

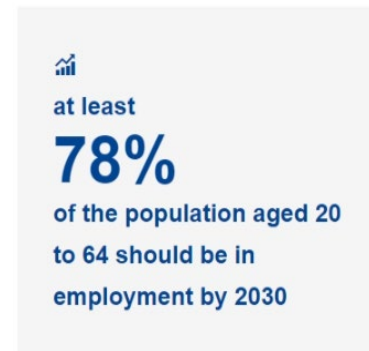


# Proposal for a Council Recommendation on A European approach to micro-credentials for lifelong learning and employability



# Problems to be tackled

- **Policy challenge:**  
growing number of people need to update their knowledge, skills and competences (green and digital transitions, COVID-19 recovery)
- Rising number of micro-credentials globally and in Europe, but:
  - **value** and **understanding** of micro-credentials not always clear
  - wide range of providers (education and training, private sector)
  - questions on **quality, transparency** and **uptake** of micro-credentials between and within countries, between sectors, from one job to another



# Objectives

- Enable people to acquire the knowledge, skills and competences they need to **thrive in a changing labour market and society**, so they can benefit fully from both a socially fair recovery from COVID-19 and just transitions to the green and digital economy
- **Support the preparedness of providers** of micro-credentials to enhance the transparency and flexibility of the learning offer in order to empower people to forge personalised learning and career pathways
- **Foster inclusiveness and equal opportunities**, contributing to the achievement of resilience, social fairness and prosperity for all, in a context of demographic change and throughout all phases of economic cycles

# Scope

- The proposal covers micro-credentials & policies that can support their effective **design** and **use**
- Micro-credentials can be used to complement & enhance education, training, lifelong learning and employability ecosystems
- The proposal does not seek to replace or disrupt existing systems or qualifications
- The proposal establishes a common European approach to the ongoing and emerging provision of micro-credentials
- The proposal sets out a definition and guidance for the design, issuance and description of micro-credentials to facilitate their quality, transparency and uptake



# Outline of the proposal

## 'Building Blocks'

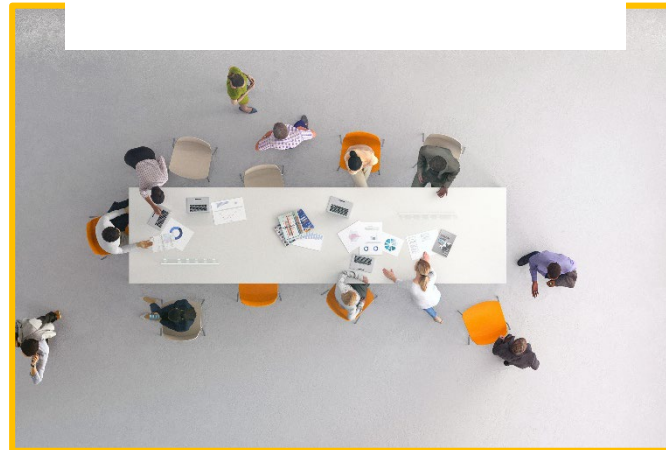


Common Definition of micro-credentials

Standard Elements

Principles for the design and Issuance of micro-credentials

## Recommendations

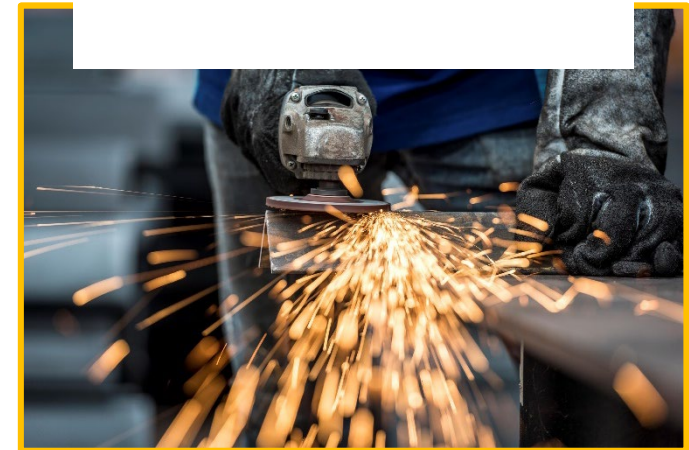


Development of ecosystems for micro-credentials

Deliver on the potential of micro-credentials

Commission Support

## Focus



Education, training and skills policies

Active Labour Market Policies



# Common definition for micro-credentials

**Mikrocertifikátem záznam výsledků učení, které účastník vzdělávání získal po absolvování učení malého rozsahu. Tyto výsledky učení byly posouzeny podle transparentních a jasně definovaných norem.**

Kurzy vedoucí k získání mikrocertifikátů jsou navrženy tak, aby účastníkovi vzdělávání poskytly specifické znalosti, dovednosti a kompetence, které reagují na společenské, osobní či kulturní potřeby nebo potřeby trhu práce. Mikrocertifikáty vlastní účastník vzdělávání, mohou být sdíleny a jsou přenositelné. Mohou být vydávány samostatně nebo jako součást rozsáhlejších certifikací. Opírají se o zajišťování kvality v souladu s dohodnutými normami v příslušném odvětví nebo oblasti činnosti.

