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Link4Skills Horizon Europe

L4S NEWSLETTER 2

The latest from the Link4Skills research project

Funded by the European Union

May 2025

Welcome

The Link4Skills project is moving fast, helping to shape the future of skills and migration policymaking. This second edition of our newsletter showcases our achievements over the past six months, highlighting the progress of our AI-powered Link4Skills Navigator platform, discussing insights from our latest policy brief on AI and migration, and exploring findings from our Migration Decisions Report. We also delve into country-specific policy changes and herald the launch of our International Experience Survey, designed to better understand cross-border skills migration.

Through collaborations with other Horizon Europe projects and an advisory board lecture series (details below), we are building momentum for smarter, more inclusive labour market solutions across Europe. Stay tuned for more as we continue to pave the way for a future where migration and skills policies are fair, data-driven, and human-centered.

Thanks for following our journey!

Link4Skills Horizon Europe
Sneak Preview
AI-Powered
Link4Skills Navigator
Prototype
Funded by the European Union
https://link4skills.eu/

Link4Skills Navigator

We're excited to share progress on the Link4Skills Navigator—an AI-powered platform supporting smarter policymaking on skills and migration. With interactive dashboards, AI-driven insights, and tailored data tools, it supports evidence-based policymaking across continents. Developed through a user-centered, agile approach and grounded in FAIR data principles, the current prototype already includes core features. A high-fidelity version will be ready for testing by late 2025—paving the way for smarter, more inclusive labour market solutions. Learn more about the Link4Skills Navigator here.

Discover

Policy Brief
Making AI and migration work for Europe

Link4Skills Horizon Europe
Publications
POLICY BRIEF
Impact of AI & Automation on European Labour Markets
• challenges
• opportunities
• policy recommendations
Focus on
• workforce adaptation
• migration
https://link4skills.eu
Funded by the European Union

The Link4Skills Policy Brief captures key insights on how AI and automation are reshaping European labour markets—and what that means for skills and migration policy. Our research shows that while automation can boost overall employment, it also risks deepening inequalities, particularly affecting migrants in low-skilled roles.

The brief highlights actionable strategies for building a more inclusive, tech-ready workforce, including reskilling initiatives, equitable migration pathways, and safeguards against bias in AI-driven hiring. It also offers a first look at our AI-enabled Link4Skills Navigator—a digital tool in development to support evidence-based policymaking.

Review

Migration Decisions Report
Why do people migrate?

