



Transforming Labour Market Policies.

Empowering People.

NEWSLETTER

Volume 1

December 2025

Project Number: 101178736



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EU-ALMPO is a Horizon project that came to life to introduce the establishment of an Observatory, an innovative entity aimed at reshaping the approach toward ALMPs within the European Union. This will be achieved through valuable methodology and tools for policymakers, utilizing AI and Big Data tools.

Published electronically on EU-ALMPO website

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EU-ALMPO: EU Active Labour Market Policies Observatory
PROJECT NO: 101178736

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EDITORIAL



Introducing EU-ALMPO!

Welcome to the first EU-ALMPO Newsletter!

Europe's labour markets are changing faster than ever — shaped by digitalisation, the green transition, demographic shifts and the rise of artificial intelligence. At EU-ALMPO, we believe that smarter, fairer and more effective labour market policies are essential to help people and organisations adapt to these transformations.

In this newsletter, you'll discover highlights from our research, insights from our partners, and the megatrends that will define the future of work. You'll also see how our consortium is building a shared vision and turning it into impact through evidence-based strategies and innovative tools.

Our goal is simple: to connect ideas, people, and policies that strengthen labour market resilience and inclusion. By combining expert analysis and evidence-based framework with advanced technology, EU-ALMPO supports a more adaptable and resilient European labour market. We invite you to explore, engage, and be part of this journey.



Promo Video

Explore the essence of our project with a quick, impactful preview.



Towards Smarter, Fairer and More Effective Labour Market Policies:

Discover how EU-ALMPO is shaping the future of labour market policies in Europe, combining innovation with fairness



author: Anastasopoulou Eugenia, EU project manager of p-consulting.gr

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Europe's labour markets are changing at unprecedented speed. Digitalisation, automation, demographic shifts, and new patterns of work continue to reshape the skills people need — and the support they require to enter, remain, and progress in employment.

Yet today, Active Labour Market Policies (ALMPs) remain fragmented, uneven in quality, and often designed without timely evidence or a clear understanding of what works. Policymakers struggle to access reliable data, evaluate programmes, or anticipate emerging labour market needs.

The EU-ALMPO project was created to respond to these challenges. Its mission is simple but ambitious: to build Europe's first Observatory dedicated to ALMPs, bringing together data, research, technology, and policy expertise in one place.

At its core, EU-ALMPO seeks to revolutionise the design, evaluation, and implementation of ALMPs across the EU. The project introduces a new model of policymaking — one that is:

- Evidence-based
- AI-supported
- Collaborative and user-centred
- Responsive to real-time labour market needs
- Inclusive of vulnerable groups and disadvantaged communities

To achieve this, EU-ALMPO is developing a centralised Observatory, a digital hub powered by advanced AI tools capable of analysing documents, identifying good practices, comparing policies, and generating recommendations tailored to different labour market contexts.

Why do labour market policies succeed in some cases and fail in others?

EU-ALMPOs by confronting a fundamental question:

Why do labour market policies succeed in some cases and fail in others?

To answer this, the project develops an analytical framework that examines:

- Skills mismatches and labour market frictions
- Trends in job demand and supply
- Characteristics of target groups
- Determinants of ALMP effectiveness
- Policy gaps and system weaknesses

This framework allows policymakers to look beyond surface-level challenges and understand the mechanisms that sustain unemployment, exclusion, and skills gaps.

We go further by building the tools Europe needs. EU-ALMPO is building:

An AI-powered ALMP Repository

A comprehensive, annotated collection of ALMP documents from across Europe, supported by automated metadata extraction and expert-guided classification.

A policy Design Wizard

An interactive environment where policymakers can design, test, compare, and refine ALMP interventions using real evidence, examples, and recommendations.

A labour market analysis engine & along with a recommendation system

A system that integrates online job postings, administrative datasets, and statistical sources to identify emerging trends and skill demands in real time. A recommendation system designed to match labour market needs with tailored intervention pathways for individuals, regions, and target groups.

