



Micro Credentials in Construction

D12 LONG TERM ACTION PLAN FOR THE PROGRESSIVE ROLL-OUT OF PROJECT DELIVERABLES AFTER THE PROJECT HAS FINISHED AND THEIR INCORPORATION INTO THE MAINSTREAM



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ABBREVIATIONS AND ACRONYMS

Project Partners

1. TECMINHO – ASSOCIAÇÃO UNIVERSIDADE EMPRESA PARA O DESENVOLVIMENTO (PORTUGAL)
2. ACP – SYNERGASIA ENERCON POLITON – ACTIVE CITIZENS PARTNERSHIP (GREECE)
3. PONTYDYSGU SL (SPAIN)
4. CICCOPN – CENTRO DE FORMAÇÃO PROFISSIONAL DA INDÚSTRIA DA CONSTRUÇÃO CIVIL E OBRAS PÚBLICAS DO NORTE (PORTUGAL)
5. CASAIS – ENGENHARIA E CONSTRUÇÃO SA (PORTUGAL)
6. UNIR – UNIVERSIDAD INTERNACIONAL DE LA RIOJA (SPAIN)
7. ARANSA – ARANSA CONSTRUCCION Y OBRA CIVIL SA (SPAIN)
8. VBB NORD – VEREIN ZUR BERUFSFÖRDERUNG DER BAUWIRTSCHAFT NORD EV (GERMANY)
9. PEDMEDE – PANELLINIA ENOSI DIPLOMATOUCHEON MICHANIKON ERGOLIPTON DIMOSION ERGON – PANHELLENIC ASSOCIATION OF ENGINEERS CONTRACTORS OF PUBLIC WORKS (GREECE)
10. BNB – BAUINDUSTRIEVERBAND NIEDERSACHSEN-BREMEN E.V. (GERMANY)
11. DUTH – DEMOCRITUS UNIVERSITY OF THRACE (GREECE)

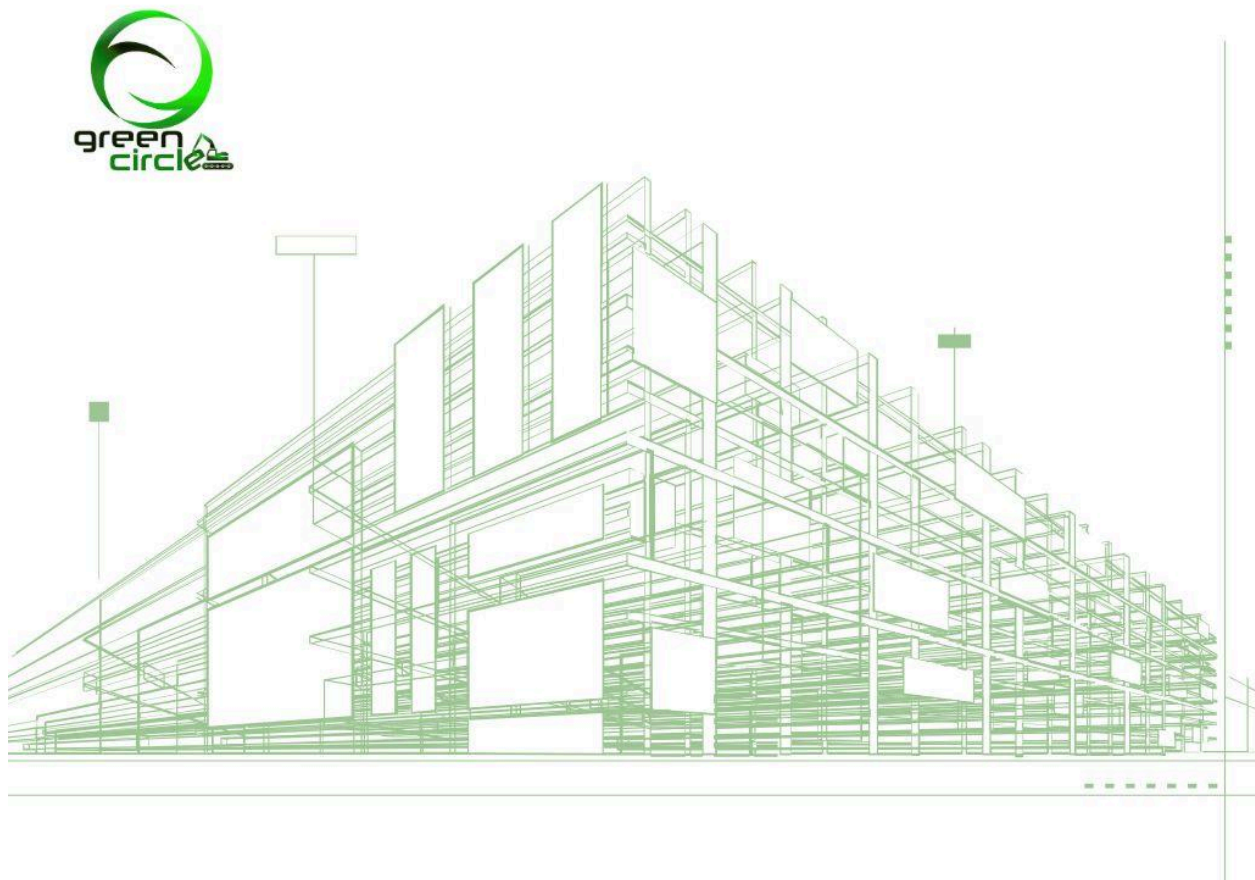
Terms used throughout the report

MC – Microcredential

EU – European Union

MoU – Memorandum of Understanding

EXECUTIVE SUMMARY



The Green Circle project has successfully developed a framework, taxonomy, and eight Microcredentials (MCs) for green skills in the European construction sector. This sustainability plan outlines a pragmatic 3-year pathway to transition Green Circle from an EU-funded project into a self-sustaining community of practice and recognised ecosystem for green construction microcredentials.

Europe's construction sector is undergoing a significant transformation driven by the European Green Deal, creating an urgent demand for a workforce equipped with green skills. Traditional education programmes are struggling to adapt quickly, and MCs have emerged as a flexible solution. However, the landscape of MCs across Europe remains fragmented and inconsistent, with significant barriers to recognition and mobility. This plan addresses these challenges by providing a structured roadmap for sustaining and scaling Green Circle's outputs beyond the project funding period.

Key Findings from Partner Survey

A comprehensive survey of all Green Circle partners revealed strong collective commitment to sustaining the project's outputs, however three critical challenges remain:

1. Recognition is the primary barrier

Across all partners, the lack of official national and European recognition (integration into National Qualification Frameworks, Europass) is the single biggest obstacle to wider adoption. Partners face significant hurdles: Portugal's accreditation agency (ANQEP) has been restructured creating uncertainty; Spain's Ministry of Education does not share data with the European Commission, preventing Spanish programmes from appearing on Europass; Germany's work agency refuses to recognise MCs outside the Vocational Training Act (BBiG); and Greece's recognition is currently limited to university-issued credentials.