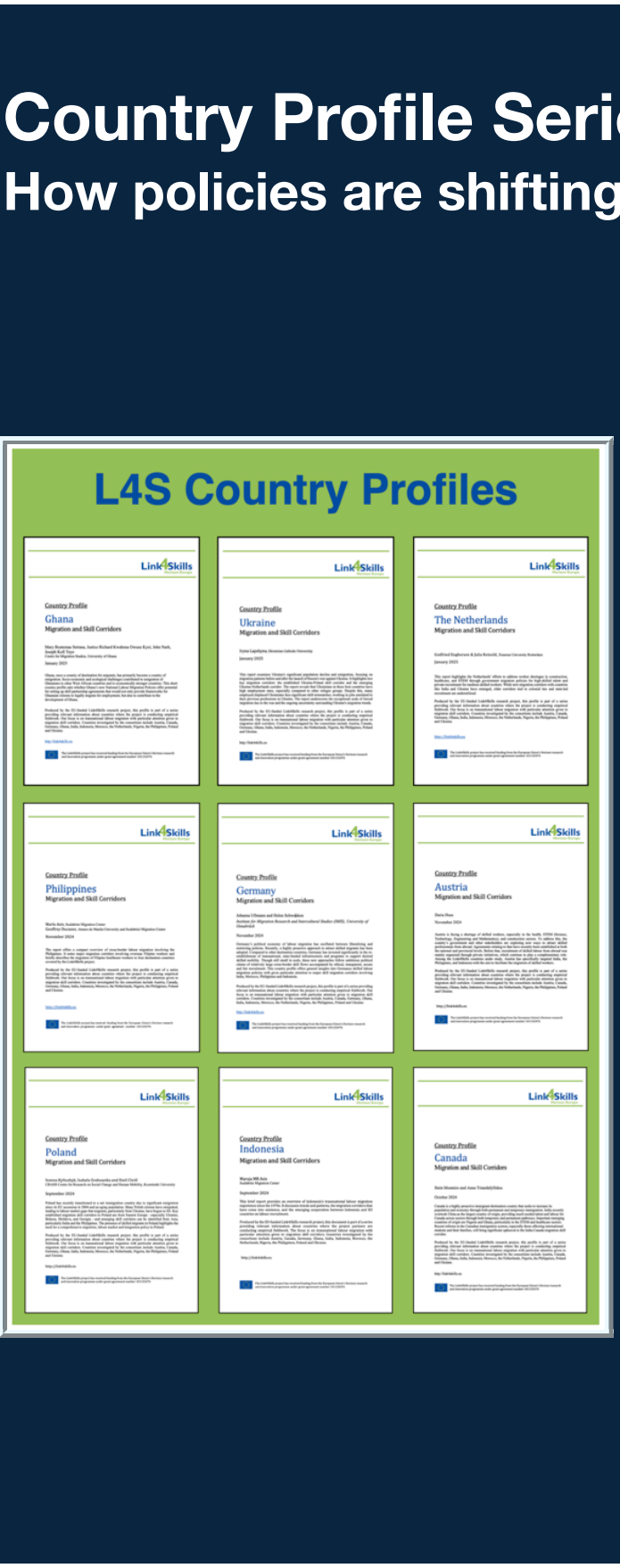
Link4Skills Horizon Europe
Should I stay?
Or should I go?
L4S Migration Decisions Report
Funded by the European Union
https://link4skills.eu

Our Migration Decisions Report shows that while economic opportunity is still the top reason people move, migration is shaped by much more: education, governance, social networks, and even perceptions of safety and quality of life.

High-skilled migrants often move transnationally, while low-skilled individuals tend to settle longer-term. That's why we're calling for smarter, more human-centered migration policies—ones that don't just fill jobs, but also foster inclusion, dignity, and opportunity.

Read

Country Profile Series
How policies are shifting across continents


L4S Country Profiles
Ghana
Ukraine
The Netherlands
Philippines
Germany
Austria
Poland
Indonesia
Canada

From Europe to Africa and Asia, labour migration is being reshaped by policy reforms and urgent skill shortages. Austria and Germany are building new pathways for skilled workers—especially from India, the Philippines, and Indonesia—with Germany investing in ethical, state-backed recruitment systems.

The Netherlands is opening new migration corridors while underutilising historical ties, and the **Philippines** remains a key source of healthcare professionals. In **Ukraine**, forced migration has led many qualified individuals into lower-skilled jobs. Ghana, once a destination country, is now focused on managing outward migration with new policy approaches.

