Micro-credentials: Current Practices

COMMONWEALTH of LEARNING

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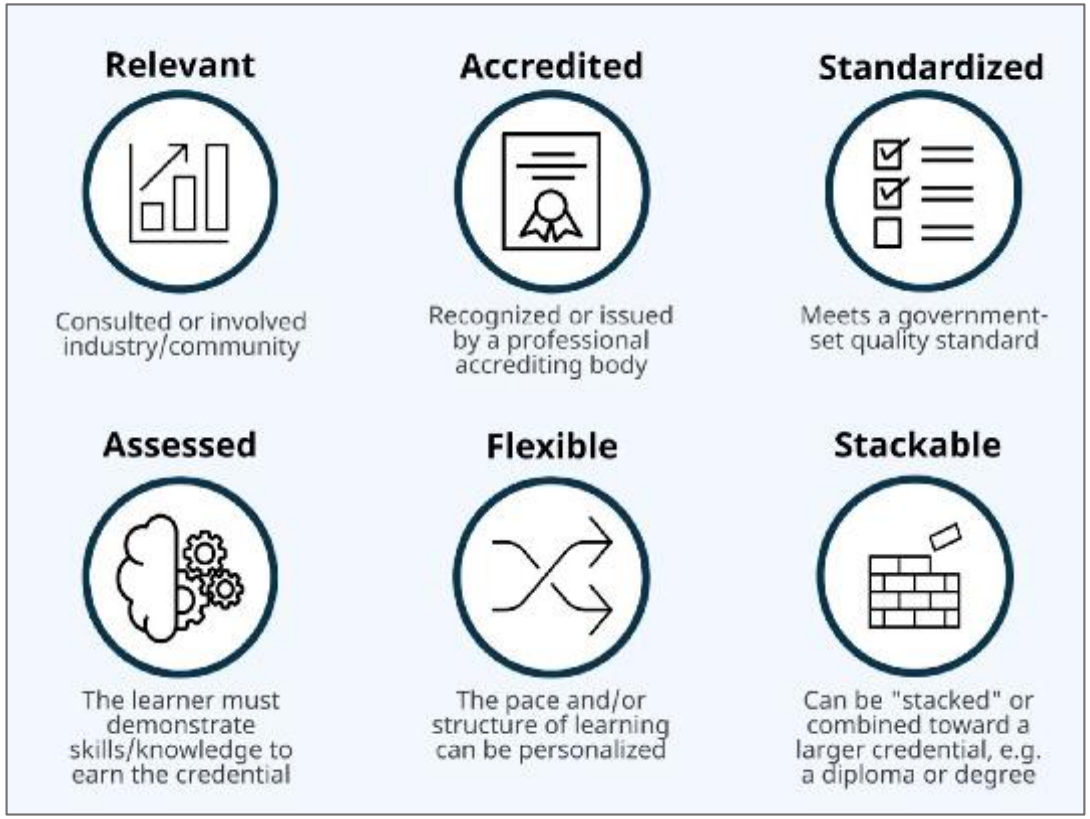


Commonwealth of Learning

A micro-credential is a representation of learning, awarded for completion of a short program that is focused on a discrete set of competencies (i.e., skills, knowledge, attributes) and is sometimes related to other credentials.

Source: Pichette, J., Brumwell, S., Rizk, J., Han, S.(2021) *Making Sense of Microcredentials*. Toronto: Higher Education Quality Council of Ontario.

@bryanMMathers

OLD SCHOOL
CREDENTIALS

NEW SCHOOL
CREDENTIALS

Signature features of micro-credentials

Figure 1: Defining Features of a Microcredential

Narrow scope: Microcredentials focus on developing a discrete set of competencies. In contrast, traditional credentials focus on a comprehensive set of interrelated competencies.

Short completion time: A narrow scope of learning allows students to obtain microcredentials faster than most traditional credentials.

Source: Pichette, J., Brumwell, S., Rizk, J., Han, S.(2021) *Making Sense of Microcredentials*. Toronto: Higher Education Quality Council of Ontario.

