Ref. Ares(2026)5540246 - 01/06/2026

2026

D6.3 – Sustainability Plan

SUSTAINING AND EXPLOITING MCEU RESULTS BEYOND THE PROJECT LIFECYCLE



Co-funded by the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them

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1 Introduction

1.1 Purpose of the Sustainability Plan

This document presents the Sustainability Plan for the MCEU project and outlines how the project's key outputs and results will be maintained, further developed and exploited beyond the project's implementation period. The objective of this plan is to demonstrate how the knowledge, tools and training developed through the project will continue to generate value for the tourism and hospitality sector after the conclusion of EU funding.

MCEU has focused on the development and piloting of micro-credentials tailored to the needs of the tourism and hospitality workforce. Through collaboration between higher education institutions, industry platforms and digital credential providers, the project has produced a set of training programmes, learning resources and credentialing mechanisms designed to address emerging skills needs in the sector.

The Sustainability Plan therefore describes how these results will continue to be used, maintained and expanded after the end of the project. It identifies the partners responsible for continuation, the potential mechanisms through which activities may continue, and the opportunities for further development and scaling of the project's outcomes.

Rather than presenting sustainability as a single mechanism, the plan adopts a multi-pathway approach. This includes the continued delivery of training programmes by education providers, the ongoing use of digital credential infrastructure, the engagement of industry platforms to promote and disseminate training opportunities, and the exploration of revenue and partnership models that can support long-term continuation.

1.2 Scope of the Sustainability Approach

The sustainability approach focuses on the continuation and exploitation of the main results produced during the MCEU project. These include:

- the micro-credential courses developed and piloted during the project;
- the associated training content and learning resources;
- the methodology and framework used for designing and delivering micro-credentials;
- the pilot implementations and learner engagement generated during the project;
- the digital credential infrastructure enabling the issuance of verifiable micro-credentials;
- the partnerships and collaboration mechanisms established among project partners and sector stakeholders.

Sustaining these results requires both organisational commitment and practical mechanisms for continued delivery. Within the MCEU consortium, the primary responsibility for continuing the educational activities lies with the higher education and training providers involved in the project. In particular, **UCN, Saint Pol and IDAN** intend to continue delivering the micro-credential courses developed during the project, with the support of **Lobster Ink**, which provides industry-relevant training expertise and access to professional learning environments.

In parallel, the digital credential infrastructure developed within the project will remain available to enable the continued issuance of micro-credentials. This ensures that learners completing the courses after the project period will still be able to receive verifiable credentials reflecting their learning achievements.

1.3 Strategic Context and Scaling Opportunities

The sustainability of the MCEU results is also closely connected to broader European initiatives aimed at strengthening skills development and lifelong learning. In particular, the project aligns with the objectives of the **Pact for Skills**, the **Union of Skills**, and the **Tourism Large Scale Partnership**, which promote collaboration between education providers, industry actors and policy stakeholders to address sector-specific skills needs.

These initiatives provide important visibility and scaling opportunities for the project's outcomes. By connecting the MCEU results with these wider networks, the consortium aims to ensure that the micro-credential approach developed during the project can reach a broader audience of education providers, employers and learners across Europe.

As part of this long-term vision, the partners intend to consolidate their collaboration through the creation of an **MCEU Skills Alliance**, which will serve as a platform for continuing cooperation between education providers, industry actors and technology partners involved in the project. The alliance is envisioned as a mechanism for sustaining the project's results, promoting further adoption of the micro-credential courses, and supporting the expansion of the training offer.

Over time, this collaboration could contribute to the development of a wider ecosystem supporting tourism skills development and feed into emerging European initiatives such as the **European Tourism Skills Academy**, which aims to strengthen sector-specific skills development across the European tourism ecosystem.

1.4 Structure of the Sustainability Plan

The remainder of this document presents the consortium's approach to sustaining and exploiting the results of the MCEU project.

Section 2 provides an overview of the key results generated by the project that are expected to continue beyond the implementation period.
Section 3 outlines the overall sustainability strategy adopted by the consortium.
Section 4 describes how the main project activities will continue after the project concludes.
Section 5 explores potential revenue streams and financial sustainability opportunities.
Section 6 clarifies the roles of the project partners in ensuring continuity.
Section 7 presents a roadmap outlining the next steps for sustaining and expanding the project's outcomes.

