



Immigration Talks: Upcoming changes for highly skilled workers

The new EU-Bluecard & other coming changes

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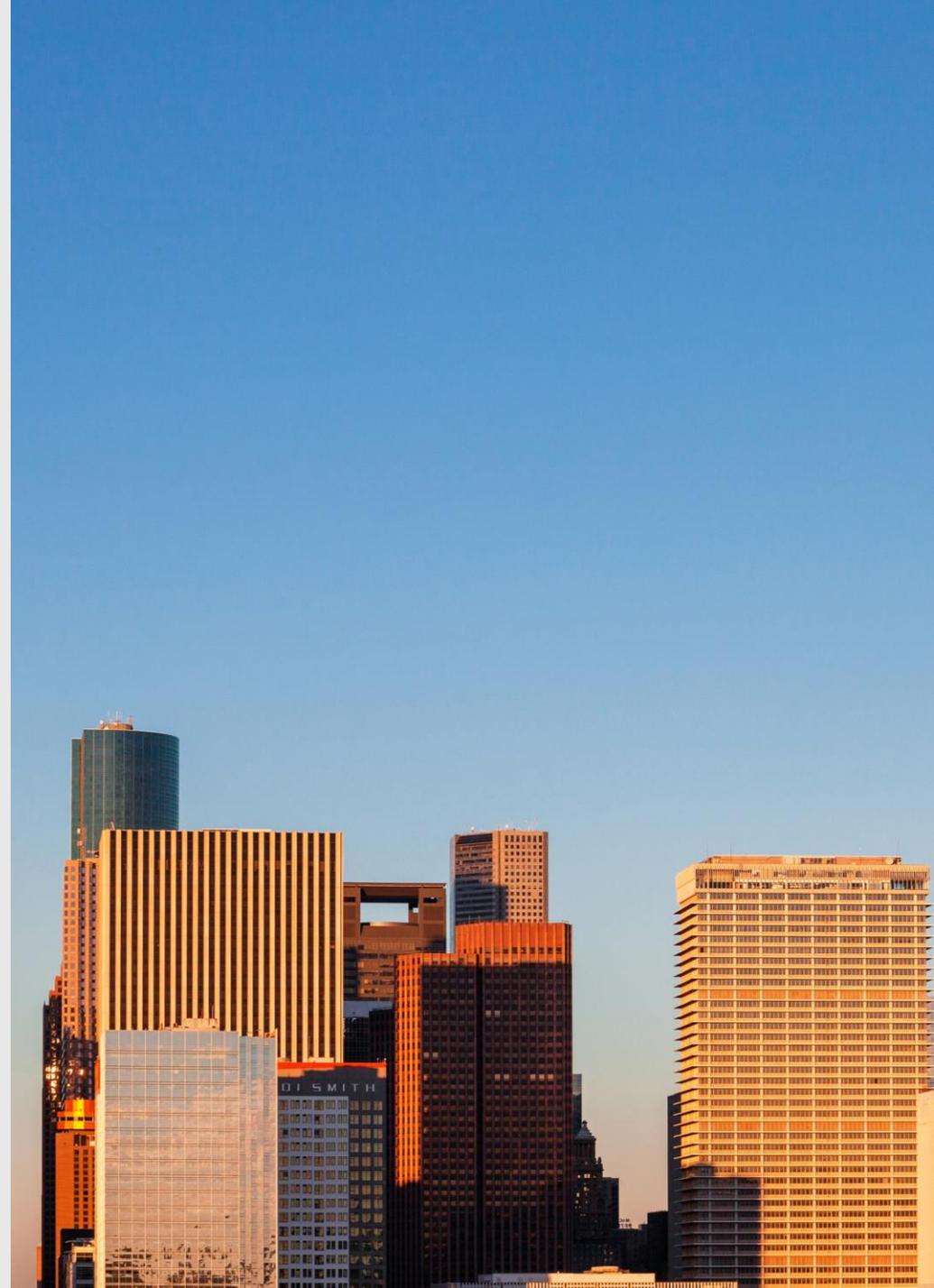
Agenda

The new EU-Bluecard directive

- When?
- Key components
- Key considerations

Regulation changes summer 2025

- What are we expecting?
- What should employer's know and plan for already?





The new EU-Bluecard directive

- When?
- How?
- What?



The new EU-Bluecard – general changes

- **Previously excluded** categories qualify
- **More exemptions** to apply from within Sweden
- **Employment length** lowered to six months
- **Comprehensive health insurance**



The new EU-Bluecard – the big changes

- **Lowered** salary threshold!
- **Flexibility** regarding role changes
- **LTR quicker** for EU Bluecard holders
- **Fix:** WP exemption during pending applications
- **Fix:** children born in Sweden

The new EU-Bluecard – what will not change?

- **Who** is considered highly qualified?
- **Maximum permit length** remains 24 months*
- **Handling time** – 30 or 90 days?

The new EU-Bluecard – key considerations

- **Failure to comply** is still *very serious*
- **Very important** to consider during role changes
- **Obligations** towards MA remain with permit holder
- **Lead times**

- **Are the benefits "worth it" from the employer's perspective?**



Regulation changes summer 2025

- **Proposition expected** spring 2025 – implementation expected June 1st
- **Stricter** salary requirement
- **Stricter reporting obligations** for employers
- **Comprehensive** health insurance
- **Track change** abolished



Changes summer 2025 – increased salary requirement

- **Proposed to be raised** to full median salary
- .. **Still** has to be on par with CBAs
- **Proposed exemptions:**
 - Exempted professions
 - Newly graduated applicants
 - Doctors and nurses
 - **Transitional:** extensions for the first 12 months after implementation



Changes summer 2025 – stricter reporting obligations for employers

- **It is proposed to become mandatory** for employers to report:
 - **Termination** of any position (regarding WP holder)
 - **Any position not assumed** within the four month requirement

- **Will hopefully** bring an end to probationary periods limiting permit validity

Changes summer 2025 – new insurance requirement

- **Comprehensive health insurance** required for permits shorter than 12 months
- **Similar** to ICT / Bluecard requirement
- **30 000 EUR / urgent medical and dental care / repatriation of remains**



Changes summer 2025 – track change abolished

- **Track change to WP** for asylum seekers will be removed
- **Will also affect extensions** of permits granted on these grounds
- **No transitional period!**

A hand is shown on the left side of the frame, placing a white puzzle piece into a larger assembly of white puzzle pieces. The background is a solid blue color. The puzzle pieces are arranged in a grid pattern, with one piece being placed into a gap. The text is overlaid on the puzzle pieces and the blue background.

Thank you for listening!
Please leave any questions in QnA

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