



## The role of micro-credentials in facilitating labour market learning

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NEW VET “Network fostering the European Work-based learning system for VET providers”, 6 July 2021



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# Surge in interest in online learning

- ✓ A wide variety of **public** and **private** stakeholders providing short learning courses - in response to the need for more flexible, learner-centred forms of provision of education and training for lifelong learning
- ✓ The **coronavirus pandemic** has also brought **micro-credentials to the limelight**
- ✓ This might signify a more permanent shift as we move to more and more **digitalisation of learning and work**
- ✓ The **portability** and **transferability** of micro-credentials, largely depends on their **visibility** and **perceived value** to others, notably to education institutions and employers!



# The perspective of the private sector

- ❖ Cisco career certification
- ❖ Google career certificates
- ❖ IBM-blockchain based system
- ❖ Microsoft in partnership with LinkedIn





# Master skills with in-depth learning



## Learner outcomes on Coursera

87% of people learning for professional development **report career benefits** like getting a promotion, a raise, or starting a new career

- Coursera Learner Outcomes Survey (2019)

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## The emerging role of micro-credentials



# Why a study on micro-credentials?

- ❖ Recent research carried out on micro-credentials focus on **higher, academic education**.
- ❖ This overlooks the potential role of micro-credentials in and for **vocational and professional education and training**.
- ❖ It overlooks the potential role of micro-credentials outside formal education and training, **notably companies and labour market sectors**.



# The challenge of defining Micro-credentials

- ❖ Definitions (from OECD, EU, BFUG 2020..) point to **key characteristics** of micro credentials:
  - delivered in a **digital form**
  - broadly understood as statements acknowledging (based on documentation and/or assessment) that a person has **acquired learning outcomes** and/or **competences** related to a **limited and specific area**
  - Credentials may be **part of or adding to formal qualifications**, they may however also be **independent** to these..
- ❖ Do they represent a **genuinely new form of recognition** or not?

# Timeline - Duration of the study

- ❖ The study will last 30 months
- ❖ Started December 2020
- ❖ 3 related work assignments





# Objectives

- Focus on the role played by micro-credentials in supporting **labour market related and employment relevant education, training and learning.**
- Reflect on the **impact** of MC on **existing qualifications and recognition systems.**
- Offer insights on the **characteristics of micro-credentials** and **added value** to individual learners and employees.



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# Cedefop project: Micro-credentials (2021-23)

## Three work assignments

Mapping Micro-credentials in European LM related education, training and learning

Micro-credentials and evolving qualifications systems

Micro-credentials and the added value for end users



A closer look at Work Assignments 1 -3



# Work assignment 1:

## What is the current use of micro credentials?

- ✓ To what extent are micro-credentials used **in and for labour market related education, training and learning?**
- ✓ To what extent are micro-credentials evolving outside of formal education and training systems, for example offered by **companies, professional organisations** and others?
- ✓ **What characterises** micro-credentials used for labour market purposes?