Together, these tools will help policymakers move from fragmented information to coherent, evidence-based strategies that can adapt to shifting economic conditions.

The project also conducts innovation experiments in four countries — Denmark, Greece, Italy, and Spain — testing tools and methods directly with policymakers, training providers, and jobseekers.

By the end of the project, EU-ALMPO will deliver:

- Better-targeted and more effective ALMPs thanks to AI-supported analysis and real-time labour market insights.
- Stronger policymaking capacity across Europe with tools that support design, evaluation, and continuous improvement.
- Improved skills matching reducing mismatches and enhancing the employability of workers.
- Greater inclusion through interventions tailored to the needs of vulnerable groups.
- A long-term European resource

The Observatory will continue operating beyond the project, supported by an ambassadors' network and ongoing knowledge-sharing structures.

EU-ALMPO marks a significant step toward a more intelligent, inclusive, and resilient European labour market. By harnessing AI, data, and collective expertise, the project creates the conditions for policies that truly respond to the needs of workers, businesses, and societies.

It is not simply building tools — it is building the foundations for a new generation of labour market policymaking.

EU-ALMPO marks a significant step toward a more intelligent, inclusive, and resilient European labour market.

Who are we? Discover our partnership!

Meet the organisations behind EU-ALMPO and explore the diverse expertise driving our mission forward.

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The project partners



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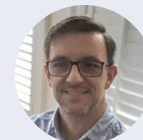
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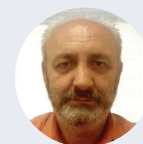
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First Transnational Project Meeting in Bologna:

A Milestone for Our Horizon Project



author: Anastasopoulou Eugenia, EU project manager of p-consulting.gr

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EU-ALMPO's Horizon project marked a milestone with its first Transnational Project Meeting in Bologna. Over two days, partners reflected on achievements, unveiled the preliminary analytical framework, and mapped the next steps for skills-based labour market innovation. The meeting strengthened collaboration and set the stage for impactful work ahead.

Our Horizon project took a significant step forward as our team gathered in the enchanting city of Bologna for our first face-to-face Transnational Project Meeting (TPM) in April 2025. Over two dynamic days, we celebrated our achievements so far and set the stage for the exciting challenges ahead.

Day 1: Looking Back, Moving Forward The agenda on the first day brought our team together to reflect on our journey. We reviewed our accomplishments to date and unveiled the Preliminary Draft Analytical Framework. The atmosphere of collaboration flourished as experts contributed their perspectives, enhancing our dialogue on linking the Analytical Framework with the AI-Feeding Process. The session was filled with enthusiasm and innovation, setting the tone for the days to come.

Day 2: Diving Deeper into the Work The second day was all about delving into the finer details of our project. Highlights included:

- **Experts' Contributions and Discussion:** Building on our framework, we explored its integration with the AI-Feeding Process, fostering engaging and productive dialogue.
- **Preliminary Findings and Next Steps:** Together, we reviewed the progress of WP2 "In depth analysis of skill matching strategies and approaches", Task 2.1 "Mapping of relevant stakeholders and skills eco-systems in the project partner countries", and charted a 'roadmap for identifying the existing and emerging good practices in the area of skills-based matching and selecting of practices and approaches for case study analysis and preparation, ensuring alignment and clarity in our objectives.
- **Interdependencies:** A critical session focusing on the relationship between WP1 "The development of an analytical model and evaluation framework identifying the effectiveness of ALMPs for skills matching in LM" and WP2 ""In depth analysis of skill matching strategies and approaches", as well as their integration with other Work Packages.



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Bologna, April 2025



Our Advisory Board played an invaluable role in this discussion.

- **Dissemination and Communication:** Recognizing the importance of spreading the word about our project, we emphasized strategies to ensure our work reaches and resonates with a wider audience.

