

State and teacher union agreement to promote teacher continuous professional development (CPD)

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 MALTA

Timeline

2017 Approved/Agreed

2018 Implementation

2019 Implementation

2020 Implementation

ID number 28432

Background

The previous sectoral agreement signed in 2012 had expired. A new agreement was required to meet the changing learning environment and the envisaged reforms and developments of the education sector, including new curricula and continuous assessment. The agreement was also required to close the salary gap between teaching and other professions. The financial aspect of the agreement is one attribute of a wider effort to increase educators' reach and professional autonomy as well as to instil more trust, respect and dignity of the educators' roles in society.

Objectives

- (a) increase in continuous professional development (CPD) including the introduction of management driven community of professional educators (CoPE) sessions;
- (b) implementation of reforms, including VET and applied subjects, the learning outcomes framework and continuous formative assessment;
- (c) increase in salary and better working conditions;
- (d) attract more young people to the profession and ensure that those in the profession do not leave.

Description

An agreement between the education ministry and the Malta Union of Teachers was signed in December 2017, covering the years 2018-22. The agreement gives greater emphasis to continuous professional development. This new agreement envisages the creation of a community of professional educators (CoPE), providing a forum of professional discussion such as school development planning sessions, CPD and links with industry and society. Several training sessions for teachers of all mainstream subjects in compulsory education, including VET teachers, were provided through the CoPE to support the implementation of the learning outcomes based national curriculum framework by September 2019.

2017 Approved/Agreed

2018 Implementation

The Malta College of Arts, Science and Technology (MCAST) provided, in 2018, CPD sessions for teachers, which included workshops with a special focus on innovative pedagogies and digital literacy (use of social media in classrooms, innovative pedagogies, using technological tools in the classroom).

2019 Implementation

In 2019, MCAST provided, in CPD sessions for teachers which included workshops with a special focus on innovative pedagogies and digital literacy (use of social media in classrooms, innovative pedagogies, using technological tools in the classroom).

2020 Implementation

As in previous years, the education officers forming part of the vocational education and training section within the education ministry provided various training sessions to teachers as part of their CPD. These sessions included both theory and practice. Several sessions dealt with the learning of new practical skills required for the delivery of the new syllabi in the two routes, vocational and applied. In other sessions, personnel from the related industries were invited to demonstrate the use of new industry-related equipment. All participants were awarded certificates of competence/attendance that were also endorsed by the companies' technical personnel.

Bodies responsible

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

Target group

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Supporting teachers and trainers for and through digital

Subsystem

CVET

Further reading

[Malta Union of Teachers \(MUT\) Website: Sectoral agreement signed between MUT and education ministry - press release](#)

Related policy developments

2020 Implementation

Introduction of VET subjects to compulsory education schools: MyJourney project

In 2015/16, VET subjects at Malta qualifications framework (MQF) level 3 (EQF level 3) were introduced in compulsory education in all lower secondary schools: the compulsory secondary education system in Malta comprises students from age 11 to age 16 (lower secondary) and two years of upper second

 MALTA

Type of development

Practical
measure/Initiative

Subsystem

IVET

“ ... ” Cite as

Cedefop, & ReferNet. (2025). State and teacher union agreement to promote teacher continuous professional development (CPD): 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/28432>