



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



CEDEFOP

European Centre for the Development
of Vocational Training

Breakout session 2

Building Trust: The power of quality assurance in microcredentials

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Head of Microcredentials and Modular Certification

Inter-company Training Engineer

Lifelong Learning Department

University of Paris-Saclay

50
YEARS
SHAPING LEARNING AND
SKILLS IN EUROPE



université
PARIS-SACLAY

OUTLINE

1- The University of Paris-Saclay

2- Lifelong Learning Department : Our Ambitions and challenges

3- Focus on Microcredentials : A recognised pathway

4- Hub quality assurance for Microcredentials

5- Perspective : Microcredentials as added value to lifelong learning ?

1- The University of Paris-Saclay

A united vision...

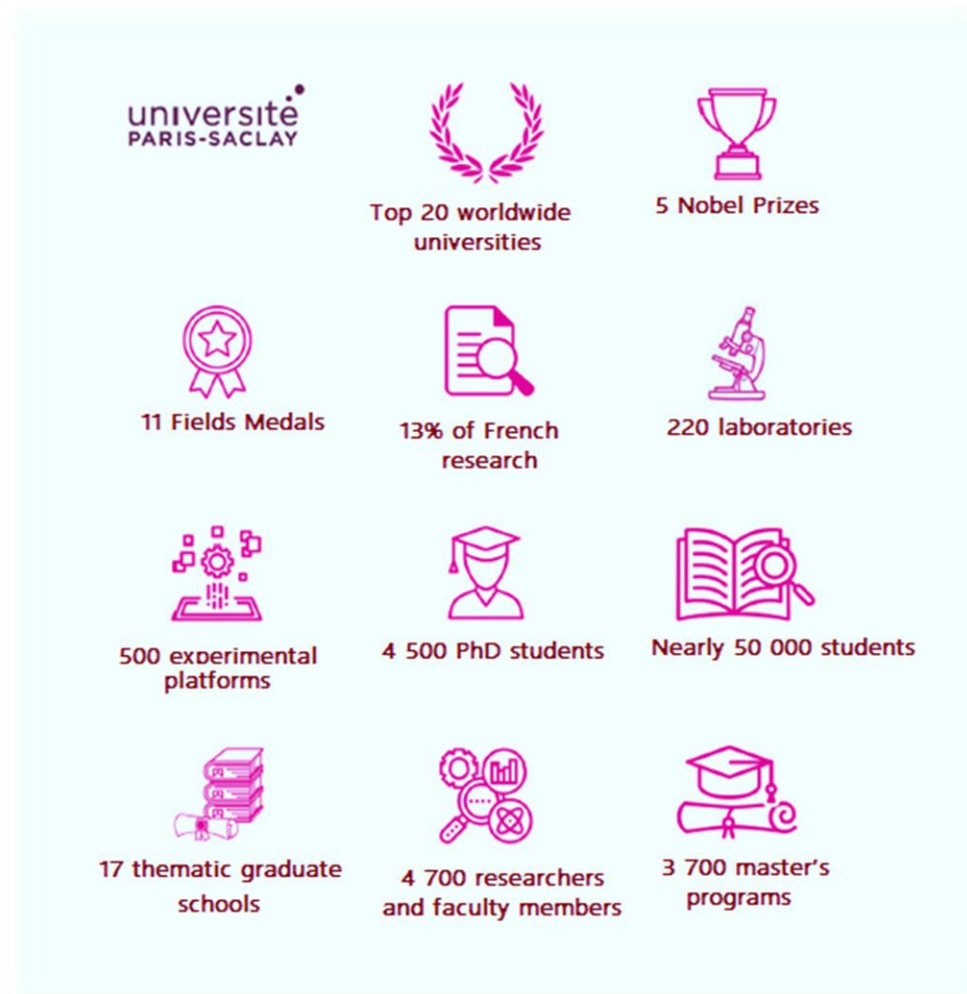
A common ambition !