COMMONWEALTH of LEARNING

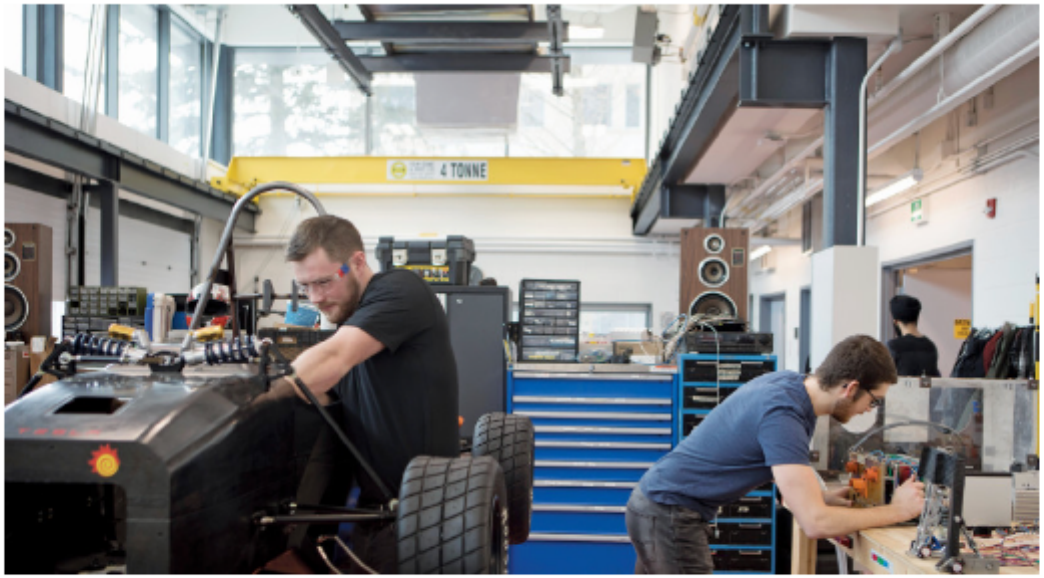
COL offers many AgMOOC short courses

EDUCATION

University students can now earn badges to recognize their merits

How universities use "micro-credentials" to recognize skills that won't appear on a transcript

by Jennifer Lewington Apr 10, 2019



Riley Dunn and Scott Sutherland (right) work on their team project at the Gerald Hatch Centre (Photograph by Chloë Ellingson)

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RMIT Creds

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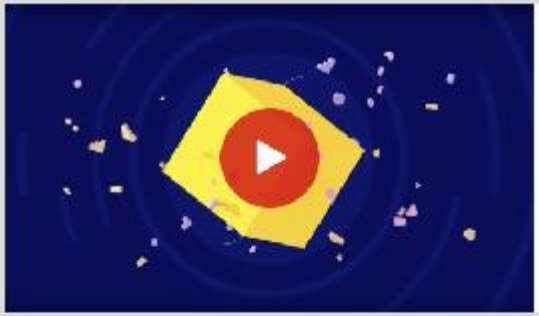
Explore all Creds



How Creds work

RMIT Creds is a digital credentials program available for all current RMIT students. You can study online, after hours, when and where you want. Creds are awarded using a verified digital badge that can be shared with your networks.

So how does it work? Choose and enrol in one or more Cred. Learn and have fun building skills and capabilities that are job and life ready. Earn a digital badge as recognition of your work and share it online.

