EU-ALMPO

EU Active Labor Market Policies Observatory

Harnessing AI in Supporting Labour Market Policy Making

February 10, 2026 (Online)

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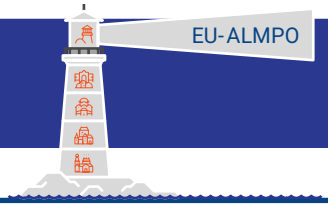
Project Identity & Composition



Partners

1. University of Peloponnese (Greece) - Coordinator
2. Istituto per la Ricerca Sociale SCARL (Italy)
3. Politechnika Gdanska (Poland)
4. DomSpain Consulting SL (Spain)
5. Tavistock Institut GGmbH (Germany)
6. Epistimoniki Enosi Ekpaidefsis Enilikon Somateio (Greece)
7. C.M. Skoulidi & SIA E.E. (Greece)
8. Akronymo Meletitiki Etaireia Periorismenies Eythynis (Greece)

Associated Partners

1. 3F –The United Federation of Danish Workers (Denmark)
2. INAPP – Istituto nazionale per l'analisi delle politiche pubbliche (Italy)
3. 1st Second Chance School of Koriydallos (Greece)
4. Second Chance School of Ioannina (Greece) – pending approval

Project Identity

- Type of Action: Research and Innovation Action (RIA)
- Duration: 36 Months (1 January 2025 – 31 December 2027)

Expert Advisory Group

- Saloua El Boustani (Diversity Charter Belgium)
- Seamus McGuinness (Economic and Social Research Institute)
- Stavroula Dimitriades (Eurofound)
- Zlatan Šabić (Independent Expert)
- Anne Lauringson, Ioanna Pantelaiou (OECD)
- Philipp Grollmann (University of Dortmund)
- Alex Nunn (University of Manchester)
- Maddalena Honorati, Sandor Karacsony, Kenia Parsons (World Bank)

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EU ALMPO History & Context

- The EU-ALMPO project builds on past efforts and research aimed at improving Active Labor Market Policies (ALMPs) across Europe.
- Policymakers have long faced challenges in designing ALMPs that are:
  - Well-informed and evidence-based,
  - Effectively targeted, and
  - Responsive to evolving labor market needs.

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The Case for an ALMP Observatory

The Current Challenge

- Fragmented Data: Labor market information is scattered and unstructured.
- Reactive Policy: Interventions often lag behind rapid market transformations.
- Static Studies: Reliance on outdated evaluations rather than real-time evidence.

The EU-ALMPO Vision

- Centralized Intelligence: A single EU hub for ALMP data.
- AI-Driven Monitoring: Moving from static reports to real-time analysis.
- Proactive Design: Evidence-based policies targeted at evolving needs.

Goal: To transition from reactive observation to proactive, AI-driven policy design.

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Four Strategic Pillars of EU - ALMPO

Policy Innovation

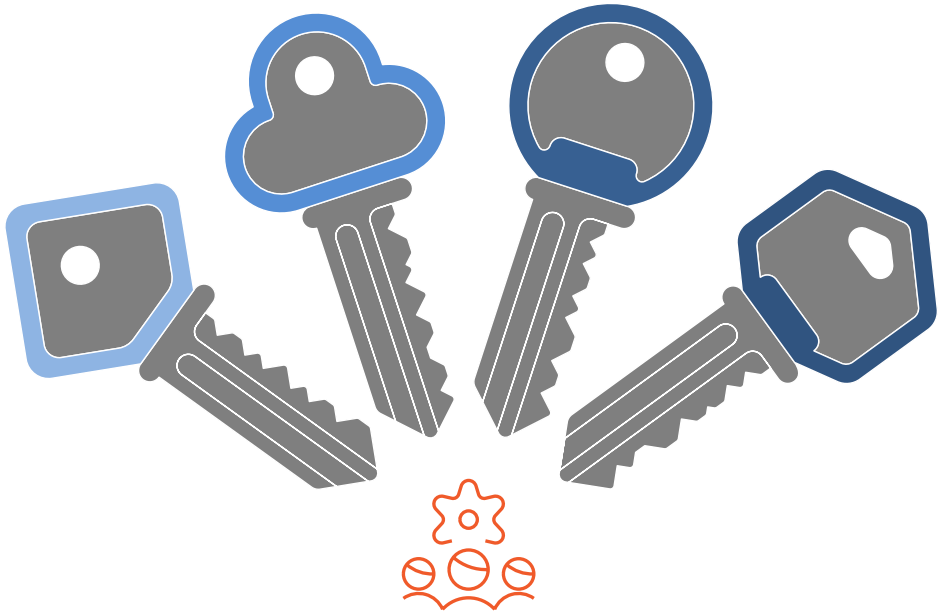
Improving design and monitoring of ALMPs to ensure inclusive, targeted, and evidence-based policies.