2. Network and collaboration are highly valued

Partners strongly support a post-project network, with a clear preference for light-touch collaboration through a Memorandum of Understanding (MoU) over formal binding agreements. Partners are willing to make in-kind commitments, primarily through hosting webinars, contributing to a blog, updating courses, and providing quality assurance.

3. Practical application and business models are needed

While interest is high, partners require practical guidance on sustainable business models, clear evidence of market demand, and strategies to make MCs self-sustaining beyond the grant period

The Sustainability Framework

The sustainability strategy rests on four pillars:

Network and Community of Practice

Maintain and strengthen the partner network through a light-touch MoU, quarterly thematic webinars, an annual conference, a shared repository of updated courses, blog contributions, and peer reviews of MC updates.

Recognition and Accreditation

Achieve formal recognition of Green Circle MCs in national qualification frameworks and Europass through coordinated national advocacy, development of an advocacy toolkit, engagement with EU-level bodies, and specific action to address national barriers (Spain's Ministry blockage, Portugal's institutional transition, Germany's BBiG framework, and Greece's university-only recognition).

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Business Models and Exploitation

Enable partners to sustain MC offerings through viable revenue models, including integrating MCs into training programmes, offering free MCs as a gateway to paid modules, selling courses to companies, and licensing the taxonomy and methodology to other sectors.

Future Funding and Project Development

Secure new funding through Erasmus+, Pact for Skills, LIFE Programme, and Horizon Europe to sustain and expand Green Circle activities.

Strategic Partnerships

A significant opportunity for sustainability lies in collaboration with the [MASTERY](#)¹ project and [BuildSkills Academy](#)². On 28 May 2026, the three Erasmus+ consortia signed an MoU establishing a framework for long-term strategic cooperation. Strengthening the collaboration, partners from these projects worked together on proposals for future funding in April 2026. The three projects share common goals at the intersection of MCs, green skills, and the construction and built environment sector.

Specific collaborative actions include integrating Green Circle courses onto the MASTERY MCs platform to increase visibility and accessibility, and aligning Green Circle's competency frameworks with the MASTERY 12 Green Skills to ensure sectoral relevance and European portability. These activities create a shared language across projects that facilitates recognition and mobility.

Other opportunities lie in transferring the Green Circle learning into new areas. Building on Green Circle research, the Interreg Green4Farm project will explore upskilling the existing workforce in response to the Green Transition.

The 3-Year Action Plan

The action plan is structured around three concentric layers:

LAYER 1: KEEP – Core Network Activities

Activities designed to maintain the Green Circle community with minimal resources through partner in-kind contributions. Includes signing the MoU, quarterly thematic webinars, annual conferences, maintaining a shared repository, blog contributions, peer reviews, and collaboration with GREEN4FARM, MASTERY and BuildSkills Academy.

LAYER 2: GROW – Recognition, Accreditation and Business Models

Activities addressing the primary barriers of formal recognition and unclear business models. Includes developing an advocacy toolkit, national dialogues with accreditation bodies, engaging Europass and the European Commission, addressing the Spanish Ministry blockage, developing

¹ Mastery masterymicrocredentials.eu

² BuildSkills Academy buildskillsacademy.com

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business model templates, supporting Portuguese CNQ³ integration, integrating the MASTERY 12 Green Skills, and adding Green Circle courses to the MASTERY platform.

LAYER 3: TRANSFORM – Future Funding and New Projects

Activities to secure new resources and scale Green Circle's impact. Includes new Erasmus+ proposal writing, exploring Pact for Skills partnership, piloting the gateway business model, future topic concept development, developing a digital wallet solution, and joint future proposals with MASTERY and BuildSkills Academy.

³ Catálogo Nacional de Qualificações/National Qualifications Catalogue

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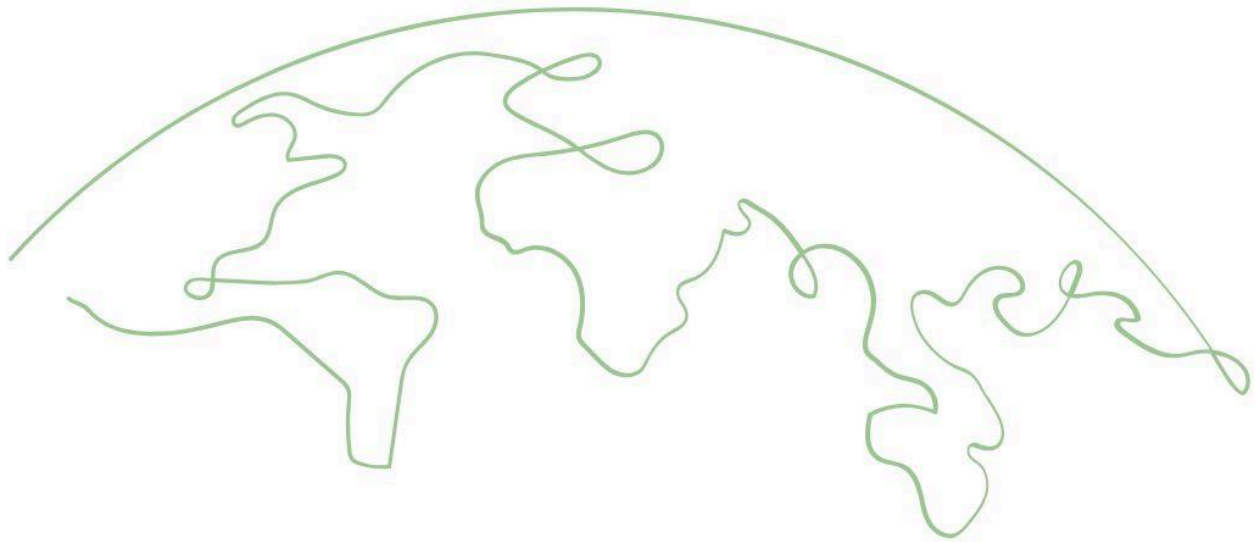
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LONG-TERM ACTION PLAN

INTRODUCTION

The Green Circle project has developed a framework, taxonomy, and eight MCs for green skills in the European construction sector. This sustainability plan seeks to further and continue the work of Green Circle through a combination of network building, sustaining network activities, and working with existing projects with cross-cutting themes via a MoU to seek further funding and collaboration. In the following sections we lay out the background, aims and objectives for sustaining the project, and suggest a comprehensive roadmap for delivery beyond the Green Circle project funding period.

Background

Europe's construction sector is currently undergoing a significant transformation. Driven by initiatives such as the European Green Deal, the industry faces growing demands for a workforce capable of meeting new sustainability standards. Traditional forms of education, however, struggle to adapt quickly to such evolving requirements. Often lengthy, rigid, and institution-bound, these programs fail to rapidly equip professionals with urgently needed competencies such as energy-efficient construction, sustainable materials usage, and waste management strategies. As a response to this gap, microcredentials have emerged—short, targeted, and flexible learning experiences, specifically designed to address these immediate skill shortages.

