



Key Skills Micro-credentials: A Passport to Employment and Inclusion

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About the Project

MORAL – Key Skills Micro-credentials for Employment and Inclusion is a project funded by the European Commission under the Erasmus+ Partnerships for Innovation - Forward Looking Projects that aims to **support** disadvantaged groups (long-term unemployed with emphasis on women and youth, economically inactive women, and low-skilled adults) **in entering the labour market** as well as to **upskill** employees that are currently in entry-level (junior) job positions through the development and validation of **Key Skills** forming a '**Passport to Employment**'. To this end, micro-credentials and asynchronous electronic learning materials for micro-courses will be designed, developed, and pilot tested. The most important skills for employment will be identified in four European competence frameworks (LifeComp, GreenComp, DigComp, EntreComp) through research with the participation of employers. The project activities will involve learners, employer representatives, VET providers, and policy makers.

Micro-credentials

What they are

A micro-credential' is the record of the learning outcomes that a learner has acquired following a **small volume of learning**. These learning outcomes have been assessed against **transparent and clearly defined standards**. Courses leading to micro-credentials are designed to provide the learner with **specific** knowledge, skills and competences that respond to societal, personal, cultural or labour market needs. Micro-credentials are **owned by the learner, can be shared and are portable**. They may be **standalone or combined** into larger credentials. They are underpinned by quality assurance following **agreed standards** in the relevant sector or area of activity.

Recommendation of the Council of the European Union,
16 June 2022

Why to acquire them

- ✓ They can help certify the outcomes of small-tailored learning experiences.
- ✓ They make possible the targeted, flexible acquisition of knowledge, skills and competences to meet new and emerging needs in society and the labour market, while NOT replacing traditional qualifications.
- ✓ They can be designed and delivered by a variety of providers, in different learning settings (formal, non-formal, or informal).

Objectives

- ✓ To provide disadvantaged groups with a tool for accessing the labour market.
- ✓ To provide employees in entry-level (junior) job positions with an upskilling tool.
- ✓ To provide employers with a tool facilitating the selection of candidates for the labour market.
- ✓ To provide employer representatives with experience in the development of micro-credentials.
- ✓ To provide VET providers delivering non-formal and informal trainings with experience in the development of micro-credentials, which can be transferred to other VET providers inside and outside the project partner countries

Activities and Expected Results

Activities

- Carrying out research (focus groups, large-scale survey) with employer representatives to identify 20 key skills for employment in entry-level (junior) job positions in different industries using 4 European competence frameworks and developing a report on the research results at consortium level.
- Developing a Key Skills Matrix (KSM), including the 20 key skills for employment in entry-level (junior) job positions identified.
- Designing and developing 20 micro-credentials for the key skills identified, based on guidelines provided by the European Commission.
- Developing a 'Passport to Employment' (PTE) including the 20 micro-credentials.
- Developing learning materials for the 20 key skills and an asynchronous electronic learning course in all the partner languages (Greek, Italian, Polish, Spanish) and in English.
- Pilot testing the learning materials for the 20 key skills with members of disadvantaged groups and employees in entry level (junior) job positions.
- Assessing the participants in the pilot trainings to grant the 20 micro-credentials.
- Granting the 20 micro-credentials in the form of European Digital Credentials for Learning.
- Promoting the Passport to Employment to learners that can use it as a tool for accessing the labour market, employers that can use it for recruitments, employer representatives and VET providers that can learn from the process of development of micro-credentials, and policy makers that can integrate it into National Qualifications Frameworks (NQFs).
- Training VET providers on the design and development of micro-credentials.
- Implementing partner workshops on the finalisation of the Key Skills Matrix (KSM) and the development of learning outcomes and micro-credentials, with the participation of employer representatives and guest speakers.
- Implementing workshops with the participation of learners, employers, VET providers, and policy makers and developing a report on the Lessons Learned and the Way Forward.

Expected Results

1. Research Report on Key Skills Necessary for Employment in Junior (Entry-Level) Job Positions in the Project Partner Countries
2. Matrix of Key Skills Necessary for Employment in Junior (Entry-Level) Job Positions in the Project Partner Countries
3. 'Passport to Employment' (20 Micro-credentials)
4. Asynchronous E-Learning Materials for the Acquisition of the Passport to Employment
5. Asynchronous E-Learning Materials Pilot Testing Report
6. Report on Micro-credentials: 'Lessons Learned and the Way Forward'

Partner Meetings

Kick-off Meeting in Nicosia

The project partners met for the first time on 7-8 February in Nicosia, Cyprus for the kick-off of the project, in which they discussed the first activities to be implemented: focus group discussions with employer representatives and a large-scale employer survey in all the project partner countries (Cyprus, Greece, Italy, Poland, Spain) to conclude on the key skills for the 'Passport to Employment' (PTE).