Skills Development

Promoting lifelong learning and bridging labor market gaps to support workforce adaptability.

Centralized Observatory

Developing a central hub for data-driven insights using a sophisticated IT platform and AI tools.



Vulnerable Groups

Enhancing employability for disadvantaged groups through tailored interventions and support.

Effective ALMPs

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EU ALMPO Target Groups

Individuals
Low-skilled and vulnerable groups seeking support

Labour Market Actors
Employers, employees, and representatives

Research Community
Focuses on labour market and policy research

PES and Guidance Practitioners
Support individuals in the labour market

Policymakers
Shape labour market and VET policies

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Methodological Approach

Reactive Policy

Slow, disconnected, and outdated

Framework Development

Flexible, comprehensive, and available

AI-Powered Platform

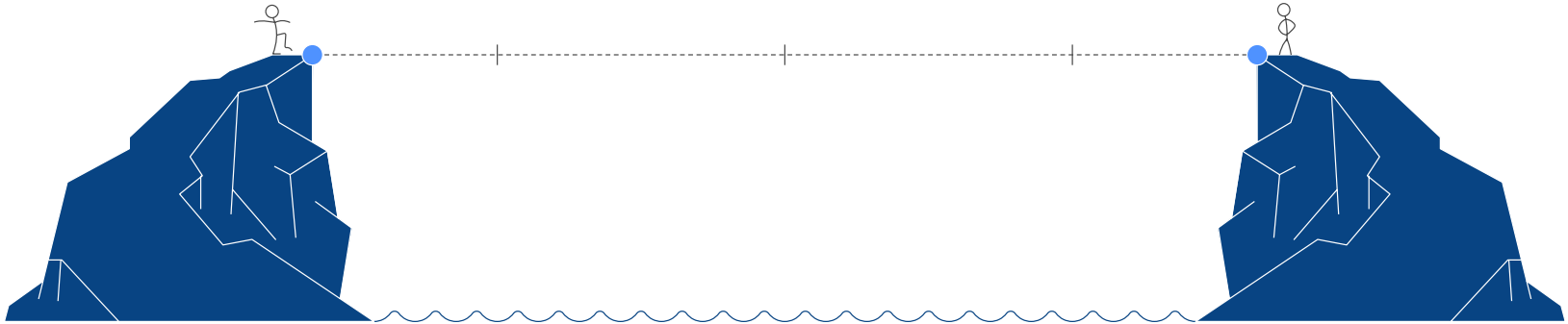
Real-time data analysis and insights

Participative Co-Design

Stakeholder engagement and collaboration

Proactive Policy

Tailored, responsive, and evidence-based



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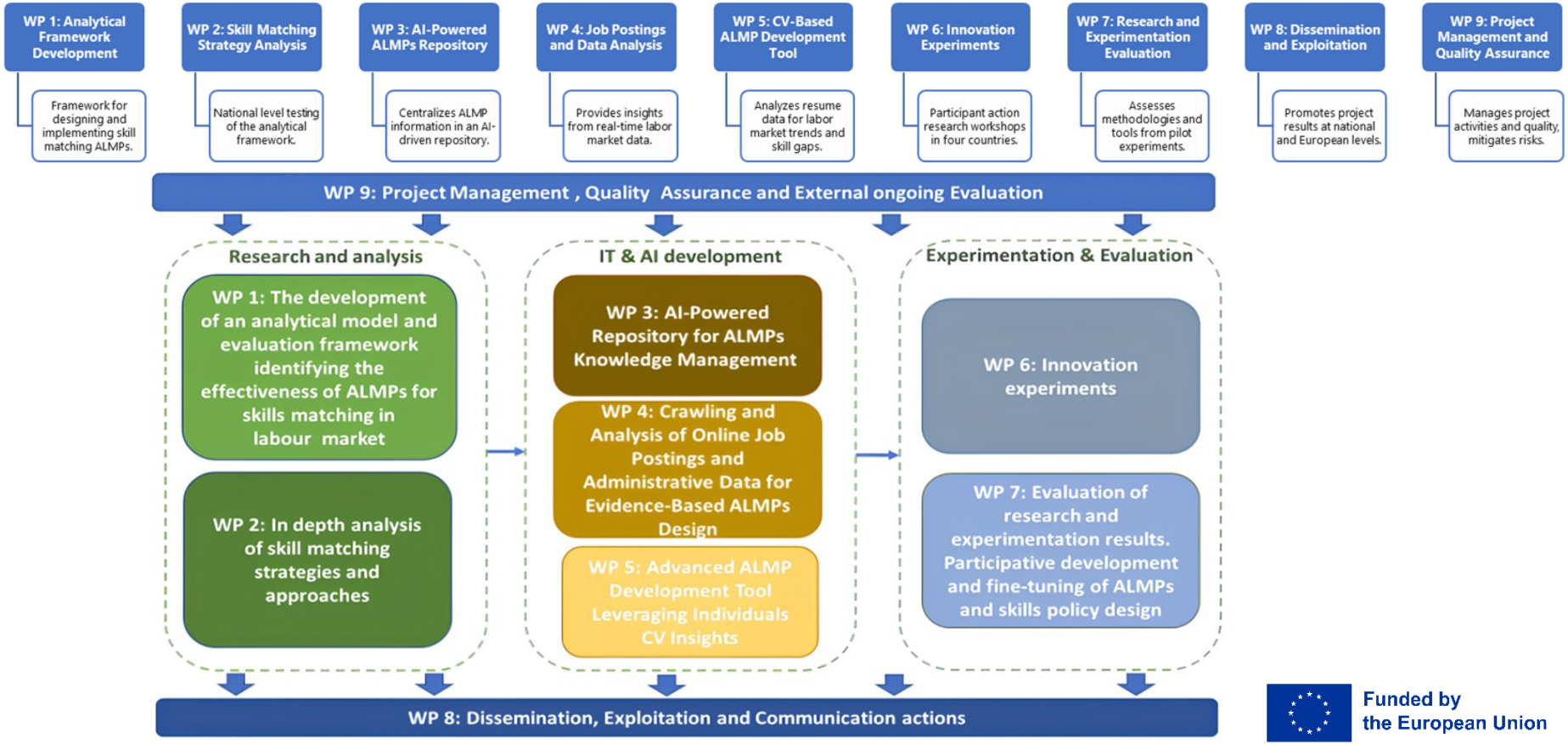
Project Work Plan



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What have we achieved so far? (Month 14)