Together, these sections demonstrate how the results of the MCEU project can continue to contribute to skills development, workforce training and innovation in the tourism and hospitality sector beyond the project lifecycle.

2 Key MCEU Results to be Sustained

The MCEU project has produced a set of interconnected results that together support the development, delivery and recognition of micro-credentials in the tourism and hospitality sector. These results form the foundation of the project's long-term sustainability approach and represent the core assets that the consortium intends to maintain, exploit and further develop after the conclusion of the project.

The sustainability of MCEU does not rely on a single output, but rather on the continued interaction between educational content, digital credentialing infrastructure, industry engagement and institutional cooperation. Some results are intended to continue directly through the activities of the project partners, while others are expected to evolve through future collaborations, new partnerships and additional initiatives.

The following sections provide an overview of the main project results that the consortium considers strategic for continuation beyond the project lifecycle.

2.1 Micro-Credential Courses

One of the central outcomes of the MCEU project is the development of a portfolio of labour-market-oriented micro-credential courses tailored to the needs of the tourism and hospitality sector. These courses were designed to address emerging skills gaps while supporting flexible and modular learning pathways for professionals, learners and jobseekers.

The courses developed during the project combine sector-specific expertise with practical and industry-relevant learning outcomes. Through the pilot activities implemented during the project, the consortium was able to validate the relevance of the courses with a significant number of learners and gather practical insights regarding learner engagement, accessibility and applicability within the tourism sector.

Following the end of the project, the consortium partners involved in educational delivery, particularly UCN, Saint Pol and IDAN, intend to continue offering and further developing these courses within their educational and professional training activities.

2.2 Training Content and Learning Resources

In addition to the courses themselves, the project has produced a substantial body of digital learning content and training materials. These resources include learning modules, pedagogical materials, assessments and supporting educational content developed with input from both educational and industry-oriented partners.

The learning materials created during the project represent a significant investment of expertise and sector knowledge. Their continued use provides an opportunity for the consortium to maintain the relevance of the MCEU results while reducing the need for future redevelopment efforts.

The consortium therefore considers these resources to be among the most important exploitable assets generated by the project. Depending on the context and future partnerships, the content may continue to be used directly by consortium members, integrated into existing

training programmes, adapted for new audiences or potentially licensed to additional education and training providers.

2.3 Micro-Credential Methodology and Framework

Another important result of the project is the methodology used to design, structure and deliver the micro-credentials. The framework developed through MCEU is aligned with the principles established under the Council Recommendation on a European approach to micro-credentials and reflects ongoing European discussions related to skills portability, lifelong learning and flexible education pathways.

The methodology developed during the project includes approaches related to learning outcomes, assessment methods, modular course structures and the use of digital credentials to support transparency and recognition.

Beyond the project lifecycle, this framework may continue to serve as a reference model for future educational activities and collaborations involving tourism and hospitality training. It may also support future initiatives developed by consortium members in related sectors or under future EU-funded projects.

2.4 Pilot Activities and Learner Engagement

The pilot activities carried out during the project constitute one of the strongest foundations for the sustainability of MCEU. Through the implementation of two pilot phases, the project generated direct learner engagement and practical validation of the training approach in real educational contexts.

The pilots demonstrated interest from learners and provided evidence regarding the relevance and applicability of the micro-credentials within the tourism and hospitality sector. They also allowed the consortium to gather insights related to course participation, learner needs and the operational aspects of delivering micro-credentials across different contexts.

The knowledge and evidence generated through these pilots will remain valuable beyond the duration of the project. In particular, they can support future scaling activities, dissemination efforts, partnership discussions and the development of additional training opportunities.

2.5 Digital Credential Infrastructure

The project also established mechanisms for issuing digital micro-credentials linked to the learning activities developed under MCEU. This infrastructure supports the issuance of verifiable credentials and contributes to transparency, portability and recognition of learner achievements.

Although the project implementation period will conclude, the infrastructure supporting the issuance of digital credentials will remain available for continued use by the consortium partners. This creates the possibility for future learners participating in the courses to continue receiving verifiable micro-credentials after the project ends.

The continued availability of this infrastructure is an important sustainability factor, as it ensures continuity between the project phase and any future educational or professional training activities building upon the MCEU results.

2.6 Partnerships and Collaboration Network

The collaboration established between universities, VET providers, digital credential experts and industry-oriented partners during the project represents another important result to be sustained.

