

Microcredentials for labour market education and training

Greta Kirdulytė **Research Manager at PPMI**

- Cedefop virtual event, 22-23 June 2023
- #microcredentials

Microcredentials a labour market megatrend



PPNi









European Centre for the Development of Vocational Training

Implementation of the project

Understanding of the role of microcredentials in labour market related education and training

Mapping microcredentials

Work assignment 1

> Work assignment 3

Microcredentials and added value for end users

Work assignment 2

Microcredentials and evolving qualifications systems



Timeline of the project

Publication of 1st research paper **October 2022**



February 2023



Publication of case studies **June 2023**

> Publication of 3rd research paper

> Forthcoming



Analytical model

Changing nature of the labour market

Changes in technologies / digital tools

Changes in policy priorities

Emergence of new professions

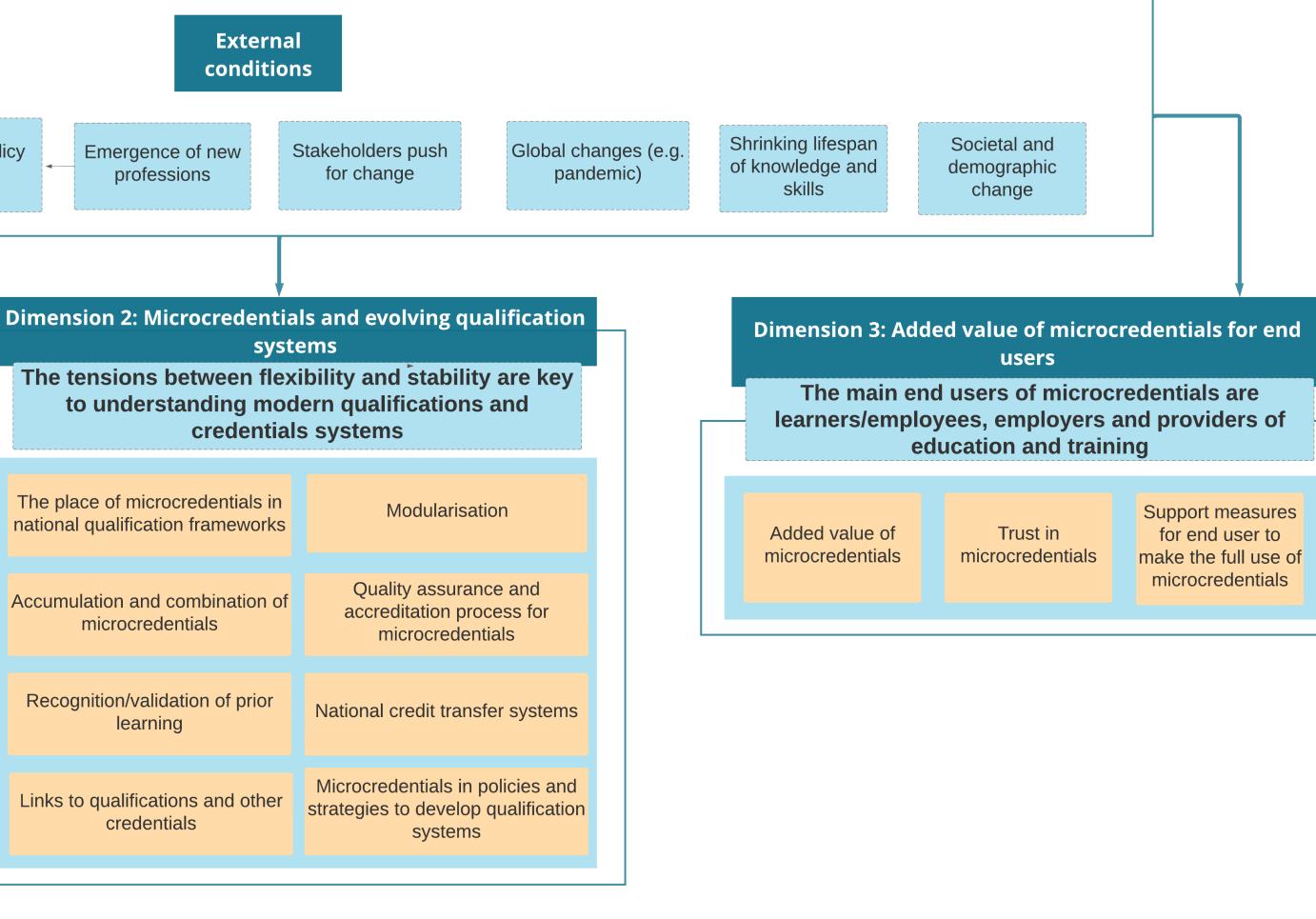
Dimension 1: Design and delivery of microcredentials Description and Prerequisites for Learning outcomes purpose of the / skills and users to start the competences course course Workload / use of Type of Quality assurance credits assessment Supervision and Pathway for a Integration / identity verification successful learner stackability options Learning / teaching delivery formats (e.g. Pedagogy / syllabus online, onsite, blended)