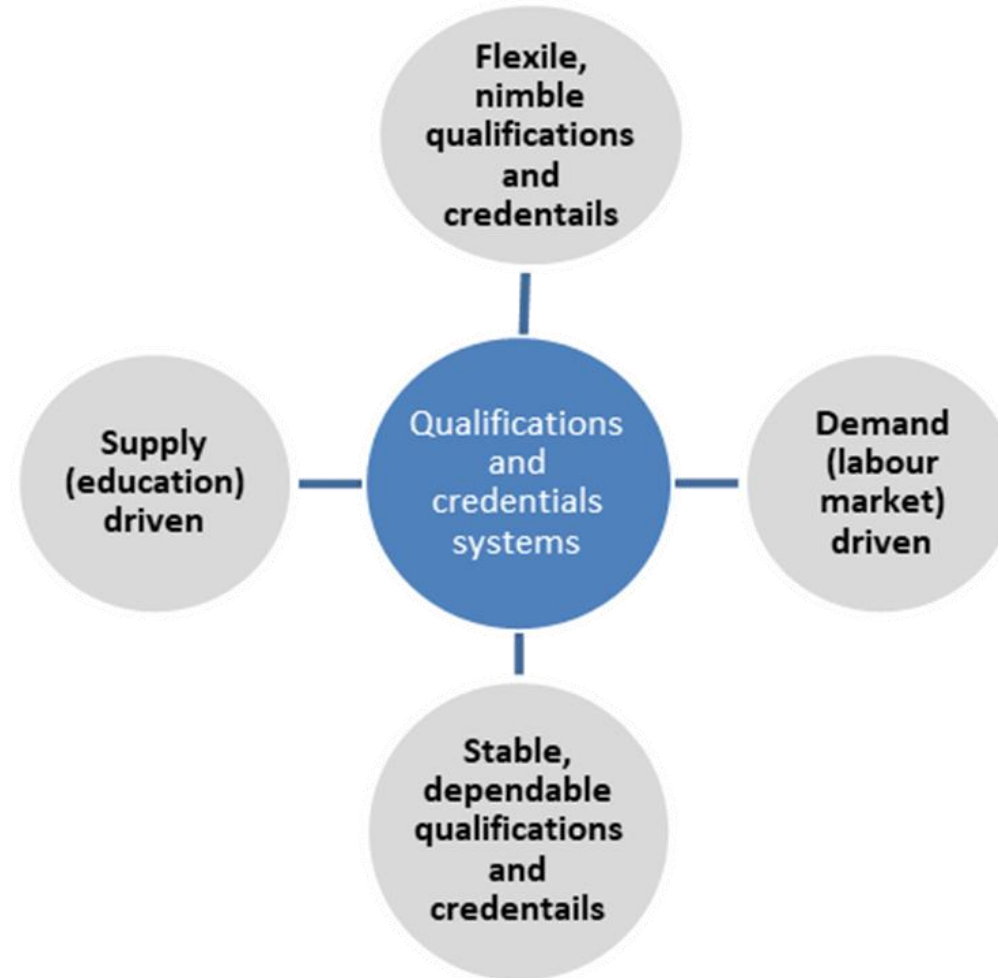




Which are the distinguishing features of micro-credentials?

- Use of learning outcomes
- Delivery forms
- Link to credit systems
- Quality assurance
- Format (digital or paper?)

# Dimensions of qualifications systems



Source: Cedefop 2010



# Work assignment 2:

## Micro credentials and evolving qualifications systems

- ✓ How are micro-credentials, **linked to and integrated** in the overall qualifications and credentials systems?
- ✓ Which are the objectives and roles, if any, of micro-credentials in **national qualifications and credentials systems**?
- ✓ What impact are micro-credentials having on the overall **balance of qualifications and credentials systems**?



## Work assignment 3:

### Micro credentials and the added value for end users?

- ✓ For end-users to trust micro-credentials, which conditions must be met to ensure **portability and transferability**?
- ✓ For **individual learners to make use of micro-credentials**, what support can be envisaged?
- ✓ How could micro-credentials play a more targeted role in supporting '**age-neutral**' systems for **VET**, strengthening the focus of up-skilling and re-skilling?



