



Passport of Micro-credentials to Employment and Inclusion for People Entering the Labour Market and Disadvantaged Groups

(Young People, Economically Inactive Women, Low-Skilled Adults)



A MORAL Approach to Accredited Upskilling



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6 Challenges in Learning & Employment in the EU and the Call for Upskilling



What is MORAL about?

How does MORAL relate to upskilling for boosting employment and inclusion?

MORAL aims to facilitate the access of long-term unemployed people with emphasis on young individuals, economically inactive women, and low-skilled adults (disadvantaged groups) to the labour market as well as to upskill employees at entry (junior) level job positions, through the development of a 'Passport To Employment' (PTE), that is, through a set of stackable micro-credentials indicating that the person has the required key skills to enter the labour market.

The PTE and the individual micro-credentials will be available through the **European Digital Credentials for Learning**.

Is MORAL for You?

You may participate in MORAL, if you belong to the following groups:

1. People at entry (junior) level job positions with low skills & disadvantaged individuals (long-term unemployed with emphasis on the youth, economically inactive women, and low-skilled adults) with fewer employment opportunities:

- You will utilise the micro-credentials and the PTE to advance in the labour market/access the labour market.

2. VET providers:

- You will learn how to develop and validate the skills of newcomers in the labour market and disadvantaged groups.

3. Employers:

- Through micro-credentials and the PTE, you will select more easily candidates for your job openings.

4. Employer representatives:

- You will learn how to develop micro-credentials.

5. Policy makers:

- You will be provided with recommendations on different issues related to the utilisation of micro-credentials (e.g., how to link micro-credentials with NQFs).

Upskilling through MORAL

Which skills?

- Basic
- Vocational
- Technical
- Transversal
- Digital
- Green
- Entrepreneurial

How many skills?

- **20 key skills** deriving from **4 European Competence Frameworks**, **selected by employers** based on their requirements for newly recruited employees and/or employees at junior level job positions.

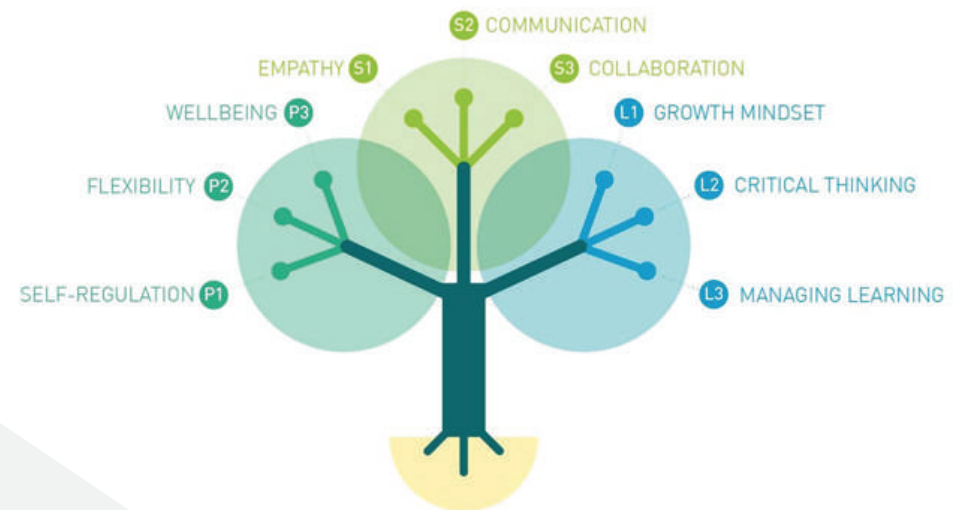
From which European Competence Frameworks?

- **DigComp:** The Digital Competence Framework for Citizens
- **GreenComp:** The European Sustainability Competence Framework
- **LifeComp:** The European Framework for Personal, Social and Learning to Learn Key Competence
- **EntreComp:** The Entrepreneurship Competence Framework



GreenComp

The European sustainability competence framework



What are 'Micro-credentials'?

Small, targeted, flexible, and inclusive learning opportunities adapted to a fast-changing society and labour market, while not replacing but rather complementing traditional qualifications, designed and delivered by a variety of providers in a variety of learning settings (formal, non-formal, or informal).