Earlier phases of the Green Circle project, captured in deliverable D2.1 showed that the landscape of microcredentials across Europe is fragmented and inconsistent. For instance, some countries have well-integrated microcredential systems recognized by industry and educational institutions, while others rely heavily on informal training with little official validation. Stakeholders across the countries consulted consistently highlighted the need for standardization. They pointed out how the absence of a unified taxonomy impedes recognition and mobility, making it difficult for learners to demonstrate acquired skills across borders.

The main objective of deliverable D3.1 was to present a clear, structured taxonomy for green skills microcredentials. This taxonomy systematically classifies credentials based on their scope, educational depth, and complexity, explicitly linking them to recognized European qualification standards. It clearly articulates how microcredentials interrelate, forming structured pathways from informal and non-formal education into formal vocational and academic qualifications. To ensure that the taxonomy was not only theoretically sound but practically applicable, validation was conducted using real-world examples identified during earlier project stages. This validation confirmed that the proposed taxonomy effectively addresses stakeholder needs and can be easily implemented within existing educational and professional frameworks.

D4.1 presents a comprehensive analysis of MC provision and quality assurance for the Green Circle green skills MCing ecosystem in the construction sector. It constitutes the second deliverable of Working Package 4 and builds directly upon the technology analysis conducted in Task 4.1, which concluded that the Europass European Digital Credentials for Learning (EDC) infrastructure represents the most suitable core platform for the project.

Finally D5 focuses on the creation of 8 microcredentials within the above frameworks and the process by which they may be awarded to learners. The report explores the challenges. Barriers and opportunities presented during the process including feedback from pilot tests of the microcredential courses and subsequent awarding of the qualifications in each country.

In sustaining the project beyond the funded period we look to the existing successes of D6 – the dissemination and exploitation work, as well as suggested new developments and contributions from the project partners and Green Circle network.

Evidence

- Project deliverable reports
- Evaluation survey responses throughout the project
- Year 1 and 2 evaluation interviews
- Sustainability survey
- Outcomes of meetings with external projects and organisations

Summary of feedback

There is a strong, collective commitment to sustaining the Green Circle project's outputs, tempered by practical concerns about funding, staff time, and the significant challenge of formal recognition. Partners see immense value in the MCs and the network but need clearer frameworks, tangible business models, and demonstrable impact to maintain momentum.

Recognition is the primary barrier

Across all partner types, the lack of official national and European recognition (e.g., integration into National Qualification Frameworks, Europass) is the single biggest obstacle to wider adoption. This is compounded by national-level bureaucratic changes and a perceived disconnect with EU systems.

Network & Collaboration are highly valued.

There is strong support for a post-project network, with a clear preference for light-touch collaboration (MoU) over more formal, binding agreements. Partners are willing to make in-kind commitments, primarily through hosting webinars and contributing to a blog.

Practical Application & Business Models are Needed.

While interest is high, partners require practical guidance on sustainable business models, clear evidence of market demand, and strategies to make MCs self-sustaining beyond the project's grant period.

Integration and Methodological Sustainability

Sustainability is intentionally built into the project's methodology. Many partners plan to use the developed MCs (MCs) within their own organisational contexts and continue building on the Green Circle model. The model itself is designed to be highly transferable to other industries, particularly those impacted by the green transition.

The project's methodology is seen as robust and intentionally designed for sustainability, but its integration into partners' long-term strategies depends heavily on overcoming external barriers.

Many partners are actively planning to use the MCs and the Green Circle model.

- CICCOPN, DUTH and Universidad Internacional de la Rioja (UNIR) aim to integrate them into their regular training catalogues and programmes.
- DUTH specifically suggests maintaining courses as a permanent, income-generating offer to train technical staff and create new positions.
- VBB Nord emphasises the need for a regulated process to allow education providers to create concrete market offers, highlighting the model's transferability.

The biggest barriers to integration are external.

- Partners frequently cited the difficulty of getting MCs recognized by national authorities as the primary hurdle for formal integration.
- To integrate MCs extensively, partners state they would need MCs to be subsidised or have a clear business model.
- The absence of a clear national legal framework for MCs or bureaucratic changes create significant uncertainty.

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Mainstreaming and Long-Term Action Planning

Practical Guide to Implementation

The project will publish a guide in multiple languages to facilitate the transfer of its methods to other sectors and similar initiatives across the EU.

Governance and Administration

Systems and guidance for the governance of certification are being developed to ensure long-term trust and recognition of the MCs by both the education system and the construction industry.

Network as a Platform

Partners are keen on action and see a clear role for the network in facilitating the long-term mainstreaming of Green Circle's methods and outputs.

Building the Ecosystem

CASAIIS suggests creating a "Green Circle MCs ecosystem in Construction," a "shared repository dedicated to green and sustainable skills pact."

PEDMEDE and others also emphasise the importance of keeping a central repository and the website up to date.

Webinars & Knowledge Sharing

The most popular ideas for network activities following the end of the project funding are Quarterly thematic webinars and an Annual Green Circle conference/workshop. These are seen as key to sustaining the community and sharing best practices.

Recognition and Accreditation

This is the most critical and challenging theme identified in the survey. The path to recognition is complex and varies significantly by country, but it is a universal need.

A primary goal for post-project exploitation is reaching agreements with certifying and accrediting organizations to recognize the MCs and stacked courses. This includes:

Europass Alignment

The project is exploring how these credentials can be integrated into the Europass framework to ensure their value in the labour market.

Policy Level Involvement

Continuous engagement with policymakers and national agencies (such as ANQEP in Portugal) is deemed critical for ensuring project outcomes are incorporated into national qualification systems.

National Hurdles

Portugal

A major pain point is the recent restructuring of the national accreditation agency (ANQEP), creating uncertainty. There is a strong call for formal integration into the Portuguese National Qualifications Catalogue (CNQ).

Spain

The situation is politically fraught. The Spanish Ministry of Education is not sharing information with the European Commission, meaning no Spanish training programmes are listed on the EUROPASS portal. This prevents national recognition at a European level.

Germany

The "work agency refuses to recognize MC offers that are not related to BBiG (The Vocational Training Act)," indicating a rigid and exclusionary system for formal MC recognition.

Greece

Is slightly more positive as a "new law for higher education in Greece recognises MCs provided by universities," though this doesn't yet extend to a wider ecosystem. Partners explicitly state, "we need to re-start discussions with a national accreditation body" and are unsure where to turn.

European Level

There is widespread frustration with the Europass/EDC credential issuance process, described as "a very complicated process that should be revised by the EU." There is a clear desire to make the process more accessible to all stakeholders (training organisations, VET/HEI, companies), not just universities.

