

Executive Summary

Based on the results of AmCham members' survey* conducted in 2019, this position paper outlines recommendations on attraction and retention of talent in order to tackle the issue of labor shortage, thus strengthening Latvia's economic competitiveness and its further development.

Our recommendations are structured in two priority areas:

Promoting Latvia as an international career destination

Developing skills to reduce labor market mismatch

AmCham believes Latvian companies can benefit from hiring international talent, which would be well-fit to explore foreign markets thanks to their language skills, business knowledge and intercultural abilities.

We therefore suggest creating a comprehensive strategy and website for talent attraction as it will contribute to making high-skilled international and return migrant employees feel welcome in Latvia.

Other key recommendations in the area of international and domestic talent attraction and retention include:

The Latvian immigration process, while generally viewed as quite efficient, should be applied more coherently and streamlined for qualified labor and business visitors. Digitalization would facilitate the ability to provide immigration services in a timely manner.

An adequate offer of the Latvian language training for foreign employees will ensure that more foreigners learn and speak Latvian.

Providing access to essential services in English for non-Latvian speaking expats will enhance their experience, especially with regard to immigration issues and work permits.

Strengthening public-private partnerships in promoting return migration should be continued.

Supporting regional mobility and housing with incentives to employers should be considered in order to retain domestic talent.

Encouraging retraining, upskilling and lifelong learning should be continued and promoted.

Investments in innovation and education as well as a more precise forecast of the future skills will help ensure a closer fit between supply and demand.

Facilitation of public-private and inter-governmental coordination should be carried out by various players in order to attract talent.