



CEDEFOP

European Centre for the Development
of Vocational Training

SHAPING LEARNING AND
SKILLS FOR EUROPE



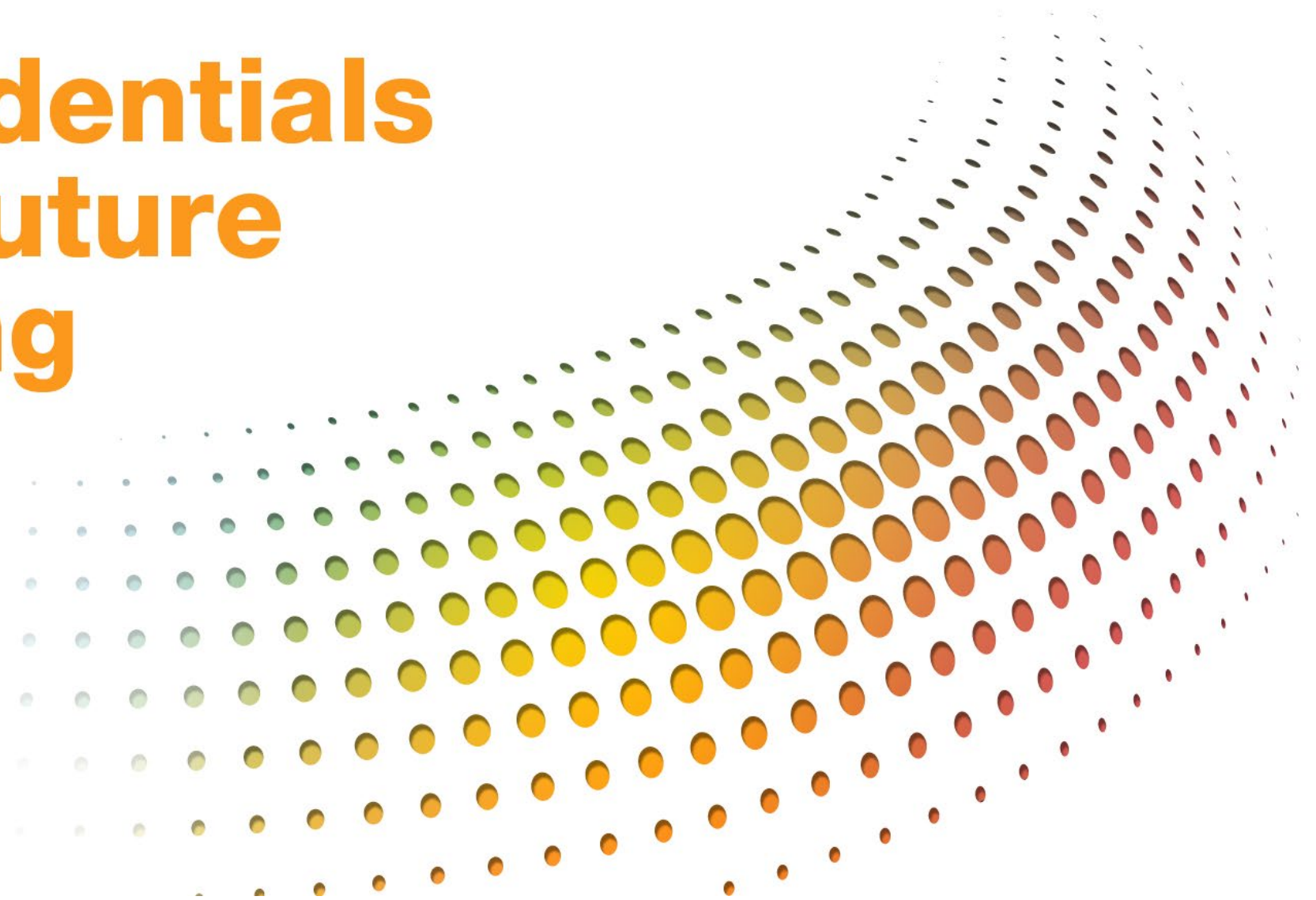
Microcredentials and the future of learning

23 October 2025

09.30-13.00 (CET)

Virtual event

cedefop.europa.eu



Breakout session 1 - Shaping skills for tomorrow: microcredentials and the labour market

20-minute presentation – 25-minute discussion

Moderator: **Anastasia Pouliou**, Expert in qualifications and credentials/Future of VET, Cedefop

- **Becky Riches**, Senior Project Manager, Materahub Consortium_Cultural and Creative Industries, Italy
- **Julie Beaufils**, Secretary General, EuropeOn – The European Association of Electrical Contractors

Rapporteur: **Marianna Georgallis**, Ecorys

Q1.1. When and how can Microcredentials improve skills utilisation and career development?

- Dealing with urgent upskilling needs in sectors that are rapidly evolving and/or facing shortages
 - Creative and cultural industries: very diverse sector, 99% SMEs, where upskilling is self-directed and non-formal
 - Construction: lack of interest in the sector, lack of adequate and rapid skills development particularly in light of new technologies

→ **The agility, flexibility and self-paced opportunity of MCs makes them a good solution for upskilling in**

- Challenges that remain:
 - Employer buy-in:
 - Lack of understanding from employers
 - Concern around administrative burden for employers
 - Questions around whether MCs may downgrade initial education
 - Weary of 'quick fixes' – particularly in construction where safety is a big concern
 - Fear of 'super specialised' profiles

Q1.2. What do employers and education institutions need to recognise micro-credentials as relevant?

- **Co-design** with industry
 - Direct industry involvement is crucial to feel ownership and trust the MC
- Proving the **benefits**
 - Long term impact assessment models
 - Sharing data on whether MCs lead to improved productivity, employment gain, mobility to increase trust from employers
- **Clarity** on the cost and time commitment required
- **Connection** to existing systems
 - Clear connection to recognised qualifications or job profiles
 - **Visibility:**
 - Including a specific part in CV templates, especially in Europass
 - Including MCs in final diplomas
- Clearly stated **learning outcomes** in certification
- **Stackability**
 - Breaking down complex broader subjects to easier to digest highly specific competencies
 - MCs to form a part of a formal degree