



Skills for Tomorrow: Malta's VET Milestones since EU Accession

Celebrating 20 Years of Growth in Vocational Education and Training

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CEDEFOP

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ta' Taħriġ Professjonali



REFERNET MALTA
MALTA



GOVERNMENT OF MALTA
MINISTRY FOR EDUCATION, SPORT, YOUTH,
RESEARCH AND INNOVATION

NATIONAL
Skills
COUNCIL

ITS
INSTITUTE OF TOURISM STUDIES
IN ACADEMIC AFFILIATION WITH THE
EMIRATES ACADEMY OF HOSPITALITY MANAGEMENT

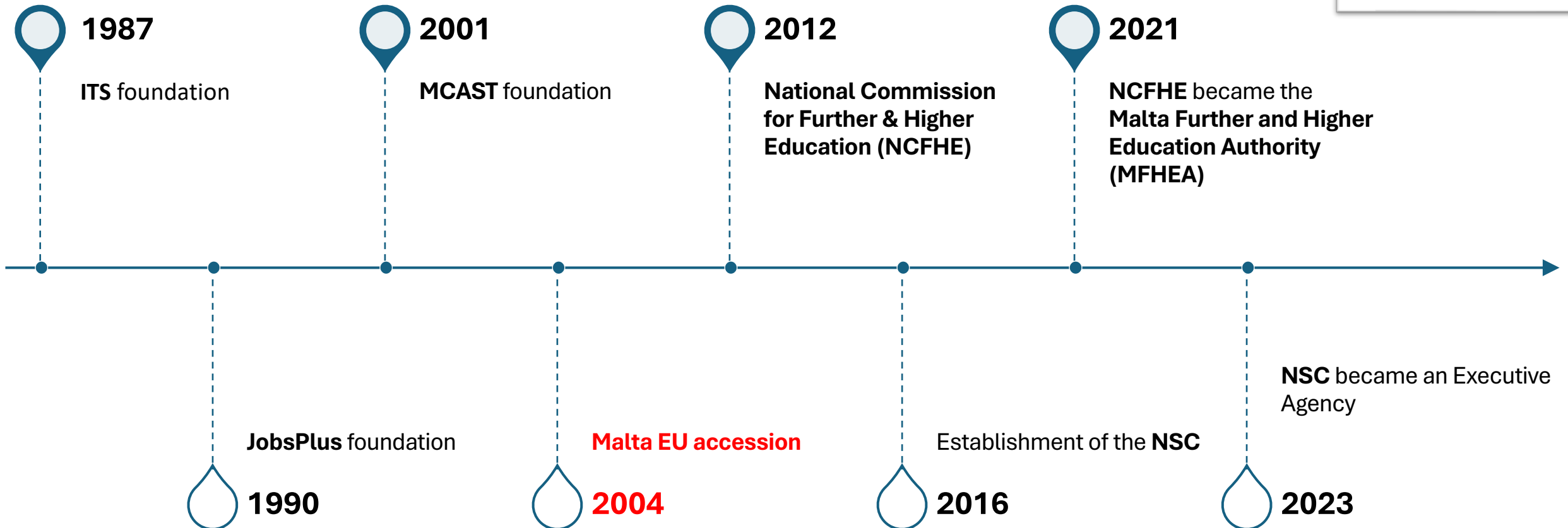
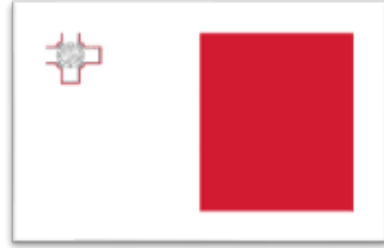
jobsplus