With our first TPM behind us, we return inspired, equipped with new insights, and more determined than ever to make an impact. Bologna's historic charm served as the perfect backdrop to ignite our vision for the project and strengthen our collaborative bonds.

Stay tuned for more updates as we continue to shape the future!

The Labour Market in the Age of AI:

Challenges and Policy Needs



author: Nicola Orlando, Senior Researcher at IRS

[read the article online](#)

Artificial intelligence is transforming jobs and skills. Learn what challenges policymakers face and how EU-ALMPO responds.

The *World Economic Outlook*, published by the International Monetary Fund, highlights that **artificial intelligence (AI) is reshaping the global economic landscape at an accelerating pace** (IMF, 2025). The adoption of AI is generating significant macroeconomic spillovers, including **shifts in productivity within AI-producing sectors and major changes to labour market structures and energy demand**. This trend is already evident in countries such as the USA, where the value added by AI-producing sectors increased from \$278 billion in 2010 to \$1.13 trillion in 2023, quadrupling in just over a decade and raising their share of GDP from 2.4% to 3.5%. This growth rate surpasses that of traditional manufacturing and the private non-farm sectors.

The diffusion of AI is generating profound transformations in **labour markets**, with **heterogeneous effects across occupations, age groups and education levels**. As the IMF report shows, **the impact of AI depends largely on whether it substitutes or complements human labour**. The framework distinguishes three types of job: high exposure and low complementarity (HELC); **high exposure and high complementarity (HEHC)**; and **low exposure (LE)**. **Jobs in the HELC category are more susceptible to displacement driven by automation, while those in HEHC occupations benefit from AI**

augmentation and tend to experience increases in productivity and wages.

An analysis based on microdata from the USA and Brazil^[1] finds that around 45% and 65% of workers, respectively, are employed in high-end cognitive (HEHC) occupations. Notably, over 80% of individuals with tertiary education are in HEHC roles, indicating that **education provides a significant buffer against displacement by equipping workers with AI-complementary skills**. This aligns with findings by Acemoglu and Restrepo (2020), who argue that **AI adoption tends to augment high-skill workers while eroding the demand for routine-task occupations**.

The IMF report also highlights **structural patterns beyond education**, such as **gender and sectoral concentration**. In both countries, **female workers are somewhat overrepresented in LE occupations, while male workers are more polarised—clustered in both HELC and HEHC roles**. This reflects a **broader pattern observed across OECD countries, where women are underrepresented in STEM and digital occupations, and overrepresented in sectors less likely to benefit from AI** (OECD, 2023). **The result is a gendered exposure to displacement and opportunity**. Without deliberate action, **AI could deepen existing labour market inequalities**. As noted by the ILO (2023), **gender gaps in training access and digital literacy**



pose serious barriers to women's inclusion in future job markets. Gender-sensitive policy approaches are therefore essential, including affirmative training programs and incentives for employers to diversify recruitment in tech-heavy sectors.

Age also plays a crucial role in shaping the effects of AI on the labour market. **Older workers (aged 55 and over), especially those with a college education, are disproportionately found in HEHC occupations—benefiting from their cognitive intensity and lower physical demands.** These jobs often offer **flexibility, remote work options, and higher wages**, aligning with the preferences of ageing workers. However, a **vulnerable segment remains**: in both the United States and Brazil, 20% to 30% of **older workers are still employed in HELC roles, where the risk of displacement is high and the scope for occupational mobility is limited. This low mobility is a central concern. Transition probabilities between occupations decline steeply with age**, and workers over 50 face significantly lower chances of switching to less-exposed roles compared to younger cohorts. **Without intervention, many older workers in HELC roles may be pushed into early retirement, precarious employment, or unemployment.**

The IMF report incorporates the concept of **"healthy ageing"**, noting that **age-friendly jobs—such as those in HEHC categories—can extend working lives. Cognitive health and occupational characteristics interact**: jobs that reduce physical strain and offer control over work schedules are especially conducive to older workers' participation.

