



While summer is here, GS4S activities continue at full speed across research and stakeholder engagement in support of skills development and migration policy alignment. In this edition of the GS4S newsletter, we review our mid-term policy brief presenting 20 concrete policy recommendations for tackling skills shortages in the EU and beyond, and delve into “Efforts to Tackle Skills Shortages Across Policy Domains” with a presentation of our working paper #8. We will report on GS4S’ participation in the 2025 IMISCOE Annual Conference on “Decentering Migration Studies”, and invite our audience to tune into Podcast #3, “Global Mobility Schemes”.

	At the intersection of migration, education, development, and trade: 20 concrete policy recommendations for tackling skills shortages in the EU and beyond
	GS4S Working Paper #8 Efforts to Tackle Skills Shortages Across Policy Domains
	GS4S-led workshop at the 2025 IMISCOE Annual Conference, “Decentering Migration Studies”
	Podcast Series Presentation: “Global Mobility Schemes”



Mid-Term Policy Brief - At the intersection of migration, education, development, and trade: 20 concrete policy recommendations for tackling skills shortages in the EU and beyond, based on inter-disciplinary evidence

Authors, from Radboud University:

- Tesseltje de Lange
- Pascal Beckers
- Colleen Boland
- Ksenija Ivanović

This policy brief engages with the policy dialogue and responds to the search for precise, comprehensive, effective, and sustainable solutions for skills shortages in Digital, Care, and Construction Sectors. Halfway into the GS4S project, we draw on interim inter-disciplinary evidence and go straight to 20 policy recommendations in areas of migration, education, development, and trade (“MEDT” policies). Building on this structure, we emphasize solutions to skills shortages with key recommendations highlighting the need to (i) expand and improve legal migration pathways to attract and retain talent (ii) invest in skills development and facilitate procedures for recognition of qualifications (iii) revisit the design, objectives, and evaluation of EU Talent Partnerships, and (iv) address persistent challenges with data availability. Document Download at GS4S.eu and [Zenodo](https://zenodo.org)



Working Paper No. 8 Efforts to Tackle Skills Shortages Across Policy Domains

Authors, from the Migration Policy Institute Europe:

- Abigail Goldfarb
- Jasmijn Slootjes
- Belen Zanzuchi

This working paper examines the complex landscape of policy approaches to addressing skills shortages in Europe, offering a comparative analysis of interventions across migration, education, and development policy domains. Through a detailed exploration of policy responses at both national and European levels, the paper provides a typology of alternatives for mitigating shortages across these policy areas, with a particular focus on the Digital, Care, and Construction Sectors. By analysing the diversity of policy responses, the paper identifies emerging trends, challenges, and untapped opportunities to bridge skills gaps in Europe, including through enhanced coherence across policy domains. Document Download at GS4S.eu and [Zenodo](https://zenodo.org)



IMISCOE

22nd ANNUAL CONFERENCE
Decentering Migration Studies

1st – 4th July 2025

Together with Horizon Europe sister projects Link4Skills and Skills4Justice, GS4S organized four sessions:

- ✦ “Global Migration Skill Corridors and Talent Partnerships
- ✦ “HorizonEurope sister projects: Challenging EU-centrism in Skills Shortage Research”
- ✦ “Book Discussion: Fair Migration Skill Flows. Focus on Origins”
- ✦ “Sustainable Skills Development: Breaking Traditional Binaries”

**IMISCOE****22nd ANNUAL CONFERENCE**
Decentering Migration Studies

✦ “Global Migration Skill Corridors and Talent Partnerships” In this panel discussion, chaired by Izabela Grabowska and Godfried Engbersen, researchers from the Link4Skills project presented their research on how different migration corridors facilitate or hinder the flow of skills, how talent partnerships can optimize these exchanges, and what the implications are for both sending and receiving countries.

Authors: Julia Reinold, PhD, Godfried Engbersen, Erik Snel, Iryna Lapshyna, Ivanna Kyliushyk, PhD, Emil Chról, Dr. Johanna Ullmann, Helen Schwenken, S Irudaya Rajan, Homayoun Shiraz, Anna Triandafyllidou, Mary Boatemaa Setrana.

Discussants: Maegan Hendow and Veronika Bilger

✦ “HorizonEurope sister projects: Challenging EU-Centrism in Skills Shortage Research” This workshop, moderated by Tesseltje de Lange from Radboud University’s Center for Migration Law, brought together the sister projects for a conversation on how innovative analyses and new perspectives will challenge traditional approaches to skills and labor migration - particularly with regard to EU-centric knowledge production and policy.

Participants: Izabela Grabowska, Vidmantas Tutlys, Shakirul Islam, Oluwajoba Oloba, Dina Abdel Fattah, Nada G., Jessica Hagen-Zanker, Jessica Botros, Elisa Fornalé, Jonathan Winterton, Martin Ruhs, Godfried Engbersen.

✦ “Book Discussion: Fair Migration Skill Flows. Focus on Origins” This session, organized by Izabela Grabowska and Mary Boatemaa Setrana, presents the forthcoming book, “Fair Migration Skill Flows. Focus on Origins” by Routledge (2025). This publication is a pivotal outcome of the Link4Skills project in collaboration with sister projects GS4S and Skills4Justice, and outlines a comprehensive approach to managing skill flows ethically and sustainably, ensuring fairness for both sending and receiving countries.

✦ “Sustainable Skills Development: Breaking Traditional Binaries” This panel, moderated by Vidmantas Tutlys, brought together findings from the sister projects to date, and challenges traditional approaches to knowledge production on labor migration. In particular, five presented papers aimed to break with binaries including Global North and Global South, East-West, and heteronormative patriarchal or colonialist tendencies in knowledge production.