Malta main players

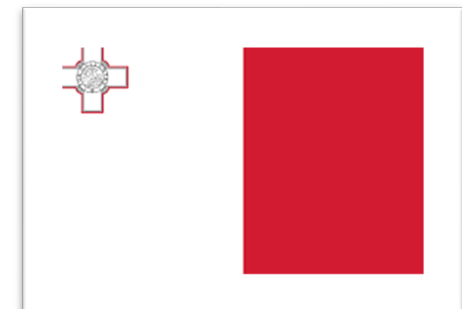
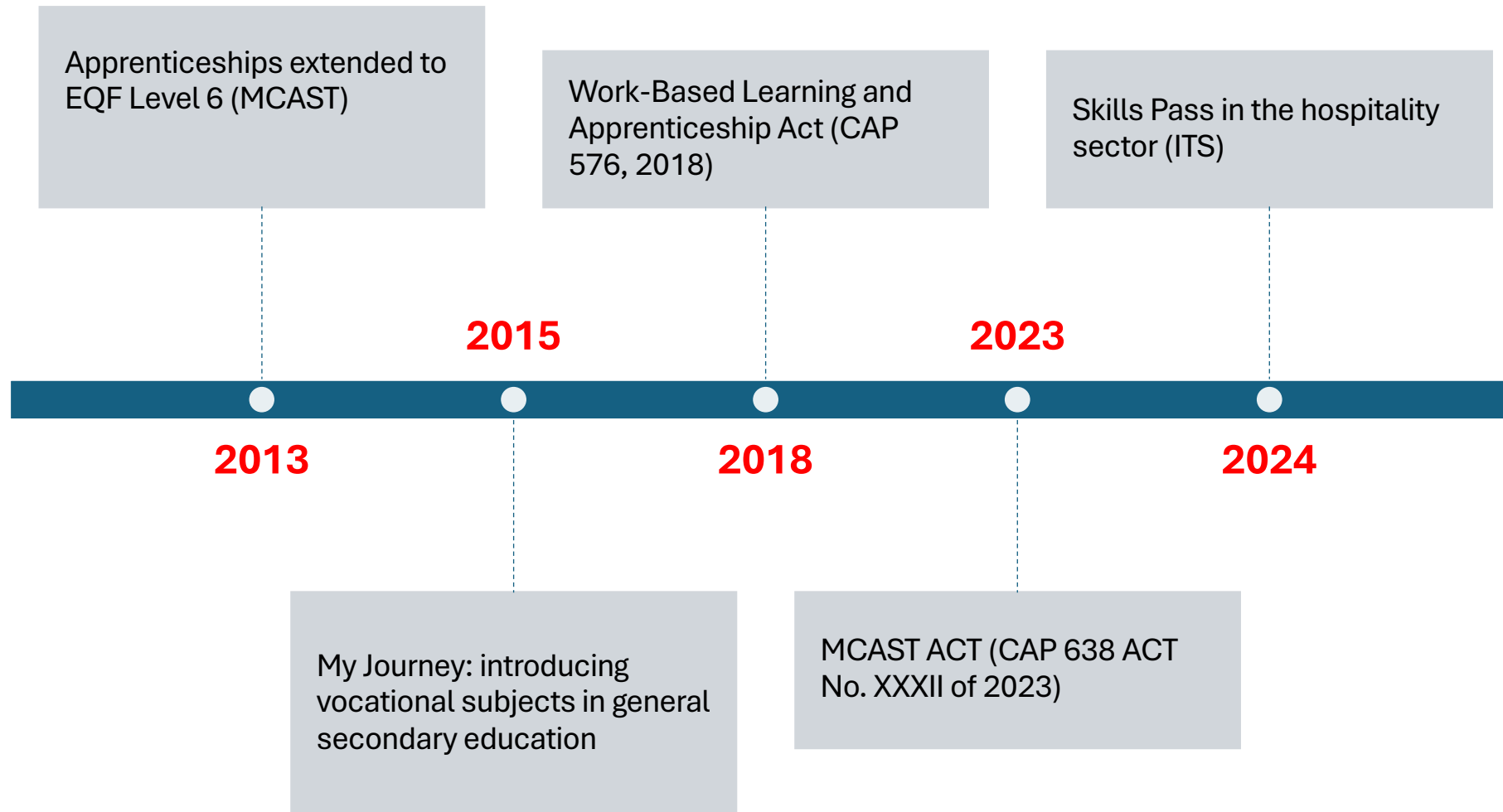