LEARN MORE ABOUT RMIT CREDS

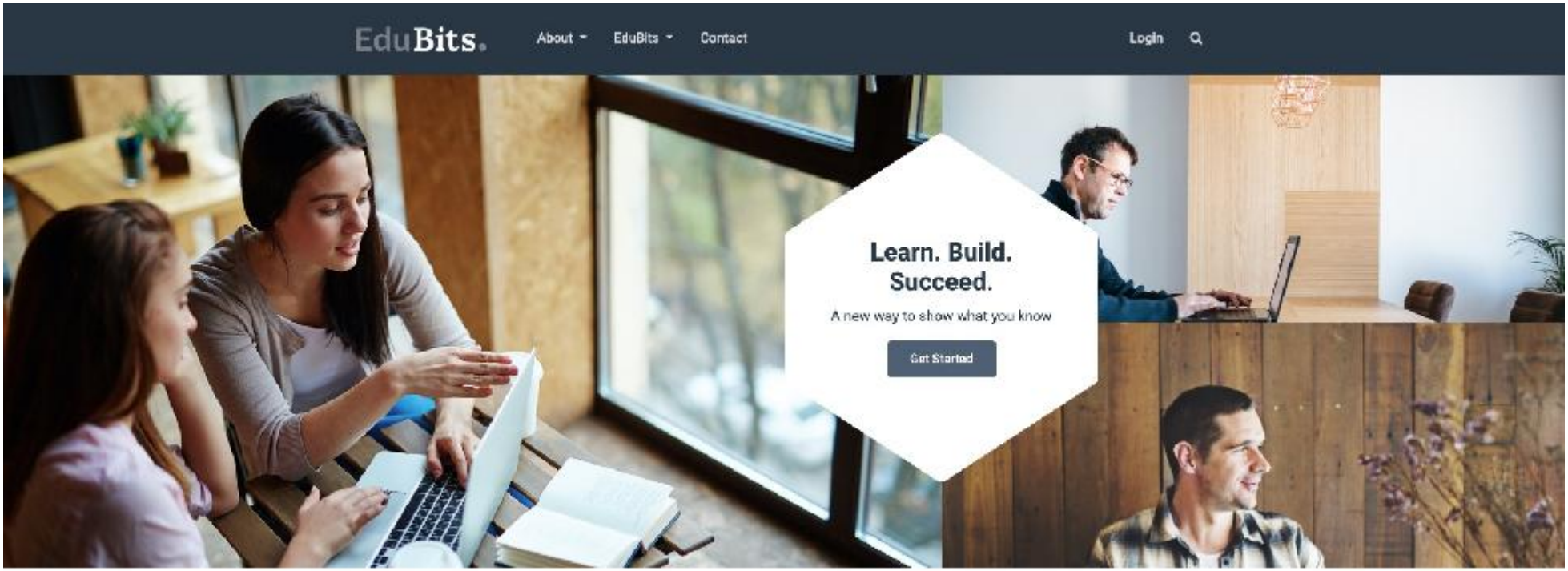
Show off your skills

Completed your Cred? Let your network know about it and show employers you've got the skills they're looking for.

Share your badge to boost your professional profile, stand out from the crowd and increase your employability. Show employers that you're motivated, and are proactive about addressing skills gaps in the changing world of work.

It's easy to share your badge on LinkedIn.