Demand for Support

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Beyond financial support, partners need practical guidance, connections with accreditation bodies, and institutional support. They want support to help them navigate these complex national and European systems.

Table 1 – Summary of National Barriers and Opportunities

Country	Barrier	Opportunity
Portugal	Responsibility for recognition is unclear	Build relationships with new agency
Spain	Ministry not sharing data with EU	Advocacy to unblock data sharing
Germany	Work agency refuses MCs outside BBIG	Advocate for MCs as complementary to BBIG
Greece	Universities recognised only	Extend recognition beyond HEIs



Partner-Specific Exploitation Ideas

Construction Industry Partners

Partners directly involved in the construction sector focus on the practical application of MCs (MCs) within their business operations:

Practical Application: Focus on internal use and subcontractor training.

CASAIS plans to use MCs for managing skills on industrialization and prefabrication projects and for reskilling workers from other sectors. Plans to apply MCs directly to its own staff and subcontractors to improve work quality. They see MCs as a tool for managing skills in a real-world context, particularly for industrialization and prefabrication projects, and for reskilling professionals from other sectors to enter construction.

ARANSA aims to use them to improve internal environmental policy processes.

Impact & Business Value: Their commitment is heavily tied to a "real impact on business" and "making available a model that would work and have an impact on the labour market." They want to see tangible benefits for the company's sustainability goals and profitability.

Network & Ecosystem: Construction partners strongly support building a formal ecosystem, such as a "green skills pact for construction" and a shared repository.

CICCOPN aims to use MCs to improve internal processes for implementing environmental policies, which helps them meet sustainability commitments to their clients.

Higher Education and Research Partners

Academic partners focus on institutionalizing the project's outputs:

Democritus University of Thrace (DUTH, Greece) suggests maintaining MC courses as a permanent offer to train technical staff and contractors. This is viewed as a way to generate income for the university department and create new working positions for research and teaching staff.

UNIR (Spain) is interested in creating a framework for the internal development and implementation of MCs across different sectors beyond construction, such as digital technology.

TecMinho (Portugal) aims to implement MCs into the portfolio of courses they take to the market.

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Pontydysgu (Spain) is a partner in a successful INTERREG consortium bid with a focus on Green Skills in the Agriculture sector and will be exploring ways to exploit the learning from Green Circle there.

ACP notes the need for exploring methods of assessment for MCs such as peer assessment in future projects.

VET Providers and Training Organizations

Partners focused on vocational education and training (VET) emphasize marketability and mobility. They each need a clear legal and financial framework to operate in this space, with a strong desire for official recognition (e.g., Europass) to ensure their courses are valued by both employers and learners.

VBB Nord / BIV (Germany) proposes a regulated certification process to allow education providers to create concrete market offers. They emphasize the concept of "skills mobility" (both spatial and professional) within the European construction sector to increase worker employability.

CICCOPN (Portugal) suggests using MCs to fill specific gaps in professional training, tailoring learning to the immediate needs of companies and introducing them into existing training programs.

Innovative and Methodological Ideas

Several partners have contributed specific suggestions for the technical and strategic rollout:

Business Models for Entrepreneurs

A suggestion was made to provide business models for entrepreneurs who wish to employ "micro-skilled" workers for new business entities supporting the green transition.

Digital Recognition Tools

Partners suggested integrating digital badges and e-portfolios to provide learners with tangible, digital representations of their achievements.

Technology Integration

Ideas include using Virtual and Augmented Reality for immersive training simulations in hands-on construction skills and utilizing adaptive learning technologies to personalize the learner's experience.

Digital Tools

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While digital badges and e-portfolios are seen as valuable (rated highly by most), other digital tools like VR/AR and adaptive learning were not explicitly highlighted in the free-text responses, suggesting the focus is currently more on foundational portability and recognition.

Portability & Stackability

There is a strong interest in ensuring MCs are stackable, meaning they can be combined into larger and recognized qualifications.

Beyond the basics, partners are concerned with the interoperability with European platforms and verifiable digital certification.

Skills Mobility

VBB Nord are already championing the concept of skills mobility (spatial and professional) within the European construction sector to increase employability.

Future Topics

Partners proposed several innovative areas for further collaboration and proposals;

- MCs for the circular economy
- Digitalisation of sustainability skills
- AI and Business & Staff Development
- Blue economy
- Investigating the real-world impact of green skills on renovation sites

Innovative Business and Learning Models

The survey strongly indicates that a key obstacle is the lack of a sustainable business model, a situation that this report is designed to address. Partners want the project to provide business models for entrepreneurs and training providers, as originally suggested in the plan.

There is a dichotomy in the responses. Many partners (especially VET/HE) are interested in integrating MCs into their training catalogues (a revenue model) or using free MCs as a gateway to paid modules. However, others are concerned that charging for them will be difficult without formal recognition.

The "free MCs as a gateway to paid advanced modules" is a popular exploitation path, indicating a willingness to use MCs as a lead generation and marketing tool for more comprehensive training.

The preferred "business model" for the network itself is a light-touch, in-kind contribution model (MoU). Partners are willing to contribute time and expertise (hosting webinars, updating courses, contributing to the blog) to keep the network alive, but they are not willing to commit to formal financial contributions at this stage. This suggests the network is valued more as a community of practice than as a commercial venture, with the understanding that its long-term viability may depend on securing new project funding.

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There is interest in ensuring the technical infrastructure is open and can be used by other organisations, enabling a wider ecosystem of providers.

Collaboration with other projects

A significant opportunity for sustaining and extending Green Circle's impact lies in collaboration with the MASTERY project and BuildSkills Academy. On 28 May 2026, the three Erasmus+ consortia signed a MoU establishing a framework for long-term strategic cooperation. The three projects present significant complementarity and convergence: all operate at the intersection of microcredentials, green skills and the construction/built environment sector; all are funded under Erasmus+ with overlapping timelines; and all share the goal of addressing the skills gap faced by adult workers in the context of the European Green Deal.

The MoU commits the partners to collaboration in three strategic areas.

Dissemination and Exploitation

joint participation in European events and policy forums; co-authored communications and position papers; cross-promotion of open educational resources and digital tools; organisation of joint webinars and workshops; contribution to EU-level policy recommendations on microcredentials and green skills.

Co-design of New European Initiatives for Innovation

joint enhancement of innovation ROI at European and transnational level, focused on VET innovation, upskilling and reskilling for adult workers, sustainable construction and green building, digitalisation and simplification of construction permitting systems, and innovation ecosystems supporting the green transition.

Zero-Cost Collaborative Actions

cross-participation in pilots and consortium meetings; shared communities of practice; alignment between the MASTERY "8-Visions" framework, the 12 Green Skills model, the Green Circle ecosystem approach and the BESM methodology; joint exploitation roadmaps; dialogue with EU institutions and agencies such as CEDEFOP and ETF.