The place of microcredentials in national qualification frameworks

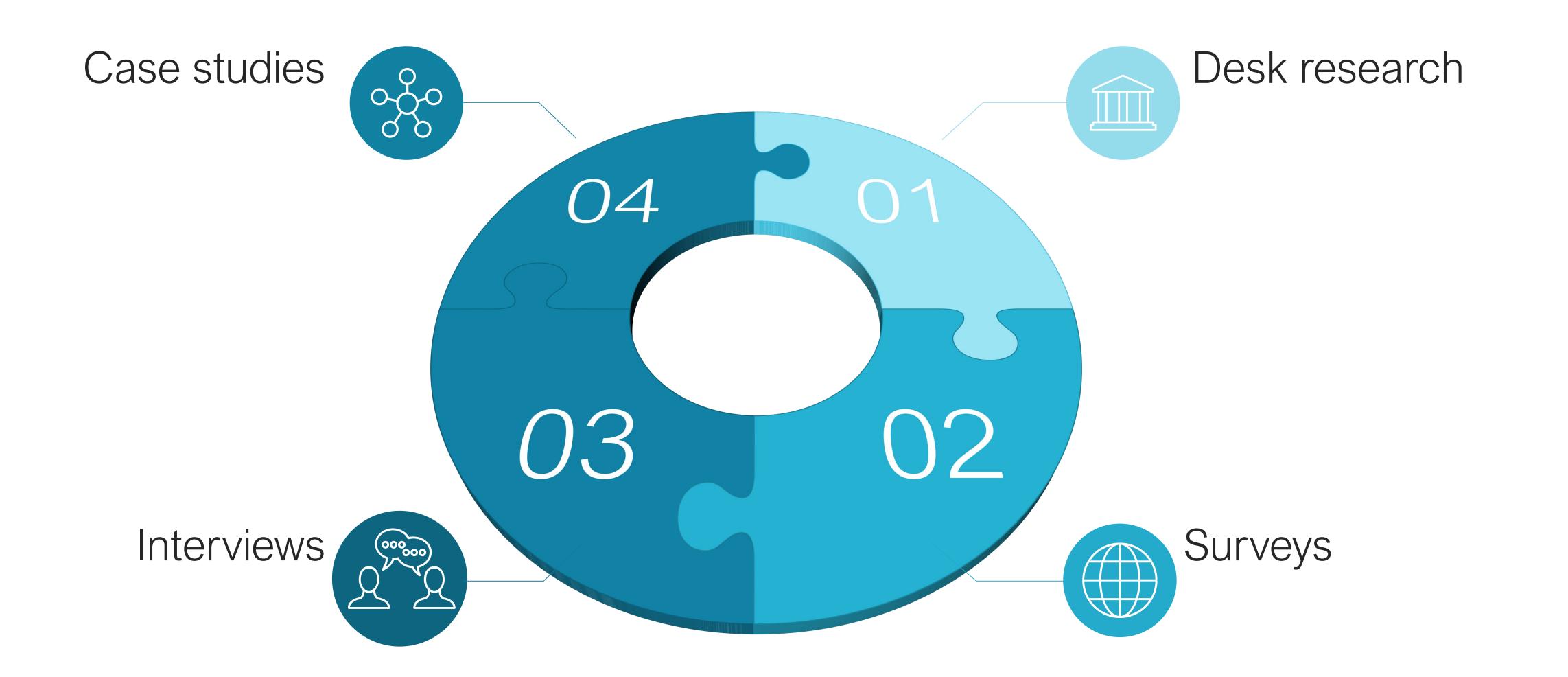
Accumulation and combination of microcredentials

Recognition/validation of prior learning

Links to qualifications and other credentials



Methodological tools used in the implementation of the project





Desk research

- Implemented for drafting reports for WA1, WA2, WA3 and case studies;
- Implemented by the core team and national experts;
- Literature review is based on the **variety of sources**:
 - Ī.
 - ii. systems and VET sector.
 - İİİ. Commission, OECD, UNESCO, EFVET).
 - ĪV. developments.
 - *V*.
 - VĪ. micro-credentials.