MCAST

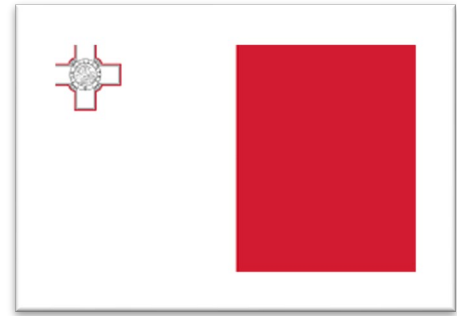
Malta Timeline and key milestones



Maltese Policy Developments and Reforms



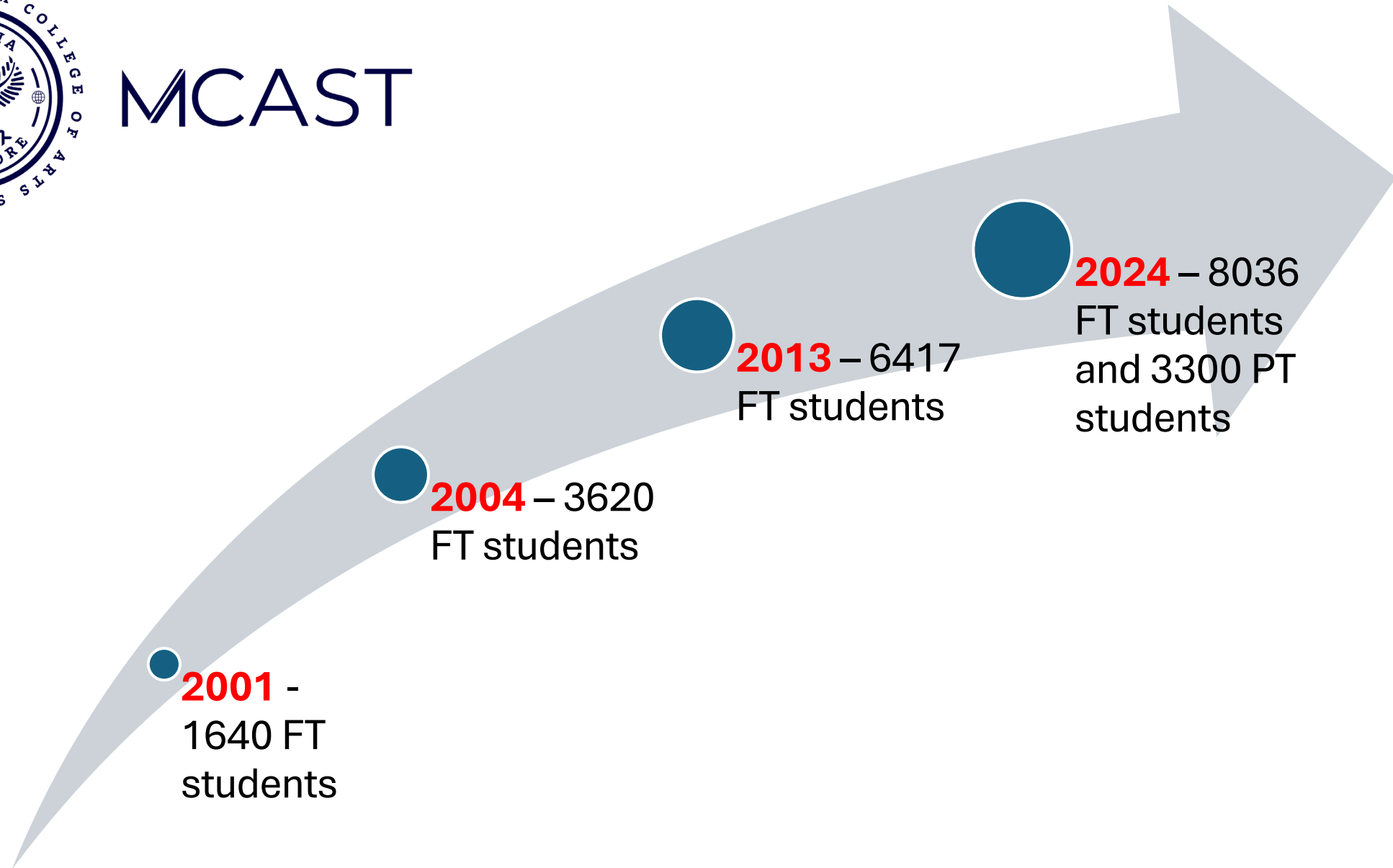
Growth of VET Institutions and Programmes in Malta



How VET institutions
grew in Malta



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A construction site at sunset. A large crane is visible on the left, and several workers are silhouetted against the bright orange sky as they work on a building's steel framework. The scene is filled with the warm colors of the setting sun, creating a dramatic and industrious atmosphere.

Aligning Skills with Labour Market Needs

Orientations towards work demand
and demanded skills

SkillScape Malta

WHEN

- 2024 focused on 3 topics: Gen Z career aspirations, the impact of AI on innovation and productivity, creativity in the workplace.

WHAT

- Annual Conference in 2023 and 2024

WHY

- primary focus of discussing the future of work and the future of education

WHO

- more than 300 delegates representing industry, education and policy-making entities plus internationally-acclaimed key-note speakers

HOW

- give an overview with novel research findings, discussed in panel discussions, break-out sessions also involving (invited) local actors and the audience itself



DR. DANIEL SUSSKIND

ADAPTING TO THE FUTURE IN A CHANGING WORLD OF WORK

WHAT DOES IT ENTAIL??



