



Priority 4: Micro-credentials for employability



Information Day

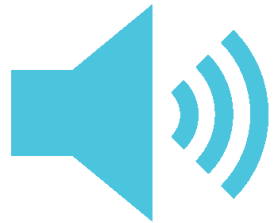
Erasmus+ Forward Looking Co-operation Projects 2023

Why micro-credentials for the labour market?

Deliver on the potential of micro-credentials



Targeted, relevant learning



Small volume, short in duration



Flexibility to fit with how people live, learn and work

Potential benefits for the workplace

- improve employee motivation
- improve retention of employees
- build a culture of CPD
- support speedier responses to needs of employers
- flexible upskilling and reskilling relevant to labour market needs

Context: Micro-credentials for employability

- Too few learners are engaging in training (after initial education)
- Skills needs are continually changing in the context of the digital and green transitions and recovery from Covid-19
- 70.5% of employers provide training to employees, but less than 1/3 of these provide certification
- Micro-credentials are actively used in some sectors but awareness and experience with micro-credentials is **low among employers**
- Uptake of micro-credentials by workers is limited by lack of support from employers and uncertainty about recognition of micro-credentials by employers

Most active sectors:

- information & communication (31%)
- accommodation & food service activities (22%)
- human health & social work activities (22%)
- manufacturing (22%)

Consultation Finding

The #1 most important aspect of micro-credentials is their recognition by employers

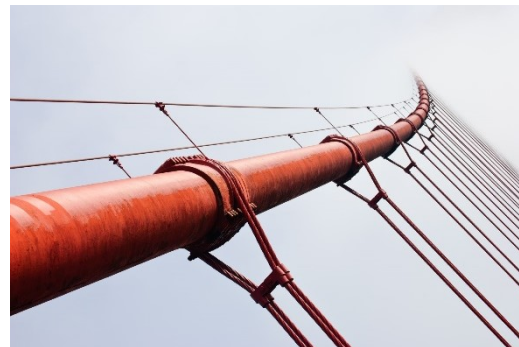
Ongoing use and exploration of micro-credentials

Analysis of skills demands; design of curricula & training; pilots.



Digitalisation, credentials, Open Badges, repositories/catalogues.

HE, VET, labour market partners



Development of guidance; sharing best practice

Council Recommendation on a European approach to micro-credentials for lifelong learning and employability

'Building Blocks'