The Green Circle project is uniquely positioned to leverage this MoU for sustainability and exploitation. Specific collaborative actions that can be implemented include:

Addition of Green Circle MC courses to the MASTERY MCs platform

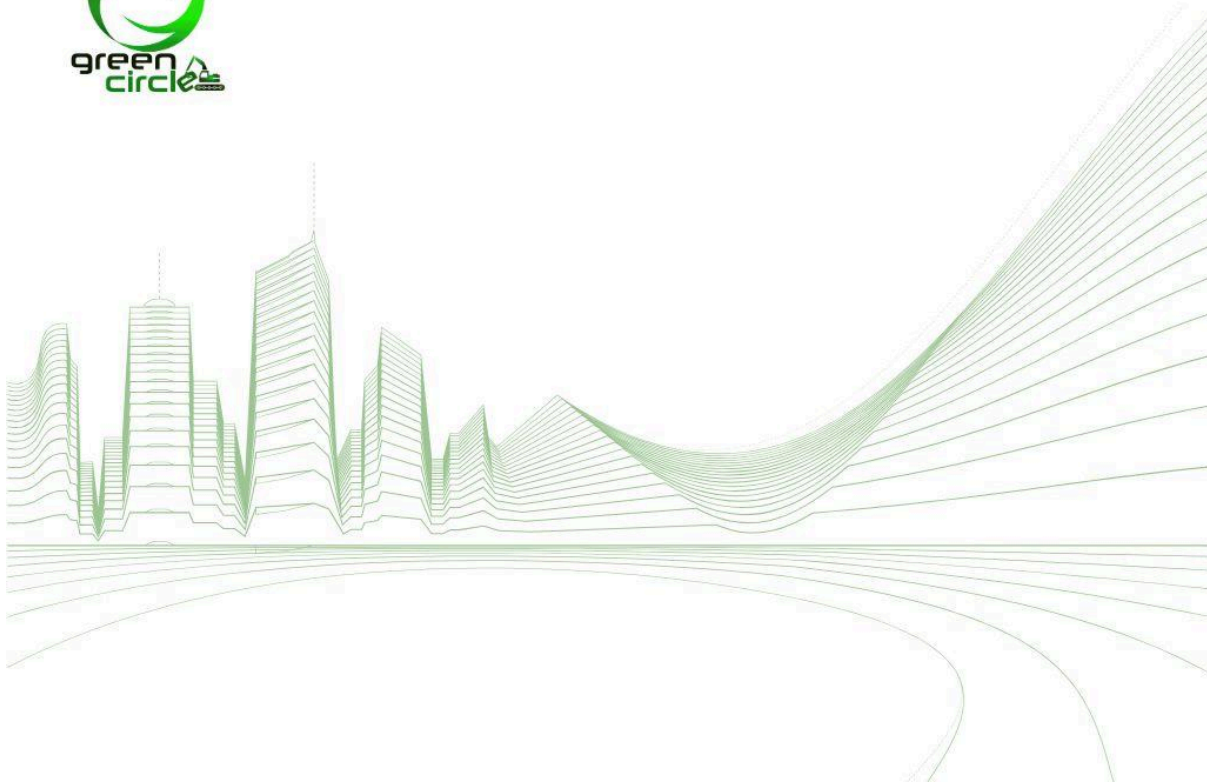
MASTERY has developed a platform for microcredentials across five industrial sectors. Green Circle courses can be integrated into this platform to increase visibility and accessibility.

Integrate the MASTERY 12 Green Skills into Green Circle MCs

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MASTERY has identified 12 Enabling Green Skills across five industrial sectors, including construction. Aligning Green Circle's competency frameworks with these skills ensures both sectoral relevance and European portability, and creates a shared language across projects that facilitates recognition and mobility.

These collaborative activities are incorporated into the action plan below (see Activity 1.7 – Collaboration with MASTERY and BuildSkills Academy, and Activity 2.7 – MASTERY 12 Green Skills Integration), providing concrete pathways for cooperation beyond the Green Circle project funding period.



SUSTAINABILITY PLAN

The Green Circle project has successfully developed a framework, taxonomy, and eight MCs for green skills in the European construction sector. The survey reveals strong partner commitment to sustaining these outputs, tempered by three critical challenges; formal recognition and accreditation, sustainable business models, and maintaining network momentum post-funding.

This plan outlines a pragmatic 3-year pathway to transition Green Circle from an EU-funded project into a self-sustaining community of practice and recognised ecosystem for green construction MCs. The approach is grounded in partner preferences for light-touch collaboration, in-kind contributions, and collective action on recognition and dissemination.

1. Vision & Guiding Principles

Vision

A sustainable European ecosystem where Green Circle MCs are recognised, valued, and widely used by construction companies, training providers, and workers to drive the green transition in construction.

Guiding Principles

Light-Touch, High-Value Collaboration

Partners prefer an MoU-based network over formal structures.

Collective Action on Recognition

Formal accreditation is the shared priority requiring coordinated effort.

Practical Over Theoretical

Partners value tangible support (webinars, updated courses, business models) over abstract frameworks.

In-Kind Commitment

Partners are willing to contribute time, expertise, and hosting capacity.

SDG Alignment

Activities remain anchored to SDGs 4, 11, 13, and 17.

Green Circle Alignment to SDGs

SDG 4 - Quality Education

This goal focuses on ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all. It is relevant to the Green Circle project because MCs are a tool for delivering the technical and vocational skills needed for employment in the green economy.

The project's work directly supports Target 4.4, which aims to increase the number of youth and adults with relevant technical and vocational skills for employment .

SDG 11 - Sustainable Cities and Communities

This goal aims to make cities and human settlements inclusive, safe, resilient, and sustainable.

Construction is a core activity of urban development, so the project's focus on green skills in the construction sector contributes to creating more sustainable buildings, infrastructure, and cities.

For example, the construction industry's transformation to meet sustainability standards and its impact on housing and infrastructure directly relate to several of the targets under this goal .

SDG 13 - Climate Action

This goal is about taking urgent action to combat climate change and its impacts. The construction sector is a significant contributor to greenhouse gas emissions. The Green Circle project aims to equip the workforce with skills for energy-efficient construction, sustainable materials, and other climate-positive practices, directly contributing to climate change mitigation and adaptation efforts.

This is especially aligned with Target 13.3, which seeks to improve education and capacity on climate change .

SDG 17 - Partnerships for the Goals

This goal calls for strengthening the means of implementation and revitalizing the global partnership for sustainable development. The very nature of the Green Circle project, which involves a consortium of partners collaborating to develop a sustainability and exploitation plan, is a direct example of the multi-stakeholder partnerships that SDG 17 promotes.

The plan itself, including forming a network and MoU, is about building the partnerships needed to ensure the project's long-term success .

2. Summary of Survey Findings

The survey reveals that partners are

- Willing and able to contribute in-kind (webinars, blog, MC updates, quality assurance);
- Focused on recognition as the top priority for support;
- Interested in future funding with concrete topic ideas;
- Committed to the network with light-touch governance preferred.