Meeting highlights:

- A discussion around the concept of 'micro-credentials' (based on a European policy document).
- A thorough presentation of the activities and tasks of the first work package of the project: 'Research for the Identification of Key Skills Necessary for Employment'.
- A workshop for the selection of the skills to be discussed in the focus groups and the large-scale employer survey for the identification of the key skills for employment.
- A final list of 31 skills, based on their description in the competence frameworks and the entry-level job position descriptions in different industries.
- An outline of the focus group questionnaire and the research methodology to be followed.

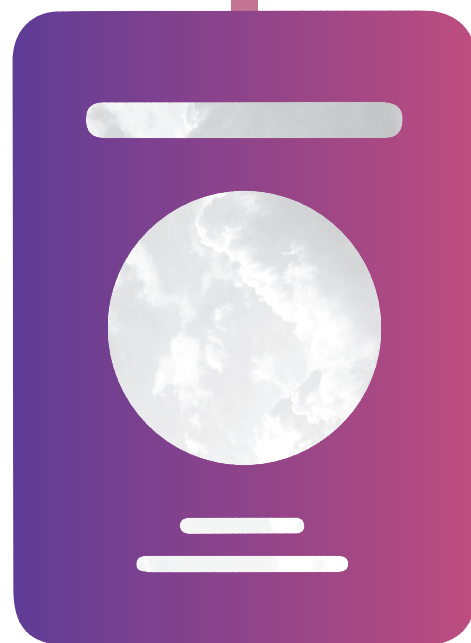


2nd Transnational Meeting in Potenza

On 11-12 September, the second transnational meeting of the project took place in Potenza, Italy to take important decisions on the progress of the project activities and in particular on the key skills for the development of micro-credentials.

Meeting highlights:

- Representatives of each partner organisation presented their findings in brief, focusing on the skills that received the highest scores in the list of the 31 key skills provided to employers during the focus groups for evaluation.
- The partners elaborated on other skills that were pointed out by the participants in the focus groups.
- The team members shared their views on changes to the focus group questionnaire for the development of a comprehensive and easy-to-complete survey questionnaire for the large-scale employer survey.



What's New

Focus Groups in the Partner Countries

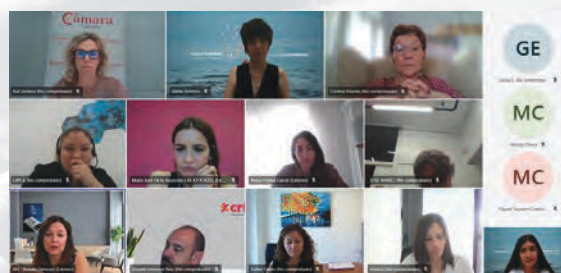
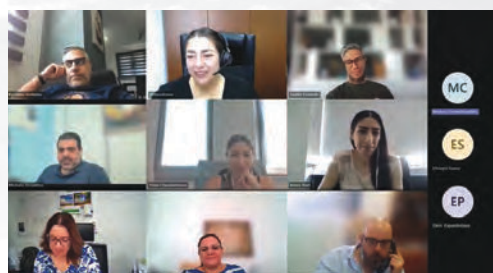
10 focus groups took place online and with physical presence at consortium level, with the participation of an overall number of 102 employer representatives (20 in Cyprus, 18 in Greece, 24 in Italy, 21 in Poland, and 19 in Spain). The views of the participants on micro-credentials, the 31 skills' evaluation results, and conclusions on the key skills for employment were included in national reports.

Large-scale Survey in the Partner Countries

A large-scale survey with employers will start in all project partner countries in November; the results will contribute to the finalisation of the list of key skills developed after the focus groups.

First and Second Partner Workshop in Nicosia

In February 2025, the project partners will meet again in Nicosia, Cyprus to finalise the Key Skills Matrix (KSM) and get trained on the development of learning outcomes and micro-credentials for the selected skills. The first workshop will be attended by employer representatives from all the project partner countries that participated in the focus groups to express their views, whilst the second one will host an expert on micro-credentials, who will provide a keynote speech to support the project partners in their next steps.



Stay tuned...

Visit the [project website](#) and follow the project on social media: [Facebook](#), [Linkedin](#).

Meet the Project Partners

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