SEIN Ó MUINEACHÁIN

FUTURE-PROOFING EDUCATION - A SKILLS-FIRST APPROACH



THE FUTURE OF EDUCATION



CREATIVITY GROWTH ENGAGEMENT

INNOVATIVE PEDAGOGIES



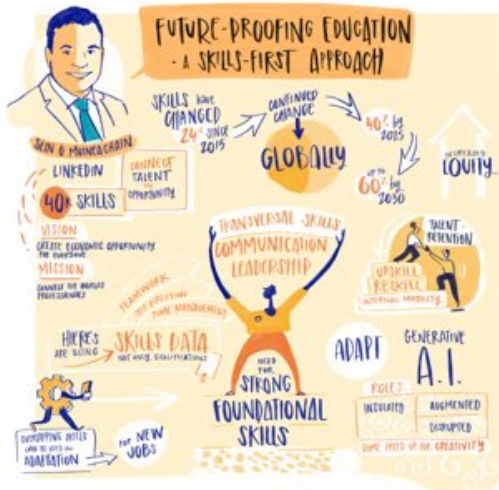
THE TWIN TRANSITION



CORPORATE LEARNING



KEYNOTES





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WHO: Leading VET institution in Malta

- **248** FT courses and **391** PT courses

WHAT: EQF Level from 1 to 8

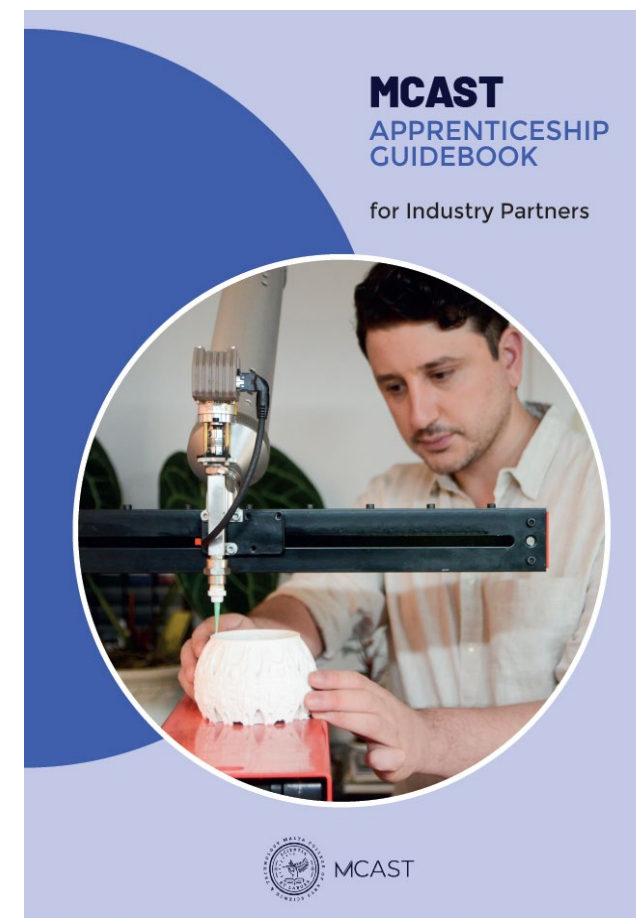
- Apprenticeship and WBL based courses (**63%** of FT registered students)

HOW: Cooperation with private sector

- **2611** industry partners

WHEN: Annual ENCOUNTER conference

- Apprenticeship guidebook



WHAT

Training to the hospitality and tourism related industries

hotel management, food and beverage, travel and tourism, events, sports, wellness and leisure, etc.

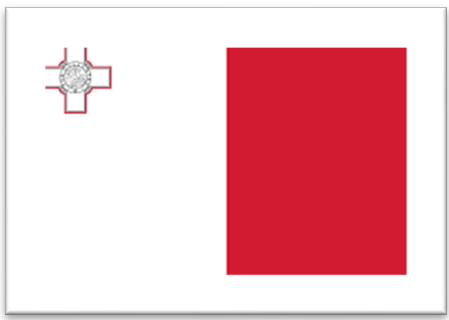
HOW

Recognition and validation of the employees' skills, knowledge and competencies

Identification of the skills gaps

TO WHO

From off-the-shelf to the design of customised training programmes



New transversal skills courses

- Change Management
- Conflict Resolution
- Emotional Intelligence
- Developing Individual Leadership Skills
- Critical Thinking
- Presentation and Public Speaking Skills



