

# National STEAM Engagement Taskforce Charter

## Background

Malta faces intersecting challenges: the need to upskill its workforce for the twin (digital + green) transition, rapid shifts in labour market demand, and pressure on the formal education system to foster transversal skills such as critical thinking and creativity. While to date we focused on “STEM” (Science, Technology, Engineering and Mathematics) education and employment, now there is a new awareness that STEM skills alone are not sufficient for equipping our citizens to tackle complex, real-world problems and create innovative solutions.

“Art” education has long been associated with a range of skills; while creativity can be considered the basis of Art, many other valuable skills are also fostered through Art education, including adaptability, decision-making, resilience and communication, all of which are also essential for employability in current and future careers. When learners are trained using a “STEAM” approach, it affords them both a sound grounding in STEM disciplines and also a wide range of skills from Art education, equipping them with the innovation and problem-solving abilities that our society greatly needs.

STEAM career paths continue to open up not only in the traditional STEM fields, but also in the Arts sector, especially with the rise of digital arts in fields such as music, film, fashion, game design, and live performance. Many arts fields now also provide compelling careers for light, sound and visual technicians and technical designers.

Maltese traditional and heritage cultural practices have long shown a STEAM mindset that does not separate technical mastery from artistic skill, but rather considers both to be integrated and essential: architecture and masonry, boat building, wrought ironwork, intricate handcrafts such as ganutell, bizzilla and filigree, tile making, glass blowing, Festa statues and decorations, fireworks, Karnival floats and costumes, and many forms of storytelling. It is important that we appreciate and preserve our cultural heritage, but we can also use it as a context for teaching and expanding upon this fine tradition of technical ingenuity combined with artistic creativity.

The critical need for an approach that integrates STEM and Art is emphasised both in the Horizon Europe Strategic Plan 2025 - 2027 as well as in Malta's current national policies for Education Strategy, Employment Policy, and Youth Policy. Likewise, the need to foster transversal skills is part of the Strategic Plans for both the University of Malta and MCAST. Some policies even explicitly speak of STEAM, such as the Further and Higher Education Strategy by MFHEA, which states that STEAM subjects are “of key importance”.

Esplora Interactive Science Centre – through its links to research, innovation, education, and public engagement – is well placed to convene a National STEAM Engagement Taskforce to address these issues collaboratively.

## Purpose

To unite leading organisations across education, research, industry, and the arts in order to pool expertise, provide evidence based advice, and catalyse projects that strengthen Malta's STEAM ecosystem and future proof its workforce.

## Vision

A resilient, inclusive Maltese society in which every learner and worker can access high quality STEAM opportunities and thrive in a digitally driven, climate neutral economy.

## Objectives

1. Advise policymakers with clear, data driven recommendations that accelerate impactful change.
2. Support flagship initiatives (beginning with Esplora's STEAM Strategy 2030) through focus groups, data sharing, peer review, and co creation.
3. Address national challenges such as the twin transition, skills gaps, and labour market foresight by pooling insights and resources.
4. Amplify public engagement in STEAM through coordinated outreach, events, and communication.

## Scope

The Taskforce will work through three streams:

- **Skills and Workforce** with particular focus on skills gaps, learning and career pathways, STEAM career literacy through career guidance and career foresight, reskilling and upskilling, and lifelong learning. Priority will be given to STEAM careers in Malta's economic priority sectors, along with the essential sectors of education and healthcare.
- **Public Engagement** including STEAM literacy, active citizenship, dialogue between researchers and the public, citizen participation in research, public engagement training for researchers, recognition and support for public engagement efforts, investigating regional and demographic variation in STEAM capital, and outreach. Efforts aimed at citizens will target a range of ages, recognising that the STEAM capital ecosystem is multi-generational.
- **Policy and Advocacy** to ensure that evidence is turned into concrete action, including engaging with decision-makers and participating in consultations.

The Taskforce will carry out activities within and across these three streams, such as commissioning research and data analysis, issuing position papers and recommendations, coordinating joint campaigns, supporting each other's STEAM initiatives, staging STEAM events, sharing insight and resources, and lobbying for change.

## KPIs & Monitoring

In order to ensure that the Taskforce is effective, its performance will be monitored using concrete, realistic indicators within the Taskforce's sphere of influence.

KPIs should reflect not only a number of actions, but also the strength of collaboration between Taskforce members, and the impact of Taskforce actions on society.

The KPIs may include:

- Number of joint policy briefs or position papers submitted to government or national strategies (e.g. highlighting problems or opportunities, presenting data or evidence, or recommending concrete actions or policy changes to policymakers)
- Evidence of Taskforce recommendations being referenced in national or sectoral policy documents
- Number of joint or cross-sectoral initiatives or events supported or initiated by the Taskforce per year
- Number of stakeholders directly engaged by Taskforce initiatives per year (e.g. through consultations or outreach activities)
- Number of significant media mentions or public appearances per year (e.g. press, TV, or large-scale social media campaigns)
- Number of foresight or data-sharing initiatives launched (e.g. STEAM labour market scanning, trend reports, or shared data dashboards)
- Number of pilot or experimental projects in STEAM education, employment or public engagement launched
- Percentage of Taskforce members actively contributing to Taskforce initiatives

The Taskforce secretariat will monitor the KPIs and provide an annual report to the Taskforce.

The KPIs will be reviewed annually by the Taskforce, and modified as needed to support changes in Malta's STEAM landscape, challenges and opportunities.