HOW TO SHARE YOUR DIGITAL BADGE



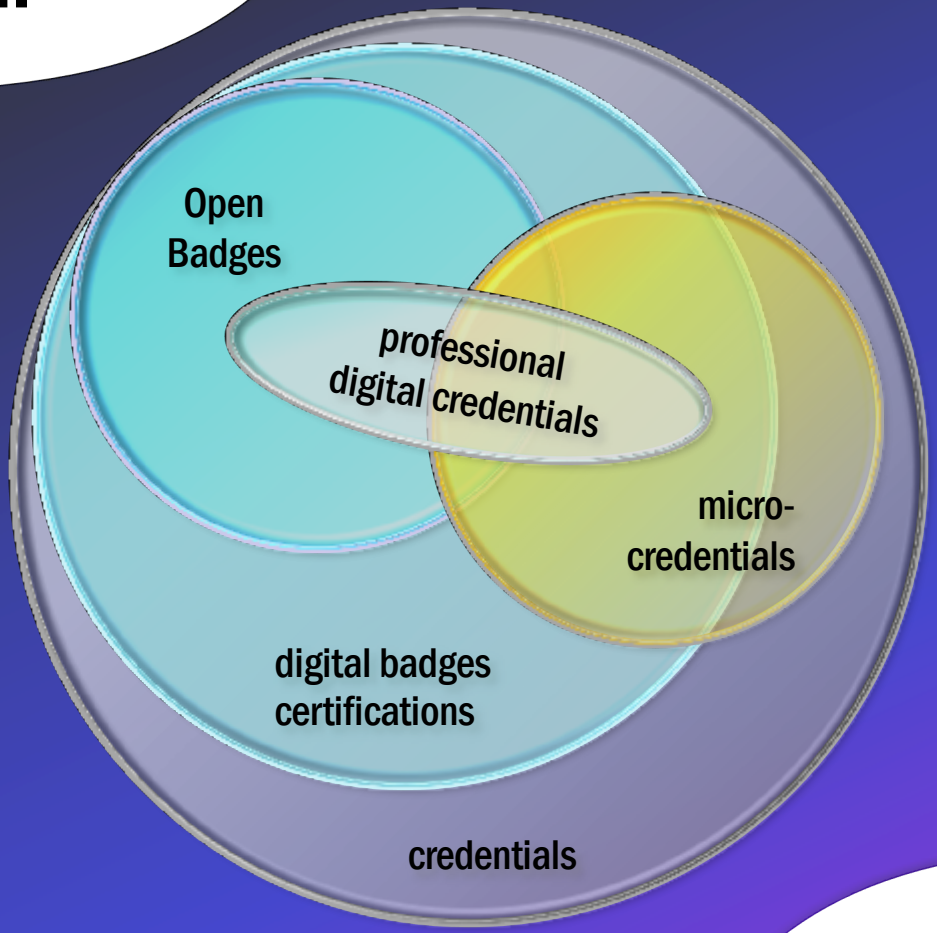
Validate your skills and 'show what you know' with EduBits, Otago Polytechnic's micro-credentials.

Have you built up skills that haven't been formally recognised? Do you need proof of specific expertise to advance your career? Want to add another qualification to your CV but struggle to find the time amongst a busy work and family life? As an employer do you wonder how much your staff training translates into skills staff use on the job? EduBits (also known as digital micro-credentials) solves these problems by allowing you to submit examples of your skills, and for these to be assessed and recognised. Each assessment is small enough to be manageable for busy people, but big enough to be meaningful to employers. Choose from the EduBit assessments we have available now or contact us to suggest another skill you think deserves recognition. Otago Polytechnic is a Category One tertiary education provider and holds the highest possible quality assured status rating from the New Zealand Qualifications Authority (NZQA) in both Educational Performance and Capability in Self-Assessment.

We need to recognize the signals of change and become more responsive and to open, modular designs for learning and recognition