Advancements in Digital and Green Skills

Where we are



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WHO

- 9 of the leading dual university institutions in Europe

VISION

- become the global top-quality reference for Dual Education forming the largest integrated Dual-Education institution in the world – a multi-campus, multi-disciplinary institution, committed to close integration between academia, industry and regions

WHY

- help solve global challenges of industry to society – using Dual Education to make Europe greener, more equitable and more economically successful

MISSION

- transnational Dual Education, a model involving close collaboration between students, academics and business stakeholders, to help Europe address major societal challenges (climate change, de-carbonisation, digitisation, etc.)



Centres of Vocational Excellence (COVE)

(water research and management/inclusion in education and training)





New green courses

- Enhancing the Environmental, Social Governance Culture (ESG)
- Environmental Data Management Systems
- Enhancing Sustainable Building Practices
- Green Public Procurement
- Understanding Artificial Intelligence
- Use of Social Media in Business

The background of the slide is a close-up, artistic photograph of several interlocking metal gears. The gears are made of a dark, brushed metal, possibly steel or aluminum, and are arranged in a way that creates a sense of depth and mechanical complexity. In the center of the image, a circular compass rose is visible, featuring a gold-colored face with black markings for cardinal and intercardinal directions (N, NE, E, SE, S, SW, W, NW). The compass rose is surrounded by the teeth of the gears, which are illuminated by a soft, warm light that creates a gradient from purple on the left to orange on the right. The overall composition suggests themes of precision, progress, and interconnectedness.

Current Achievements and Impact

Current Achievements and Impact

54% of post-sec students were enrolled in VET (Malta NSO, 2024)

Malta representatives at Advisory Committee on Vocational Training (ACVT) (support local policy makers keep abreast of developments in VET at EU level)

Launching the National Career Guidance Network in 2024

Renewed impetus towards the Validation of Non-Formal and Informal Learning

Future Outlook and Commitments in Malta



Malta Future Outlook and Commitments

Micro-credentials as challenge
and opportunity

Importance to
understand What, Why, Who
and How – What are micro-
credentials? Why do we need
them? Who are they for? How
do they impact the economy?

Emerging Careers

National Skills Strategy



RETAIL

ROUND-TABLE



YOUNG PEOPLES
EXPECTATIONS

- SKILLS**
- DIGITAL (& DISCERNMENT)
 - LANGUAGES
 - ENTREPRENEURSHIP
 - PROGRAMMING
 - ADAPTABILITY & RESILIENCE

MARKETING
FINANCIAL LITERACY

TO BE ABLE TO GO UNDER THE BONNET

COMMERCIAL TRAFFIC

e-commerce

UPDATE WEBSITE EVERY HOUR!!!
ALSO LABOUR INTENSIVE

BRICK & MORTAR

LABOUR INTENSIVE
OVERHEADS

WE LACK WORKERS
PHARMACISTS
TEACHERS
MANUAL WORKERS

EMERGING ROLES



SALES & DELIVERY COMBINED
(IMPULSE BUYING)

PLENARY

CAREERSCAPE

EMERGING CAREERS

AGRICULTURE
FISHERIES
ANIMAL RIGHTS

VETERINARY CARE
GENERAL NATURAL SCIENCES
FOOD TECHNOLOGISTS
LOCAL FOOD

DATA ANALYSIS - MARKETING

RETAIL
MORE SPECIALIST SHOPS
SALES & DELIVERY COMBINED

EMERGING CAREERS

SHORT
MEDIUM-
LONG-TERM

TRANSPORT & LOGISTICS
DIGITAL TRANSPORT PLANNING
MARITIME ENGINEERING

HOSPITALITY

SOCIAL MEDIA MARKETING
ADAPTATION TRAINERS
ROBOTICS & AUTOMATION

MANUFACTURING

TECHNICAL ROLES
AT ALL LEVELS

INTEGRATE ESG
& DIGITIZATION

INVEST IN & FOSTER
EXISTING PERSONNEL

COLLABORATORS
from

INSTITUTE for TOURISM STUDIES
TRANSPORT MALTA
BUILDING & CONSTRUCTION AUTHORITY
MINISTRY for AGRICULTURE, FISHERIES & ANIMAL RIGHTS
MALTA CHAMBER of COMMERCE
MALTA CHAMBER of SMEs

THANK YOU!