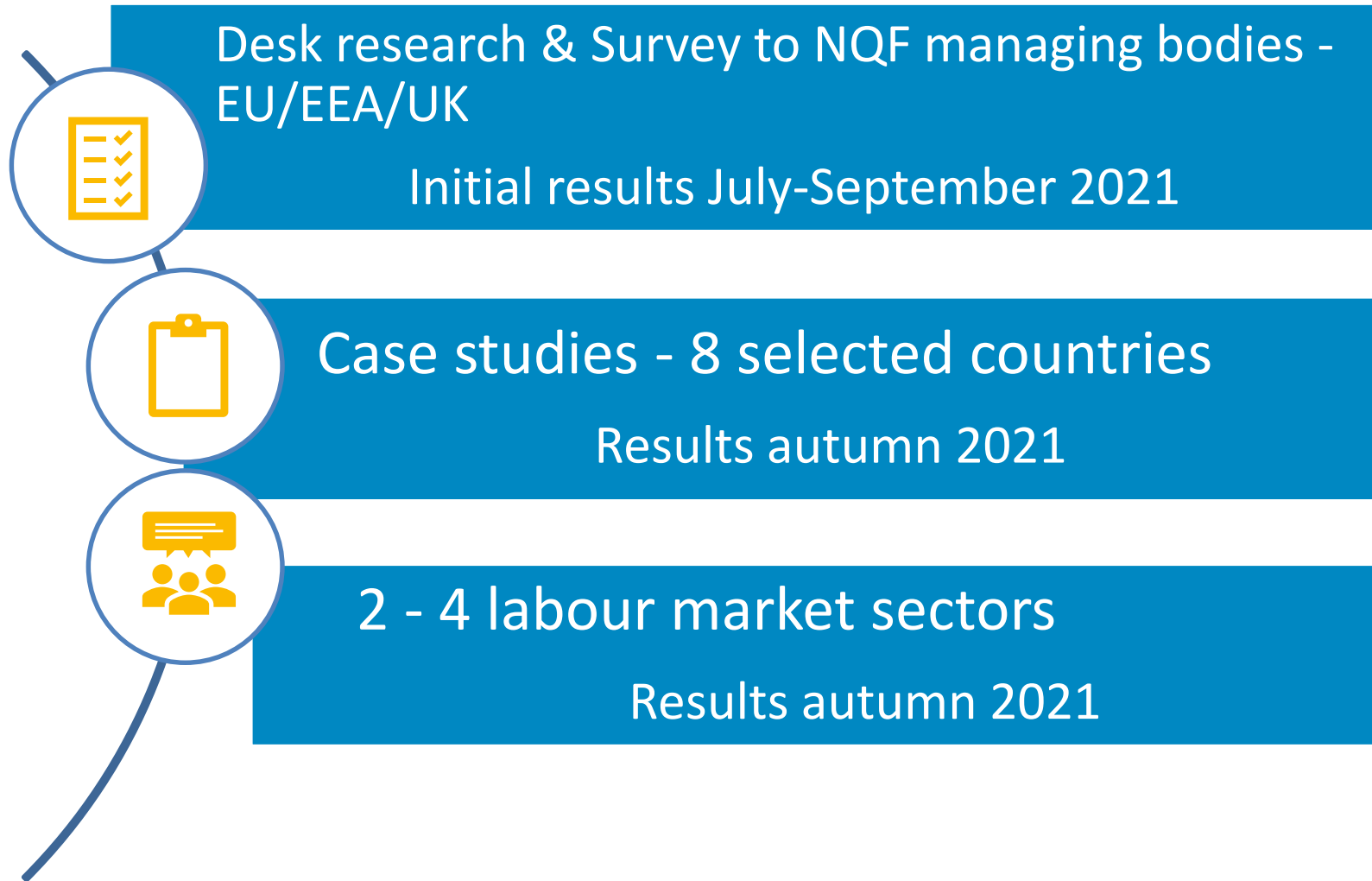


A man wearing a grey hoodie, a blue cap, and a NASA lanyard is standing in front of a large projection screen. The screen displays a presentation with a large orange trapezoid and some text. The foreground is blurred, showing the backs of several audience members' heads. A blue semi-transparent box with white text is overlaid on the bottom right of the image.