Explore

Rethinking Migration
Skill corridors in a changing world

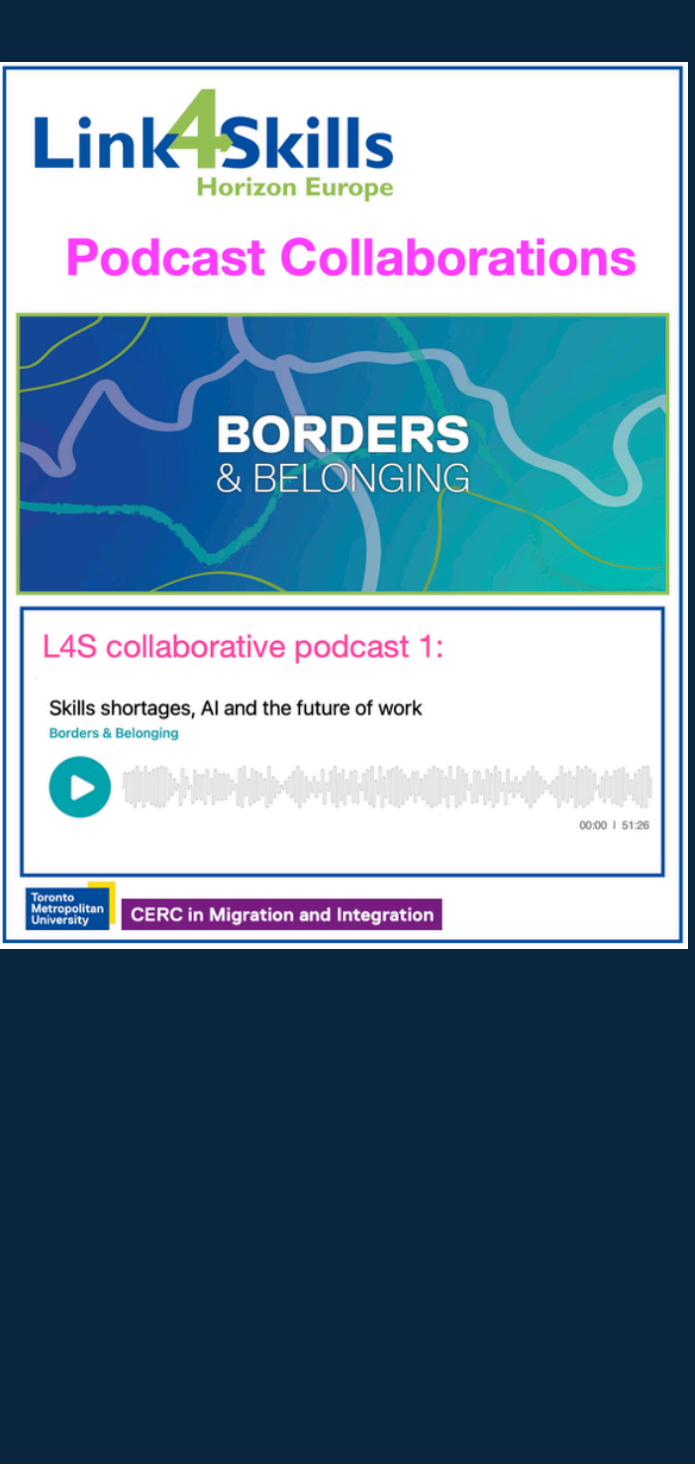
Link4Skills Horizon Europe
Publications
CONCEPT PAPER
• labor migration
• policy and practice
Migration Skill Corridors
https://link4skills.eu
Funded by the European Union

Our project is doing pioneering work developing the concept of Migration Skill Corridors. MSCs offers a new way to understand global migration—not as a one-way journey, but as a dynamic, two-way exchange of skills and labor. We utilise this concept to highlight how migration is shaped by education systems, labor markets, and institutions in both origin and destination countries.

Moving beyond outdated push-pull models, this approach sees migrants as active decision-makers navigating complex global pathways, where skills are developed, transferred, or even lost. Our *Migration Skill Corridors* concept paper explores these ideas in depth and provides a framework for analysing how socio-economic and institutional factors shape migration and skills flows.