To navigate these complex shifts, the IMF outlines several **policy directions**. First, **investment in lifelong learning and re-skilling is critical**, particularly for **older and less-educated workers. Policy design must recognise the lower transition probabilities of these groups and offer more individualised support.** This is consistent with findings by Autor, Mindell, and Reynolds (2022), who emphasise that **inclusive technology transitions require systems that make workforce development continuous and adaptive.** Second, **governments should improve the age-friendliness and gender-responsiveness of jobs by incentivising remote work, promoting flexible hours, encouraging ergonomic job design, and addressing unconscious bias in recruitment.** Third, **active labour market policies (ALMPs) should target high-risk groups and include job placement services, wage subsidies, and anti-discrimination enforcement.**

These **micro-level interventions** should be embedded within a **broader structural reform strategy**, as emphasized in the IMF's macroeconomic outlook. This includes **modernising education systems to emphasize AI-relevant skills, reforming social safety nets, and investing in digital infrastructure to prevent regional and digital divides.**

AI offers a unique opportunity to boost productivity and economic dynamism—but only if supported by inclusive, anticipatory, and intersectional labour policies. The IMF's analysis provides a strong empirical basis to guide reforms that align technological progress with social cohesion. **Managing the AI transition equitably means acting now—across age, skill, and gender lines.**

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^[1] *The United States Current Population Survey, and The Brazilian National Household Sample Survey (Pesquisa Nacional por Amostra de Domicílios).*

Identifying What Works:

Gdańsk University of Technology Leads Meta-Evaluation of ALMPs for Skills Matching



author: Dr. Lukasz Sienkiewicz, Associate Professor at Gdansk University of Technology

[read the article online](#)

See how meta-evaluation helps identify effective labour market policies for better skills matching.

As the labour market continues to evolve amid digital and green transitions, shifting demographics, and economic uncertainty, the effectiveness of Active Labour Market Policies (ALMPs) remains a central concern for policymakers across Europe and beyond. In response to this challenge, the EU-ALMPO project has launched a coordinated effort to strengthen evidence-based policymaking and advance analytical tools for evaluating ALMP effectiveness. At the heart of this effort lies **Work Package 1**, which aims to develop an analytical model and evaluation framework for understanding how ALMPs contribute to skills matching in dynamic labour markets.

One of the key components of WP1 is **Task 1.3**, led by **Prof. Łukasz Sienkiewicz and his research team at Gdańsk University of Technology**. This task provides the empirical backbone for the project by identifying the key determinants that shape ALMP effectiveness, particularly in supporting skills matching for different target groups under varied institutional and economic contexts.

Task 1.3 plays a pivotal role within WP1 by conducting a **comprehensive meta-evaluation of existing ALMP impact studies**, with a focus on answering fundamental questions: *What works? For whom? Why? Under what conditions?* The scope of the review is broad yet sharply focused. It covers both **programmatic aspects**—such as the type and

design of ALMP interventions—and **participant-level characteristics**, including gender, age, educational attainment, and labour market status. A distinctive feature of the analysis is its attention to the **timing of effects**, distinguishing between short-term impacts, which may be affected by temporary lock-in, and more durable medium- or long-term outcomes.

Equally important is the systematic examination of **negative or unintended effects** that ALMPs may generate. These include well-documented phenomena such as **displacement, substitution, deadweight loss, creaming, and carousel effects**. By identifying not only what works but also where and why policies may fail or fall short, the task provides a more complete picture of ALMP performance.

To carry out this complex and nuanced analysis, the Gdansk Tech team has adopted a **realist-informed evidence synthesis approach** (Pawson, 2006). At its core is a **thematic literature review**—a qualitative methodology suited to fields like labour market policy, where heterogeneity in intervention types, target groups, and evaluation designs makes quantitative meta-analysis less appropriate (Thomas & Harden, 2008; Gough et al., 2012).

