



# MORAL

## Key Skills Micro-credentials: A Passport to Employment and Inclusion

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# About the Project

**MORAL – Key Skills Micro-credentials for Employment and Inclusion** is a project funded by the European Commission under the Erasmus+ Partnerships for Innovation - Forward Looking Projects that aims to **support** disadvantaged groups (long-term unemployed with emphasis on women and youth, economically inactive women, and low-skilled adults) **in entering the labour market** as well as to **upskill** employees that are currently in entry-level (junior) job positions through the development and validation of **Key Skills** forming a '**Passport to Employment**'. To this end, micro-credentials and asynchronous electronic learning materials for micro-courses will be designed, developed, and pilot tested. The most important skills for employment will be identified in four European competence frameworks (LifeComp, GreenComp, DigComp, EntreComp) through research with the participation of employers. The project activities will involve learners, employer representatives, VET providers, and policy makers.

## Micro-credentials

### *What they are*

**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,  
16 June 2022

### *Why to acquire them*

- ✓ They can help certify the outcomes of small-tailored learning experiences.
- ✓ They make possible the targeted, flexible acquisition of knowledge, skills and competences to meet new and emerging needs in society and the labour market, while NOT replacing traditional qualifications.
- ✓ They can be designed and delivered by a variety of providers, in different learning settings (formal, non-formal, or informal).

## Objectives

- ✓ To provide disadvantaged groups with a tool for accessing the labour market.
- ✓ To provide employees in entry-level (junior) job positions with an upskilling tool.
- ✓ To provide employers with a tool facilitating the selection of candidates for the labour market.
- ✓ To provide employer representatives with experience in the development of micro-credentials.
- ✓ To provide VET providers delivering non-formal and informal trainings with experience in the development of micro-credentials, which can be transferred to other VET providers inside and outside the project partner countries

## Activities and Expected Results

### Activities

- Carrying out research (focus groups, large-scale survey) with employer representatives to identify 20 key skills for employment in entry-level (junior) job positions in different industries using 4 European competence frameworks and developing a report on the research results at consortium level.
- Developing a Key Skills Matrix (KSM), including the 20 key skills for employment in entry-level (junior) job positions identified.
- Designing and developing 20 micro-credentials for the key skills identified, based on guidelines provided by the European Commission.
- Developing a 'Passport to Employment' (PTE) including the 20 micro-credentials.
- Developing learning materials for the 20 key skills and an asynchronous electronic learning course in all the partner languages (Greek, Italian, Polish, Spanish) and in English.
- Pilot testing the learning materials for the 20 key skills with members of disadvantaged groups and employees in entry level (junior) job positions.
- Assessing the participants in the pilot trainings to grant the 20 micro-credentials.
- Granting the 20 micro-credentials in the form of European Digital Credentials for Learning.
- Promoting the Passport to Employment to learners that can use it as a tool for accessing the labour market, employers that can use it for recruitments, employer representatives and VET providers that can learn from the process of development of micro-credentials, and policy makers that can integrate it into National Qualifications Frameworks (NQFs).
- Training VET providers on the design and development of micro-credentials.
- Implementing partner workshops on the finalisation of the Key Skills Matrix (KSM) and the development of learning outcomes and micro-credentials, with the participation of employer representatives and guest speakers.
- Implementing workshops with the participation of learners, employers, VET providers, and policy makers and developing a report on the Lessons Learned and the Way Forward.

## *Expected Results*

1. Research Report on Key Skills Necessary for Employment in Junior (Entry-Level) Job Positions in the Project Partner Countries
2. Matrix of Key Skills Necessary for Employment in Junior (Entry-Level) Job Positions in the Project Partner Countries
3. 'Passport to Employment' (20 Micro-credentials)
4. Asynchronous E-Learning Materials for the Acquisition of the Passport to Employment
5. Asynchronous E-Learning Materials Pilot Testing Report
6. Report on Micro-credentials: 'Lessons Learned and the Way Forward'

## **Partner Meetings**

### *Meeting in Larissa (Greece)*

Meeting in Larissa (Greece) The 3rd Transnational Project Meeting for the MORAL project, held on June 11-12, 2025, in Larissa, Greece, marked a critical transition from research completion to the active development phase of micro-credentials. With the project reaching its 18th month, the consortium focused on finalising the learning outcomes for 20 key skills for employment and preparing for the mandatory interim report submission due at the end of August 2025. Key results from this meeting include the finalisation of a pool of 140 learning outcomes based on Bloom's taxonomy, the establishment of a rigorous peer-review process for micro-credential development, and the alignment of project outputs with European standards for digital credentials. While management and dissemination activities remain on track, several partners must address outstanding financial reporting obligations to ensure compliance before the upcoming interim audit.