The project created a strong basis for continued cooperation between partners with complementary expertise in education, tourism training, digital credentials and dissemination. Beyond the formal duration of the project, this network creates opportunities for future initiatives, joint training activities, knowledge exchange and participation in new European projects.

To support this continuity, the consortium intends to further consolidate cooperation through the development of an MCEU Skills Alliance that can act as a long-term collaboration mechanism for sustaining and expanding the project's outcomes.

Table 1. Overview of Key Results to be Sustained

Result	Description	Main Sustainability Path
Micro-credential courses	Tourism and hospitality MCs developed during the project	Continued delivery by consortium education providers
Training content and learning resources	Learning modules, assessments and pedagogical materials	Reuse, adaptation and possible licensing
Micro-credential methodology and framework	Framework aligned with European MC principles	Use in future training and projects
Pilot activities and learner engagement	Evidence and validation from pilot implementations	Scaling, dissemination and future course development
Digital credential infrastructure	Mechanisms for issuing verifiable micro-credentials	Continued credential issuance
Partnerships and collaboration network	Cooperation between project partners and stakeholders	Future projects and MCEU Skills Alliance

3 Sustainability Strategy

The sustainability of the MCEU project is based on the principle that the project's results should continue generating value beyond the duration of EU funding. Rather than treating the end of the implementation period as the conclusion of the initiative, the consortium considers MCEU to be the starting point for a longer-term process aimed at supporting skills development, lifelong learning and micro-credential adoption within the tourism and hospitality sector.

The sustainability strategy therefore focuses on ensuring that the main outputs of the project remain operational, relevant and accessible after the project ends. This includes the continued delivery of training activities, the ongoing use of digital credential infrastructure, the maintenance of cooperation between project partners and the exploration of future development and funding opportunities.

The strategy combines institutional continuation with practical exploitation pathways. On one side, consortium members intend to integrate the project results into their existing educational and professional activities. On the other side, the consortium will explore opportunities to further develop and expand the project results through partnerships, future initiatives and revenue-generating activities linked to training delivery and digital credentials.

3.1 Continuation Through Consortium Activities

A central element of the sustainability approach is the continuation of activities through the existing capacities and structures of the consortium partners.

The educational institutions involved in the project, particularly UCN, Saint Pol and IDAN, are expected to continue using and delivering the micro-credential courses developed during MCEU within their educational and professional training activities. This provides a direct pathway for sustaining the project outputs without requiring the creation of entirely new operational structures.

At the same time, Lobster Ink will continue contributing sector-oriented expertise and learning content relevant to the tourism and hospitality industry, helping ensure that the training offer remains aligned with labour-market needs and industry expectations.

The continuation of activities through existing partner structures significantly increases the feasibility and realism of the sustainability model, as it builds upon organisations that already possess the educational, operational and technological capacity to continue the work beyond the project lifecycle.

3.2 Continued Use of Digital Credentials

The digital credential infrastructure established during the project represents another key sustainability component. The continued availability of this infrastructure enables consortium partners to keep issuing verifiable micro-credentials linked to future deliveries of the courses.

This ensures continuity for learners and preserves one of the project's core added values: the ability to provide transparent and digitally verifiable recognition of learning achievements.

The use of digital credentials also contributes to the long-term relevance of the project by aligning with broader European developments related to digital learning credentials, lifelong learning and skills portability.

Rather than remaining limited to the pilot phase, the infrastructure developed within MCEU creates a basis for future educational activities and possible expansion to additional training programmes or target groups.

3.3 Alignment with European Skills Initiatives

The sustainability of the MCEU results is reinforced through alignment with broader European policy and skills initiatives. The project's objectives are closely connected to ongoing European efforts to strengthen lifelong learning, workforce upskilling and sector-specific cooperation.

In particular, MCEU aligns with:

- the Pact for Skills,
- the Union of Skills,
- and the Tourism Large Scale Partnership.

These initiatives provide important visibility, networking and scaling opportunities for the project's outcomes. They also create pathways through which the MCEU approach and results may continue contributing to broader European discussions and activities related to tourism skills development.

By positioning the project within these wider European frameworks, the consortium aims to ensure that the MCEU results remain connected to evolving policy priorities and future collaboration opportunities.

3.4 Development of the MCEU Skills Alliance

As part of the long-term sustainability approach, the consortium intends to explore the establishment of an MCEU Skills Alliance that would serve as a continuation mechanism for cooperation between the project partners and future stakeholders.