Commonwealth of Learning

Mapping the micro-certification space

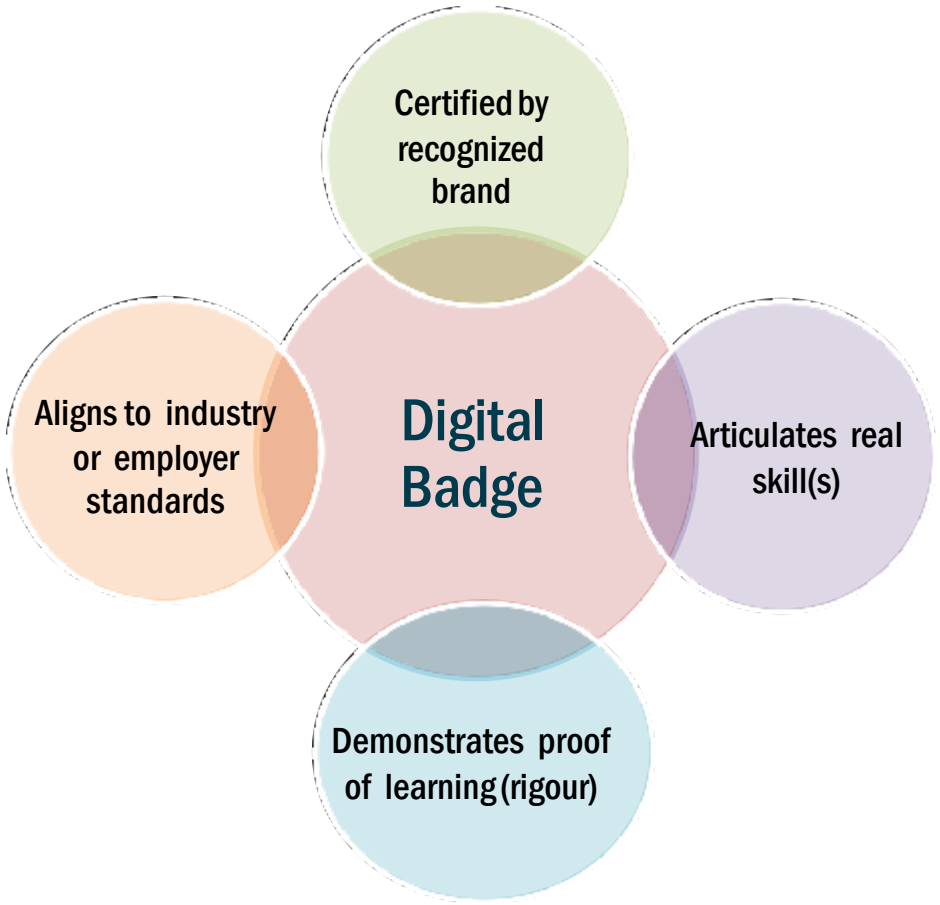


Standards-based and interoperable

CC BY Doug Belshaw dougbelshaw.com

1
Rethink the dimensions
of learning recognition

Digital Micro-credentials with Recognition Value

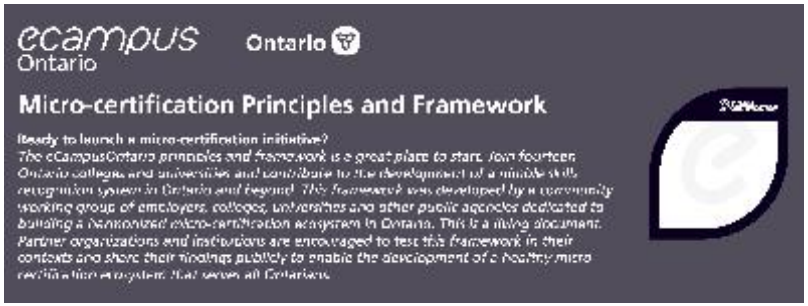


1. Define your purpose for the micro-certification
2. Identify course learning objectives
3. Align learning objectives with industry or employer standards
4. Determine the required new or updated course material
5. Create an updated modular curriculum with certified recognition elements

Source: Digital Credentials Institute (DCI)
madisoncollege.edu/continuing-education-badges

2

Agree commonly accepted principles and specifications for the micro-credential space



Government sponsored and supported approaches to common principles for micro-certification

Principles

Relevance	Micro-certifications will only be issued for competencies that are currently relevant to the labour market. Relevance is achieved through consultation and partnership between employers and post-secondary institutions.
Verifiability	Micro-certifications will be verifiable, and integrity will be maintained.
Ownership	Once awarded, micro-certifications and associated data will be the property of the earner.
Extensibility	Micro-certifications will be designed to facilitate continuous pathway for lifelong learning, where possible.

Framework

Issuing Body	Micro-certifications will be issued by an established agency, organization, institution, or employer.
Competency/skills targeted	Micro-certifications initiatives will adhere to harmonized skills and competency language and will be aligned with a common competency framework such as ESCO[1].
Outcomes	Micro-certification initiatives will recognize performance competencies explicitly aligned to underlying knowledge, attitudes and skills.
Summative assessment	Micro-certification initiatives will require evidence of achievement of outcomes. Evidence will be embedded and visible to employers.
Transcriptable	Micro-certifications will be compatible with traditional transcripts where possible.
Partner endorsement	Micro-certifications will be validated by industry partners/external bodies, where possible. This validation will confirm 1) the competency is in demand by industry and 2) the established assessment is reflective of job performance in that industry.