Access

Podcast
How migration and AI are shaping the future of work

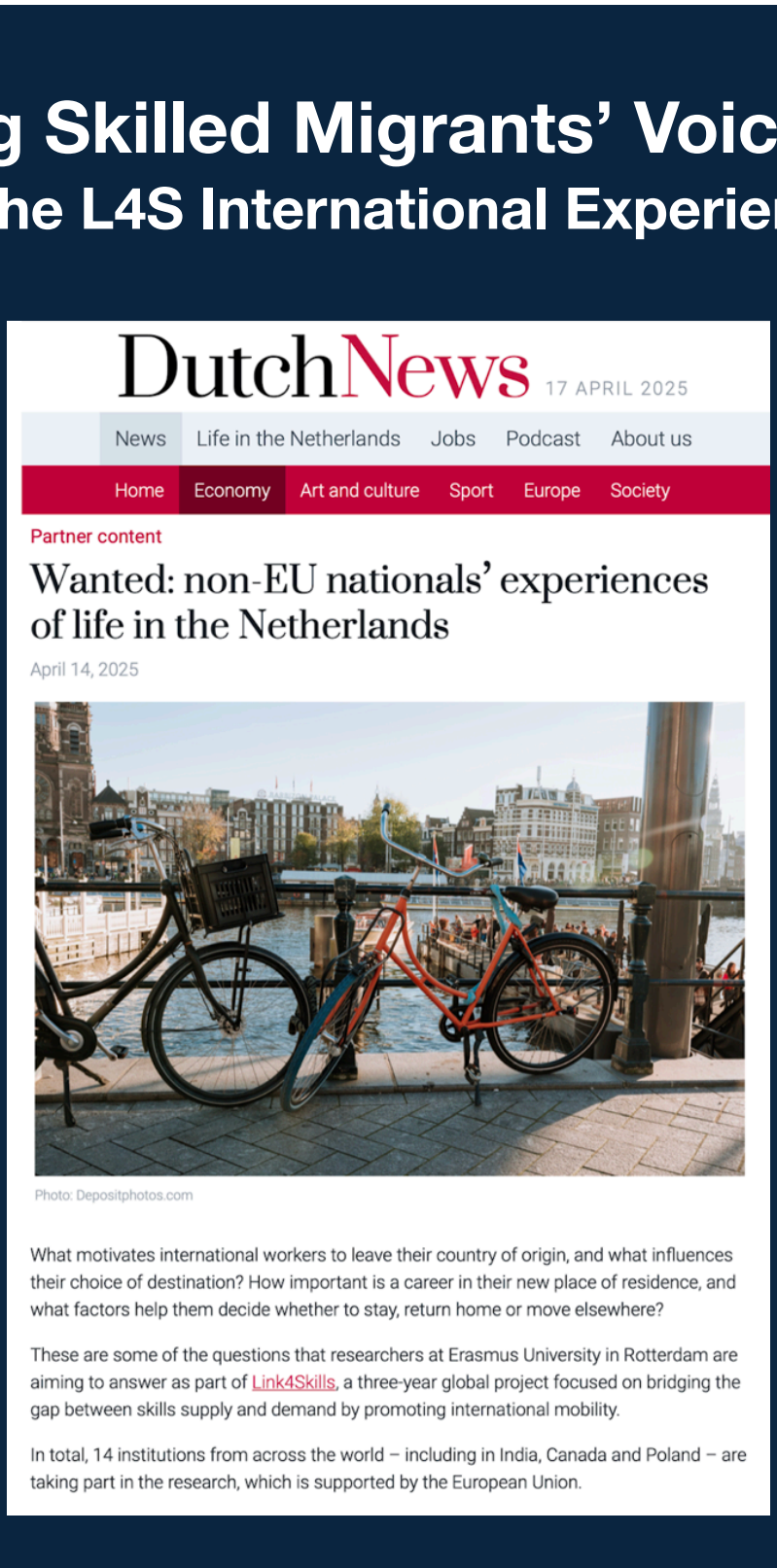

Link4Skills Horizon Europe
Podcast Collaborations
BORDERS & BELONGING
L4S collaborative podcast 1:
Skills shortages, AI and the future of work
Borders & Belonging
00:00 | 51:26
Toronto Metropolitan University
CERC in Migration and Integration

Link4Skills is proud to collaborate with the award-winning *Borders & Belonging* podcast to share global insights on how cross-border migration can help address today's critical skills shortages.