WP1: Analytical Model & Evaluation Framework

Establishing the theoretical backbone of EU-ALMPO.

- The Landscape Defined: Completed comprehensive literature synthesis defining ALMPs and categorizing skill mismatch types.
- Drivers of Change: Mapped critical internal and external factors fueling labour market transformations.
- Evidence of Impact: Conducted a meta-evaluation to determine ALMP effectiveness across diverse target groups.
- Core Output: Delivered the Analytical Framework (D1.1) — the project's guiding instrument.
- Stress-Tested: Validated the framework through rigorous consultation with key European stakeholders.

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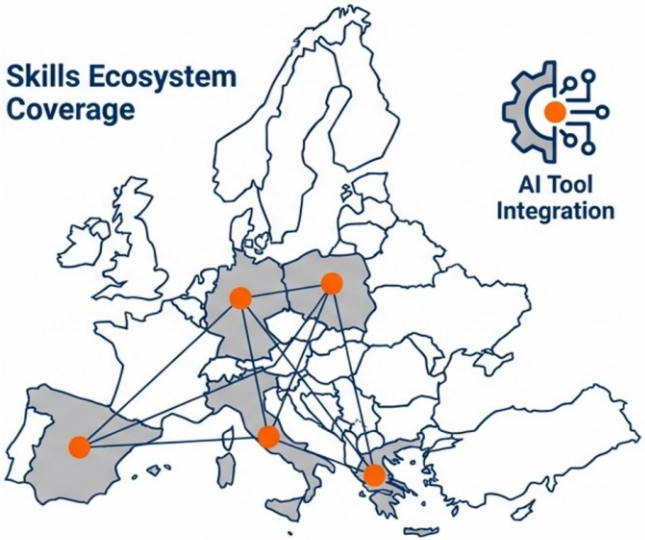
What have we achieved so far? (Month 14)

WP2: Skill Matching Strategies & Ecosystems

Establishing the theoretical backbone of EU-ALMPO.

- Ecosystem Mapping: Completed deep-dive mapping of skills ecosystems across five partner countries.
- Best Practices: Identified and cataloged scalable practices for regional and sectoral skills-based matching.
- The Deep Dive: Delivered 10 National Case Studies (D2.1) covering diverse market conditions.
- Community Building: Establishing active Communities of Practice to foster ongoing stakeholder dialogue.
- Future-Ready: Preparing the Recommendation Report for AI-based matching tools (D2.2).