The literature review was informed by a **transparent and systematic search strategy**, drawing on:



- Leading academic databases such as Scopus, Web of Science, and EconLit.
- Grey literature from international organisations, including the OECD, ILO, World Bank, ETF, and IDB.
- National-level repositories and ALMP-specific portals.
- ALMP type (e.g., training, job matching, employment incentives)
- Target group characteristics (e.g., youth, long-term unemployed, migrants)
- Outcome indicators (e.g., employment, skill alignment, wage gains)

Inclusion criteria ensured that only studies with measured outcomes relevant to employment or skills matching were considered. Both peer-reviewed articles and high-quality institutional reports were included, enabling the team to capture both academic and practice-oriented insights (Boaz et al., 2006).

To synthesise findings across studies, the team developed a **meta-evaluation framework** rooted in theory-based evaluation principles (Weiss, 1997; OECD, 2022). This framework enabled structured comparison along three core dimensions:

1. **Programme design and implementation** (e.g., intensity, duration, delivery model)
2. **Timing of effects** (short-, medium-, and long-term impacts)
3. **Target group and contextual heterogeneity** (demographics, regional labour market conditions)

In addition to tracking **positive outcomes**, the framework captures a wide array of negative effects—both direct and indirect. These are categorised using established typologies in the labour market policy literature (Heckman et al., 1999; Brown & Koettl, 2015), ensuring conceptual rigour.

To ensure consistency and comparability, a detailed **coding framework** was developed following content analysis protocols (Mayring, 2000; EPPI-Centre, 2010). Each study was coded according to key analytical variables:

- Contextual conditions (e.g., economic cycle, administrative capacity, benefit systems)
- Methodological robustness and quality assurance

A structured spreadsheet was used for data collection, enabling cross-tabulation and thematic synthesis of factors such as the relationship between programme type and observed outcomes, or between institutional capacity and negative effects.

While the study does not compute aggregate effect sizes, its strength lies in its qualitative depth and analytical granularity, which are critical for informing the design of complex labour market interventions.

The findings from Task 1.3 are directly feeding into the development of the analytical model and evaluation framework in Tasks 1.4 and 1.5. By identifying the most important success factors, common barriers, and recurring patterns across diverse evaluations, the Gdańsk University of Technology team is helping to build a more robust and context-sensitive understanding of ALMP effectiveness.

Ultimately, this work will provide policymakers with a clearer view of which interventions work best, in which settings, and for which populations. It will also help design smarter, fairer, and more responsive ALMPs that are better equipped to support workers and employers in navigating ongoing economic and technological change.



From Vision to Impact:

Building EU-ALMPO's Theory of Change Together



author: Kari P Hadjivassiliou, Principal Researcher / Consultant, Tavistock Institut gGmbH (TIG)

[read the article online](#)

Discover how our consortium is co-creating a roadmap for impact, ensuring lasting change in labour market policies.

In early July, Tavistock Institut Germany (TIG) brought together partners from across the EU-ALMPO project to explore one of the core methodological components of Work Package 7: developing a shared Theory of Change.

Over two online sessions held on 4th and 8th July 2025, around 20 participants joined each workshop, representing all eight core partner organisations. The workshops created a space for us to reflect together on what issues the project is trying to address, what it is seeking to achieve, our assumption about how change is expected to happen, and what challenges we need to keep in mind along the way.

Why a Theory of Change?

The Theory of Change process is about making explicit the assumptions that underpin the EU-ALMPO project and its intended impacts and outcomes. It helps us move beyond a list of project activities to show how our combined resources, tools and collaborations are expected to lead to real-world outcomes and impacts. It also provides a framework for evaluation, ensuring we can track not only what we produce but also what difference it makes. This is important because the Theory of Change allows us not only to explore the links between our project activities and their impacts, but also the links along the underpinning causal chain between the former and the latter.

