



## EU-ALMPO Policy Brief

### Stakeholder Engagement for AI-Supported Labour Market Policies *Communities of Practice Sessions and Survey for Evidence-Based ALMP Design*

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## WHY IT MATTERS

Labour market policies must respond to persistent skills mismatches and rapidly changing economic conditions.

Despite increased data availability, policymaking often remains:

- fragmented
- slow to adapt
- insufficiently informed by real-world practice

At the same time, the integration of AI into policymaking raises critical challenges related to transparency, trust, and usability.

## WHAT EU-ALMPO OFFERS

EU-ALMPO introduces a structured approach to integrate stakeholder knowledge into AI-supported policymaking.

### ■ Communities of Practice Sessions (CoPs)

- Structured, facilitated sessions with policymakers, PES, researchers, and practitioners
- Validation and interpretation of real policy practices
- Analysis based on Context–Mechanism–Outcome (CMO) configurations
- Identification of enabling factors, constraints, and system requirements
- Translation of findings into AI-supported functionalities

### ■ Communities of Practice Survey

- EU-wide structured data collection
- Focus on:
  - ALMP design and implementation processes
  - use of data in decision-making
  - areas where AI can add value across the policy lifecycle
  - conditions for trust, transparency, and responsible use





## KEY OUTPUTS

The combined approach enables:

- validation of skills-matching practices across countries
- identification of mechanisms driving policy effectiveness
- analysis of enabling and hindering factors
- definition of data requirements and system readiness
- direct input into the development of AI tools and functionalities

Ensuring solutions are grounded in real systems, not assumptions

## POLICY IMPLICATIONS

Policymakers and Public Employment Services may consider:

- embedding structured stakeholder engagement in policy design
- strengthening the use of data and analytical frameworks
- aligning AI tools with operational and institutional realities
- supporting collaboration across policy, research, and practice

## KEY CONSIDERATIONS

- diversity and representativeness of stakeholders
- data quality, availability, and interoperability
- transparency and accountability in AI-supported processes
- institutional capacity and governance alignment

## LOOKING AHEAD

- implementation of national and international Communities of Practice sessions
- analysis and synthesis of Communities of Practice survey results
- integration into AI tools (e.g. ALMP Design Wizard)
- pilot testing in real policy and training environments

## RESOURCES & LINKS

- [EU-ALMPO website](#)
- Communities of Practice Survey: [[EU-ALMPO Survey](#)]
- Related tools: ALMP Design Wizard