As part of this collaboration, running through 2026, L4S consortium members will contribute to several episodes produced in cooperation with the Canada Excellence Research Chair in Migration and Integration at Toronto Metropolitan University, an L4S partner. In the episode titled *"Skills Shortages, AI and the Future of Work,"* experts explore how AI, aging populations, and the energy transition are reshaping job markets and migration. The episode features Alexandra Pregalinska (L4S project member and professor at Kozminski University) alongside Teseseltje De Lange and Mateusz Zydek in a discussion on whether technological change is opening doors for migrant workers or creating new hurdles.

Listen

Capturing Skilled Migrants' Voices
Launch of the L4S International Experience Survey



DutchNews 17 APRIL 2025

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Partner content

Wanted: non-EU nationals' experiences of life in the Netherlands

April 14, 2025

Photo: Depositphotos.com

What motivates international workers to leave their country of origin, and what influences their choice of destination? How important is a career in their new place of residence, and what factors help them decide whether to stay, return home or move elsewhere?

These are some of the questions that researchers at Erasmus University in Rotterdam are aiming to answer as part of Link4Skills, a three-year global project focused on bridging the gap between skills supply and demand by promoting international mobility.

In total, 14 institutions from across the world – including in India, Canada and Poland – are taking part in the research, which is supported by the European Union.

Link4Skills is making significant strides in its mission to better understand and address skill shortages across Europe. A key milestone was the launch of the International Experience Survey, designed to gather insights from non-EU skilled migrants currently living in Austria, Germany, Poland, and the Netherlands.

The survey explores how migrants navigate employment and integration pathways, with a focus on skills recognition, mobility, and long-term career prospects. Available in six languages and conducted anonymously, it aims to build a nuanced evidence base to support fairer, more efficient recruitment and retention policies.

The response to our survey so far has been promising, with participants offering valuable reflections on the realities of cross-border labour mobility. The collected data will feed into comparative analysis across partner countries, helping to inform national and EU-level policy recommendations.

This survey exemplifies the project's commitment to centering migrant experiences in the conversation on sustainable skills policy. It also marks a strong step forward in building a shared understanding between origin and destination countries on how to make international labour mobility fair and future-ready. See this Dutch News article about the Link4Skills survey.

More

Building Synergies
to tackle Europe's skill shortages

Link4Skills Horizon Europe

GS4S

SKILLS 4 JUSTICE

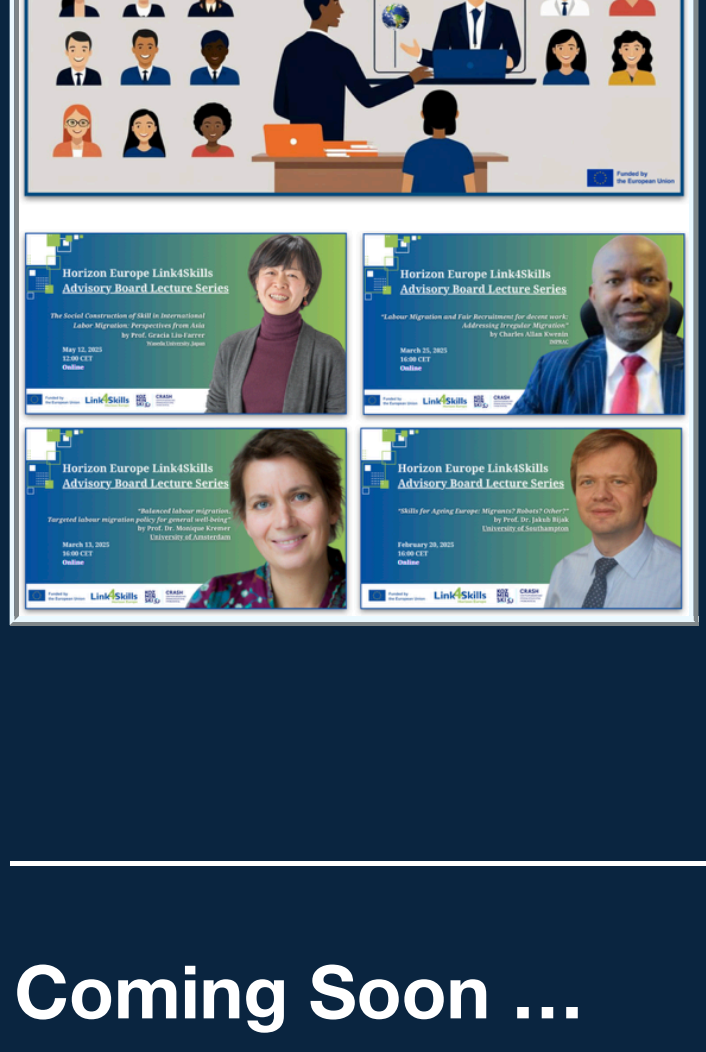
Over the past six months, the Link4Skills project has accelerated its momentum, strengthening partnerships across Europe and beyond. A major highlight is the growing synergy with fellow Horizon Europe projects GS4S and Skills4Justice, which share a common mission: addressing skills shortages through ethical, data-driven, and future-ready solutions.