**Which approaches and  
methods are applied?**



# Main Methods





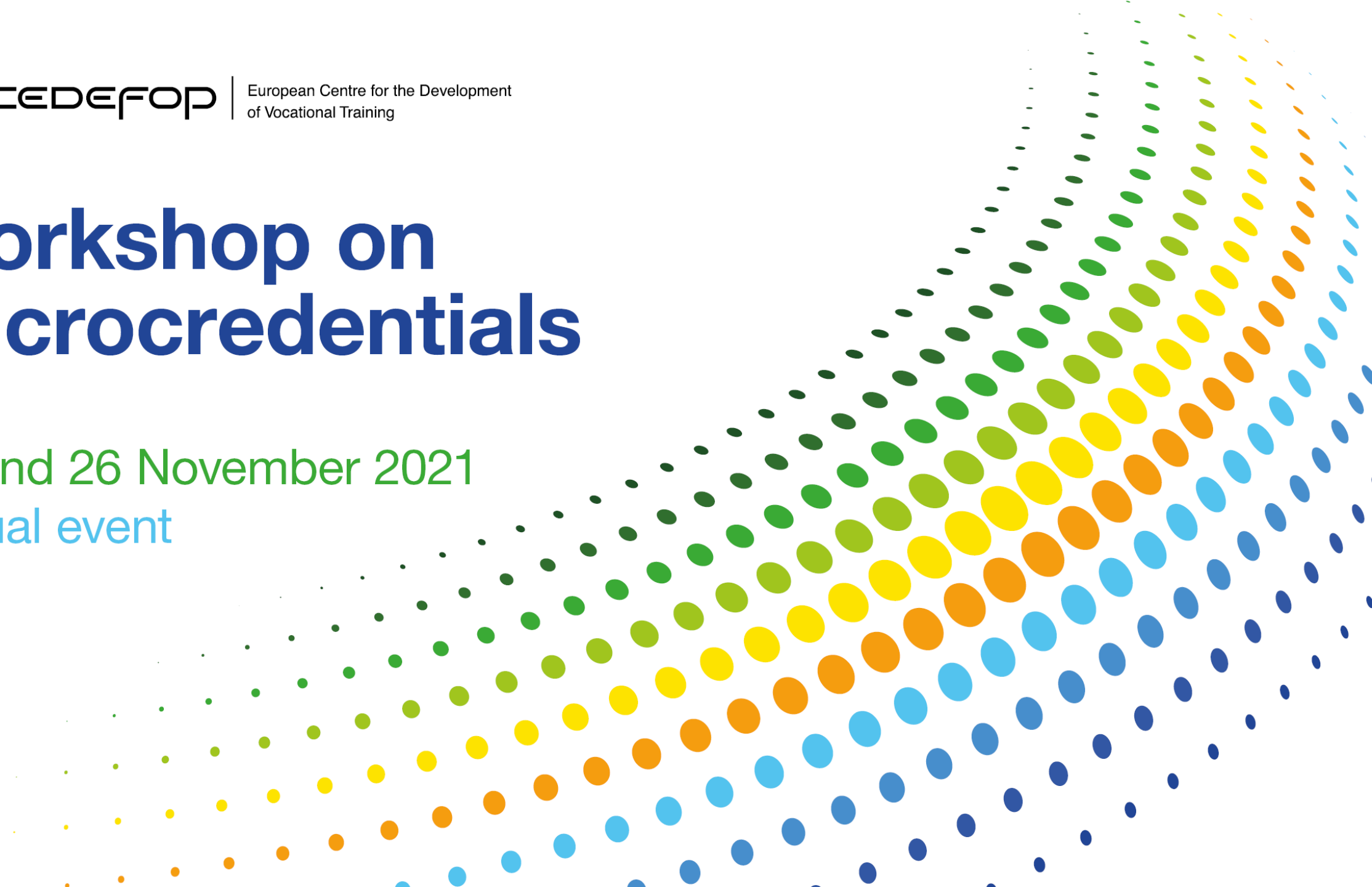
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# Workshop on microcredentials

25 and 26 November 2021

Virtual event



# Thank you

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