This approach is very much in line with the European Commission's Better Regulation Guidelines (2021) and Toolbox (2023).^[1] As they postulate, the starting point for an evaluation is the intervention logic which describes how and why a desired change is expected to happen.

What did we discuss?

Partners identified several issues the project can help to address, including:

- persistent skills mismatches and labour market polarisation
- weak connections between training providers and employers
- fragmented systems and poor communication between policy levels, providers, and end users
- the need to strengthen data governance
- low capacity and limited understanding among agency staff of how to use AI effectively.

At the same time, we acknowledged there are wider challenges outside our control – from the rapid pace of AI development to legal restrictions on the use of AI in some countries, and the influence of political priorities on policy decisions. However, it was recognised that the project would need to monitor these as they can impact on the success and



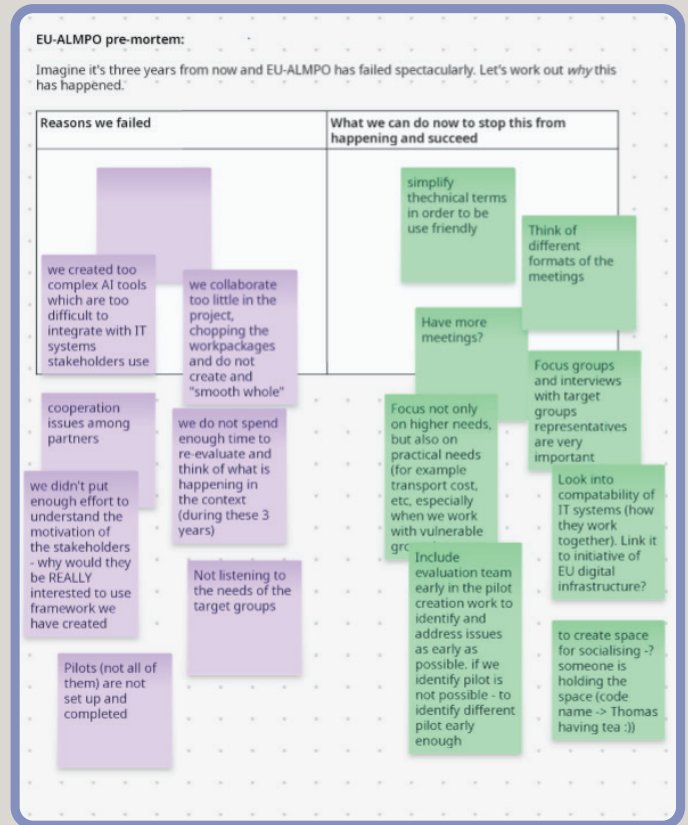
sustainability of the project tools.

We also explored the outcomes and impacts we want the project to achieve: more evidence-based policymaking, better alignment of training with employer demand, improved support for vulnerable groups, and ultimately more adaptive and resilient labour market systems.

Barriers and assumptions

The discussions were open and honest about potential barriers. We all agreed that building high quality AI tools alone will not guarantee their use – adoption depends on trust, capacity and motivation. We must also ensure the AI tools remain up to date, since outdated data could quickly reduce their relevance. Other challenges include legal constraints, uneven digital maturity across Europe, and the need to manage risks of bias and discrimination in AI.

Underpinning the Theory of Change are key assumptions – that policymakers will act on evidence, that users can develop the skills needed to use the tools effectively, and that trust can be built both in the technology and in the institutions that deploy it.



What's next?