This collaboration will culminate in a joint final conference in Brussels (autumn 2026), co-organised by the three sister projects. Together we will showcase innovations, including AI tools and policy recommendations that support inclusive upskilling, skills mobility, and migrant integration. We are also working on a joint policy brief.

With active engagement from policymakers, employers, and civil society, Link4Skills continues to champion fair migration and workforce development. As we move toward the final phase, our partnerships promise stronger impact and sustainability—placing skills at the heart of Europe's future. Stay tuned.

Explore

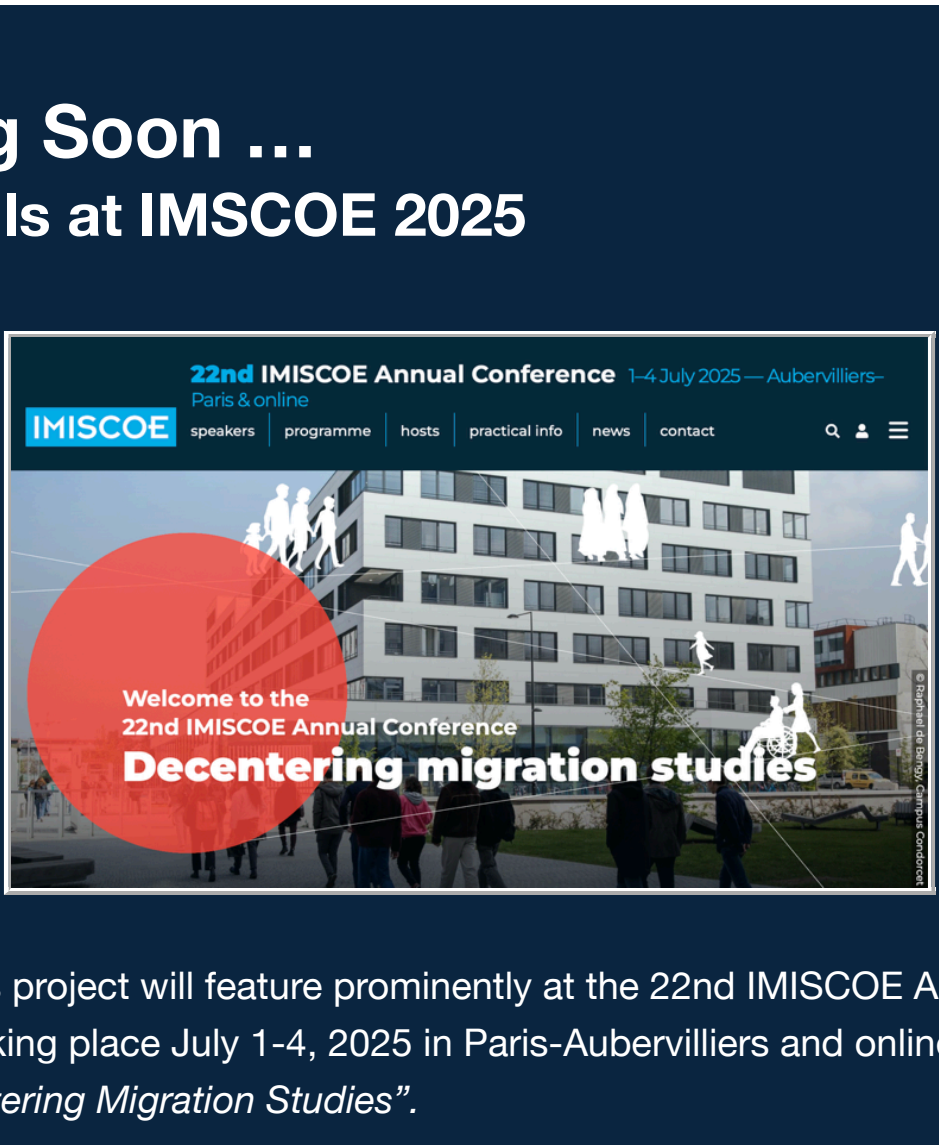
Webinars
Advisory board lecture series


Online Lecture and Discussion Series
Link4Skills WEBINAR
Addressing Skill Shortages in Europe

Our advisory board lecture series brings together leading experts to explore pressing issues at the intersection of labour migration, skills development, and automation. Recent sessions have tackled topics like fair recruitment and irregular migration, targeted migration policies for societal well-being, and the role of