



Skills Pass

**Skills Pass 2026:
Pre-Departure Course & Hospitality and
Tourism**

Briefing for Social Partners

Institute of Tourism Studies – Skills Pass
Unit

What is the Skills Pass?

- A mandatory national system verifying suitability of third-country nationals to work in Malta
- Includes learning, assessment, and sector-specific validation
- Administered by the Institute of Tourism Studies (ITS) in collaboration with Identità, Jobsplus and other stakeholders
- Hospitality & Tourism remains a regulated sector under Skills Pass

New Structure (2026)



Phase 1:

- Living and Integrating in Malta
- Rights and Obligations at the Workplace
- English Proficiency Test



Skills Pass

Tourism & Hospitality

Phase 1:

- Basic Customer Care
- Basic Maltese Tourism Product
- Occupation Assessment

Phase 2

One **Phase 2** Interview covering all Phase 1 courses, English Language, Sector & Occupation.

Certificates

2 Certificates:

- Pre-Departure Course
- Certificate of Full Skills Pass Achievement

New Fee Structure (2026)



Fee: **€245**

If candidate does not have to do the Skills Pass then a second interview fee of **€5** needs to be paid prior to booking.



Fee: **€230**
(including Interview Fee)

1. Register on
Skillspass.org.mt

2. Purchase 'General
Bundle' and pay **€245**

3. Select **Sector** and if
Qualified

**4. Phase 1: Pre-Departure
Course:**

- Living and Integrating in Malta
- Rights and Obligations at the Workplace
- English Proficiency Test

8. Obtain Phase 1
Confirmation Email

7. Select **Occupation**
and carry out any
relevant assessment

**6. Phase 1: Skills Pass
Hospitality and Tourism:**

- Basic Customer Care
- Basic Maltese Tourism Product

5. Successfully pass all Pre-
Departure Online Assessments.
**Confirm Tourism and
Hospitality as your Sector** and
pay **€230** (including interview
fee)

**9. Book your Phase 2
Interview**

10. Carry out the **Phase 2
Interview at a nearby
VFS Centre**

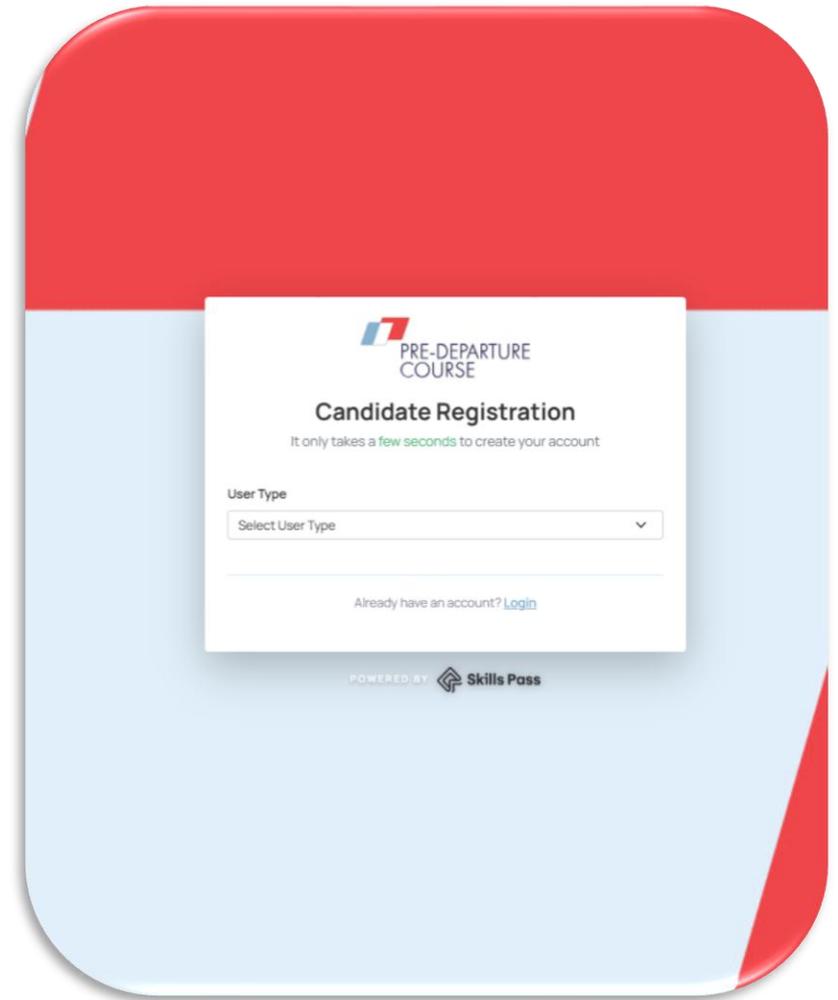
**11. Obtain 2
Certificates:**

- Pre-Departure Course
- Certificate of Full Skills
Pass Achievement



What Changed?