# Updates

## Key Skill Matrix ready

The MORAL project wants to bridge the gap between education and the workforce by defining **a Key Skills Matrix for entry-level professionals**.

This framework identifies twenty essential competences, ranging from digital literacy and artificial intelligence to emotional intelligence and work ethics, that serve as a "passport" to employment.

These skills were meticulously selected through multi-national research, including surveys and focus groups with over 400 business representatives across five EU countries.

By clustering these abilities into categories like self-management and analytical problem-solving, the project establishes a standardized foundation for micro-credentials. Ultimately, the document provides a comprehensive roadmap for lifelong learning and social inclusion within the modern labor market.

## KEY SKILLS MATRIX (KSM)

☐ Communication	☐ Empathy	☐ Collaboration respecting Inclusion and Diversity	☐☐ Flexibility and Adaptability
☐☐ Managing Learning and Experience	☐ Wellbeing	☐☐ Critical Thinking	☐ Growth Mindset and Antifragility
☐ Self-awareness and Self-efficacy	☐ Initiative and Opportunities	☐ Motivation and Perseverance	☐ Evaluating Data Information and Digital Content and Protecting Personal Data and Privacy
☐ Interacting through Digital Technologies and Netiquette	☐ Problem Framing	☐ Valuing Sustainability	☐ Basic Project Management
☐ Labour Market Awareness	☐ Artificial Intelligence (AI) Literacy	☐ Interdisciplinary Thinking	☐☐ Work Ethic and Supporting Fairness

### Index:

- ☐ From LifeComp – The European Framework for Personal, Social and Learning to Learn Key Competence
- ☐ From EntreComp – The European Entrepreneurship Competence Framework
- ☐ From DigComp – The Digital Competence Framework for Citizens
- ☐ From GreenComp – The European Sustainability Competence Framework
- ☐ From MORAL's Focus Groups
- ☐ From MORAL's Workshops
- ☐ From MORAL's Final Additions

### ***A new project coordinator***

Myrianthi Karantona joined the group as new project coordinator in the name of MMC. She is a sociologist and an organised and goal-oriented professional. Thanks to her enthusiasm the consortium is continuing in delivering tasks and follow the work flow.

### ***From Learning Outcomes to Micro-credentials***

The consortium is in the transition from defining learning outcomes to developing standardized training materials and certification schemes. The group reviewed templates for curricula and educational presentations, establishing that a minimum of twenty micro-credentials will be created to validate specific professional skills.

### ***Website implemented and ready***

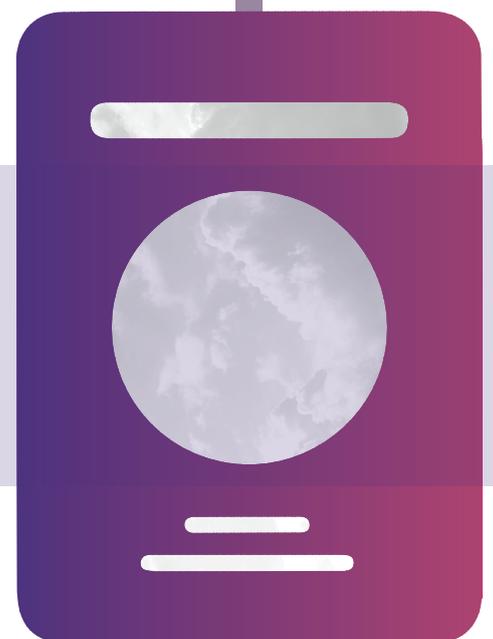
The project website has been updated and improved. It is now ready for users and anyone interested in our project outcomes and results.

## **Stay tuned...**

Visit the ***project website*** and follow the project on social media:

***Facebook***

***Linkedin***



## Meet the Project Partners

### Coordinator:



### Contact Us:

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