The purpose of the alliance would be to:

- support the continued promotion of the micro-credential courses,
- facilitate knowledge exchange between partners,
- encourage adoption of the methodology by additional providers,
- identify opportunities for future collaborations and projects,
- and contribute to the wider development of tourism-related skills initiatives in Europe.

The alliance would not necessarily require the immediate establishment of a formal legal entity. Instead, it would initially function as a collaborative structure enabling coordination between interested partners and supporting the long-term visibility of the project's results.

Over time, this structure could evolve depending on future opportunities, partnerships and funding mechanisms.

3.5 Exploitation and Long-Term Development Opportunities

Beyond sustaining the existing outputs, the consortium also recognises the potential for further exploitation and expansion of the project results.

Several opportunities may support the long-term continuation of MCEU activities, including:

- continued delivery of paid training programmes,

- integration of courses into existing educational offers,
- certification and credential issuance services,
- licensing or adaptation of training content,
- and participation in future European projects and sector initiatives.

These opportunities provide potential pathways through which the project results may continue evolving after the project period while also contributing to the financial sustainability of certain activities.

The consortium does not view sustainability as the simple preservation of project outputs, but rather as the ability of the results to remain active, relevant and adaptable within changing educational and labour-market contexts.

Table 2. Main Sustainability Mechanisms

Sustainability Area	Main Approach
Continuation of courses	Delivery through consortium education providers
Learning content	Continued use, adaptation and possible licensing
Digital credentials	Continued issuance of verifiable credentials
Partnerships	Ongoing collaboration through the MCEU Skills Alliance
European visibility	Alignment with Pact for Skills and Tourism LSP
Financial sustainability	Training delivery, certification services and future projects

4 Continuation of MCEU Activities After Project Completion

The sustainability of MCEU depends on the ability of the consortium to continue using, delivering and developing the project results after the end of the funding period. Rather than creating entirely new structures, the project's continuation strategy is based on integrating the main outcomes into the existing activities and capacities of the project partners.

The continuation approach focuses on four main areas: continued delivery of the micro-credential courses, ongoing use of the digital credential infrastructure, continued cooperation between partners, and the exploration of future development opportunities linked to tourism skills and lifelong learning.

4.1 Continuation of Micro-Credential Courses and Learning Content

The micro-credential courses developed during MCEU will continue to be used by the educational partners involved in the project, particularly UCN, Saint Pol and IDAN. The courses may be integrated into existing educational programmes, lifelong learning activities or professional training offers targeting the tourism and hospitality sector.

Alongside the courses, the project produced a set of learning materials, assessments and pedagogical resources that can continue to support future training activities. Their modular structure makes them adaptable to different educational contexts and learner groups.

The consortium also expects the content to evolve over time in response to changing industry needs, particularly in areas related to digitalisation, sustainability and workforce development in tourism. Lobster Ink will continue contributing industry-oriented expertise to help maintain the practical relevance of the training offer.

Together, the courses and learning resources provide partners with a practical basis for continuing training activities beyond the duration of the project.

4.2 Continued Use of Digital Credentials

The project established mechanisms for issuing verifiable digital micro-credentials linked to the training activities developed under MCEU. This infrastructure will remain available after the project period, enabling partners to continue issuing digital credentials to future learners.

The continued use of digital credentials supports transparency, portability and recognition of learning achievements. It also aligns with broader European developments related to lifelong learning, digital credentials and skills portability.

Maintaining this capability after the project ends ensures continuity between the pilot phase and future educational activities building on the MCEU approach.

4.3 Continued Collaboration Between Project Partners

The collaboration established during the project creates a strong basis for future cooperation between the consortium partners. Throughout the implementation period, the partners combined expertise in education, tourism training, digital credentials and dissemination, creating a network with complementary capabilities and shared experience.

Following the project, the consortium intends to continue exploring opportunities for joint initiatives, knowledge exchange and participation in future European projects related to tourism skills and micro-credentials.

To support this cooperation, the partners will explore the development of an MCEU Skills Alliance that can act as a lightweight coordination structure for maintaining collaboration, promoting the project results and identifying future opportunities.

The alliance could also support connections with wider European initiatives such as the Pact for Skills, the Union of Skills and the Tourism Large Scale Partnership.

4.4 Future Development Opportunities

Beyond sustaining the existing project results, the consortium sees opportunities to further develop and expand the work initiated through MCEU.