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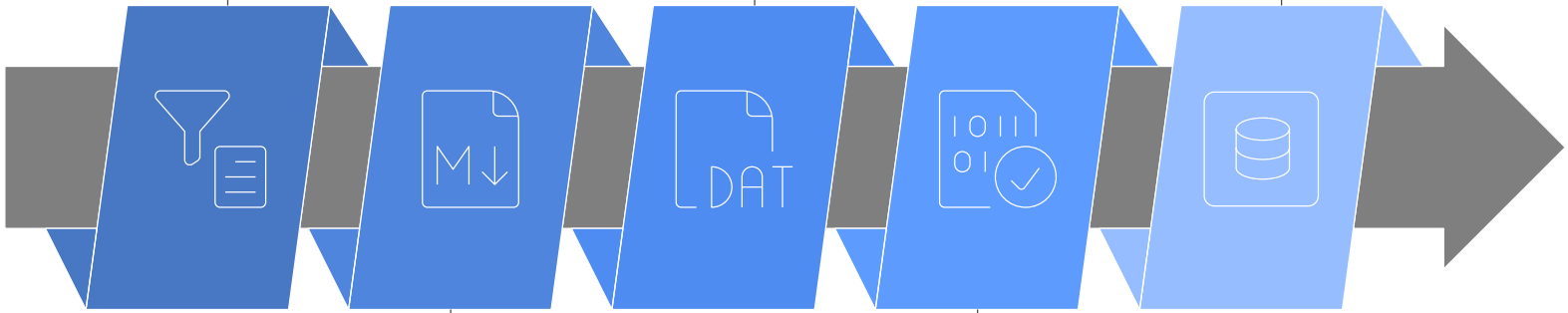
WP3: Where AI starts

AI Extraction Pipeline

Ingestion
Raw PDF documents are injested

AI Extraction
Metadata is extracted using LLMs & taxonomy is constrained

Output
Enriched NDJSON storage is created



Processing
Documents are converted to Markdown and chunked intelligently

Verification
Metadata is verified for accuracy

This structure transforms unstructured text into a database capable of answering complex analytical questions about policy effectiveness spanning 1994–2025.

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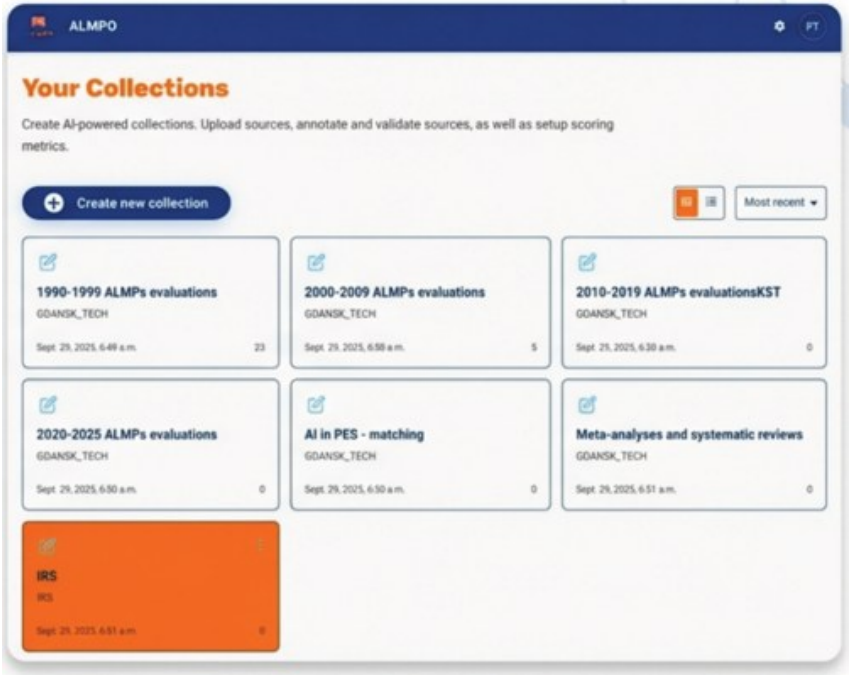
What have we achieved so far? (Month 14)

WP3: AI-Powered Repository for ALMPs Knowledge Management

Establishing the AI-enabled tools.

- Deployment of the AI-Powered Repository: Successful implementation of the core knowledge base and the 'EUALMPO Dataset' (Deliverable 3.1 completed M10).
- Taxonomy Creation: Established a comprehensive ALMP classification framework serving as the single source of truth for metadata extraction.
- Operational Annotation Pipeline: Fully functional pipeline handling PDF-to-Markdown conversion, intelligent chunking, and LLM-based metadata extraction.
- Annotator UI Launch: Development of a multi-interface system (Viewer, Editor, Web App) allowing researchers to validate extracted policy evidence.
- Structured Data Generation: Production of enriched NDJSON storage containing validated 'evidence trails' ready for analysis.



