

An aerial, top-down view of a group of people in a meeting. They are seated around a large, light-colored rectangular table. The table is covered with various documents, including charts, graphs, and reports. Some people are looking at the documents, while others are looking towards the center of the table. The room has a light-colored floor and walls. The overall atmosphere is professional and collaborative.

Immigration Talks: Upcoming changes for highly skilled workers

The new EU-Bluecard & other coming changes

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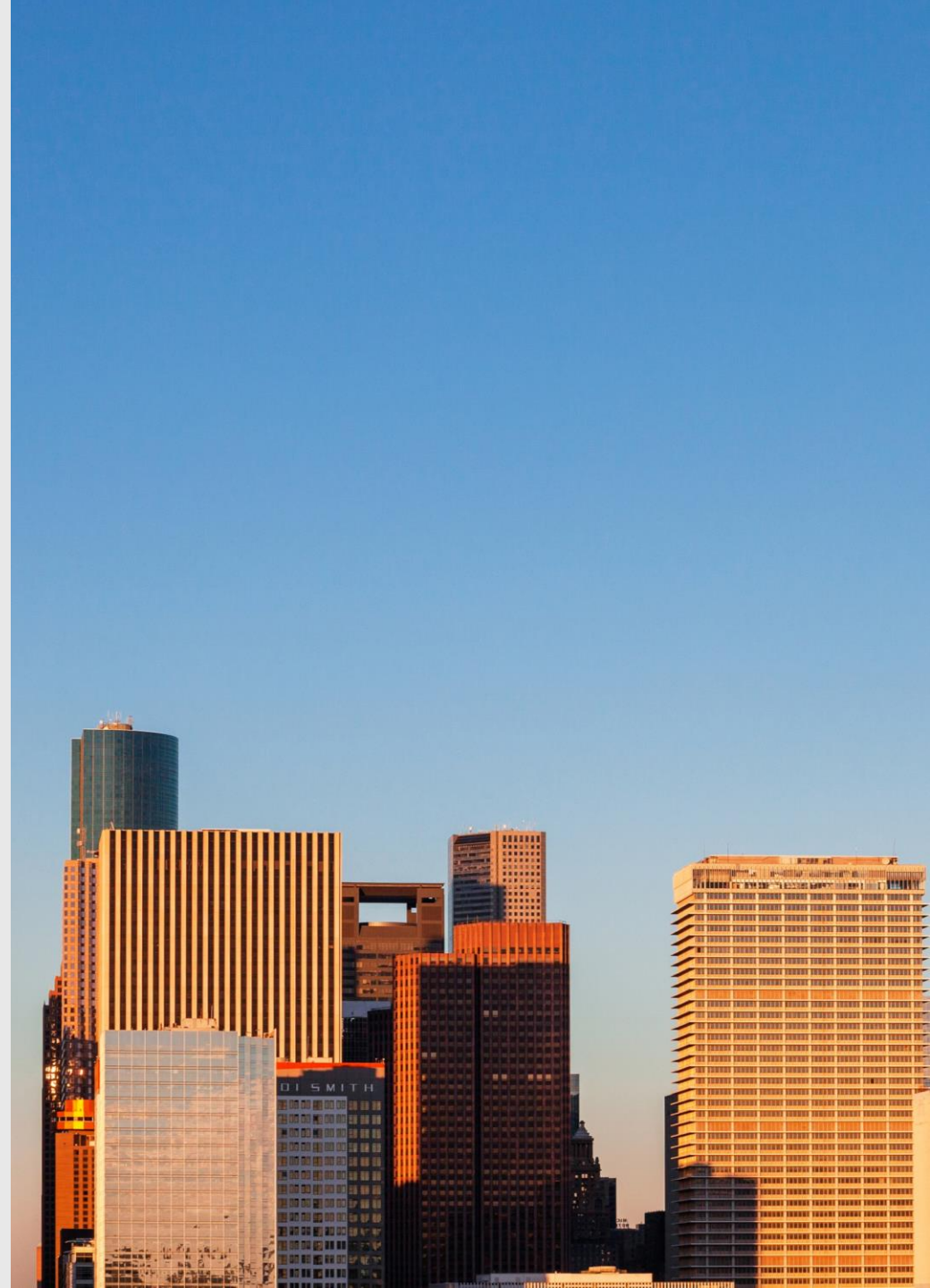
Agenda

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 text is overlaid on the image in a large, white, sans-serif font.

Thank you for listening!

Please leave any questions in QnA

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