

Implementation of Upskilling pathways

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 MALTA

Timeline

2017 Implementation 2018 Implementation 2019 Implementation

2020 Implementation

ID number 28673

Background

Objectives

Upskill adults with a low level of skills, knowledge and competences and ensure that actions are in place for adults to acquire a minimum level of literacy, numeracy and digital competences to stay employable in the labour market now and in the future.

- (a) to enable adults to identify their existing skills and any needs for upskilling;
- (b) to boost adults and empower them to acknowledge what skills they already have;
- (c) to provide value to their life experience and work experience that has allowed them accumulate a certain skillset;
- (d) to provide adults with flexible and quality education and training to target their needs;
- (e) to create a systematic development in the way we prioritise flexible adult learning provision;
- (f) to improve the readiness of adults to go back to education;
- (g) to keep up with the ever-changing needs of the labour market (digitalisation, environment changes, etc.).

Description

In 2017, the Directorate for Research, Lifelong Learning and Employability (DRLLE) within the education ministry secured funding to coordinate the implementation of the Council Recommendation on Upskilling pathways. DRLLE is the focal point for the implementation of the Council Recommendation on Upskilling pathways in Malta.

Aspects covered include:

- (a) coordination of the lifelong learning steering committee and stakeholder working groups comprising representatives of MEDE directorates and agencies, other ministries, VET providers, industry, entities, community centres, local councils, NGOs, adult education professionals, and public private training providers;
- (b) the setting up of thematic working groups (disadvantaged groups, accreditation, validation, etc.). This development affected career guidance services.

The working group is responsible for monitoring the learning offers for adults with low

levels of skills, knowledge and competences; it ensures that actions are in place for adults to acquire a minimum level of literacy, numeracy and digital competences.

The group is tasked with proposing ways for promoting partnerships and collaboration between public and private actors in education, training and employment policy areas. This group is also responsible for proposing and providing guidance and support measures to those entities implementing any facets of the upskilling pathways recommendation, as well as overseeing the implementation of the Malta lifelong learning strategy and the EU agenda for adult learning in Europe. This ensures that there is less fragmentation in the sector, that there is no duplication of efforts, and that initiatives in adult learning policy and provision are complementary.

The core monitoring group's deliverables include:

- (a) proposing an action plan to complement national policy on adult learning and upskilling;
- (b) outlining appropriate measures for the implementation of the recommendation at national level;
- (c) evaluating within the existing national frameworks all measures referred to in Upskilling pathways Council recommendation;
- (d) using the result of the evaluation to inform the design and delivery of upskilling pathways at national level and to inform further evidence-based policies and reforms.

The national coordinator for the EU Agenda for adult learning in Malta is also collaborating in the Upskilling pathways labs. These are virtual events that aim to support the members of the networks to develop a shared vision and a shared commitment to the implementation of the Council recommendation in their countries.

The lab will be an opportunity to discuss the necessary first steps and create momentum towards further implementation of Upskilling pathways. The Maltese participants in the labs have created a to-do list, and a first phase report will be sent to the Commission for review by March.

The DRLLE offers courses targeting low-skilled and low-qualified adults. The courses are delivered from eight adult learning centres: seven in Malta and one in Gozo. The Directorate also collaborates with local councils and entities that work in the community, to extend its course offer within various communities. It also participates in a number of Erasmus+ projects with other Member States. As part of the Upskilling pathways, DRLLE is participating in the Check in -take off (CITO) project under the ERASMUS+ EU Policy experimentation in the fields of education and training led by high-level public authorities in Ireland, Malta and Norway. The project seeks to develop an online tool that enables a person to carry out independently an initial assessment of their literacy, numeracy and digital skills. The skills checker will guide them in a clear and simple manner, to their options regarding flexible learning prospects and opportunities to recognise prior learning. By Q1 2022, the project will generate three outputs: a mapping survey, a skills checker tool and training and outreach toolkit for stakeholders.

2017 Implementation

Implementation continues.

2018 Implementation

2019 Implementation

The initiatives and projects are ongoing.

2020 Implementation

During 2020, the DRLLE continued to implement the Upskilling pathway project including:

- (a) draft framework on basic skills (2020/21):

- following the study conducted re the provision of basic skills to adults in Malta, a proposal for policy development was drafted (Draft 6);
- plans for the creation of a transversal group for the development of basic skills for adults in Malta were developed;

(a) CITO skills checker tool (field trials and results) (2020/21):

- carried out field trials of the CITO app;
- held focus groups with adults who tried the app and those who did not.
- a follow-up survey was also held with both groups.

(a) guidance services for adults in Malta

- recruitment of the guidance unit staff;
- a public consultation regarding adult guidance services;
- members of the guidance unit started providing their services in adult learning centres and during online lessons.
- a second public consultation on adult education services is being planned.

Bodies responsible

- Ministry for Education (MFED)(until 2022)
- Ministry of Education and Employment (MEDE) (until 2020)

Target group

Learners

Adult learners

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Subsystem

IVET CVET

Further reading

[Public consultation - Enhancing guidance practices in adult learning](#)

Related policy developments

Validation arrangements

In 2015, the *National vocational education and training policy* highlighted the need for training programmes for staff involved in validation, and for validation for learners with disability or learning difficulties.

 MALTA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2025). Implementation of Upskilling pathways: Malta. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28673>