Peer-learning activity on
Microcredentials for the labour market

A sectoral approach: manufacturing and retail

#microcredentials

29 January 2024   14.00-16.00 (CET)   Virtual event

Microcredentials for VET and labour market – The EU perspective

Anastasia Pouliou
Expert in qualifications and credentials – Future of VET

Department for VET and qualifications, Cedefop

CEDEFOP'S STRANDS OF WORK AND EVIDENCE

Skills & Labour Market

What drives changing skill needs?
What skills policies can tackle skill mismatches?

Informing VET

National VET systems
Explore national VET policies and systems

What does Cedefop do?

VET knowledge centre

How do we empower individuals?
How can we make lifelong learning a reality?

Valuing VET

Statistics
VET, skills and labour market statistics

Delivering VET & qualifications

How do systems respond to new needs?
How do systems prepare for the future?

Shaping VET

Microcredentials for VET and labour market learning

Three key objectives

Mapping microcredentials in European LM-related education, training and learning

Microcredentials and evolving qualifications systems

Microcredentials and the added value for end-users

New research on microcredentials (mid 2024)

© stock.adobe.com

Cedefop has embarked on the global discussion on microcredentials

Novelty or old wine with new label?

- MCs are a **phenomenon that is growing -** address the limitation of formal QSs to **timely respond to labour market needs**

- MCs do not necessarily present a new form of recognition but a way to **define better** and **standardise** the already existing offers.

- Emerging mostly in areas such as **ICT, engineering, manufacturing, and construction**, but also in sectors such as **hospitality, human health, and social work.**
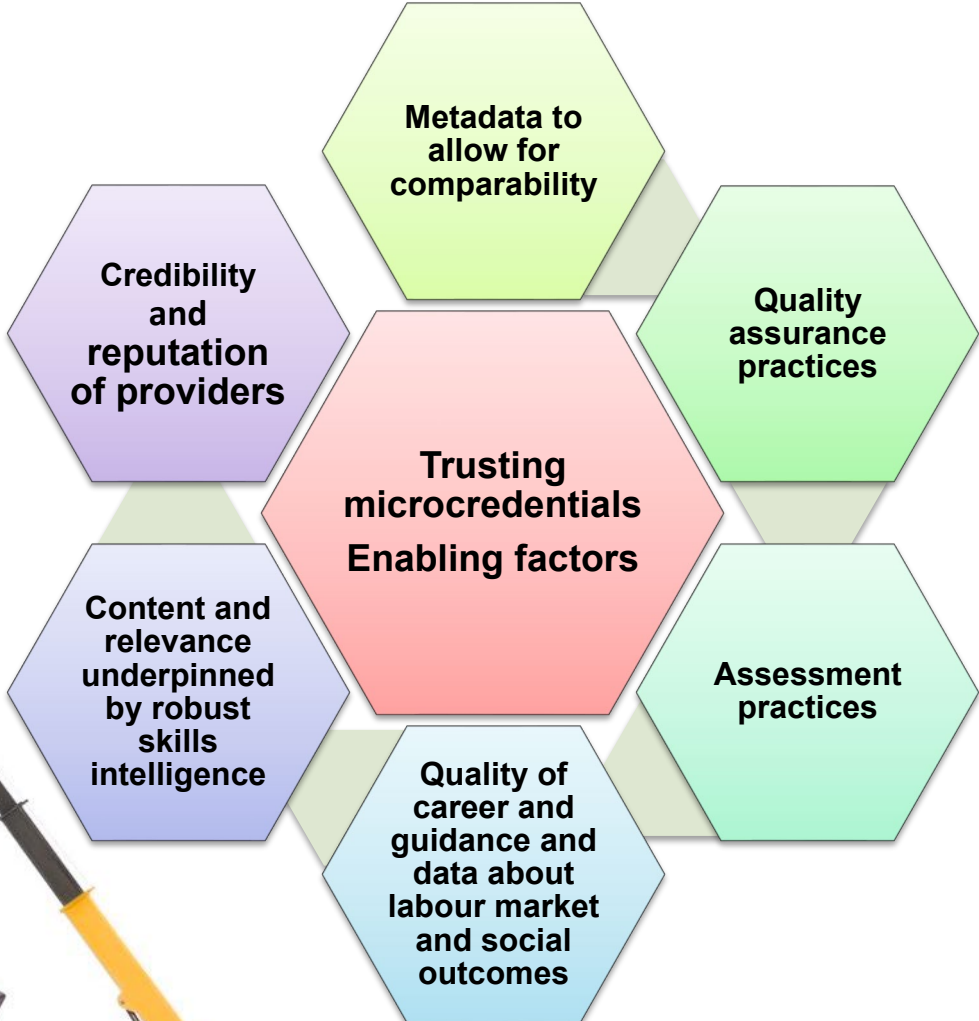
© Cedefop/Sakis Gioumpasis

4

MCs and qualifications systems

- ❑ A wide variety of microcredentials can **fall outside of the formal qualifications system**, operating in the labour market.