The full survey analysis identified six key thematic areas shaping this plan:

Table 2 - Six Key Thematic Areas

Theme	Key Finding
Integration	Partners intend to use MCs, but lack of official recognition is the primary barrier
Mainstreaming	Strong appetite for webinars, conferences, and a shared MC repository
Recognition	Major challenges across Portugal (ANQEP restructuring), Spain (Ministry not sharing data with EU), Germany (BBIG Act barriers), Greece (universities recognised only)
Network Preference	Light-touch MoU preferred; partners willing to host webinars and contribute to blog
Business Models	"Free MCs as gateway to paid modules" is a popular model; need for clear business guidance
Future Topics	Circular construction, AI in energy, upskilling SMEs, blue economy

3. Sustainability Framework

The sustainability strategy rests on four pillars;

Pillar 1: Network & Community of Practice

Pillar 2: Recognition & Accreditation

Pillar 3: Business Models & Exploitation

Pillar 4: Future Funding & Project Development.

3.1 Network & Community of Practice

Objective

Maintain and strengthen the partner network as the core vehicle for collaboration.

Approach

- Establish a Light-Touch MoU among interested partners
- Define clear but flexible roles: webinar hosts, blog contributors, MC updaters
- Maintain a shared repository of updated MC courses and resources
- Host quarterly thematic webinars and an annual conference/workshop

Partner In-Kind Commitments

- Hosting webinars (CASAIS, CICCOPN, DUTH, UNIR, PONTYDYSGU)
- Contributing to the blog (ACP, CASAIS, VBB Nord, PONTYDYSGU)
- Updating MCs when needed (UNIR, DUTH, CICCOPN)
- Quality assurance contributions (VBB Nord, ACP)

3.2 Recognition & Accreditation

Objective

Achieve formal recognition of Green Circle MCs in national qualification frameworks and Europass.

Key Actions

- Coordinate national advocacy: Leverage partners' local knowledge (e.g., UNIR on Spanish Ministry, TecMinho on Portuguese ANQEP replacement)
- Develop a shared advocacy toolkit: Practical guidelines for approaching accreditation bodies
- Engage EU-level bodies: Europass, CEDEFOP, European Commission (DG EMPL)
- Address the Spanish barrier: UNIR's insight that the Ministry of Education is not sharing data with the Commission is a key obstacle requiring collective pressure
- Support the Portuguese transition: Work with new institutional structures following ANQEP's integration

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Success Indicators:

- At least 2 countries have MCs recognised nationally by end of Year 2
- MCs visible on Europass portal
- Partner Universities are all able to award ECTS-equivalent MCs

3.3 Business Models & Exploitation

Objective

Enable partners to sustain MC offerings through viable revenue models.

Partner Preferences:

- Integrating MCs into training programmes (most popular)
- Offering free MCs as gateway to paid modules
- Selling MC courses to companies (CASAIS, others)
- Licensing taxonomy/methodology to other sectors (UNIR interest)

Priority Activities:

1. Develop and share business model templates: For entrepreneurs and training providers wanting to use "micro-skilled" workers
2. Pilot the "gateway" model: Free introductory MCs leading to paid advanced modules
3. Support company-facing models: CASAIS and ARANSA's plans to train staff/subcontractors
4. Explore open system architecture: Allowing other organisations to issue Green Circle-compatible MCs.

3.4 Future Funding & Project Development

Objective

Secure new funding to sustain and expand Green Circle activities.

Partner Interest:

- Nearly all partners expressed interest in new EU proposals
- DUTH and UNIR open to coordinating
- Partners offered concrete topic ideas

Potential Funding Sources:

- Erasmus+ (Partnerships for Innovation, Alliances)
- Pact for Skills (large-scale skills partnerships)
- LIFE Programme (climate action)

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- Horizon Europe (Cluster 5: Climate, Energy and Mobility)



4. Three Year Action Plan

The action plan is structured around three concentric "layers" of activity: Keep, Grow, and Transform. This reflects the reality that partners can sustain core activities with minimal resources, while transformational goals (like full accreditation) require targeted project funding.

LAYER 1: KEEP – Core Network Activities

These activities are designed to maintain the Green Circle community and keep its outputs alive with minimal resources, primarily through partner in-kind contributions.

Activity 1.1: Sign Light-Touch MoU

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TecMinho will lead the process of establishing a light-touch MoU among interested partners. This formalises the commitment to continued collaboration without imposing heavy administrative burdens. The target is to have at least eight of the eleven partners sign by the first quarter of 2027. This activity requires staff time for drafting, consultation, and signature collection.

Activity 1.2: Quarterly Thematic Webinars

A rotating schedule of webinar hosts will be established, with each partner taking turns to lead sessions. Each webinar will focus on case studies, new green skills, or emerging trends in construction sustainability. The target is to deliver four webinars per year with at least twenty participants each. Host organisations contribute staff time and content preparation.

Activity 1.3: Annual Green Circle Conference

A yearly in-person or hybrid conference will be organised to bring the network together, share results, and plan future activities. The conference will rotate between partner countries, with Portugal hosting in Year 2 and Greece hosting in Year 3. Hosting costs and partner travel may require external funding or careful in-kind management.

Activity 1.4: Maintain Shared Repository of MC Courses

The German partners will take the lead on maintaining the repository of Green Circle MCs, with support from UNIR and DUTH. All partners will contribute updates to their respective MCs as needed. The repository will be reviewed and updated on an annual basis. This requires staff time and minimal hosting costs.

Activity 1.5: Blog Contributions

Partners will contribute to the Green Circle blog on a rotating basis, with all identified partners taking an active role. The target is two to four blog posts per year per partner. This activity requires staff time for writing and content approval.

Activity 1.6: Peer Reviews of MC Updates

ACP will lead quality assurance of MCs, working with DUTH, UNIR, and CICCOPN and TecMinho to review all Green Circle MCs annually. This ensures the credentials remain current, relevant, and aligned with industry needs. Partners contribute subject matter expertise and peer review time.

Activity 1.7: Collaboration with MASTERY and BuildSkills Academy

Building on the MoU, Green Circle will pursue active collaboration with MASTERY and BuildSkills Academy. The MoU establishes a framework for cooperation in dissemination, co-design of new initiatives, and zero-cost collaborative actions.

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Specific activities include:

- Joint dissemination actions: cross-promotion of open educational resources and digital tools, co-authored communications, and joint participation in European events and policy forums.
- Shared communities of practice: alignment between the MASTERY "8-Visions" framework, the 12 Green Skills model, the Green Circle ecosystem approach and the BESM methodology.
- Dialogue with EU institutions and agencies: such as CEDEFOP and ETF on microcredentials and green skills policy.
- Joint exploitation roadmaps: aligning sustainability planning across the three projects to maximise impact.

This collaboration is expected to strengthen the Green Circle network, increase visibility, and create pathways for future joint initiatives.

