



In the Digital/IT, Construction, and Care Industries

A Global Strategy for Skills, Migration, and Development

Spring is here and GS4S continues at full speed as the project's final year unfolds. In this edition of the GS4S newsletter:

- ▶ A report on the March webinar "After the Vote" reviewing the EU Talent Pool's launch
- ▶ A summary of the IOM/World Bank joint webinar on rethinking skills-based labor mobility
- ▶ An introduction to Podcast #4 on making the most of migrants' skills
- ▶ Looking ahead to our hybrid event on May 13th with insights from the 2025 GS4S large-scale MNE/SME survey across four countries and several industries
- ▶ Announcing our landmark joint final conference on October 29th in Brussels with sister projects Skills4Life and Skills4Justice.

Register for the GS4S Webinar

To measure the true scale of Europe's labor-market crisis, researchers at Radboud University went straight to the source. They surveyed 4,400+ companies in Estonia, Germany, the Netherlands, and Switzerland with one driving question: "What is actually working?"

The short answer: *There is no one-size-fits-all solution*

SKILL SHORTAGES: WHAT THE EVIDENCE TELLS US

Key findings from the Horizon GS4S large-scale study (2025)



KEY FACTS



~40%

of firms report high or very high skill shortages.



4,400+

firms surveyed across Europe.



Multiple

countries and sectors
Estonia, Germany,
The Netherlands,
Switzerland.



Both

MNEs and SMEs covered.



Major impact

on productivity,
competitiveness and
the green & digital
transitions.

Join us in an engaging discussion with policy advocates and industry representatives to better understand skills shortages in the IT/digital, care, manufacturing, and construction sectors via innovative analyses. Insights from the 2025 GS4S large-scale study on skills shortages in Europe sectors will be presented in a hybrid format on May 13th from 13:30 – 16:00 CET. Registration: <https://shorturl.at/FbOaX>. Download the survey report online at <https://gs4s.eu/events/>



Reflections on the EU Talent Pool

The GS4S webinar held on 18 March, “*After the Vote – The EU Talent Pool in Europe’s Labour Mobility Strategy*”, reviewed the EU’s move toward implementing the EU Talent Pool following the European Parliament’s vote on the platform. Speakers reflected on the negotiations behind the instrument, how its legal and institutional design may shape its real-world impact, and how the initiative fits into Europe’s evolving strategy on labour mobility and talent attraction.

Panelists highlighted that several more ambitious elements were ultimately scaled back during negotiations: proposals to simplify visa procedures, provide administrative support, offer language courses, or integrate skills validation mechanisms did not make it into the final regulation. The voluntary nature of participation also limits the extent to which the Talent Pool can function as a truly EU-wide instrument, and outcomes depend heavily on Member State uptake.

The discussion on implementation stressed that success will depend on achieving sufficient scale and user engagement. Effective outreach, trust-building, and support for jobseekers in countries of origin will be critical. The webinar also underscored the importance of strong employer engagement, user-friendly design, and robust safeguards. Speakers emphasized that the Talent Pool should be seen as one component of a wider policy ecosystem – alongside Talent Partnerships and the Legal Gateway Office – and that maximizing its effectiveness will require better coordination across policy domains and continued efforts to address structural challenges, including complex visa procedures and long-term integration of skilled talent.



Adoption of the
EU Talent Pool Regulation
by the European Parliament
10 March 2026

PANELISTS



Anna Strolenberg
Member
European Parliament



Mauro Testaverde
Senior Economist
World Bank



Tesseltje de Lange
Principal Investigator
Horizon GS4S Project



Jasmijn Sloopjes
Moderator, Deputy Director
Migration Policy Institute



Visit the GS4S Youtube channel to revisit the webinar:
<https://youtu.be/wSozDMUYunc?si=TC5MeOCYVI7zCofT>



Creating Jobs That Benefit All

On 25 March, IOM, the World Bank and GS4S convened the webinar, “*Rethinking Skills-Based Labour Mobility: what do we need to know to create jobs that benefit all?*”, forming part of the UN Network on Migration workstream in preparation for the 2nd International Migration Review Forum (IMRF), 5–8 May 2026. Speakers included Elizabeth Warn (IOM), Pablo Acosta (World Bank), Tesseltje de Lange (Radboud University), Sandra Lavenex (University of Geneva) and Elisa Fornalé (World Trade Institute). The discussion focused on how data can better inform the design, implementation, monitoring and evaluation of skills-based labour mobility initiatives. A consistent message across all interventions was that robust, timely and interoperable data systems are essential to move Global Skills Partnerships from promising concepts to scalable policy tools.