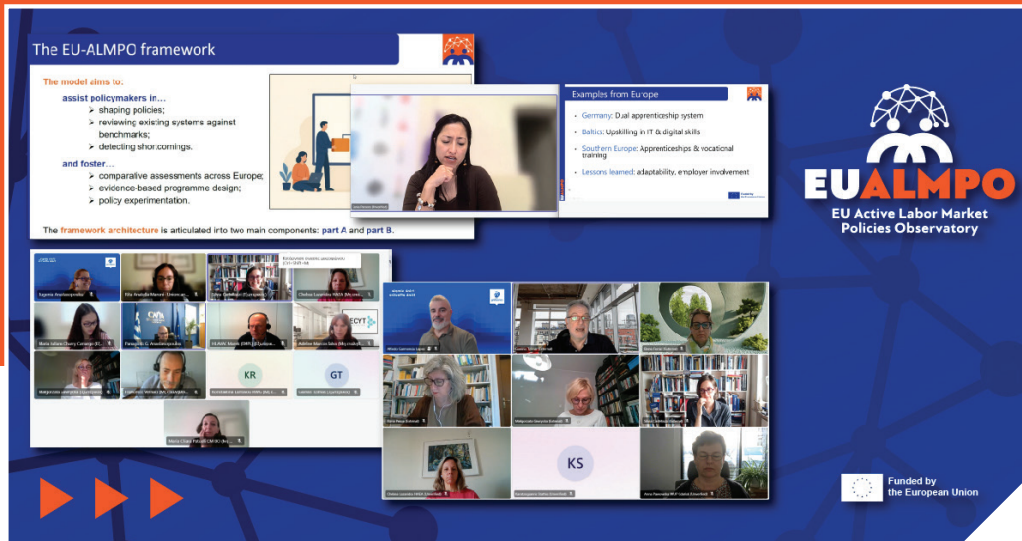
From these conversations, the TIG team has started to map a causal chain showing how EU-ALMPO resources and activities lead to outcomes and impacts. This will continue to evolve as the project progresses. It will be used to produce an updated draft of the project Theory of Change and also provide the backbone for our evaluation framework in Work Package 7. The initial Theory of Change and causal chain will be shared with project partners in September and discussed with them at our next partners' meeting in October in Gdansk – as we seek both their feedback and their active and ongoing involvement in the evaluation process from the start.

The workshops underlined the value of bringing the consortium together to think through the "big picture" of EU-ALMPO. By sharing perspectives, testing assumptions, and debating challenges, we feel better placed to make sure the project delivers tools and insights that are not only innovative but also relevant, trusted and sustainable.

[1] Better regulation: guidelines and toolbox

EU-ALMPO Milestone:

Validation Workshop Shaping the Future of Active Labour Market Policies in Europe



author: Anastasopoulou Eugenia, EU project manager of p-consulting.gr

[read the article online](#)

EU-ALMPO reached a major milestone with its Validation Workshop, hosted online by IRS. Partners, experts and Advisory Board members came together to test and refine the project's analytical framework — the foundation for our AI-supported observatory and decision-support tools. With keynote insights from the World Bank and dynamic thematic discussions, the workshop confirmed EU-ALMPO's potential to make labour market policies more data-driven, inclusive and responsive to Europe's evolving skills challenges.

We are excited to announce the successful completion of the EU-ALMPO Validation Workshop for the analytical framework, held online on 26th September 2025, hosted and facilitated by IRS (Istituto per la Ricerca Sociale).

The event marked a major milestone in validating the project's analytical and technological framework, bringing together partners, selected national and EU-level experts, and members of the Advisory Board to exchange insights on how Active Labour Market Policies (ALMPs) can better address Europe's evolving skills challenges and to engage them in a structured discussion aimed at reviewing and strengthening the core research framework.

A Collective Effort to Refine the EU-ALMPO Framework

The workshop aimed to test and validate the EU-ALMPO analytical framework, which will underpin the development of the project's AI-supported observatory and decision-support tools for policymakers. Through interactive sessions and

breakout discussions, participants explored the framework's conceptual clarity, practical relevance, and applicability across diverse European contexts.

The event opened with a keynote by Kenia Parsons and Sandor Karacsony from the World Bank, who highlighted the global and European perspectives on ALMP effectiveness. They emphasized that ALMPs remain essential instruments for promoting inclusion, addressing skills mismatches, and supporting workforce adaptability amid technological, demographic, and green transitions.