## Formation and Operation

- Co Chairs: Esplora (permanent) + rotating sector representative (bi-annually). Refer to Annex 1.
- Secretariat: Provided by Esplora Senior Director's Office.
- Members: up to 20 organisations spanning education, industry, NGOs, cultural bodies, and government agencies. Organisations nominate one primary representative.
  - If the primary representative is unable to attend a particular meeting of the Taskforce, they may send an alternate representative, who will be considered to have the same rights and responsibilities as the primary representative.
- Other key stakeholders, or representatives of key stakeholder groups, may be invited to speak to the Taskforce, participate in relevant discussions, and/or participate in temporary working groups.
- Attend bi monthly meetings (six per year).
- Contribute expertise, data, and feedback to Taskforce deliverables.
- Uphold the Code of Conduct (below).

## Governance and Decision making

- Meetings: Bi monthly (six per year), chaired by the Co Chairs. Extraordinary meetings may be convened with two weeks' notice.
- Quorum: 50% of member organisations, including at least one Co Chair.
- Voting: Simple majority of those present; there is no casting vote, and any vote that does not obtain a majority will trigger further discussion.
- Minutes and actions: Prepared by the Secretariat and circulated within 10 working days.
- The Charter will be reviewed annually by the Taskforce and may be amended accordingly.

## Resources and Support

- Venue and logistics: Organised by Esplora.
- Operational budget: In kind staff time from member organisations; limited cash budget for commissioned research (subject to funding).

## Code of Conduct and Values

Members commit to inclusivity, transparency, respect, evidence based dialogue, and non partisan collaboration.

This Charter is adopted on 24<sup>th</sup> November 2025 by the undersigned representatives of the founding member organisations.

**Arts Council Malta**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta Chamber of Scientists**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Institute for Education**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta Chamber of SMEs**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**JobsPlus**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**MATSEC**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta Chamber of Commerce**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta College for Arts, Science & Technology**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta Chamber of Engineers**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Malta Entertainment Industry  
& Arts Association**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Ministry for Education, Sport, Youth,  
Research & Innovation**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**National Skills Council**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Tech.mt**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**University of Malta**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025

**Xjenza Malta**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: 24<sup>th</sup> November 2025



## Annex 1 – Rotating Co-Chair Role

The STEAM Engagement Taskforce will have two co-Chairs; Esplora will be a permanent co-Chair, and the second co-Chair position will be filled by other members on a rotating basis.

The second co-Chair will take an active role, alongside Esplora, in running and representing the STEAM Engagement Taskforce, as well as representing the co-Chair's own sector. This national STEAM leadership role carries with it responsibilities which the co-Chair should be prepared to fulfil.

### Responsibilities of the second Co-Chair

The second co-Chair is to:

- Participate with Esplora in setting the meeting agendas
- Serve as a spokesperson and representative of the Taskforce, alongside Esplora, at any external events or appearances (press, media) or meetings with third parties such as policy makers, funders or influencers.
- Share responsibility with Esplora for ensuring that Taskforce discussions and collaborations are respectful, inclusive and productive.
- Provide a "checks and balances" role so that the Taskforce is not perceived as being an initiative that is solely led by Esplora.
- Spearhead a specific deliverable during their term, such as conducting an initiative, leading a consultation, issuing a position paper, or hosting an event.

### Co-Chair Rotation

- The role of second co-Chair will be for a period of 6 months, and then rotate to another member.
- The co-Chair role is a voluntary position, and members are not obliged to serve as co-Chair.
- A shortlist of potential co-Chairs will be created on the basis of members indicating their willingness to serve as a co-Chair, confirming that their organisation has the necessary resources to fulfil the associated responsibilities, and indicating what they could bring to the role.
- The self-nominations on the shortlist will be ranked according to a point system, which will determine the order in which the co-Chair role will be assumed by members.
- Members who are due to serve as co-Chair, or have already begun their term as co-Chair, but find that they are unable to complete their term, may withdraw from the role.
- If a member withdraws from the role of co-Chair:
  - The next member on the co-Chair rotation list will be invited to begin their term early.
  - If the next member is not able to begin their term early, then other members may volunteer to serve as interim co-Chair, preferably to complete any initiative that the withdrawing co-Chair was responsible for.
  - If no member is able to step in as interim co-Chair, or if it is impractical to do so, then Esplora will continue as the sole Chair until the next rotating co-Chair term begins.

# Self-Nomination for Co-Chair Role

Members of the taskforce who would like to serve in the role of co-Chair will fill out the following form.

<b>Mission</b>	Strategic Alignment - How closely does your organisation's mission align with national STEAM goals in areas such as education, employment, arts and policy?
<b>Representation &amp; Engagement</b>	Sectoral Representation - Does your organisation represent a critical sector in Malta's STEAM landscape?  Stakeholder Networks - Can you bring large or unique communities into the conversation around STEAM?  Inclusivity Reach - Does your organisation engage with under-represented groups? (e.g. youth, minorities, women in STEAM, etc)
<b>Connections</b>	Network - Does your organisation have a large network that you can use to share or publicise Taskforce initiatives?  Policy Influence - Does your organisation have influence with policymakers that you can use to amplify Taskforce recommendations?
<b>Capacity</b>	Capacity to Deliver - Does your organisation have the staff, expertise and time to be able to contribute actively as a co-Chair for a 6-month term?
<b>Experience</b>	Track Record - Does your organisation have experience in leading national initiatives?
<b>Resources</b>	Resources - What in-kind contributions can your organisation provide as co-Chair? (venue hosting, data collection, marketing platforms, expertise, etc)