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



Evidence

From the Field



Podcast #4
“Making the Most
Of Migrant Skills”

GS4S Podcast Mini-Series

Exploring GS4S research results for discussing their policy implications, our project’s Co-Director Prof. Tesseltje de Lange interviews consortium partner FIERI (Forum of International and European Research on Immigration): Ferruccio Pastore, FIERI’s Director, is one of Italy’s leading experts on migration, mobility, and diaspora studies. His work spans migration governance, skills recognition, and the integration of migrants in European labour markets. FIERI researcher Sara Korbi focuses on migrant skills utilisation, qualification recognition, and the policy frameworks shaping migrants’ access to skilled employment. Together, they explore what it means to fully leverage the skills that migrants bring – and why so much human capital is currently lost in the process.

Listen to the podcast
[Radboud University’s Centre for Migration Law](#),
[Spotify](#) and [PodBean](#)



Final Conference
Mobilising Skills for a Just and Inclusive Europe

Sponsored by the three Sister projects to the Horizon Transformations Initiative

- Global Strategy for Skills, Migration, and Development
- Link4Skills
- Skills4Justice

Brussels (and live-streamed) The Horizon Europe sister projects will come together for a landmark joint final conference of the Transformations Initiative to address one of Europe's most pressing policy challenges: ***How to respond effectively to skills shortages in a rapidly-changing global and economic context.***

Authors: GS4S – Global Strategy for Skills, Migration and Development; Link4Skills / L4S; Skills4Justice

Discussants: Researchers, policymakers, employers, civil society representatives, and international organisations

The event brings together complementary strands of research on labour migration, skills development, and labour market transformation. Each of the three projects has spent nearly three years generating extensive evidence on the drivers of skills gaps and the role of migration in addressing structural shortages – both within the EU and globally.

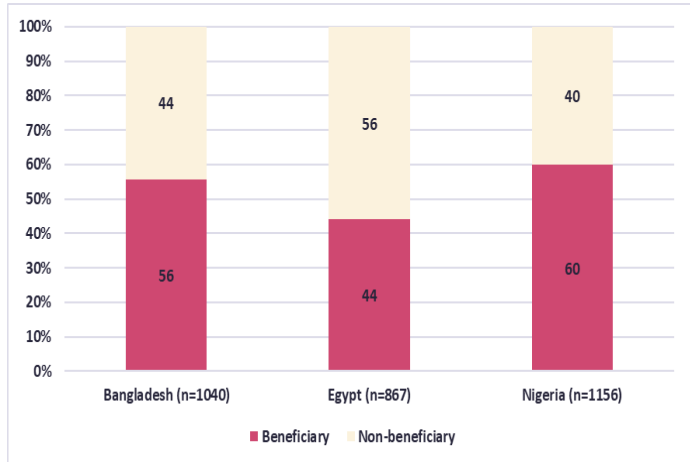
Participants: Policy-facing event; in-person in Brussels and live-streamed. Full program and registration details coming soon. Stay tuned!

✨ ***Further information, including the full programme and registration details, will be published soon at GS4S.eu***



Skills Training & Migration Insights

The WP6 team including ODI Global, AUC, the NEST, OKUP, and sub-contractor DevGate in Egypt have finished data collection for the survey on the relationship between skills training and migration aspirations. Sample sizes: Bangladesh (1040), Egypt (867), Nigeria (1,156), the sample is split between those that took part in a skills training (beneficiaries) and those that did not take part in a skills training (non-beneficiaries).



The upcoming GS4S Working Paper will analyse the data to understand the role of skills training in influencing preferences for livelihoods/work and labour migration.

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](#).



Global Strategy for Skills, Migration, and Development

In three focused industries:

IT/Digital * Construction * Care

<https://gs4s.eu> - Subscribe to our newsletter: info@gs4s.eu

