



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 Valencia (Spain)

Consortium partners held their 4th Transnational Project Meeting between March 3-4, 2026 in Valencia, Spain.

The meeting showcased the considerable progress made in the development of micro-credentials with the partners presenting and peer-reviewing the learning content developed so far. Partners exchanged views and offered feedback for improvements and accessibility enhancements to the learning content which, once finalised, will be available to learners through an asynchronous e-learning platform.

Micro-credential certification was also discussed, focusing on the scope and objectives of the certification scheme, the assessment framework and structure, and the tools that will be employed to assess and certify the knowledge, skills and competences developed by the learners. Partners agreed on uniform assessment criteria for all micro-credentials, aligned with EQF Levels 4 & 5.

Development of micro-credentials is ongoing and partners have decided to add narration, further enhancing their content and accessibility.

Online meeting on Micro-credential Certification

A focused online meeting on micro-credential certification took place on February 26th, 2026. During the meeting, the consortium partner responsible for the certification of micro-credentials presented and exchanged views with the other partners regarding their delivery mechanism. The discussion continued during the 4th Transnational Project Meeting in Valencia (March 2026) where all pending details on micro-credential delivery and assessment tools were finalised.

Updates

Micro-credential learning content development in progress

All 20 micro-credential curricula have been finalised, in line with the skills and competences outlined in the Key Skill Matrix. The learning content of several micro-credentials has also been developed including presentations, study notes and exercises for learners.

Enhanced and more accessible content for learners

To further enhance the asynchronous learning experience, MORAL partners have decided to enrich the learning content of all micro-credentials by incorporating narration into the presentation materials. The addition of narration is expected to improve the clarity, accessibility, and overall usability of the learning content in the asynchronous learning environment.

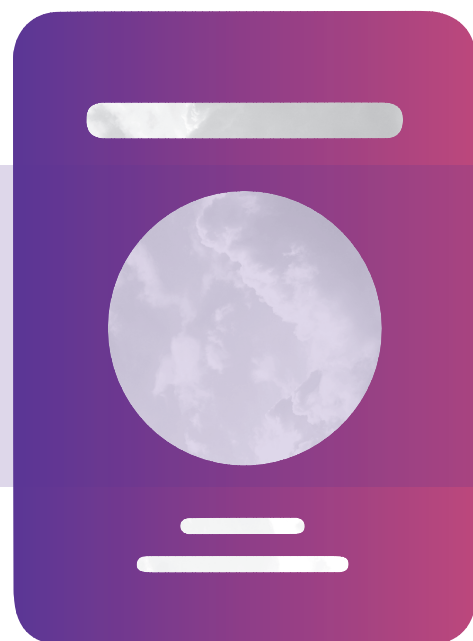
Micro-credential certification scheme details finalised

Partners have agreed on the final details of the certification scheme for the project's micro-credentials, marking a key milestone in the project's progress. Competences developed by learners through their online asynchronous learning journey will be validated under the internationally recognised ISO 17024 certification framework. Acquired credentials will also be linked to the Passport to Employment, giving learners a standardised, portable recognition of their knowledge, skills, and aptitudes. A consistent assessment format, uniform across all micro-credentials, ensures that every learner is evaluated on equal footing.

Stay tuned...

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Meet the Project Partners

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