Table 3 – Layer 1 Activities Summary

Activity	Lead	Timeline	Description	Deliverables
1.1 Sign MoU	TecMinho	Q1 2027	Establish light-touch MoU among interested partners	Signed MoU by 8+ partners
1.2 Quarterly Webinars	Rotating	Ongoing	4 webinars per year on case studies, new skills	12 webinars over 3 years
1.3 Annual Conference	Rotating	Year 2 (Portugal), Year 3 (Greece)	In-person/hybrid conference	2 conferences
1.4 Repository Maintenance	German partners with support from other partners	Ongoing	Maintain shared repository of MC courses	Annual updates to all 8 MCs
1.5 Blog Contributions	All	Ongoing	Partners contribute 2-4 blog posts/year	6-12 blog posts/year
1.6 Peer Reviews	ACP	Annual (Q2 each year)	Review all Green Circle MCs annually	Quality assurance reports
1.7 MASTERY Collaboration	TecMinho	Ongoing	Joint dissemination, communities of practice	Shared activities, joint outputs

LAYER 2: GROW – Recognition, Accreditation & Business Models

These activities address the primary barriers identified in the survey: lack of formal recognition and unclear business models. They require more intensive partner effort and may benefit from targeted funding.

Activity 2.1: Develop Advocacy Toolkit for Accreditation

Develop a practical toolkit for approaching accreditation bodies. The toolkit will include template letters, evidence requirements, success stories, and step-by-step guidance for national advocacy. This will be completed in the first half of Year 1 and shared with all partners. Requires staff time and research.

Activity 2.2: National Dialogue with Accreditation Bodies

Each country partner will lead discussions with their national accreditation body, adapted to local contexts. For Portugal, this means engaging with the new institutional structures following ANQEP's integration. For Spain, this means addressing the Ministry of Education's blockage on Europass data sharing. For Germany, this means advocating for MCs outside the BBiG framework. At least four national-level dialogues should be held by the end of Year 2. Partners contribute staff time, local knowledge, and advocacy effort.

Activity 2.3: Engage Europass and European Commission

TecMinho will lead engagement with Europass and the European Commission, supported by ACP and VBB Nord. The goal is to identify a pathway for Green Circle MCs to be visible on the Europass portal and to address the administrative barriers flagged by partners (e.g., the complexity of the EDC credential issuance process). This requires staff time and may benefit from participation in EU-level meetings or working groups.

Activity 2.4: Address Spanish Ministry Blockage

UNIR and Pontydysgu will lead a focused advocacy effort to address the specific issue of the Spanish Ministry of Education not sharing data with the European Commission. This may involve direct engagement with Ministry officials, collaboration with other Spanish educational institutions, and collective representation through TecMinho. This is a high-priority, time-sensitive activity for Spanish partners.

Activity 2.5: Develop Business Model Templates

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TecMinho will work with all partners to document viable business models for sustaining Green Circle MCs post-funding. This includes the popular "free MCs as gateway to paid modules" model, company-facing training models (as used by CASAIS), and consultancy/licensing models (as proposed by UNIR). The target is to document three to four business models by the end of Year 2.

Activity 2.6: Support Portuguese CNQ Integration

CICCOPN, CASAIS, and TecMinho will work collectively to navigate the changing Portuguese institutional landscape following ANQEP's integration into a new institute. Aiming to achieve formal CNQ integration by the end of Year 3. This requires sustained advocacy, relationship-building with new decision-makers, and coordination with other Portuguese partners.

Activity 2.7: MASTERY 12 Green Skills Integration

Green Circle will work with the MASTERY project to integrate the MASTERY 12 Enabling Green Skills framework into Green Circle's MC content and competency frameworks. This alignment ensures that Green Circle MCs are consistent with a recognised European skills taxonomy, enhancing their portability and credibility across sectors.

The integration will involve:

- Mapping Green Circle MCs against the MASTERY 12 Green Skills to identify overlaps and gaps
- Updating Green Circle MC content to explicitly reference the MASTERY framework
- Co-developing joint guidance on how the frameworks complement each other for use by training providers and employers

Activity 2.8: Add Green Circle Courses to MASTERY MCs Platform

MASTERY has developed a platform for microcredentials across five industrial sectors, including construction. Green Circle will work with MASTERY partners to make Green Circle MCs available on this platform, significantly increasing their visibility and accessibility to learners across Europe.

This activity involves:

- Technical integration of Green Circle MC content into the MASTERY platform
- Alignment of metadata and quality assurance standards
- Joint promotion of the integrated course offering

Table 4 – Layer 2 Activities Summary

Activity	Lead	Timeline	Description	Deliverables
2.1 Advocacy Toolkit	UNIR/ACP	Q1-Q2 2027	Practical guidance for accreditation	Published toolkit
2.2 National Dialogues	Country leads	Q2 2027 – Q2 2028	Discussions with national bodies	4+ national dialogues
2.3 Engage Europass	TecMinho	Q4 2027 – Ongoing	Pathway for Europass visibility	Europass integration plan
2.4 Spanish Blockage	UNIR/ Pontydysgu	Q2 2027 – Q2 2028	Advocacy with Spanish Ministry	Ministry engagement outcomes
2.5 Business Models	TecMinho	Year 2	Document viable business models	3-4 business model templates
2.6 Portuguese CNQ	CICCOPN/CASAI S/	Years 1-3	Navigate ANQEP transition	CNQ integration by end Year 3
2.7 MASTERY Integration		Q3-Q4 2027	Align with MASTERY 12 Green Skills	Mapping report, updated MCs
2.8 MASTERY Platform	UNIR/Pontydysgu	Q4 2027 – Q1 2028	Add GC course to MASTERY platform	Courses available on platform

LAYER 3: TRANSFORM – Future Funding & New Projects

These activities aim to secure new resources to scale Green Circle's impact and address emerging topics in green construction skills.

Activity 3.1: New Erasmus+ Proposal Writing

TecMinho will lead the development of a new Erasmus+ proposal, with involvement from all interested partners. The proposal should build on Green Circle's results while exploring new themes (e.g., AI in construction, circular economy, SME upskilling). The target is to have a proposal submitted by the middle of Year 2.

Activity 3.2: Explore Pact for Skills Partnership

VBB Nord and TecMinho will explore the possibility of forming or joining a Pact for Skills large-scale partnership, with involvement from ARANSA and CASAIS. This could provide a platform for scaling Green Circle's work and engaging more industry partners. Requires staff time for partnership development and expression of interest.

Activity 3.3: Pilot the "Gateway" Business Model

CICCOPN, CASAIS, and DUTH will pilot the free MCs as a gateway to paid advanced modules model. UNIR will monitor and document the results. The target is to have fifty learners complete a free MC and twenty convert to paid modules by the end of Year 3. This requires staff time, marketing, and platform access.