Potential next steps may include:

- development of additional micro-credential courses,

- expansion into new tourism-related skills areas,
- collaboration with additional education providers and industry stakeholders,
- and participation in future European initiatives linked to skills development and lifelong learning.

The strong learner participation achieved during the pilots demonstrates continued interest in flexible, sector-oriented training opportunities. This provides a solid foundation for future scaling and further development of the MCEU approach.

Table 3. Continuation of Key MCEU Activities

Activity	Continuation Approach	Main Actors
Micro-credential courses	Integration into existing education and training activities	UCN, Saint Pol, IDAN
Learning content and resources	Continued use, adaptation and updates	Educational partners, Lobster Ink
Digital credentials	Continued issuance of verifiable credentials	Diplomasafe and consortium partners
Partner collaboration	Future projects and coordination through MCEU Skills Alliance	All consortium partners
Future development	Expansion of training activities and partnerships	Consortium partners and future stakeholders

5 Financial Sustainability and Revenue Opportunities

Ensuring the long-term sustainability of the MCEU results requires not only continued institutional engagement, but also realistic pathways for financial continuity. While the project was initially supported through Erasmus+ funding, several components developed during MCEU have the potential to continue generating value through educational activities, professional training services and future collaborations.

The consortium does not consider financial sustainability to depend on a single revenue source. Instead, the approach is based on a combination of institutional integration, service-based opportunities and future project development.

5.1 Continued Delivery of Training Activities

One of the most direct sustainability pathways is the continued delivery of the micro-credential courses by the educational partners involved in the project.

UCN, Saint Pol and IDAN may continue offering the courses as part of:

- lifelong learning activities,
- professional development programmes,
- continuing education offers,
- or standalone short-course training.

Depending on the institutional context and target audience, some of these activities may generate revenue through paid enrolment or participation fees. This creates a practical mechanism for supporting the maintenance and future development of the training offer.

The modular nature of the courses also allows partners to adapt or combine learning units for different learner groups and market needs.

5.2 Certification and Digital Credential Services

The digital credential infrastructure established during the project creates opportunities for continued credential issuance linked to future course delivery.

As the courses continue beyond the project lifecycle, partners may explore service-based models related to:

- issuance of verifiable micro-credentials,
- certification services,
- and digital recognition of learner achievements.

These mechanisms may support the operational sustainability of the credentialing infrastructure while maintaining one of the project's key added values: transparent and portable recognition of skills and competences.

5.3 Licensing and Reuse of Learning Content

The learning materials and pedagogical resources developed during MCEU represent a valuable asset that may continue to be reused and adapted after the project period.

Subject to future agreements between partners, parts of the training content or methodology could potentially be:

- licensed to additional education or training providers,
- integrated into external training programmes,
- or adapted for use in new educational contexts.

This creates opportunities for extending the impact of the project beyond the original consortium while also supporting the long-term exploitation of the project results.

5.4 Future European Projects and Partnerships

Future EU-funded initiatives represent another important sustainability pathway for the consortium.

The experience, methodologies and partnerships developed through MCEU provide a strong basis for participation in future European projects related to:

- tourism skills,
- micro-credentials,
- lifelong learning,
- digital credentials,
- workforce upskilling,

- and vocational education and training.

Continued collaboration through future projects would support:

- further development of the training offer,
- expansion of partnerships,
- additional learner engagement,
- and broader dissemination of the MCEU approach.

In this context, the proposed MCEU Skills Alliance may also serve as a coordination mechanism for identifying and preparing future collaboration opportunities.

5.5 Long-Term Sustainability Outlook

The long-term sustainability of MCEU will depend on the consortium's ability to maintain the relevance of the training offer and continue responding to labour-market needs within the tourism and hospitality sector.

The project has already demonstrated strong learner interest through its pilot activities, providing an encouraging basis for future continuation and scaling. By combining educational delivery, digital credentials, institutional collaboration and future project development, the consortium aims to ensure that the MCEU results remain active and continue generating value beyond the original project duration.

Rather than relying on a single continuation model, the sustainability approach is intentionally flexible, allowing partners to adapt activities and explore opportunities according to future sector needs, institutional priorities and available partnerships.