National documents related to national qualifications and credentials systems and VET sector.

Studies, monitoring reports and evaluations in the field of national qualifications and credentials

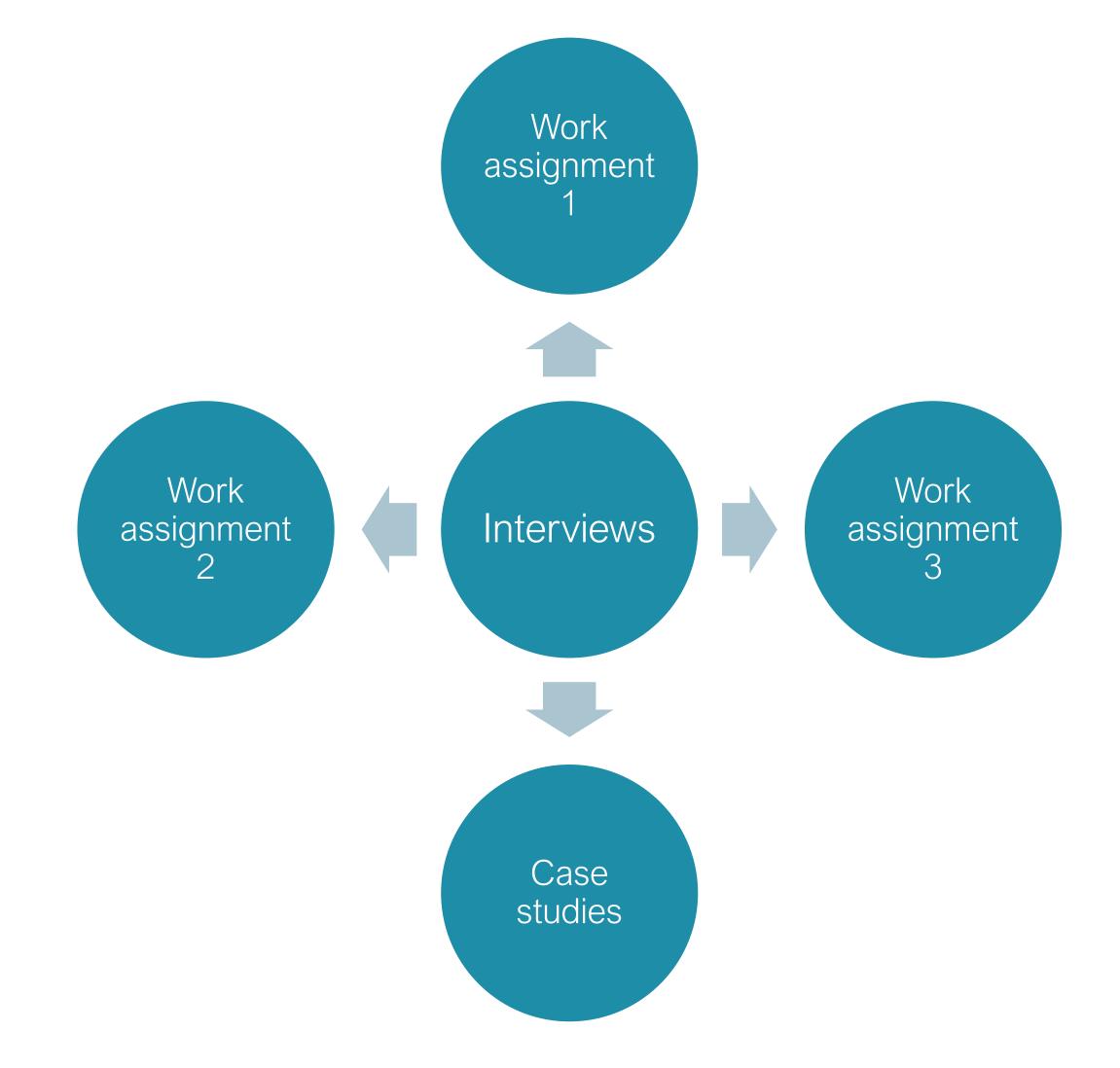
Documents prepared by international and stakeholder organisations (e.g. Cedefop, European

Academic articles on micro-credentials, national qualifications systems, VET sector, labour market

Online resources (e.g. websites of relevant national authorities, stakeholder organisations).

