

Cedefop's virtual conference on Microcredentials - a labour market megatrend

Parallel Session 2. The added value of microcredentials for end users

Mónica Longo
(monica.longo@sepe.es)

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PRESENTATION OVERWIEV

- Ex-ante evaluation.
- Framework: UE micro-credential definition.
- Purpose of the evaluation.
- Methodology & Field work.
- Main findings.
- Main conclusions.



EX-ANTE EVALUATION

- SEPE carried out an ex-ante evaluation to diagnose the existing opportunities and capacities in the Vocational Education Training System for Employment in the Workplace to integrate the European approach of micro-credentials.
 - A total of 63 people has participated in the interviews and the two workshops made: 44 from the PES of the autonomous communities, 19 belonging to the social partners and stakeholders.
 - After the analysis of the collected data, the main conclusions can answer the three key topics of this parallel session.



FRAMEWORK: UE MICROCREDENTIAL DEFINITION

- COUNCIL RECOMMENDATION of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (2022/C 243/02):
 - A common definition of micro-credential in Europe to overcome the limitation in the understanding and acceptance of micro-credentials.
 - ‘Micro-credential’ means the record of the learning outcomes that a learner has acquired following a small volume of learning.
 - Learning experiences leading to micro-credentials are designed to provide the learner an answer to societal, personal, cultural or labor market needs.



PURPOSE OF THE EVALUATION

Main objective

To diagnose the existing opportunities and capacities in the VET for Employment in the Workplace to integrate the European approach of micro-credentials

Specific objectives

- To analyze the **degree of knowledge of micro-credentials**.
- To examine if micro-credentials **can contribute to improving the qualification of workers** (employed and unemployed), as well as to **facilitate an alignment between the demands of companies and the qualification of people**.
- To **establish a common definition and key elements** that micro-credentials must meet.
- To define the **most appropriate training specialties from the SEPE's Catalog of Training Specialties** to implement micro-credentials.
- To determine the **elements that need to be incorporated to comply with the European approach** of micro-credentials.
- To assess the **existing needs**, as well as the most appropriate **measures and mechanisms, to promote the implementation** of the European approach to micro-credentials.