- New and improved centralised portal and registration process (app.portal.Skillspass.org.mt)
- 2 stage payment
- Pre-Departure Course introduced as the first mandatory requirement for all TCNs coming to work in Malta and applying for a first work permit
- Phase 1 Confirmation is no longer a certificate but a confirmation email



Who Needs the Pre-Departure Course?

- All third-country nationals applying for a first work permit in Malta
- Applicants still abroad prior to employment
- Required before proceeding to sector-specific Skills Pass
- Completion is evidenced through an official certificate on the portal



Who Needs the Full H&T Skills Pass?



- All hospitality and tourism workers applying for employment in Malta working within an MTA licensed establishment (with some exemptions e.g., cleaning attendant)
- Required in addition to the Pre-Departure Course
- Includes Phase 1 (online assessments) and Phase 2 (interview)
- Certificate of Full Skills Pass Achievement required for permit issuance

Skills Pass Categories

1. Still Abroad
2. Summer Students
3. ELT
4. Qualified candidates with an EU / Maltese Qualification ONLY

Note that:

- ! Sector Skilled is no longer available
- ! Institution / Establishment Registration will soon be available on our website

Who is Exempt?

From the Skills Pass Hospitality & Tourism **ONLY**

- ✓ Cleaning Attendants
- ✓ Non-Front Facing Occupations such as HR, Accounts, Marketing and others (email us to clarify)

From **BOTH** the Pre-Departure Course and the Skills Pass H&T

- ✓ Maltese Nationals
- ✓ EU/EEA and Swiss Nationals
- ✓ Workers already holding a work permit including those changing sector / employer
- ✓ Workers already holding a valid Skills Pass Certificate

Work Permit Requirements



Certificate of Achievement

This is to certify

Kevin Fenech

Candidate No. 123456
Nationality: Maltese

has successfully completed the pre-departure course assessment required for eligibility to work in Malta.

This assessment covered essential knowledge on:

- Maltese history and heritage**
- Cultural norms and traditions**
- Religious understanding and respect**
- Public health and hygiene practices**
- Civic responsibilities and community values**

The successful completion of this evaluation demonstrates the participant's readiness to contribute positively to the Maltese community and workplace environment.

Awarded on
20.Nov.2025

Governed by:
Ministry for Home Affairs

A handwritten signature in black ink.

Joe Bloggs
Head of Department



Certificate of Skills Pass Achievement

Full Name
[REDACTED]

Candidate Number
[REDACTED]

Job Family
Crew Member, Line Chef

Level
RED

This certificate acknowledges completion of the full Skills Pass process.

A handwritten signature in black ink.

Martina Vella Montebello
Senior Manager
Institute of Tourism Studies - Malta

Issuance Date
24-Dec-2025

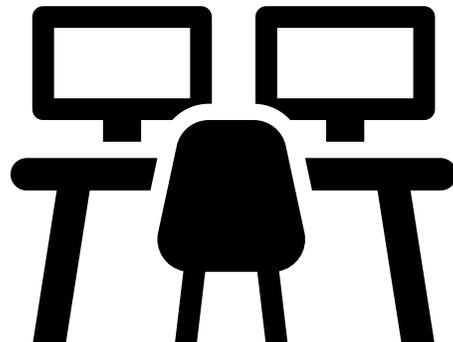


- ✓ Valid Certificate of the Pre-Departure Course
- ✓ Valid Certificate of Full Skills Pass Achievement (Hospitality & Tourism)

No work permit is issued without the required documentation

Employer Responsibilities

- Ensure candidates complete required courses, assessments, interview and obtain the relevant certificate before permit application
- Verify certificates by scanning the QR code
- Do not employ workers without valid Skills Pass documentation
- Inform candidates early about requirements to avoid delays



