Press release
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POLICY RECOMMENDATIONS

The MEGASKILLS project provides the following actionable policy recommendations for enhancing soft skills development across the EU:

Integrate Soft Skills with Green and Civic Agendas: EU funding and structural programs should explicitly strengthen the links between soft skills and green skills to enable sustainability transitions, and actively connect soft skills with civic skills to reinforce democratic participation and social cohesion.

Promote Hub Skill Training: EU strategies should advocate for training programs, including innovative video game-based methodologies, that priorities the development of Hub Soft Skills (such as Adaptability, Empathy, Self-control, and Understanding of Social Realities). Focusing on these conceptually central skills maximizes the potential contribution to the development of numerous other skills.

Develop Contextualised and Digital Tools for Stakeholder Usability: Support has to be directed toward creating simplified, context-specific adaptations and interactive digital formats of the TRM. These tools should directly link the taxonomic structure and relational map to the comprehensive definitions and assessment rubrics, ensuring accessibility and usability for diverse users, e.g., educators, HR managers, policy analysts.

Enforce Diversity and Inclusion in Soft Skills Development: Policy measures must ensure that soft skills development measures systematically address diversity in all dimensions, giving particular attention to mitigating gender gaps and accounting for cross-generational and cross-cultural differences in how skills are perceived, developed, and applied. This ensures that soft skills development initiatives are inclusive and equitable across all demographic groups.

Integrate commercial video game-based training into Active Employment Policies and Vocational Education. Public Employment Services (PES) and Vocational Education and Training (VET) centres should incorporate certifiable training modules based on commercial video games into reskilling/upskilling programs, especially in sectors facing skills shortages. This can be implemented through FSE+ co-funded pilots in priority VET sectors (Industry 4.0, health, logistics), with protocols of 5 hours per week, intermediate certifications to reduce dropout, and instructor training in hybrid facilitation. **Expected impact:** increased reintegration rates (+30-50%) for long-term unemployed and improved employability for youth transitioning to work.

Establish a European Micro-Credential Framework based on scientifically validated behavioural data from video games. Policymakers should develop a European technical specification for certifying soft skills from video games, integrable into Europass Digital Credentials Infrastructure (EDCI). This addresses the gap whereby traditional Europass certifications are less valued (45% requested in pilots), with users preferring practical evidence. Implementation should involve technical standards

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defined by JRC + DG EMPL (2026-2027) with cross-validation using psychometric test banks, interoperability with national qualifications (MQF/EQF) and employment platforms (EURES), and pilots with 5,000 users in 10 Member States (2028). **Expected impact**: better transparency in skill profiles, reduced employer-candidate information asymmetries, cross-border recognition of informal learning.

Integrate practical transfer methodologies in corporate training policies. Policies for enterprise continuous training (co-funded by sectoral funds) should include mentoring/coaching modules post-gameplay to ensure transfer to the workplace, as use cases demonstrate that without facilitator support, transfer of in-game competencies is limited. Implementation should involve 3-6 facilitated sessions (90 min each) interspersed with play periods, sector-specific materials developed by business associations (cases in construction, health, advanced manufacturing), and certification for facilitators (train-the-trainer, 20h). **Expected impact**: increased training ROI, reduced staff turnover, improved organisational climate.

Establish a "PEGI+" certification system tagging European commercial video games for their potential educational benefits. Beyond the current PEGI system that focuses on age-appropriate content and potential negative impacts, policymakers should support the development and adoption of a complementary PEGI+ system that identifies and certifies the educational and skill development potential of commercial video games. This would help educators, employers, and training institutions identify suitable games for formal and informal learning contexts, based on scientifically validated evidence. Implementation should involve collaboration between PEGI, game developers, educational researchers, and certification bodies to establish transparent criteria and validation processes. **Expected impact:** Proliferation of European video games in the international market thanks to their demonstrable positive values, increased legitimacy of game-based learning, reduced stigma around video games in educational contexts, better information for institutional buyers and policy makers.

Recognise behavioural digital traces from games as valid assessment evidence for transversal skills. The MEGASKILLS project demonstrates that behavioural digital traces generated during gameplay can serve as robust, scientifically grounded indicators of transversal soft skills.

Promote accessible, engaging soft skills learning tools for employability and inclusion. Findings from MEGASKILLS reveal that accessible game-based learning tools can significantly support employability, particularly among groups at risk of labour market exclusion.

Support EU-wide experimentation with game-based learning through innovation funding. The MEGASKILLS project has developed a replicable, TRL6 level solution that demonstrates strong potential for wider adoption but requires further large-scale validation across diverse educational and labour market contexts. Pilot activities carried out in the Czech Republic, Spain, France, and Belgium confirm the scalability of the approach and its relevance across different countries and learner groups. To build on this momentum, continued EU level support for experimentation and piloting is essential.

Invest in AI and Gamified Solutions for Soft Skills Development: Support the integration of AI and gamified platforms in education and vocational training, addressing sectoral skills shortages.

Expand Digital Access and Infrastructure: Governments should invest in digital infrastructure to reduce the digital divide, ensuring equitable access to soft skills development tools.

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Foster Public-Private Partnerships for Soft Skills Initiatives: Encourage collaboration between educational institutions, employers, and technology providers to co-design and implement industry-aligned soft skills programs.

Strengthen Dissemination Infrastructures: Promote communication frameworks to ensure innovative soft skills methodologies are widely adopted across EU education and employment systems.

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