migrants and technology in addressing Europe's ageing workforce. Featuring insights from L4S advisory board members and researchers, all sessions are available to watch on the Link4Skills YouTube channel. Check our events calendar for upcoming editions .

Discover

Coming Soon …
Link4Skills at IMSCOE 2025


22nd IMISCOE Annual Conference
Paris & online
1-4 July 2025 – Aubervilliers
IMISCOE
speakers
programme
hosts
practical info
news
contact
Welcome to the 22nd IMISCOE Annual Conference
Decentering migration studies

The Link4Skills project will feature prominently at the 22nd IMISCOE Annual Conference taking place July 1–4, 2025 in Paris-Aubervilliers and online under the theme *"Decentering Migration Studies"*.

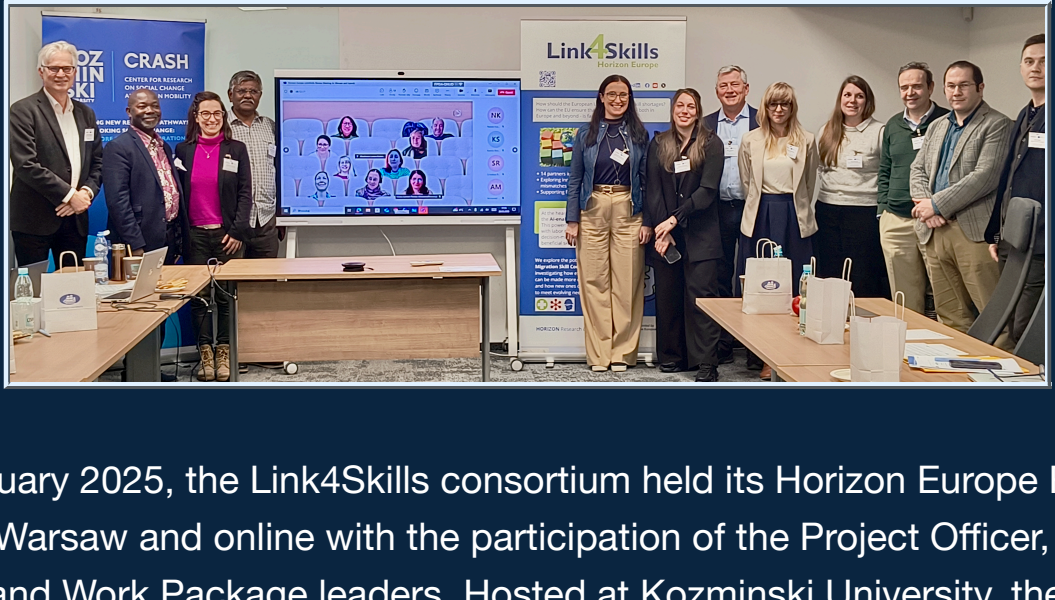
We will host a panel on "Global Migration Skill Corridors and Talent Partnerships", presenting case studies from Europe, Africa, Asia, and the Americas. Additionally, L4S will hold a workshop to preview our forthcoming publication *Fair Migration Skill Flows* (Routledge). The workshop will include discussion of our groundbreaking manifesto on ethical recruitment and balanced skill mobility.