Transitional Arrangements

	Candidates who:	Way Forward:
1	<ul style="list-style-type: none"> ✓ Finished Phase 1 ✓ Booked Phase 2 on Original Skills Pass Portal (SP 1) 	<ul style="list-style-type: none"> • Carry out Phase 2 as planned (bookings until March 2026) • If successful obtain the certificate as per usual
2	<ul style="list-style-type: none"> ✓ Finished Phase 1 ✓ Booked Phase 2 on Original Skills Pass Portal (SP 1) ✓ Failed Phase 2 	<ul style="list-style-type: none"> • Register on the NEW Skills Pass portal with same email • Inform us via email • Restart the process at a 100% discount (available until end Jan 2026)
3	<ul style="list-style-type: none"> ✓ Was still ongoing with Phase 1 ✓ Did not complete Phase 1 ✓ Did not book Phase 2 on the Original Skills Pass Portal 	<ul style="list-style-type: none"> • Register on the NEW Skills Pass portal • Inform us via email • Restart the process at a 100% discount (available until end Jan 2026)

Transitional Arrangements

	Candidates who:	Way Forward:
4	<ul style="list-style-type: none"> ✓ Finished Phase 1 ✓ Booked Phase 2 on Original Skills Pass Portal (SP 1) ✓ Did not show up and without a valid reason 	<ul style="list-style-type: none"> • Register on the NEW Skills Pass portal • Restart the process at FULL payment
5	<ul style="list-style-type: none"> ✓ Candidates whose renewal permit has expired during their SP1.0 process ✓ Must submit a new application at Identita 	<p>If a new application is requested, they must restart the process on the NEW Skills Pass portal at FULL payment</p>
6	<ul style="list-style-type: none"> ✓ Candidates who must have the SP Hospitality and Tourism full cert for Identita but cannot proceed since Phase 2 is not currently available 	<p>Register on the new portal (discount or not depends on the above) and then finish Phase 1. Once finalised and if requested from their end via email on info@skillspass.org.mt an exemption is sent to them saying that they are exempt from Phase 2 for this year but must present it in 2027.</p>

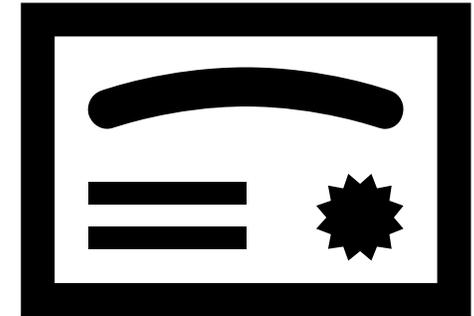
Existing Skills Pass Holders (2024 – 2025)

- Remains Valid
- **RED Skills Pass** at renewal may be granted a **two-year permit**, provided that:
 - they hold a **two-year or indefinite contract**, and
 - there are **no objections from other competent authorities**.
- **A Higher-level Skills Pass** (from **Yellow to Platinum**) may be granted a **three-year permit**, provided that:
 - they hold a **three-year or indefinite contract**, and
 - there are **no objections from other competent authorities**.

Existing Skills Pass Holders (2024 – 2025)

- **Higher-level Skills Pass colours:**

- Yellow (MQF Level 2)
- Green (MQF Level 3)
- Silver (MQF Level 4)
- Gold (MQF Level 5)
- Ruby (MQF Level 6)
- Platinum (MQF Level 7)



Common Delays & How to Avoid Them

- ✓ Late start by candidate: Applicants begin too close to start date → Advise early registration after job offer.
- ✓ Incomplete Pre-Departure Course: Assessments pending → Confirm completion before permit submission and press Complete Phase 1 when finalised to be able to proceed.
- ✓ Phase 2 interview availability → Encourage early booking and flexibility.
- ✓ Incorrect or expired certificates for qualified candidates: Wrong or outdated documents uploaded → Verify directly on the Skills Pass portal or via email.
- ✓ Payment issues: Outstanding fees or failed transactions → Ensure all required fees are settled before proceeding.
- ✓ Portal/account errors: Duplicate accounts or wrong email → Use one consistent personal email and avoid multiple registrations.

Employer Checklist

- Confirm if the worker is a third-country national and if Skills Pass applies.
- Inform candidates early about Pre-Departure Course and Skills Pass requirements.
- Ensure registration on the official portal using a single email address.
- Confirm Phase 1 and Phase 2 completion where applicable.
- Check that all fees are paid and no resits are outstanding.
- Verify completion of the Pre-Departure Course before permit submission.
- Validate the Certificate of Full Skills Pass Achievement using the QR code.
- Submit correct certificates to Identità with the application.

Need support or have questions about Skills Pass?

Our team is happy to assist:

 **Pre-Departure Course:**

predeparture@skillspass.org.mt

 **Skills Pass (Hospitality & Tourism):**

info@skillspass.org.mt

 **Phone:** +356 2379 3300

 **Website:** www.skillspass.org.mt

 **Zendesk live chat** is available on both the portal and website.

We'll be happy to support you after the session.