Consultancy positioning papers and guidance resources on qualifications systems, VET sector and

Interview programme



Interview programme

188 interviews were implemented in total.

with national authorities, employers and employer actors.

Interviews were conducted education and training providers, organisations, employees and employee organisations, public employment services, learners, researchers and other relevant

Interviews were carried out in **29 countries:** Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, North Macedonia, Poland, Portugal, Romania, Slovenia, Spain, Sweden, the US.



- Two different survey programmes were implemented;
- Both surveys addressed four stakeholder groups:
- Surveys I addressed: national authorities, vocational education and training providers, employers and employer organisations, employee organisations;
- Surveys II addressed: employees, adult learners and students, unemployed individuals, employers;
- Surveys were carried out using in-house survey tool Alchemer;
- Surveys were **distributed via a variety of channels**, including direct email campaigns targeting individual respondents, sharing the links through social media campaigns, sharing the links through ePlatform for Adult Learning in Europe (EPALE) and various stakeholder organisations, including the European Vocational Training Association (EVTA) and the European University Continuing Education Network (EUCEN), sharing the links through social media accounts of extended network of experts;
- Surveys were running between 7 June and 12 July 2021 & 5 December 2022 and 22 January 2023;
- Surveys covered large number of countries across Europe.



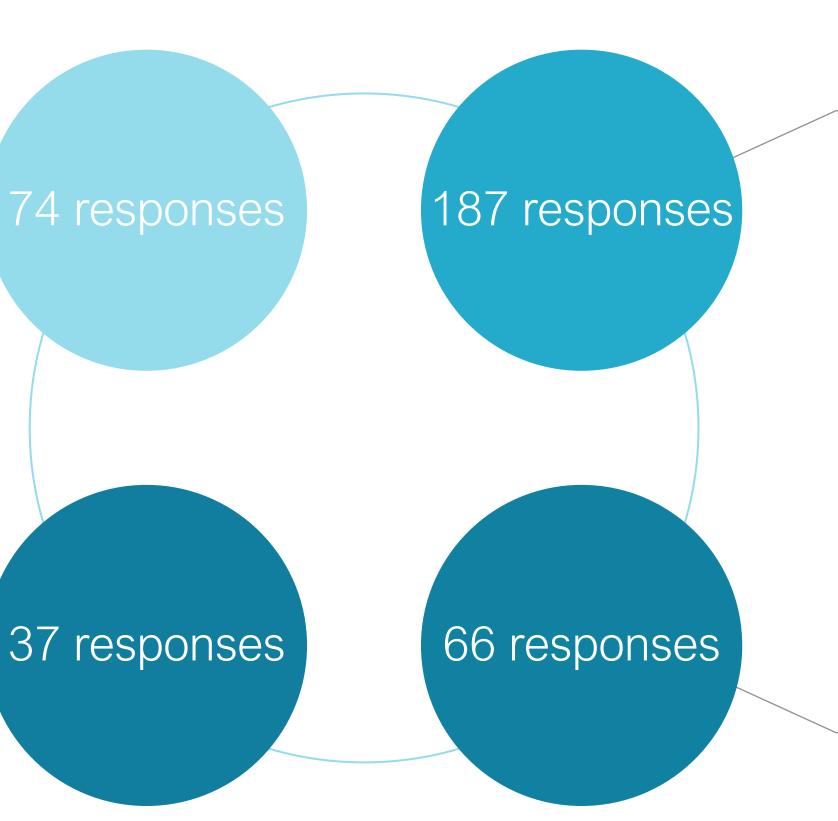
National authorities

22 countries 66% national authorities 11% qualifications authorities 4% quality assurance agencies