Authors: Colleen Boland, Ksenija Ivanović, Jasmijn Slootjes, Vidmantas Tutlys, Marta Pachocka, Izabela Grabowska.



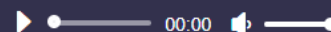
GS4S Podcast Series

The GS4S project – running from 2024 to 2026 – brings together fourteen partners from ten countries to better understand global skills shortages in the Digital, Care, and Construction sectors, fostering skills development through innovative analyses. In a mini-series of six podcasts, we present some of GS4S results and discuss their policy implications. In the third episode of the GS4S mini-series, “Global Mobility Schemes”, GS4S Co-Director Prof. Tesseltje de Lange interviews two migration experts: Kate Hooper, a Senior Policy Analyst at GS4S partner Migration Policy Institute (MPI), and Pablo Acosta, Lead Economist for Social Protection and Global Lead for Migration at the World Bank Group. At MPI, Kate leads global work on labor migration. Her research focuses on legal migration pathways, fair and ethical recruitment, the implications of remote work and other non-traditional working arrangements for immigrant selection systems, labor market integration, and complementary pathways for displaced populations. Pablo joined the World Bank as a Young Professional in 2008 and has worked as an economist in three regions: Latin America and the Caribbean, Africa, and East Asia and the Pacific. His main areas of expertise are social protection, labor policy, migration, and skills development. Pablo is a co-author of the 2025 report, “Global Skill Partnerships for Migration: Preparing tomorrow’s workers for home and abroad”.



GS4S Podcast No.3

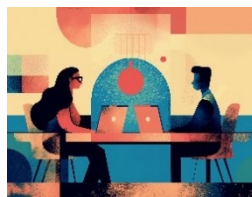
by Prof. Tesseltje de Lange



Listen to the podcast at
GS4S.eu, [Radboud University's Centre for Migration Law](#), [Spotify](#)
and [PodBean](#)

Conference on the Rights of Migrant Workers

Work and migration law are especially relevant today, as labour market shortages intensify and migrant workers now represent the largest group of migrants in the Netherlands. “*Opportunities and Bottlenecks – Levers for Migrant Workers and Their Employers*”, the annual conference co-hosted by Stichting Migratierecht Nederland (SMN) and the Centre for Migration Law at Radboud University (CMR), was held on May 22 to focus on the rights of migrant workers – whether asylum seekers, EU citizens, international students, highly-skilled migrants, posted workers, or seasonal laborers. Featuring nine expert-led workshops and three panel discussions, this timely event offered evidence-based insights into current legal and policy developments in labour migration, with particular attention to employment access, housing, healthcare, and the enforcement of EU social rights. Details at www.ru.nl/en/about-us/events/conference-work-and-migration-law



Collaboration with our Horizon Sister Projects



Between 2024 and 2026, three Horizon Europe sister projects carry out research for proposed innovative responses to skills shortages, with a strong emphasis on skills mobility, migrant re-/upskilling, and ethical migration pathways; these are aimed at balancing the needs of participating countries while promoting fair, sustainable, and evidence-based solutions. The sister projects also explore the transformative potential of automation and digital technologies in addressing skills gaps and learned from businesses practices and migrant perspectives. Additionally, projects will delve into crucial challenges affecting labour market efficiency and inclusion, such as migrant skills waste, overeducation of immigrants, and the limitations in cross-border data availability. The sister projects are also developing a variety of practical tools and databases, working papers, policy briefs, and other outputs aimed at tackling global skill shortages through fair, ethical, and data-driven labour mobility and migration policies. Stay tuned as we set the stage for our final conference in 2026 during which the three projects will highlight and discuss actionable strategies for addressing skills shortages in the European Union and globally, bringing together years of research and decades of experience.

[Link4Skills](#) [Global Strategy for Skills, Migration, and Development](#) [Skills4Justice](#)

On June 17th, GS4S Co-Principal Investigator Tesseltje de Lange participated in the Link4Skills Advisory Board lecture series, part of the ongoing exploration of skills development for a resilient Europe.



The lecture was kicked-off with an assessment of legal migration pathways for international students and trainees into the EU - retaining sought-after international talents for EU labour markets was, and still is, a prominent policy goal. However, reflecting broader shifts in the policy and political environment, visas for students and trainees have also come to be seen as a leverage and bargaining chips to enhance cooperation with third countries on migration management, e.g. forced return. The lecture suggested ways forward for the EU towards a more global strategy for skills, development, and migration.

Discussant: Dr. Julia Reinold, postdoctoral researcher at Erasmus University Rotterdam, specializing in high-skilled migration. Listen to the lecture on [YouTube](#)



Global Strategy for Skills, Migration, and Development

In three focused industries:

IT/Digital * Construction * Care

<https://gs4s.eu> - Email: info@gs4s.eu

About GS4S

From January 1st 2024 to December 31st 2026, the Horizon Europe project '*Global Strategy for Skills, Migration, and Development*' (GS4S) will seek to better understand global skills shortages in Digital, Care, and Construction sectors. GS4S proposes multi-level policies on labour migration governance, and develops alternative ways for addressing skills shortages in six regions: EU, EEA, Western Balkan, Middle East and Northern Africa, West Africa, and South/South-East Asia. To achieve these ambitious objectives, the interdisciplinary GS4S consortium led by senior researchers at Radboud University (The Netherlands) conducts innovative analyses using mixed-methods research. A particular emphasis in the project is paid to capturing business strategies for filling skills shortages, and skilled (migrant) workers' experiences with skilling, upskilling and reskilling in EU and non-EU regional contexts.

All project deliverables are accessible on Zenodo and the GS4S website [here](https://gs4s.eu).

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