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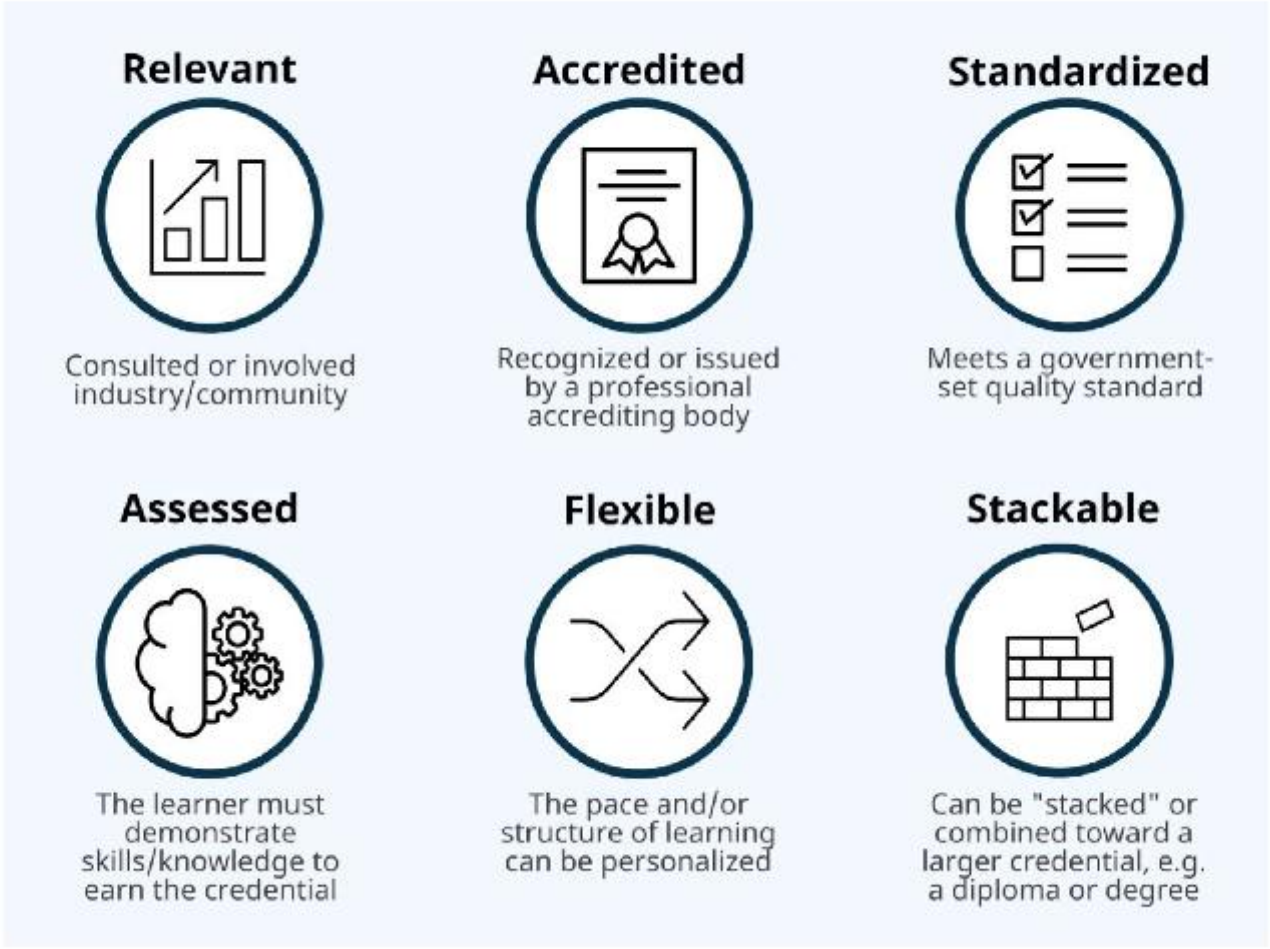
Figure 12: Microcredential Quality Markers for Postsecondary Institutions[9]



Ensuring quality in micro-credential programmes

Source: Pichette, J., Brumwell, S., Rizk, J., Han, S.(2021) *Making Sense of Microcredentials*. Toronto: Higher Education Quality Council of Ontario.

