available upon returning to Russia, talented individuals are not demanding salary increases to levels comparable to those offered for similar positions abroad
- The competitive advantage of Moscow companies in attracting talent from abroad, including compatriots who have left the country, is the abundance of interesting tasks and opportunities for self-realisation in such professional niches as fintech services, IT, artificial intelligence technologies, etc.

"We are currently considering hiring candidates who recently left. Over the past year, about three people have been rehired by the company for top positions to tackle interesting challenges"

"An employee from abroad returned to our company with a promotion, taking charge of his own team and receiving carte blanche to restart the business. Now he faces new, more complex tasks that differ from his previous responsibilities. In fact, he has become the head of an entire division"

"Most of those who left are seriously considering returning to Russia for good. Only a minority have decided to sever ties with their homeland"



The multiplicity of possible legal statuses for foreign students in Russia complicates the process of their employment.

- In order to obtain a work visa after graduation, foreign graduates must cross the border, which often involves significant costs
- The costs associated with transitioning from student to employee status are too high for both the foreign graduate and the employer

"Despite the Russian Ministry of Internal Affairs' clarification regarding Federal Law No. 115, which states that companies can hire students during their legal stay in the country even without a temporary residence permit, none of the companies we know of have agreed to take this step, apparently unwilling to look into the matter"

Changing a student visa to a work visa is only possible if you leave the country and return with new documents. However, from the employer's point of view, yesterday's student and today's candidate are the same person who wants to sign a contract after graduation and continue working without leaving Russia. Unfortunately, current legislation does not provide for a change of visa type without crossing the border, and following the established procedure entails undesirable financial and time costs"

For reference: Moscow is home to approximately 100,000 foreign students and 5,300 postgraduate students are studying in Moscow. This puts the city in 6th place in the world in terms of this indicator.



Unique professional development opportunities motivate foreign talent to move to Moscow

- New career paths due to promotion with expanded responsibilities and increased accountability
- Opportunities to acquire new skills to tackle ambitious tasks, carte blanche for the development of departments or areas
- Significant improvement in financial conditions, including social benefits for senior managers and their families, and an improved standard of living
- An attractive employer brand on the international and Russian markets (financial results, company image, unique corporate culture)
- High quality of life in the capital, including safety

Additional factors for talents in science and education:

For outstanding scientists:

- Laboratory management, conducting world-class research
- Maximum duration of contracts and grants
- Access to unique equipment

For foreign students, postgraduates, young professionals:

- Free tuition at Moscow universities
- Opportunity to receive education in advanced highly specialised fields, such as AI, digital technologies, quantum technologies, nuclear energy, etc.



Without qualified assistance, foreign talents face problems obtaining work permits.

- In Russia, the employment of highly qualified specialists is carried out according to a procedure that is common to all categories of migrants.
- The complexity of the established regulations necessitates constant support for foreign talent from the hiring company when applying for a work permit.
- For example, in order to obtain documents, a foreign citizen must personally visit the Multifunctional Migration Centre located in Sakharovo (65 km from Moscow).

"The procedure for submitting and receiving documents was very lengthy and exhausting, with many corrections, even when it seemed that everything had been done correctly. I would like the document requirements to be as simple and clear as possible, without necessarily lowering them. Applicants should clearly understand the sequence of actions, the deadlines for decisions, and know who to contact if difficulties arise"

"I recently had to wait in line for about eight hours to obtain a temporary residence permit at an organisation located 65 kilometres from Moscow. It would be good to issue such permits closer to the capital and optimise the processes so that the work of the migration centre employees would be faster"



Foreign talents often have no idea about the advantages of Moscow as a city to work and live in

- Despite the unique advantages of Moscow for relocation recognised by foreigners who have moved there (high level of transport development, wide availability of financial services, relative safety, etc.), a number of countries have developed a negative image of the capital as a place unsuitable for foreign talent to realise their potential
- The capital's achievements in science, technology and innovation are poorly represented in the foreign news agenda. There is also a lack of information about living and working conditions in Moscow for foreign talent

"We made a job offer to a candidate from the United States, which he declined after consulting with his family. Later, when we met during his business trip to Moscow, he admitted that after seeing the Russian capital with his own eyes, rather than on television, he would change his decision"

"Unlike in Europe, Russian supermarkets are open every day, even on Sundays. Moscow has clean streets where you rarely see homeless people, and the city itself is safe. Public transport runs regularly and is inexpensive. You won't find such simple things in European capitals, but they are what determine the quality of life. Moscow has many beautiful buildings and green spaces, and the city's architecture is truly impressive"



Based on the identified barriers and best international practices, six areas for improving Moscow's attractiveness for foreign talent

1

Innovative image of Moscow

Promoting the image of the capital as a city of mega-projects and breakthrough ideas, open to innovators from around the world

2

A single point of entry for foreign talent

Creating a unified digital ecosystem for foreign talent who want to work in Moscow or are already in the city

3

Stimulating demand for foreign talent

Maximum reduction of costs and risks associated with attracting foreign talent for organisations in the city

4

Accelerating the integration of foreign talent into the economy

Developing mechanisms to reduce excessive requirements for foreign talent from migration authorities

5

Comfortable adaptation of foreign talent and their families

Establishing a centralised support system for foreign talent, including assistance with housing, healthcare, education for children and Russian language learning, as well as cultural and business adaptation programmes

6

Realising the potential of foreign students and postgraduates

Actively involving foreign students and postgraduates from the capital's universities in the city's economy