Streamed Discussions: From Skills Mismatch to Policy Design

The day was structured around three thematic streams coordinated by IRS and Gdańsk University of Technology (GUT):

- Stream 1 – Skills Mismatch, ALMPs, Policy Scope and Targets
Led by Dr. Flavia Pesce and Siro Ciarimboli (IRS), this session examined how ALMPs interact with



skills mismatches, emphasizing the need for clearer policy classifications and stronger targeting of vulnerable groups such as women, migrants, and low-skilled workers.

- Stream 2 – Trends and Factors Shaping Mismatches Presented by Silvia Castellazzi and Maria Juliana Charry Camargo (IRS), this stream explored the driving forces behind labour market frictions — from technological change and the green transition to demographic and migration dynamics. Participants discussed how governance, education, and innovation systems can enhance ALMP effectiveness.
- Stream 3 – Determinants of ALMP Effectiveness Moderated by Łukasz Sienkiewicz and Katarzyna Stankiewicz (GUT), the discussion focused on evidence from over 300 studies and meta-analyses, identifying key determinants of success: programme design, target group characteristics, contextual conditions, and evaluation mechanisms.

The Technological Dimension: From Framework to Functionality

University of Peloponnese presented the EU-ALMPO Technological Infrastructure, showcasing how AI and data-driven tools will support policymakers. The platform will feature the ALMPO Repository, Document Annotator, and Wizard—an interactive system enabling users to design, compare, and evaluate ALMPs with evidence-based recommendations and real-time data.

Engaging Policymakers Through the “Wizard” Prototype

IRS introduced the “Servuction Model” and user-centered design process that connects the analytical framework to the technological tools. This approach ensures that the Wizard serves as a practical, empathic assistant for policymakers, offering tailored guidance, best practices, and checklists for designing inclusive labour market measures.

Towards a Data-Driven and Inclusive European Labour Market

The workshop successfully validated the conceptual and operational structure of the EU-ALMPO framework. The active participation of all partners and the valuable contributions from experts confirmed the project's relevance and potential to reshape how ALMPs are designed, implemented, and evaluated in Europe.

As Prof. Giannis Tzimas, project coordinator, underlined during his presentation, EU-ALMPO seeks to revolutionize the way Europe approaches labour market policy — making it more data-informed, inclusive, and responsive to the rapidly changing world of work.

We thank all participating experts for their invaluable contributions, ensuring the EU-ALMPO Observatory will serve as an effective, evidence-based instrument for enhancing labour market integration and skills matching across Europe.




EU-ALMPO Podcast



Our first EU-ALMPO podcast is here! Featuring insights from World Bank experts Kenia Parsons and Sandor Karacsony, the episode explores how Labour Market Observatories can strengthen evidence-based policy, improve data quality, and help countries tackle labour market challenges with clarity and realism. This new format is part of our mission to provide practical tools for policymakers, researchers, and institutions.



[listen to the episode](#)

Discover the key insights shared by World Bank experts Kenia Parsons and Sandor Karacsony in our first EU-ALMPO podcast, based on their presentation at the Validation Workshop.

Podcast Episode

Tackling the Skills Challenge Across Europe: The Role of ALMPs in Evolving Training Environments and Labour Markets

EU-ALMPO

Nov 28, 2025 • 13 min 2 sec

▶ + ...



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Labour market policies will not improve on their own. They improve when evidence is shared, voices are heard, and action follows.

EU-ALMPO is building a European space where policymakers, researchers, practitioners, and institutions work with real data, not assumptions. The Observatory grows stronger through collaboration, critical input, and active engagement from those shaping labour markets every day.

By joining EU-ALMPO, you contribute to policies that are smarter, fairer, and grounded in reality. You help turn analysis into decisions and insight into impact.



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