

Requirements for trainer qualifications and competences

POLICY DEVELOPMENT **REGULATION/LEGISLATION**  MALTA

Timeline

2018 Approved/Agreed **2019 Implementation** **2020 Implementation**

ID number 28429

Background

Cedefop's *Apprenticeship review for Malta*, published in 2015, indicated several key areas including the need to train experts to train the trainers in order to ensure quality training provision. As per the provision of local apprenticeship and work-based learning legislation, a sponsor engaging apprentices needs to have suitably qualified and experienced trainers to train the learner during the work-based learning period of a training programme.

Persons engaged in such a role are experts in a particular field but may lack the knowledge and skills to teach others. In this regard such trainers need guidance as well as practical tools to train or lead a group of trainers, while also working on transferring their knowledge to others effectively.

Objectives

This policy development aims to improve the training provision within workplaces by ensuring the provision of the fundamental knowledge and skills to be able to train apprentices and contribute to the human capital development of an organisation as related to apprenticeships.

Description

The in 2018 Work-based Learning and Apprenticeship Act stipulates that the VET provider is responsible for identifying and supervising the suitability of sponsors and trainers and ensuring that trainers must have sufficient technical experience, technical qualifications and personal competences. The act specifies technical qualifications as a certification recognised by the Malta qualifications framework (MQF) or by international qualification structures recognised by industry in a technical field corresponding to the skilled and technical occupation. Technical experience is specified as the vocational knowledge and skills required by the training programme and employment in a practical capacity for a period of five years.

2018 Approved/Agreed

2019 Implementation

MCAST's apprenticeship and work-based learning department is in constant contact

MCAST's apprenticeship and work-based learning department is in constant contact with industry to ensure that sufficient and appropriate work-based learning opportunities are available for MCAST students. Nonetheless, at the moment no verifications are being done with regards to trainer qualifications and or other specific aspects, though two programmes are currently being conceptualised. One is an EQF/MQF level 4 award in vocational training for apprenticeship trainers and the second is an EQF/MQF level 5 award in vocational training for apprenticeship lead trainers. The overall aim of both programmes is to provide necessary knowledge and skills for those responsible for MCAST apprentices in terms of pedagogy, feedback provision and leadership.

Work is being done together with MCAST's legal department to identify gaps that currently exist with regards to the implementation of provisions of the act.

2020 Implementation

During 2020, the training programmes for college-based apprenticeship mentors and industry-based mentors were developed.

All apprenticeship, internship and placements contracts have been reviewed for conformity with the provisions of the act.

Bodies responsible

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

Target group

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Transparency and portability of VET skills and qualifications

Comprehensive national qualification frameworks

Teachers, trainers and school leaders competences

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

Supporting teachers and trainers for and through digital

Subsystem

IVET

Further reading

[Cedefop ReferNet Malta \(2018\). Malta: Work-based Learning and Apprenticeship Act comes into force](#)

[MCAST Work-based learning](#)

[Cedefop \(2015\). Apprenticeship review: Malta. In pursuit of quality and relevance:](#)

Related policy developments

2020 Implementation

The Work-based Learning and Apprenticeship Act

Following consultation in 2016, a draft act was proposed by the education ministry on a framework for developing quality work placements, apprenticeships and internships.

 MALTA

Type of development

Regulation/Legislation

Subsystem

IVET CVET

Cite as

Cedefop, & ReferNet. (2025). Requirements for trainer qualifications and competences: 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/28429>