3
Plan for a modernized credentialing infrastructure

Opportunity to reframe COL AgMOOCs using competency-based assessment to award of micro-credentials

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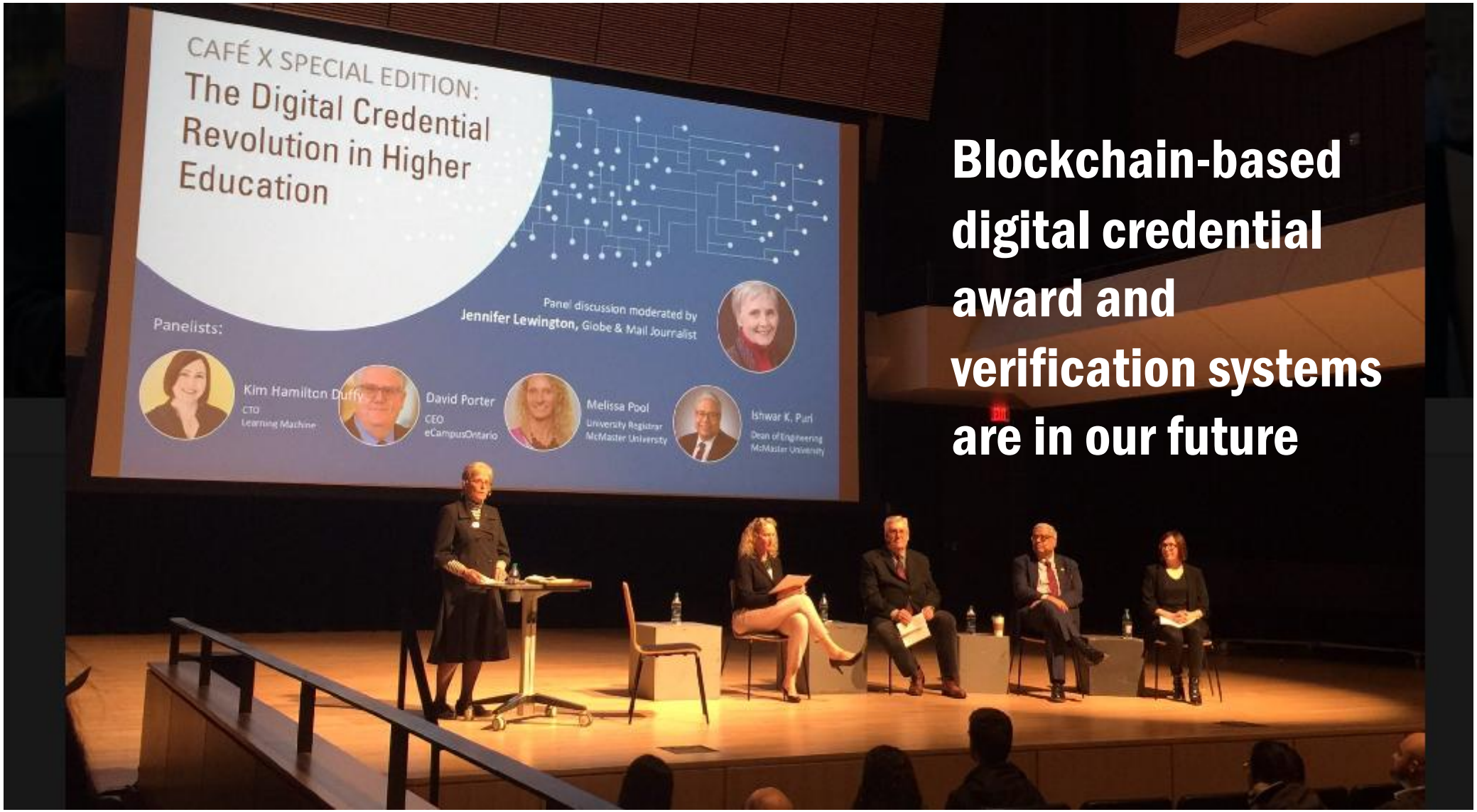
Examples of existing micro-credential systems for gardening, farming and agricultural skill development from France and the USA

Comprehensive Learner Record

IMS GLOBAL Learning Consortium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