TRAILS

Enabling Data Analytics for Actions Tackling Skills Shortages & Mismatch

PRESS RELEASE

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Brussels 13 January 2026

TRAILS publishes new research and tools to support skills and employment policy in Europe

The TRAILS project has released four new deliverables that provide cutting-edge insights into labour market dynamics, skills development, and technological change across Europe. These outputs combine advanced research, innovative methodologies, and interactive digital tools to support evidence-based policymaking and strengthen the link between skills and employment.

The first report, COMPARE II – Technological change, training and upskilling in Europe (ESRI: Paul Redmond, Luke Brosnan, Lorcan Kelly), examines the impact of technological change on EU employees using data from the European Skills and Jobs Survey (ESJS). The study finds that nearly half of employees have experienced technological change in the past year, often accompanied by skill development through formal training, learning from supervisors, or self-directed and peer learning. While technological adoption can raise perceptions of job insecurity, it is overall positively associated with employment growth, highlighting the importance of policies that support continuous training and digital skills acquisition.

Building on the theme of labour market efficiency, the NOVEL I report – Using machine learning to measure skills matched to needs (UNINA: Luca Coraggio, Lorenzo Incoronato, Monica Langella, Armando Miano, Marco Pagano, Marco Stenborg Petterson, Vincenzo Pezone, Annalisa Scognamiglio) introduces a machine-learning–based Job Allocation Quality (JAQ) measure. By assessing how well workers are matched to jobs in Sweden, Portugal, Italy, and the Netherlands, the report shows that job match quality improves rapidly early in careers, increases wages for well-matched employees, and correlates with firm productivity. This innovative approach provides policymakers with a scalable, cross-country tool for monitoring labour market performance and supporting interventions that enhance early-career learning, worker mobility, and organisational practices.

The NOVEL II report – Teleworking, digitisation and labour market segmentation (Tilburg University: Lorenzo Incoronato, Vincenzo Pezone, Annalisa Scognamiglio) explores the post-pandemic expansion of remote work and its impact on careers and earnings. The analysis reveals that workers in teleworkable roles have benefited from higher earnings and improved mobility, without increased job loss risk. Teleworking is shown to function not only as a flexibility tool but as infrastructure for labour market matching, emphasizing the need for policies that ensure access and support for lower-skilled workers.

Finally, the INTEGRATE II deliverable – TRAILS portal (Democritus University of Thrace: Paris Karypidis, Ioannis Pragidis) presents the development of the TRAILS portal, a Software-as-a-Service platform providing interactive dashboards, cross-country datasets, and API-based data extraction services. The portal integrates data from different sources, **along with skills**

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mismatch indicators, enabling users to explore labour market trends and policy-relevant evidence. With mobile accessibility, dynamic visualisations, and user-friendly navigation, the portal supports policymakers and researchers in translating data into actionable insights for education, employment, and skills policies.

Together, these deliverables showcase TRAILS' commitment to evidence-based skills and labour market policy. By combining analysis of technological change, skills mismatch, remote work, and digital tools, TRAILS provides stakeholders across Europe with the knowledge and instruments needed to enhance workforce development, improve job matching, and support inclusive labour markets.

All deliverables are publicly available on the TRAILS project website: https://www.trails-project.eu .

ABOUT TRAILS

TRAILS is funded under the Horizon Europe Research and Innovation Programme, Thematic Priority "Innovative research on social and economic transformations" and will last three years (2024-2027).

TRAILS seeks to build on current data in skills mismatches and create novel tools and databases, harnessing the power of Artificial Intelligence. It will empower Vocational and Adult Education training to match employers with educational opportunities to reallocate workers efficiently.

The consortium is led by the Democritus University of Thrace (D.U.Th, Greece), in partnership with the Università degli Studi di Napoli Federico II / Centre for Studies in Economics and Finance (UNINA/ CSEF, Italy), IPSOS NV (Belgium), the Economic and Social Research Institute LBG (ESRI, Ireland), SKILLAB BV (Skillab, the Netherlands), University of Tilburg (TiU, the Netherlands), European Association of Regional & Local Authorities for Lifelong Learning (EARLALL, Belgium), and the Aristotle University of Thessaloniki (AUTH, Greece).

For more information, please visit the TRAILS website (https://www.trails-project.eu/) and social media channels.

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