Table 4. Main Financial Sustainability Opportunities

Sustainability Opportunity	Potential Approach
Paid training activities	Course enrolment and professional training delivery
Digital credential services	Credential issuance and certification services
Licensing of learning content	Reuse or adaptation by additional providers
Future EU projects	Continuation through new collaborative initiatives
Partnerships and alliances	Expansion through sector and skills networks

6 Roles of Consortium Partners After Project Completion

The continuation of the MCEU results depends on the active involvement of the consortium partners after the formal end of the project. Each partner contributes different expertise and capabilities, creating a complementary structure that supports the long-term sustainability of the project outcomes.

While the intensity and form of future involvement may vary between organisations, the consortium partners share a common interest in maintaining the relevance, visibility and practical use of the results developed during the project.

6.1 Educational Partners

The educational partners involved in MCEU, particularly UCN, Saint Pol and IDAN, play a central role in sustaining the training activities developed during the project.

Their expected contributions after project completion include:

- continued delivery of the micro-credential courses,
- integration of learning materials into existing educational activities,
- adaptation and update of course content where necessary,
- and participation in future initiatives related to tourism skills and lifelong learning.

As organisations already active in education and professional training, these partners provide the operational foundation for continuing the educational dimension of MCEU beyond the funded implementation period.

6.2 Industry, Training and Employability Expertise

Lobster Ink, SAF and Hosco contribute complementary expertise that strengthens the long-term relevance and applicability of the MCEU results within the tourism and hospitality sector.

Lobster Ink provides industry-oriented training expertise and practical learning content aligned with the operational realities of hospitality and tourism. Its continued involvement supports the quality and relevance of the training materials and helps ensure that future learning activities remain connected to evolving industry needs.

Hosco contributes expertise linked to employability, professional networks and the broader hospitality talent ecosystem. Through its connections with learners, professionals and employers in the sector, Hosco may support the visibility and promotion of the micro-credential courses beyond the project lifecycle.

SAF contributes practical sector knowledge and supports the connection between training activities and the realities of hospitality operations and workforce development.

Together, these partners strengthen the market relevance of the MCEU results and support future opportunities for dissemination, industry engagement and wider adoption of the micro-credential approach.

6.3 Digital Credential Infrastructure

Diplomasafe plays an important role in supporting the continued availability of the digital credential infrastructure established during the project.

Following the project completion, the infrastructure will remain available for the issuance of verifiable digital micro-credentials linked to future course delivery. This supports continuity for learners and preserves one of the project's core functionalities.

The continued use of digital credentials also contributes to broader European objectives related to transparency, portability and digital recognition of learning achievements.

6.4 Dissemination, Sustainability and Strategic Development

As WP lead for communication, dissemination and sustainability activities, Access Advisors will continue supporting the long-term visibility, positioning and strategic development of the MCEU results beyond the project period.

This includes supporting:

- stakeholder engagement and outreach activities,
- connections with wider European skills and tourism initiatives,
- identification of future collaboration and funding opportunities,
- strategic positioning within initiatives such as the Pact for Skills, the Union of Skills and the Tourism Large Scale Partnership,
- and the development of the proposed MCEU Skills Alliance.

Access Advisors may also contribute to expanding the visibility and adoption of the project results through future partnerships, policy engagement activities and participation in new European initiatives related to tourism skills, lifelong learning and micro-credentials.

Any future use of partner names, brands or logos beyond the formal duration of the project would remain subject to the respective organisation's approval procedures and branding policies.

This role supports not only the dissemination of the project outcomes, but also their long-term integration into wider European discussions and cooperation frameworks linked to skills and workforce development.

6.5 Joint Responsibility for Long-Term Continuation

Although each partner contributes differently, the sustainability of MCEU ultimately depends on continued cooperation between the consortium members.

The project created a collaborative foundation bringing together expertise in education, tourism training, digital credentials, employability and dissemination. Maintaining these connections after the project period increases the likelihood that the results will continue evolving through future activities, partnerships and initiatives.

The proposed MCEU Skills Alliance may provide a practical framework for supporting this continued cooperation and ensuring that the project outcomes remain visible and active beyond the project lifecycle.

Any future continuation activities or collaboration beyond the formal duration of the project would remain subject to separate agreement between the relevant organisations and aligned with their respective strategic priorities and available resources.