In collaboration with our sister projects GS4S and Skills4Justice, Link4Skills will also participate in a panel on "Sustainable Skills Development," exploring the implications of AI and automation for global labour markets and migration governance.

Join us

L4S in Dialogue

Review Meeting
Link4Skills "a success project"



On 28 February 2025, the Link4Skills consortium held its Horizon Europe Review Meeting in Warsaw and online with the participation of the Project Officer, external reviewers, and Work Package leaders. Hosted at Kozminski University, the meeting was hailed as exceptionally positive, with reviewers praising the project's achievements and the European Commission recognising Link4Skills as a "success project" to be promoted within EU circles.

Work Package presentations showcased major progress—from ethical communication and AI-driven analysis to migration skill corridors and the development of the Link4Skills Navigator. Special commendations were given for the website and dissemination strategies, as well as synergies with GS4S and Skills4Justice.

Key takeaways included integrating the ENIC-NARIC network, advancing skill recognition and portability, and ensuring the long-term sustainability of the Navigator.

EU Workshop
Shaping the future of EU migration research & innovation

Shaping the Future of EU Migration Research & Innovation
EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR RESEARCH AND INNOVATION
Directorate D – People: Health & Society
D.3 – Health & Societal Transitions

Link4Skills actively contributed to the European Commission's workshop *"Shaping the Future of EU Migration Research and Innovation"* which took place on February 11th in Brussels. Organised by DG Research & Innovation, the event marked a decade of EU migration research and aligned with the 2024 Pact on Migration and Asylum.

Professor Izabela Grabowska represented Link4Skills on the high-level panel *"National and Regional Perspectives",* highlighting the project's applied research on global skill partnerships, labour market transformations, AI, and innovative dissemination methods such as avatars.

The workshop gathered over 60 participants from Horizon-funded projects, national ministries, and EU services to define future research priorities. Discussions stressed the need for improved data systems, stronger research-policy links, and inclusion-focused approaches.

Link4Skills' contribution reinforced the importance of fair and skills-based mobility, showcasing its commitment to shaping impactful, future-oriented EU migration research and policy development.

Impact Assessment with EURES
Debut of avatar "Iza"

Odtwarzacz multimedialny
prof Izabela Grabowska Script 1_low

Employment services personnel from eight European countries gathered on March 26th in Bratislava, Slovakia, for an impact assessment session hosted by Link4Skills. 13 line managers from EURES (EURopean Employment Services) participated in the event. *"Mobility/Migration, AI, Automation, and the EU Labour Market"* drew on findings from the Link4Skills deliverable on AI, automation, and migration.

Participants reflected on how migration, AI, and automation affect their work with jobseekers and employers. Through structured discussion and a detailed questionnaire, they assessed impact on awareness, practical relevance, and potential policy actions. The feedback is informing future training and policy recommendations to support fair and sustainable labour mobility.

A highlight of the session was the debut of an interactive avatar - developed by Link4Skills with EUonAIR and CampusAI - which translated complex research into engaging, accessible insights. Once fully developed, the avatar "Iza" will serve as a communications tool in Link4Skills events, enhancing outreach.

http://link4skills.eu

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