- ❑ Strong indications that microcredentials **will not diminish the labour market value** of recognised qualifications in the near future.

- ❑ Microcredentials can push qualifications systems to become more **flexible, adaptable** and **responsive** to labour market needs.

- ❑ Two main developments paving the way for the inclusion of MCs in NQFs are:
    - ❑ *modularisation* of qualifications
    - ❑ *opening up of NQFs to qualifications awarded* **outside formal education and training**.

- ❑ **Challenge**: can microcredentials lead to fragmentation of knowledge?

© Cedefop/Sakis Gioumpasis

CEDEFOP — European Commission

Peer-learning activity on **Microcredentials for the labour market** | A sectoral approach: manufacturing and retail | EUROPEAN YEAR OF SKILLS

📅 29 January 2024   🕐 14.00-16.00 (CET)   📍 Virtual event

Conditions for
building trust

Metadata to allow for comparability

Credibility and reputation of providers

Quality assurance practices

Trusting microcredentials

Enabling factors

Content and relevance underpinned by robust skills intelligence

Assessment practices

Quality of career and guidance and data about labour market and social outcomes

© stock.adobe.com

Source: Cedefop, (2023)

Microcredentials (MCs) for VET & labour market learning are promising, but getting things right is a balancing act

STRENGTHS

Labour market responsiveness

Up/reskilling & lifelong learning

Skills validation potential

Providers/employers cooperation

Broadening access to learning

Flexible learning pathways

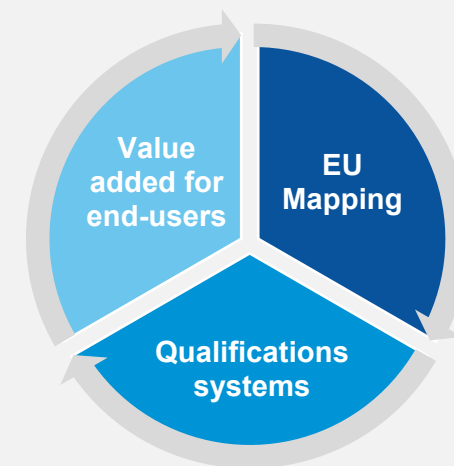## WEAKNESSES

Uncertainty about benefits

Proliferation of unregulated MCs

Confusion among users

Quality assurance transparency

Recognition challenges

Reaching disadvantaged learners

PURPOSES OF MCs IN NATIONAL QUALIFICATIONS SYSTEMS

Purpose	%
To help individuals make their KSC visible	77%
To assist new graduates' labour market transition	62%
To better respond to changing labour market needs	92%
To address workforce upskilling and reskilling needs	85%
To address skills needs in emerging sectors without formalised qualifications	31%
To sustain LLL policies and motivate LLL behaviour	77%
To address structural unemployment	23%
To sustain labour market policies and reforms	15%

Source: Survey of stakeholders representing national authorities.

Value added for end-users

EU Mapping

Qualifications systems

More information on Cedefop webportal

Vision for the future

Different scenarios: from a European MCs registry and opening up of NQFs to more incremental approaches based on metadata and easing comparability.

❖ Need to focus on **LM sectors**
❖ Need to zoom in on the **profile** and **content** of MCs
❖ Establish **standards** and **accreditation** processes
❖ Enable **Recognition – transferability** of MCs
❖ MCs for **social inclusion?**

CEDEFOP

Thank you

For further information:
anastasia.pouliou@cedefop.europa.eu

Project page
www.cedefop.europa.eu/en/projects/microcredentials-labour-market-education-and-training
Podcast
https://www.cedefop.europa.eu/en/podcasts/cedefop-podcast-episode-23-how-microcredentials-empower-you-work
Briefing Note
https://www.cedefop.europa.eu/en/publications/9192