Table 5. Roles of Consortium Partners After Project Completion

Partner	Main Post-Project Role
UCN, Saint Pol, IDAN	Continued course delivery and integration into training activities
Lobster Ink	Industry-oriented learning content and hospitality training expertise
Hosco	Visibility, employability and outreach to hospitality professionals and employers
SAF	Sector expertise and connection to hospitality workforce needs
Diplomasafe	Continued availability of digital credential infrastructure
Access Advisors	Dissemination, sustainability coordination, strategic positioning and future development opportunities
All consortium partners	Continued cooperation through future initiatives and the MCEU Skills Alliance

7 Roadmap for Future Development

The sustainability of the MCEU results will depend on the consortium's ability to gradually transition from project implementation to long-term continuation and future development. For this reason, sustainability activities are not limited to the post-project phase, but begin during the final stage of the project implementation period.

The roadmap below outlines the main actions and priorities expected during the final phase of the project, the first years following completion and the longer-term development of the MCEU approach.

7.1 Final Project Phase and Transition Activities

During the final phase of the project implementation period, the consortium will focus on preparing the transition from EU-funded activities to longer-term continuation and exploitation of the project results.

Key activities during this phase include:

- preparation of the sustainability and exploitation framework,
- discussions between partners regarding continued course delivery,
- identification of future collaboration and funding opportunities,
- dissemination of pilot results and learner outcomes,
- engagement with relevant European initiatives and sector stakeholders,
- and exploration of the structure and objectives of the proposed MCEU Skills Alliance.

During this period, the consortium will also begin positioning the project results within wider European discussions related to tourism skills, lifelong learning and micro-credentials, including connections with the Pact for Skills, the Union of Skills and the Tourism Large Scale Partnership.

This transition phase is essential to ensure that sustainability activities are embedded into the project before the formal end of the implementation period.

7.2 Short- to Medium-Term Development

Following the conclusion of the project, the consortium intends to focus on the continuation and gradual expansion of the MCEU activities.

Priority actions may include:

- continued delivery of the micro-credential courses,
- continued use of the digital credential infrastructure,
- adaptation and update of learning content,
- engagement with additional education providers and tourism stakeholders,
- and participation in future European projects related to tourism skills and lifelong learning.

The consortium will also continue exploring opportunities for cooperation, visibility and scaling through European skills and tourism initiatives.

The proposed MCEU Skills Alliance may serve as a coordination mechanism supporting ongoing collaboration between partners and helping maintain visibility of the project results beyond the project lifecycle.

7.3 Long-Term Outlook

Over the longer term, the consortium aims to contribute to wider European developments related to tourism skills, workforce development and micro-credentials.

The experience gained through the project, particularly through the successful implementation of the pilots, creates a strong foundation for future collaboration and expansion.

The consortium also sees potential for:

- development of additional training offers,
- broader adoption of the micro-credential methodology,
- stronger cooperation with tourism and hospitality stakeholders,
- and integration into future European tourism skills initiatives, including the future European Tourism Skills Academy.

The long-term objective is to ensure that the approaches, partnerships and learning models developed through MCEU continue generating value beyond the original project duration.

Table 6. Future Development Roadmap

Timeline	Main Priorities
Final phase of project implementation	Sustainability preparation, dissemination of pilot results, future partnership development, exploration of MCEU Skills Alliance
0–3 years after project completion	Continued course delivery, credential issuance, expansion of partnerships and participation in future EU projects
Long term	Scaling through European tourism and skills initiatives and continued development of the MCEU approach

8 Outlook and Next Steps

The MCEU project has established a strong foundation for the continued development of micro-credentials within the tourism and hospitality sector. Through the collaboration between education providers, industry-oriented partners, digital credential experts and dissemination specialists, the project has developed practical training solutions aligned with evolving labour-market needs and broader European priorities related to lifelong learning and workforce development.

The successful implementation of the pilot activities, including the engagement of more than 500 learners, demonstrated both the relevance of the training offer and the growing interest in flexible, modular learning approaches within the sector.

The consortium views the end of the project not as the conclusion of the initiative, but as the beginning of a new phase focused on continuation, scaling and further collaboration. The sustainability approach outlined in this document provides a realistic framework for maintaining the project results through continued educational delivery, digital credential issuance, future partnerships and ongoing engagement with European skills and tourism initiatives.

The proposed MCEU Skills Alliance represents an important step toward maintaining collaboration between partners and supporting future opportunities linked to tourism skills, micro-credentials and lifelong learning.

By combining educational expertise, industry relevance and strategic cooperation, the consortium aims to ensure that the results developed through MCEU continue contributing to skills development and workforce preparedness in the tourism and hospitality sector beyond the project lifecycle.


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