'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
June 2022

What will be produced by MORAL?

1. A **'Key Skills' Matrix' (KSM)** including 20 key skills for employment at entry level job positions, in different industries and fields, aligned with employers' requirements, as they will be determined through focus groups (minimum 80 employers from 5 EU countries) and a large-scale survey (minimum 500 employers from 5 EU countries).
2. **20 micro-credentials** for the selected key skills, based on the European principles for the design, development, and issuance of micro-credentials, validated through ISO17024.
3. A **'Passport To Employment' (PTE)**, which may be received by a learner who has successfully been attributed all 20 micro-credentials.
4. The **20 micro-credentials in the form of European Digital Credentials for Learning**.
5. **Learning content on all 20 key skills** to support the learners in receiving the micro-credentials.
6. A **certification scheme** for the validation of the assessment tool to be used for attributing the micro-credentials and an **assessment tool aligned with ISO17024** for the validation of the micro-credentials.

What kind of activities will be implemented?

- **Primary (focus groups) and secondary (large-scale survey) research with employers** in 5 EU countries (*Cyprus, Greece, Italy, Poland, Spain*) to identify their views on employee key skills at entry level job positions, and **composition of an aggregate research report**.
- **Pilot testing of the 20 micro-credentials** with members of the target groups in 5 EU countries through **asynchronous electronic learning and synchronous electronic revision classes**, and **composition on a pilot testing aggregate report**.
- **Digital assessment** of the learners in 5 EU countries for the **attribution of the 20 micro-credentials**.
- **Promotion of the PTE to learners** (employees or potential employees), VET providers, employers and employer representatives, and **policy makers** in 5 EU countries.
- **Training of VET providers** in 5 EU countries **on the design and development of micro-credentials**.
- **Workshops for employees, VET providers, employers and employer representatives, and policy makers** in 5 EU countries **on the 'Lessons Learned' and the 'Way Forward'**.
- A **European conference on the findings of MORAL and the significance of micro-credentials**.

How can You benefit from MORAL?

In which activities may you take part? How may these help you in the future?

✓ **If you are an employee at an entry level job position and/or a member of a disadvantaged group (long-term unemployed young individual, economically inactive woman, and/or low-skilled adult) with fewer employment opportunities:**

1. You may participate in asynchronous electronic learning for pilot testing the 20 micro-credentials by using an e-learning platform and attend synchronous electronic learning revision classes, which will help you acquire/improve key skills for employment.
2. You may take a digital assessment on the 20 key skills to receive the micro-credentials (PTE).
3. You may acquire European Digital Credentials for Learning based on the 20 the micro-credentials granted to you, which will help you enter the labour market, in addition to your other qualifications and skills.

✓ **If you are a VET provider:**

1. You may participate in trainings on the design and development of micro-credentials.
2. You may be granted access to asynchronous electronic learning content for the development of key skills for employment.
3. You may participate in workshops on lessons learned regarding the development and grant of micro-credentials as well as on how these may be exploited further.

✓ **If you are an employer or employer representative:**

1. You may participate in focus groups and a large-scale survey to provide your views on key skills required for entering the labour market and working at junior level positions, considering also the difficulties faced by some disadvantaged groups when searching for a job position.
2. You may participate in workshops on lessons learned regarding the development and grant of micro-credentials as well as on how these may be exploited further.
3. You may be provided with a tool that will assist you in the recruitment process.
4. You may acquire experience in the development of micro-credentials.

✓ **If you are a policy maker:**

1. You may participate in workshops on lessons learned regarding the development and grant of micro-credentials as well as on how these may be exploited further.
2. You may be provided with recommendations on the utilisation of micro-credentials at policy level (interventions regarding the qualification systems and the opportunities provided by micro-credentials, the connection of micro-credentials with NQFs, etc.).

If you believe that the validation of SMALL-volume learning can have a BIG impact on the professional and personal life of low-skilled individuals and/or people belonging in disadvantaged groups by serving as a PASSPORT to their EMPLOYMENT, you may contact the project partners in your country to learn how you can benefit from MORAL.

Use the MORAL compass to find your direction to professional success!

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