



Human Capital Research Project

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Transforming Education

Nine bold recommendations to reshape how we learn, teach, and prepare for a rapidly changing world

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Highlights

- Global and European education trends
- Malta's current education landscape
- Best practices from high-performing systems
- Future scenarios for education to 2050
- Strategic priorities for Malta
- Key reforms in skills, teaching, technology and inclusion

Research Methods

- Desk research on recent reports, policy papers and academic studies
- Review of global, European and Maltese education frameworks
- Comparative analysis of high-performing education systems
- Use of earlier project evidence, including surveys with 500 students and 24 stakeholder interviews
- Scenario planning to shape recommendations for the future of education



1. Promoting Lifelong Learning & Micro-Credentials Ecosystem

One National MQF Platform

Build one national micro-credentials platform, aligned to the MQF, where people can take targeted modules, earn verified digital badges, and stack them into recognised qualifications from different institutions.

AI-Powered Skills Intelligence

Use AI-powered labour-market analytics to identify the skills Malta needs now, so learning responds to real demand instead of outdated course cycles.

Industry Co-Creation

Co-create short learning modules with industry federations and SMEs, so credentials come with employer relevance and practical value from day one.

Seamless Career Guidance

Embed these pathways into career guidance in schools and adult learning centres, so people can move smoothly from education into work, and back again when reskilling is needed.



2. Reforming Assessment with Competency-Based Evaluations

Moving away from exams that reward memorisation towards assessing real understanding and practical capability. Students should be measured on what they can *do*, not merely what they can recall under pressure.

Continuous School-Based Assessment

Extend school-based assessment across primary and middle schools, so learning is judged continuously rather than by a single exam at the end.

Portfolios, Journals & Peer Review

Replace narrow testing with portfolios, reflective journals, and peer review, so students prove how they think, solve problems, and improve over time.

Industry-Recognised Capstone Projects

Introduce industry-recognised capstone projects, so assessment reflects real workplace challenges instead of artificial classroom exercises.

Hybrid Assessment Model

Shift to a hybrid assessment model that lowers the weight of high-stakes exams while preserving rigour and reducing unnecessary student anxiety.



3. Aligning Curricula with Industry & Future Workforce Needs

→ **National Industry Advisory Councils**

Create National Industry Advisory Councils for every major sector, so curricula are reviewed regularly against real labour-market change.

→ **Apprenticeships & Cooperative Placements**

Embed apprenticeships and cooperative placements from upper secondary to post-secondary education, making practical learning part of the qualification itself.

→ **Employer Incentives & Recognition**

Reward employers with tax incentives and recognition schemes when they host interns and help shape curricula, turning collaboration into a national habit.

→ **Annual Skills Foresight Report**

Publish an annual skills foresight report using data and expert input, so Malta anticipates future shortages before they become economic bottlenecks.



4. Prioritising Sustainability & Global Educational Collaboration



Compulsory Sustainability Education

Make Education for Sustainable Development compulsory at every key stage, so ecological literacy becomes a basic expectation, not an optional theme.



Malta Mediterranean Sustainability Hub

Establish a hub to drive research, teacher exchange, and transnational student projects focused on environmental innovation.



European & Mediterranean University Partnerships

Forge stronger partnerships with European and Mediterranean universities to co-develop joint curricula and mobility programmes that lift both competence and prestige.



5. Embracing Trust-Based Governance & Teacher Autonomy

"Trust is the foundation of every great school. When teachers are trusted, students thrive."

National Teacher Residency Programme

Replace short teaching placements with a fully funded residency, giving new teachers a full year of mentored classroom immersion.

Real Curriculum Authority

Give teachers genuine authority to adapt curriculum, pedagogy, and assessment to suit their learners and local context.

Peer Review Over Compliance

Move away from routine compliance culture towards peer review and school self-evaluation, backed by expert support rather than constant central control.

Performance-Linked Career Pathways

Create career pathways that reward innovation, leadership, and sustained professional contribution, making teaching a stronger long-term profession.

6. Implementing Learning Analytics for Data-Driven Instruction

National Learning Analytics Dashboard

Deploy a dashboard that brings together attendance, assessment, and engagement data into one clear view for schools and teachers.

Teacher Data Literacy Training

Train teachers to interpret trends properly and intervene earlier when students begin to struggle.

Micro-Learning Feedback Loops

Build immediate feedback signals into digital platforms, giving students real-time cues that strengthen self-regulated learning habits.

Ethical Framework for Data Use

Establish clear rules on privacy, transparency, and consent across the whole system, so trust grows alongside innovation.





7. Expanding Project-Based & Creative Learning Ecosystems

Innovation Labs in Every Secondary School

Equip every secondary school with maker spaces and fabrication tools that turn student ideas aligned with curricula into real prototypes.

AI Ambassador Initiative

Train teachers and student champions to lead peer learning, real projects, and school-industry collaboration across the system.

1

2

Design Thinking from Primary School

Introduce design thinking and entrepreneurship so creativity and problem-solving are built early, not bolted on later.

3

4

Creative Industry Partnerships

Partner with the creative industries to mentor student teams and showcase their work publicly, turning schools into visible engines of innovation.

8. Adopting Open Educational Resources and Pedagogies

Open Licensing by Default

Require all state-funded digital content to carry open licences, so public investment creates reusable public value.

Open Pedagogy Training for Educators

Train educators in open pedagogy, enabling them to co-create, adapt, remix, and improve resources together rather than working in isolation.

eSkola as a Federated Open Educational Resources (OER) Ecosystem

Transform eSkola with open licensing, version control, peer review, AI curation, and discovery analytics.

Micro-Grants for Cross-School Collaboration

Incentivise teachers to build high-quality resources together through targeted micro-grants for collaborative content creation.





9. Formulating an AI Ethics and Policy Framework

National AI Guidelines for Education

- 1 Develop national guidelines for responsible AI, covering teaching, learning analytics, & administration under a clear ethical framework.

AI Ethics Committee

- 2 Establish an AI ethics committee jointly led by the Ministry and academic experts in AI, pedagogy, and data ethics.

AI Literacy Training for Teachers

- 3 Equip teachers with training in AI literacy, bias mitigation, transparency, and data privacy, so they can challenge technology intelligently, not just use it passively.

Education Is Malta's Economic Strategy

We are not reforming education. We are redefining how the country competes.

1

One-time education → Lifelong capability

2

Exams & theory → Skills & application

3

Central control → Trusted educators

4

Content consumption → Value creation

The future will not wait. Neither should we.