Activity 3.4: Future Topic Concept Development

All partners will contribute ideas for future projects. DUTH proposes investigating how green skills translate into measurable improvements on renovation sites. UNIR proposes AI in energy and residues management. CASAIS proposes AI for business and staff development. ARANSA proposes MCs for circular construction. ACP proposes blue economy applications, and exploring inclusive assessment methods. VBB Nord and CICCOPN propose SME upskilling. These concepts will be refined into concrete project proposals for future funding calls.

Activity 3.5: Develop a project to create a MC Wallet and Portability Solution

Partners will explore technical development of a digital wallet solution, allowing learners to easily showcase the Green Circle MCs. building on the work on portability, interoperability, and verifiable digital certification. This activity may require external funding for development costs.

Activity 3.6: Joint Future Proposals with MASTERY and BuildSkills Academy

The MoU between Green Circle, MASTERY, and BuildSkills Academy explicitly opens the possibility for co-design of new European initiatives for innovation, including VET innovation, upskilling and reskilling for adult workers, sustainable construction and green building, and innovation ecosystems supporting the green transition. Partners will explore joint proposal development for future Erasmus+ calls, building on the complementarity of the three projects' frameworks.

Table 5 - Layer 3 Activities Summary

Activity	Lead	Timeline	Description	Deliverables
3.1 New Erasmus+ Proposal	TecMinho	Q1-Q3 2027	Develop new proposal	Proposal submitted by mid-Year 2
3.2 Pact for Skills	VBB Nord/TecMinho	Year 2	Explore large-scale partnership	Expression of interest/ Concept Note
3.3 Gateway Pilot	CICCOPN/CASAI S/DUTH	Year 2-3	Free MCs to paid modules pilot	50 learners, 20 conversions
3.4 Topic Concepts	All	Ongoing	Develop future project ideas	Concept notes for funding
3.5 MC Wallet	Pontydysgu	Year 2-3	Digital wallet solution	Prototype / development plan
3.6 Joint Proposals	All	Year 2-3	Joint proposals with MASTERY/BuildSkills/ Other projects	Joint proposal submissions

5. Governance and Coordination

A core coordination group will provide oversight and ensure the action plan stays on track.

Core Coordination Group Members and Roles

TecMinho serves as the overall coordinator, managing the MoU, coordinating activities, and leading future proposal efforts. DUTH leads on repository and MC content management, ensuring the intellectual assets remain current and accessible. Pontydysgu provides technology leadership, focusing on digital tools, Europass engagement, and business model development. ACP leads quality assurance and recognition for VET systems, ensuring the credentials meet quality standards. VBB Nord and Pedmede support advocacy and policy engagement, leveraging their networks and dissemination capacity.

Decision-Making Approach

The network will operate on a light-touch consensus model aligned with the MoU principles. The core coordination group will make operational decisions via quarterly coordination calls. Full partner decisions, such as hosting the annual conference or submitting new proposals, will be made at the annual conference.

Communication Structure

Partners will receive quarterly updates via email. The Green Circle website and LinkedIn page will be maintained as public-facing channels. A shared repository (hosted by ACP, supported by PEDMED and Pontydysgu) will store all resources, meeting minutes, and updated course materials.

Table 6 - Summary of Partner Contributions

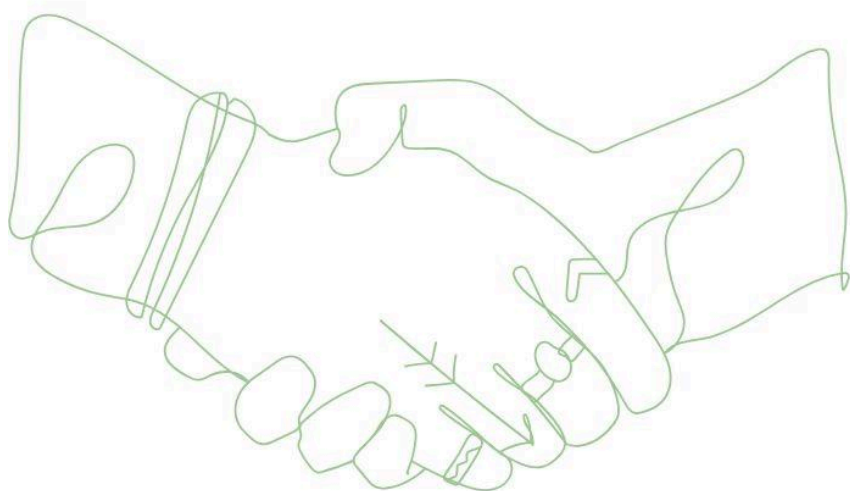
Partner	In-Kind commitment offered
CASAIS	Hosting Webinars
CICCOPN	Hosting webinars, updating MCs, blog contributions
DUTH	Hosting webinars, updating MCs, conference co-organisation
UNIR	Updating MCs, hosting webinars
PONTYDYSGU	Hosting Webinars, Blog contribution, dissemination
ACP	Blog contribution, Website hosting
VBB Nord and BAU ABC	Quality Assurance, blog contributions
ARANSA	Hosting webinars
PEDMEDE	Keeping website updated, dissemination
TECMINHO	Overall Coordinator; MoU Management; Future Proposals; Business Models Continued coordination; conference co-organisation; proposal leadership; business model development

6. Risk Management

The sustainability of the project in the long term comes with a number of substantial risks;

Table 7 – Risk Management

Risk	Likelihood	Impact	Mitigation
Loss of partner staff time	Medium	High	Rotate responsibilities; document processes
Failure to achieve recognition	High	High	Multi-pronged approach; focus on employer recognition as alternative
Funding proposal rejection	Medium	Medium	Multiple funding applications; diversify



SUMMARY

Green Circle partners are united in their commitment to the project's mission and willing to contribute to its future. The challenge is the lack of recognition infrastructure and sustainable resourcing.

This plan responds by:

1. Meeting partners where they are: Light-touch network with voluntary in-kind contributions
2. Focusing collective effort on the biggest barrier: Recognition and accreditation
3. Building bridges to sustainability: Business models and new funding
4. Keeping the community alive: Webinars, conferences, and shared resources
5. Strategic partnerships: Collaboration with MASTERY and BuildSkills Academy through the signed MoU to extend reach, align frameworks, and create pathways for future joint initiatives

The 3-year action plan provides a pragmatic pathway: Keep what works with minimal resources, Grow recognition and business models through coordinated effort, and Transform by securing new funding for the next phase of Green Circle's evolution.

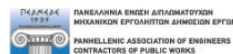
D12 Long-term action plan for the progressive roll-out of project deliverables after the project has finished and their incorporation into the mainstream

Micro Credentials in Construction

Project: 101132905- ERASMUS-EDU-2023-PI-FORWARD

Work Package 6 Communication, Dissemination, Impact and Exploitation

Deliverable 12 Long-term action plan for the progressive roll-out of project deliverables after the project has finished and their incorporation into the mainstream



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