Employer organisations

22 countries 37% employer associations 27% employer confederations 22% companies





VET providers

26 countries

74% public providers

12% private non-profit providers

10% private for profit providers

Employee organisations

27 countries

53% trade unions

35% trade union confederations



Employees

28 countries

370 complete responses

322 partial responses

Unemployed individuals

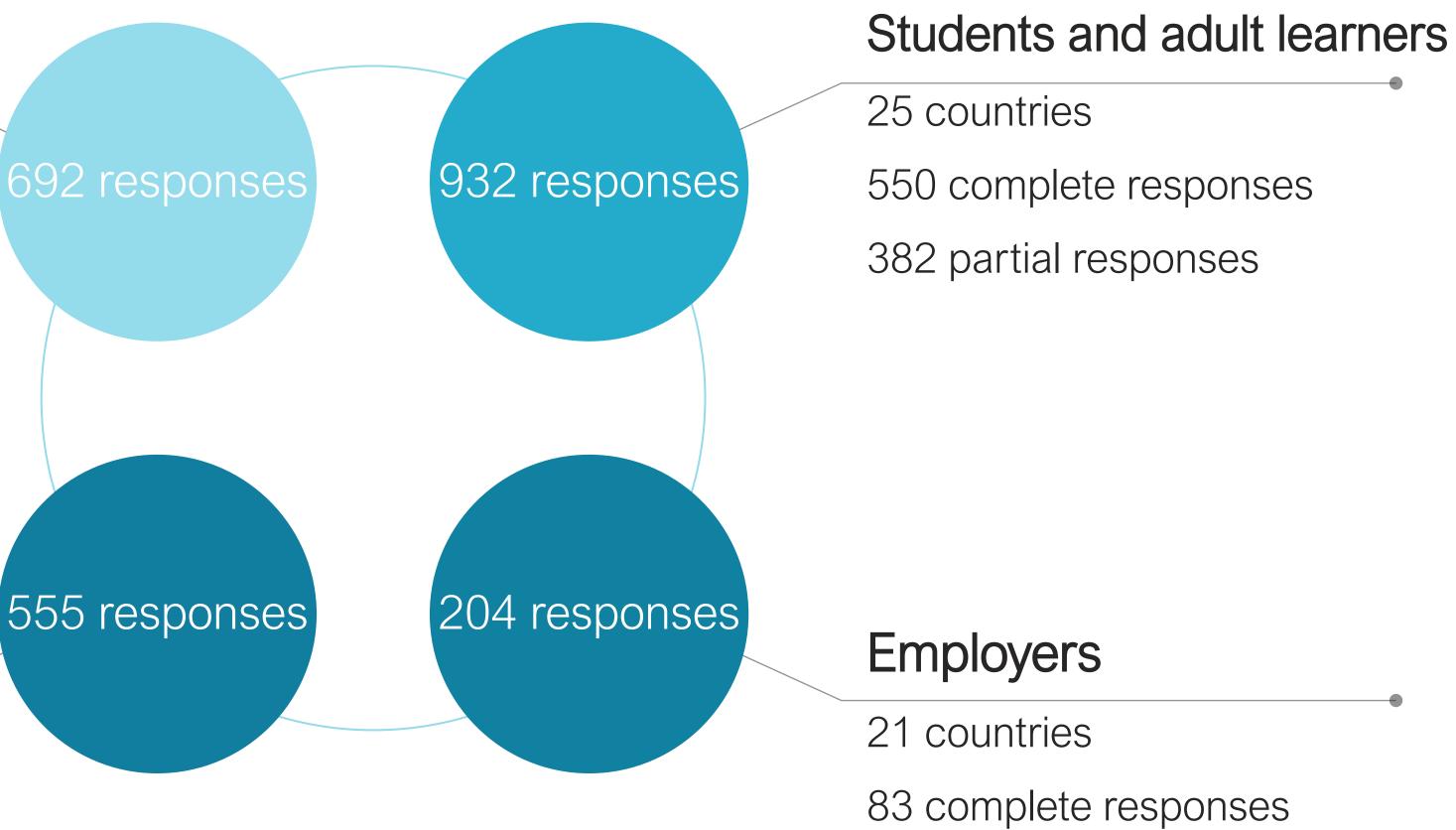
16 countries

261 complete responses

294 partial responses

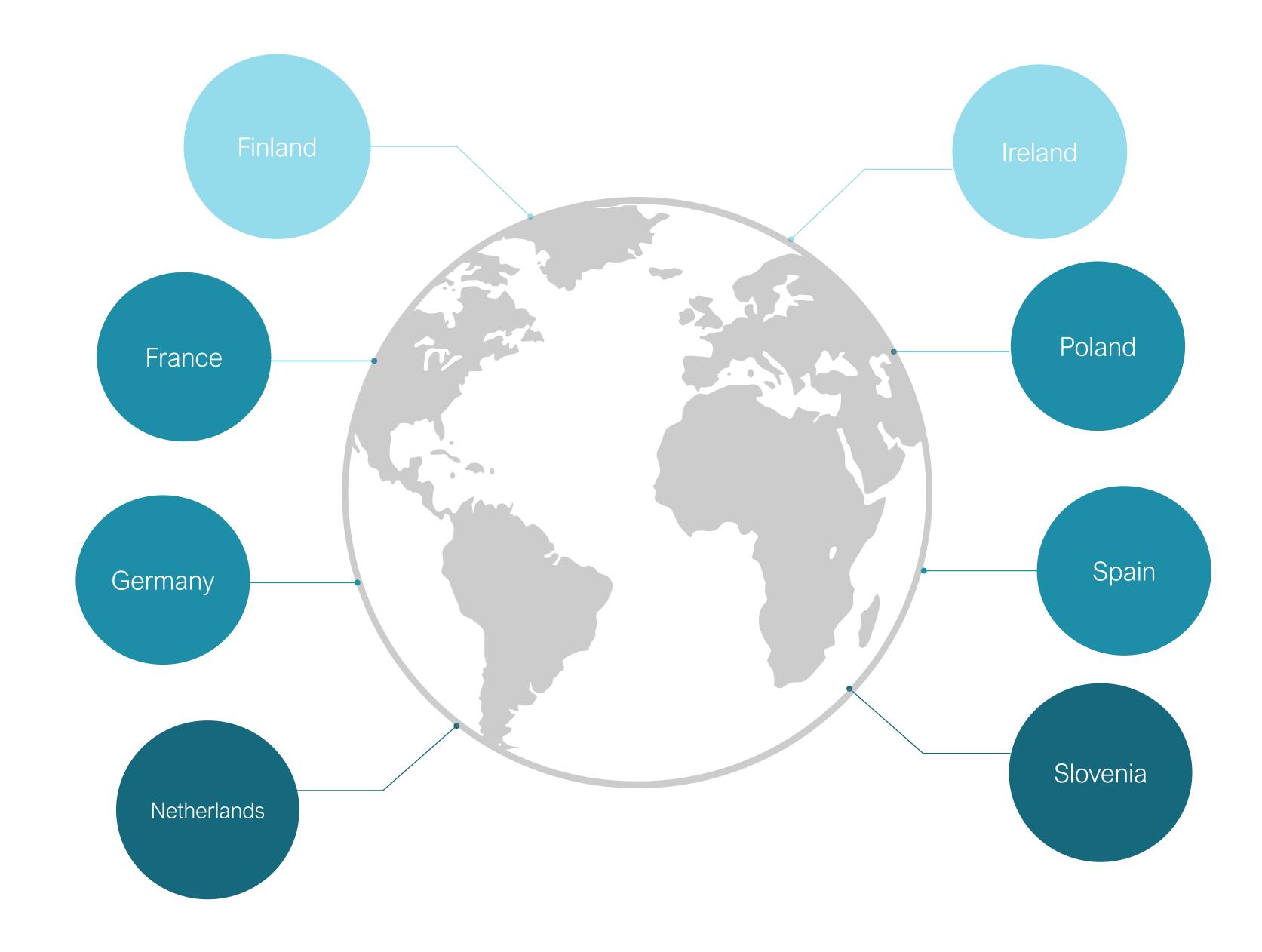
555 responses





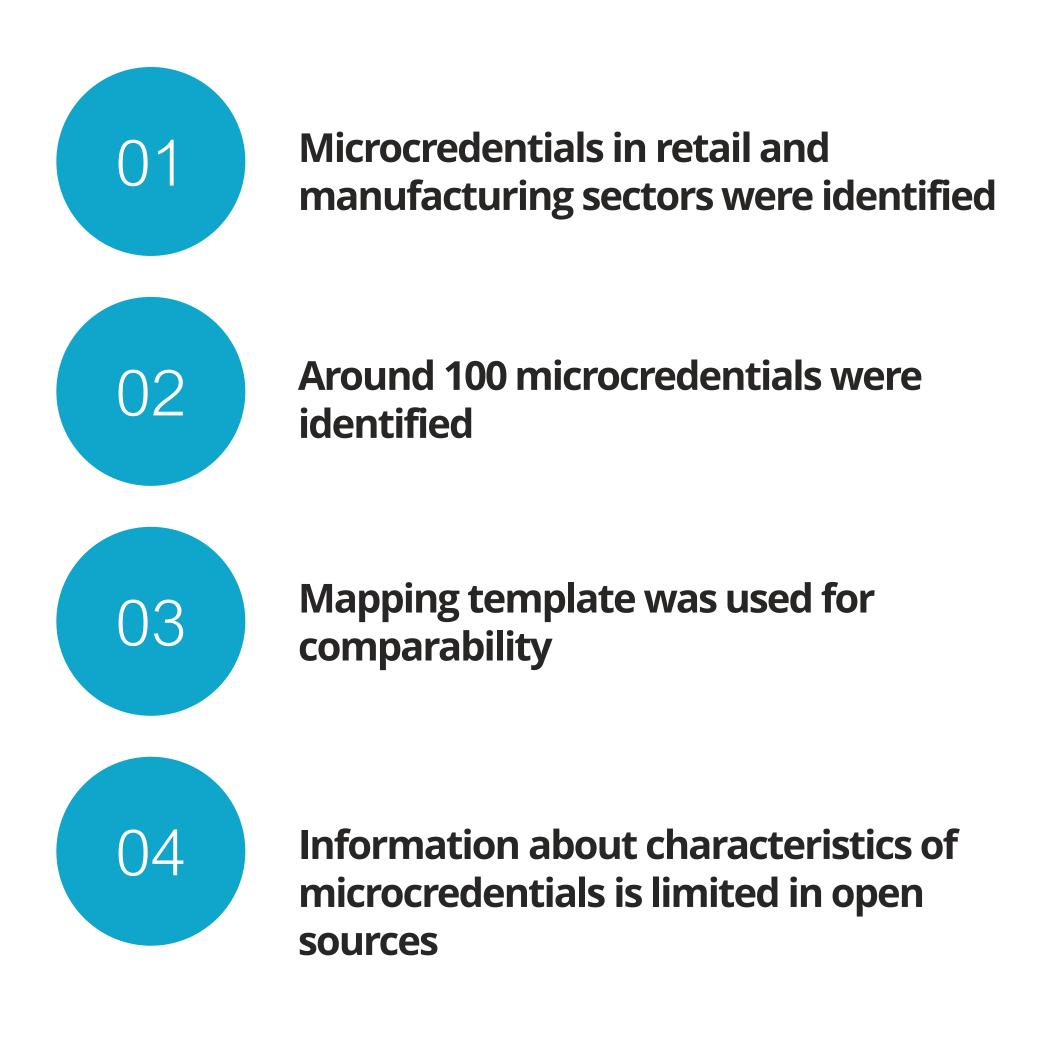