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What do we aim to achieve?

- The Interactive ALMP Design Wizard: Launch of a user-friendly tool (D3.2) that guides policymakers through the design of interventions using historical success data.
- RAG System Implementation: Integration of a Retrieval-Augmented Generation (RAG) system to power semi-automatic annotation and intelligent policy queries.
- Context-Aware Recommendation Engine: Development of a system that suggests intervention pathways based on specific economic contexts (e.g., high vs. low unemployment scenarios).
- Self-Sustainable Ecosystem: Creation of a machine learning system that continues to learn and improve its accuracy beyond the project lifecycle (2027).

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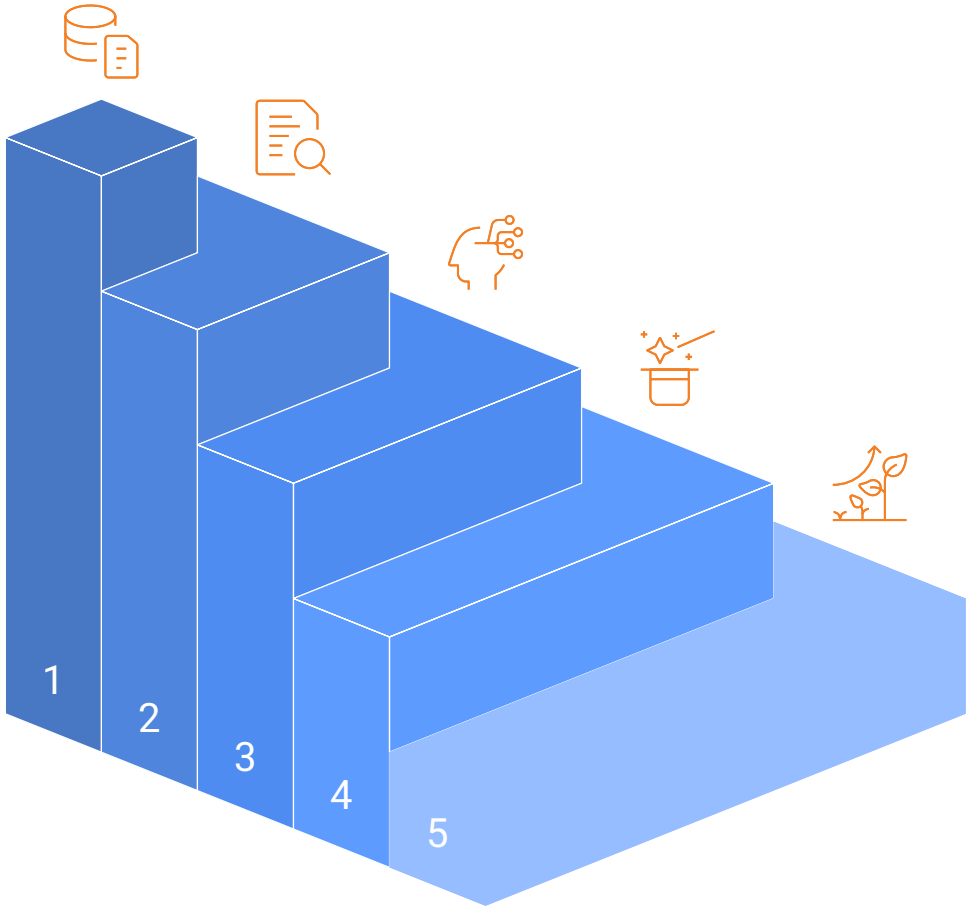
From Raw Data to Policy Design: The Value Chain



Central Data Storage

Establishing a centralized repository for ALMP data.

Annotation Tool

Developing a tool to process and categorize ALMP data.

RAG System

Implementing a system to power intelligence and analysis.

ALMPs Wizard

Creating a wizard to guide ALMP design.

Continuous Enhancement

Ensuring the longevity and effectiveness of ALMPs.

Supported by:

- **Innovation Experiments** (WP6)
- **Evaluation & Validation** (WP7)
- **Dissemination & Exploitation** (WP8)
- **Project Management & Quality Assurance** (WP9)

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Excepted Impact and Vision

Informed Policymaking

Moving from intuition to evidence-based decisions.

Sustainable Employment

Facilitating upskilling and reskilling for long-term workforce adaptability.

Economic Resilience

Better understanding of macro effects and displacement during downturns.

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Thank you!

Scan for more:

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