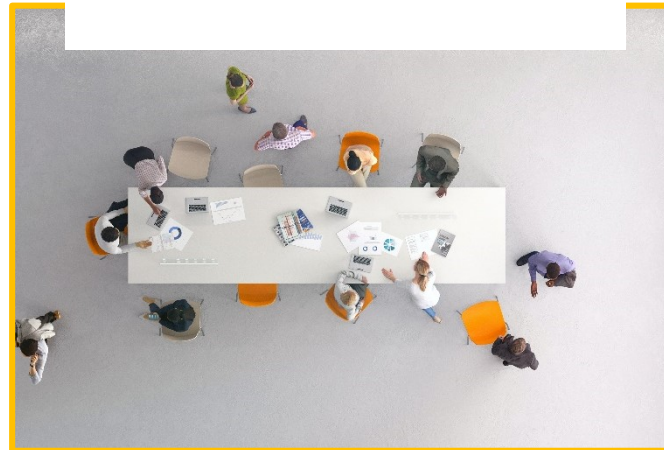


Common Definition of micro-credentials

Standard Elements

Principles for the design and Issuance of micro-credentials

Key areas for action

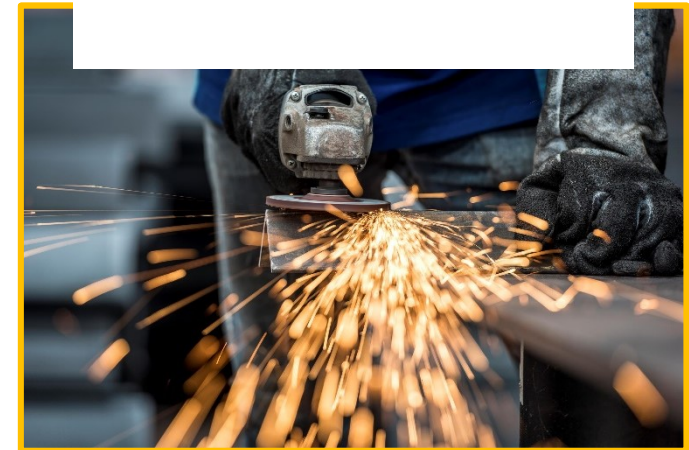


Development of ecosystems for micro-credentials

Deliver on the potential of micro-credentials

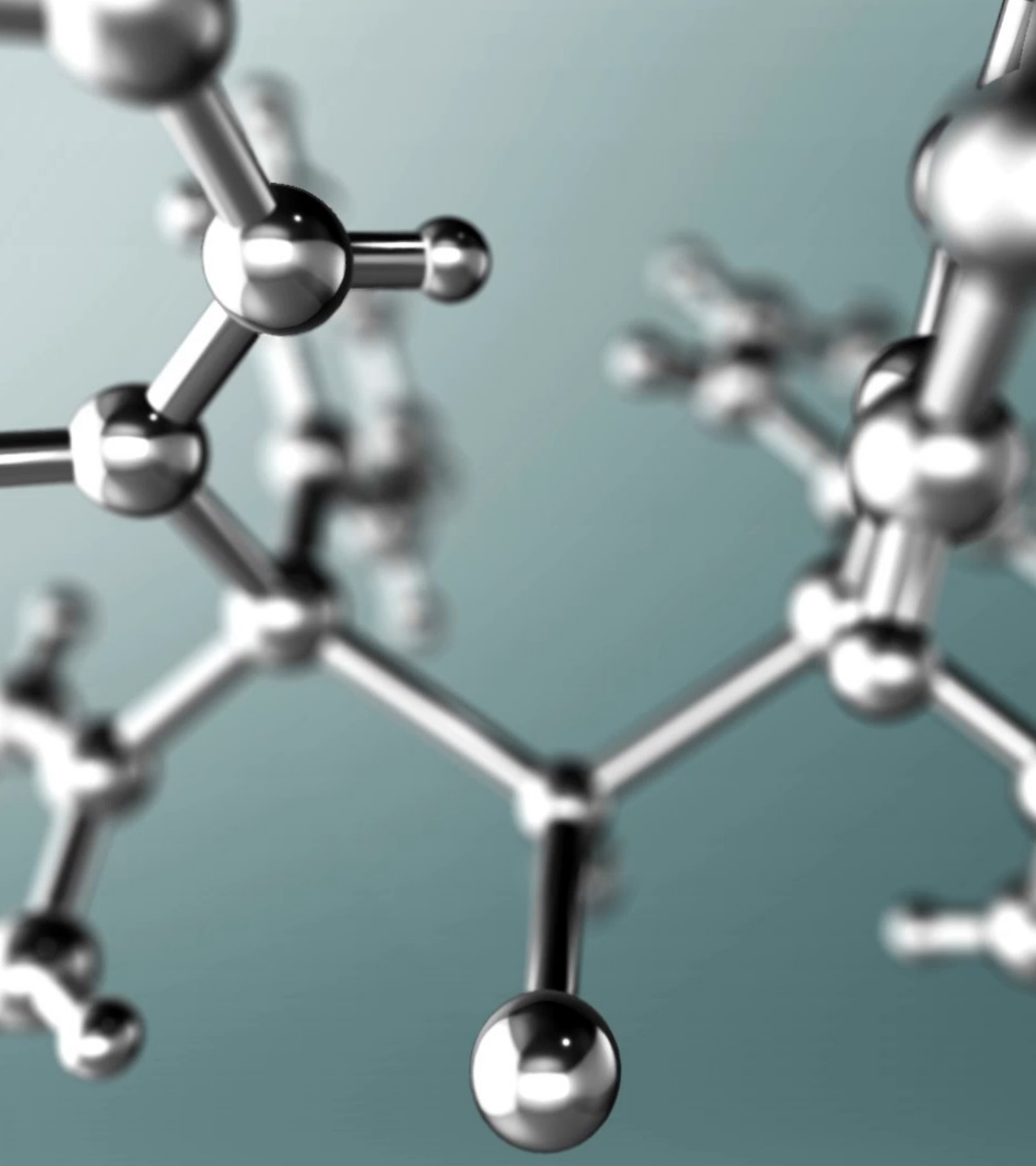
Commission Support

Focus



Education, training and skills policies

Active Labour Market Policies



Projects should address 1 or a combination of the following areas:

1. Micro-credentials for a more inclusive labour market
2. Micro-credentials for the green transition
3. Portability of micro-credentials

1. Micro-credentials for a more inclusive labour market:

how can micro-credentials be used within skills ecosystems, active labour market policies (i.e. employment services, training support and employment incentives) **to support employability and inclusion** for disadvantaged groups including such as young people, minimum income recipients, the long-term unemployed, persons with disabilities and the low-qualified **in EU labour markets.**

2. Micro-credentials for the green transition:

how can micro-credentials be designed, delivered and updated to **equip people with the necessary skills for the green transition** based on use of labour market skills intelligence and input from employers, industry and social partners.

3. Portability of micro-credentials:

how can we make best use of digitalisation, open standards and authentication services, including European Digital Credentials for Learning (part of Europass), to enable the portability of micro-credentials between countries, employers, education and training and employment systems.

Award Criteria: Relevance

- ✓ Micro-credentials for employability: the extent to which the proposal ensures that micro-credentials make use of - or explore adaptation of - **existing national systems and EU tools and services** for: (1) skills and qualifications (national qualifications frameworks, credit systems, Europass including European Digital credentials for Learning, quality assurance tools etc) and (2) employability (training systems, individual learning accounts, Public Employment Services, engagement with Social Partners, etc)

Award Criteria: Quality of the Partnership

- ✓ The extent to which the partnership includes organisations that are actively engaged in policy or practice in the areas of lifelong learning (including all levels and types of learning, education and training) **and** employment systems, including active labour market policies (i.e. employment services, training support and employment incentives).

Thank you



Common definition for micro-credentials

‘Micro-credential’ means the **record** of the **learning outcomes** that a learner has acquired following a **small volume of learning**. These learning outcomes have been **assessed** against transparent and clearly defined criteria. Learning experiences leading to micro-credentials are designed to provide the learner with specific knowledge, skills and competences that respond to societal, personal, cultural or labour market needs. Micro-credentials are **owned by the learner**, can be **shared and are portable**. They may be **stand-alone or combined into larger credentials**. They are **underpinned by quality assurance** following agreed standards in the relevant sector or area of activity.

Record

Learning Outcomes

Small volume of learning

Assessed

Owned by the learner

Shared and portable

Combined into larger credentials

Underpinned by quality assurance

Standard Elements to describe a micro-credential

Identification of the learner

Title of the micro-credential

Country/region of the issuer

Awarding body

Date of issuing

Learning outcomes

Notional workload needed to achieve the learning outcomes (in ECTS, wherever possible)

Level (and cycle, if applicable) of the learning experience leading to the micro-credential (EQF, QF EHEA), if applicable

Type of assessment

Form of participation in the learning activity

Type of quality assurance used to underpin the micro-credential