124 partial responses





Case studies

Mapping microcredentials in selected sectors



TITLE PROVIDER **AWARDING BODY ACCREDITATION OF PROVIDER** LEARNING OUTCOMES **DURATION AND PACE DURATION OF VALIDITY OF A CREDENTIAL** NOTIONAL WORKLOAD/CREDITS TYPE OF ASSESSMENT THE WAY ASSESSMENT IS CARRIED OUT QUALITY ASSURANCE PROCESSES **ACCUMULATION AND COMBINING OPTION** INTEGRATED IN/REFERENCED TO EQF/NQF STANDARDS MODE OF DELIVERY FORMAT OF CERTIFICATION **PORTABILITY OF CERTIFICATION** PREREQUISITES NEEDED TO START A LEARNING ACTIVITY TARGET GROUP DATA ABOUT USERS AND USERS' OUTCOMES COUNTRY/REGION WHERE AVAILABLE PURPOSE **FUNDING/COST GUIDANCE AND OTHER SUPPORT SERVICES ADDITIONAL INFORMATION**

	_

Microcredentials project team





Project Manager, Team Leader Anastasia Pouliou, Cedefop





Project Manager Iraklis Pliakis, Cedefop



Research Team Leader Work Assignment 1 Patrick Werquin



Project Leader Rimantas Dumčius, PPMI

Research Team Leader Work Assignment 2 Andrew McCoshan



Project Coordinator Greta Kirdulytė, PPMI

Research Team Leader Work Assignment 3

Hanne Shapiro



Researcher Mantas Pupinis, PPMI

Thank You



Greta Kirdulytė

greta.kirdulyte@ppmi.lt



Gedimino ave. 50, LT-01110 Vilnius, Lithuania <u>www.ppmi.lt</u>