# EU 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

## Optional Information

- Prerequisites needed to enrol in the learning activity
- Supervision and identity verification during assessment
- Grade achieved
- Integration / stackability options
- Further information

## Union principles for design and issuance of micro-credentials

1. Quality
2. Transparency
3. Relevance
4. Valid assessment
5. Learning Pathways
6. Recognition
7. Portable
8. Learner Centred
9. Authentic
10. Information and Guidance





# Recommendations to Member States



Adopt the definition



Adopt standard elements



Adopt principles for design and issuance



Development of ecosystem for micro-credentials



Delivering on potential of micro-credentials



Implementation

# Formal Learning Settings

Development of ecosystem for micro-credentials

- **support exploration of micro-credentials by Higher Education Institutions**

- widening an attractive, inclusive and learner-centred offer of lifelong learning activities
- through the activities of the European universities Alliances

- **support exploration of micro-credentials by VET providers**

- as part of continuing VET to support upskilling and reskilling of adults
- through the activities of VET Centres of Vocational Excellence

ensure the **availability of public funding** for the development and provision of programmes leading to micro-credentials, at all levels of education and training, while taking into account the institutional autonomy to allow for diversity and creativity.



# Non-formal and informal learning

Development of ecosystem for micro-credentials

- **Support delivery and design of micro-credentials by non-formal providers** including employers, social partners, civil society organisations, local authorities and private providers
- Promoting the development of micro-credentials **designed and approved by employers' and workers' representatives** through social dialogue



- adapting procedures for **recognition of prior learning and validation** of non-formal and informal learning to allow for the awarding of micro-credentials

# Quality and Transparency

Development of ecosystem for micro-credentials

- apply, adapt and develop **quality assurance mechanisms** for micro-credentials issued by different types of providers
- supporting the use of **'skills-intelligence' systems** to analyses of labour market needs and demographic changes so they can identify any needs to develop or update micro-credentials

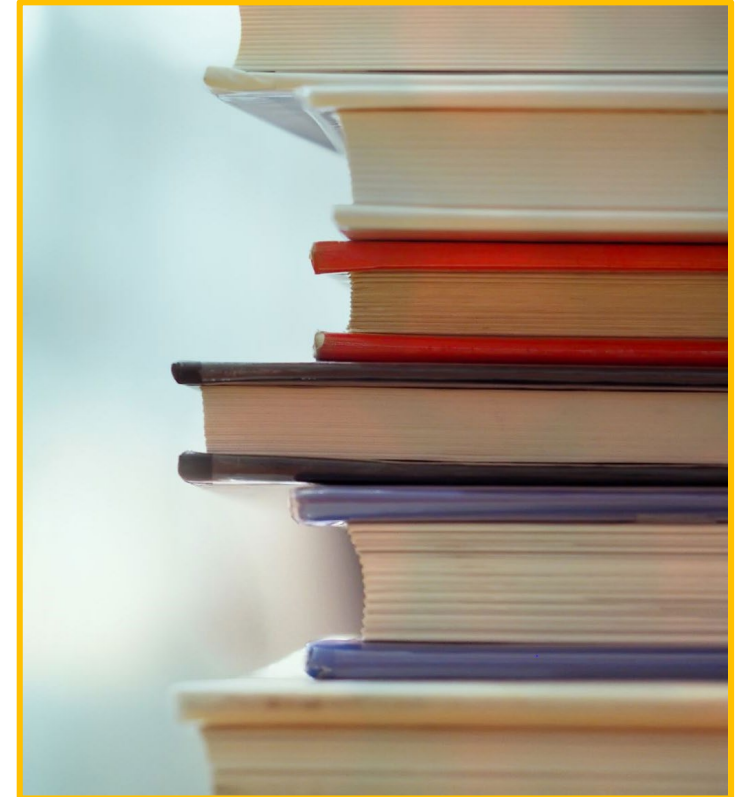


- ensuring that providers **publish catalogues of MCs** they offer, including, where relevant, their policy on the recognition of micro-credentials issued by other providers;
- **integrate micro-credentials in national qualifications frameworks and systems**, where relevant.

# Education, training and skills policies

## Delivering on the potential of micro-credentials

- include MCs in **national catalogues** of education and training courses
- use MCs to **improve access to education and training for all learners**, including disadvantaged and vulnerable groups
- use MCs to **support the transition from upper secondary or VET to tertiary education** and the completion of degree programmes
- use MCs to improve basic and advanced **digital skills**
- using MCs to support the development of learning provision in **environmental sustainability**
- promote use of MCs by education and training institutions and other providers to boost the relevance and increase the **positive impact of micro-credentials on the economy of their cities and regions**
- promoting the understanding and use of MCs through **continuing professional development for teachers and trainers as well as academics and researchers**
- promoting use of MCs for the **prompt transfer of the latest research findings into learning opportunities**
- exploring the use of MCs in the European Education Area to **challenge gender and other discriminatory stereotypes** concerning study choices and within educational practices and materials



# Active Labour Market Policies

Deliver on the potential of micro-credentials



address **skills mismatches + bottlenecks** in economic sectors and regions

to upskill and reskill workers for **in-demand skills and jobs** (e.g. digital and green)

include micro-credentials in **national registries of training opportunities linked to ILAs**

support **self-employed and non-standard workers**, incl. platform workers

support and motivate **vulnerable groups** to re-enter the labour market

as part of **Youth Guarantee**

as part of the national implementation of **EASE Recommendation**

to meet **regulatory requirements** for jobs/work (e.g. licences, mandatory training and permits)





# Member State Implementation

- define measures by **building on relevant national arrangements and financial frameworks** to implement this Recommendation
  - national resource allocations as appropriate
  - links with individual learning accounts
- **make best use of Union funds and instruments**
  - support the necessary reforms, enabling framework, development and use of micro-credentials.

# Commission Support

Develop and adapt  
existing EU tools



Technical  
implementation  
through Europass

Support co-  
operation between  
Member States and  
stakeholders



Research and Data  
Collection



# Next steps

- The Council will now discuss the proposal.
- The objective is to negotiate and adopt the proposal by June 2022.

# Thank you