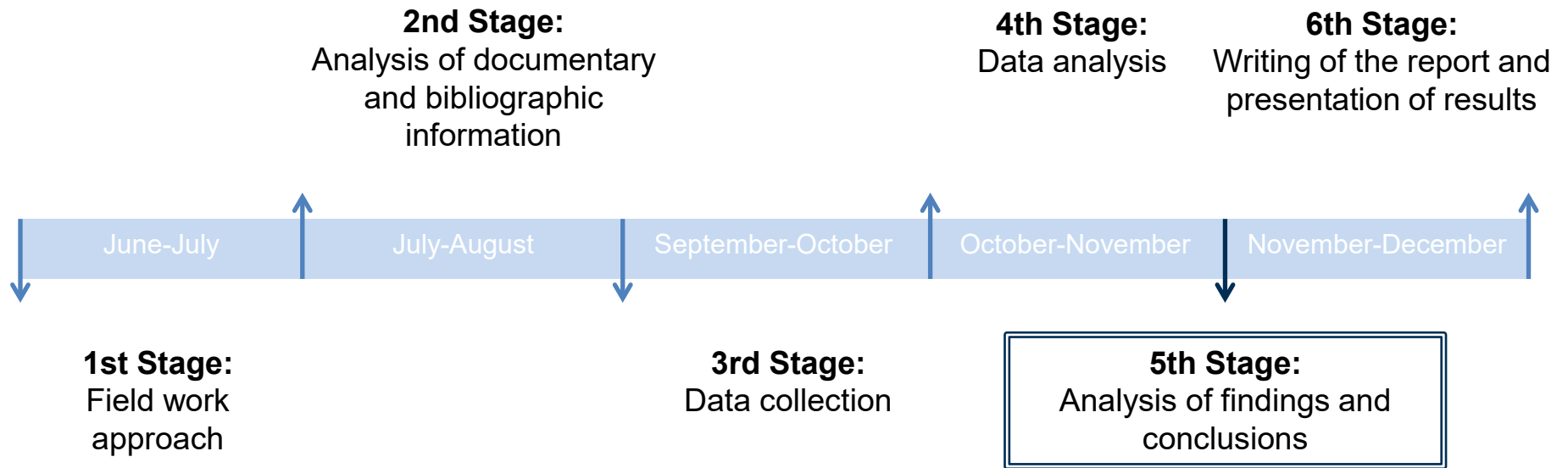
Data collection method

- Semi open interviews & workshops.
- 63 interviewers:
 - ✓ 44 people from the PES of the 17 Spanish autonomous communities.
 - ✓ 19 people from social partners and stakeholders.
- 2 workshops:
 - ✓ 29 people from the PES of the 17 Spanish autonomous communities.
 - ✓ 11 people from social partners and stakeholders.



METHODOLOGY & FIELD WORK

Field work: Along 2022



MAIN FINDINGS

1. The European approach of **micro-credentials** is **valued positively** by all entities.
2. All the agents believe that **micro-credentials could contribute positively to meet the learning needs in the labor market**, especially by increasing the participation of workers in training activities if they are **carried out in an agile, flexible and quality way**.
3. **Micro-credentials** are considered **especially suitable** to meet **emerging needs and transversal skills** such as **digital transformation** and **ecological transition**.
4. The implementation of **micro-credentials** must be carried out **through a broad institutional coordination** that involves all the entities related with the VET for employment in the workplace.
5. The **recognition of micro-credentials by all labor market agents** is a **key aspect to guarantee their added value** for learners, education providers and employers.



MAIN CONCLUSIONS

- Conditions to trust micro-credentials, and ensure their portability and transferability:
 - The cooperation and coordination of public employment services and the educational institutions can ensure these two aspects:
 1. The planning and design of relevant small and tailored learning experiences, that respond to real labor market needs in which SEPE has a long experience through its Catalog of Training Specialties.
 2. The record of these learning outcomes acquired by workers with the rigor, solvency and prestige of the PES and also the formal education national institutions.



MAIN CONCLUSIONS

- Avoiding tensions between different end-users (learners, educational institutions and employers):
 - **Creating a working group at a strategic level** with the Ministry of Labor and Social Economy, other ministries (such as the Education), SEPE and autonomous communities PES (National Employment System), and the social partners **to work about**:
 1. **A national definition of micro-credential** applicable to all Professional Families.
 2. **An approach to micro-credentials in the workplace** and their fit and articulation with the existing training offer.
 3. **A national record of micro-credentials.**



MAIN CONCLUSIONS

- The micro-credentials added value for end-users:
 - To provide value the following elements must be taken in account:
 1. All the interested agents must be implicated in a national agreement (ministries, National Employment System, formal and informal education institutions and social partners).
 2. Knowing the needs of the labor market is essential.
 3. The small learning experiences should be design in an agile, flexible and quality way.
 4. Micro-credentials can be used to record the result of these learning experiences after a pertinent evaluation, granting rigor and prestige.
 5. The small learning experiences should be provided by prestige educational institutions.



MAIN CONCLUSIONS

- What can offer **SEPE and the set of National Employment System** for the development of micro-credentials:
 - Good **experience** in:
 1. **Detection of training needs in the labor market.**
 2. **Planning and designing small, personalized learning experiences that match with the needs** of the productive sectors and for workers' reskilling and upskilling.
 - **Instruments** for their **implementation**:
 1. The Observatory of Occupations.
 2. The Catalog of Training Specialties of the National Employment System.
 3. The State Register of Training Entities.
 4. The unique personalized labor file.
 5. The network of Guidance, Entrepreneurship and Innovation Centers for Employment.
 6. The State Foundation for Employment Training (Fundae).
 7. The 2021-2027 Action Plan of the Youth Guarantee+ for decent employment for young people.



Thank you very much

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