5 Leading schools

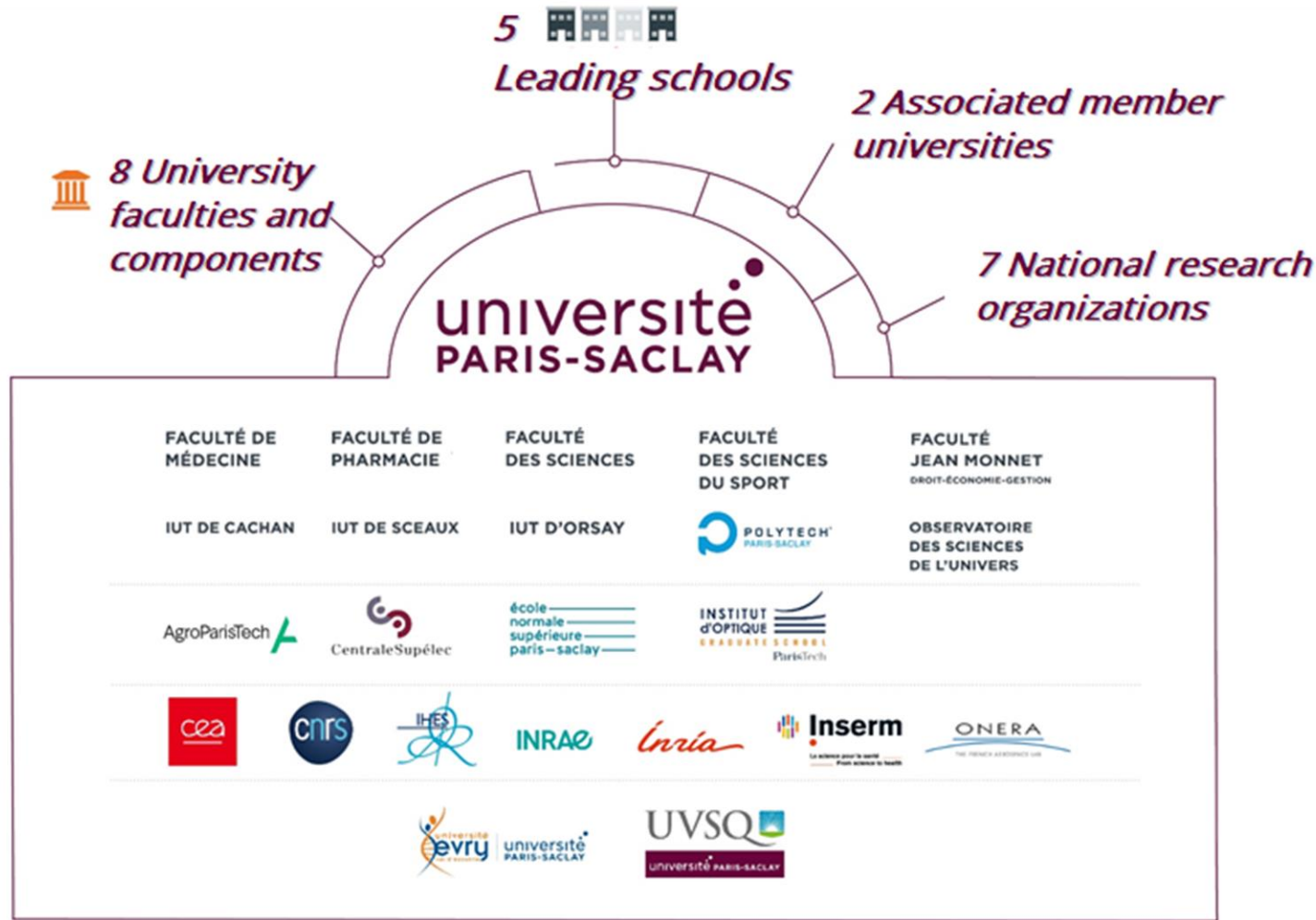
2 Associated member universities

8 University faculties and components

7 National research organizations









1- The University of Paris-Saclay



University of Paris-Saclay brings together universities, leading schools, and leading research institutions to form **one of Europe's and the world's top universities**. Covering **Science and Engineering, Life and Health Sciences, and Humanities and Social Sciences**, it is a hub of excellence and innovation. With a research approach that **seamlessly combines fundamental discovery and applied innovation**, University of Paris-Saclay tackles some of today's most pressing societal challenges.

1- The University of Paris-Saclay

Sectors of innovation – vision 2030

Aeronautics Defense and Security	AgriTech & Foodtech	Energy, City, Environment	Mobility	Health	Digital Technologies
Airbus, Safran, Thales, Nexter, Arqus...	Danone, Mondelez, Syngenta,...	EDF, Bouygues, Colas,...	Renault, PSA, Valeo,...	Sanofi, LFB, IPSEN, GE Healthcare,...	Nokia, Ericsson, HP, Dassault Systèmes...
16 start-up 68 laboratoires et plateformes	77 start-up 110 laboratoires et plateformes	47 start-up 125 laboratoires et plateformes	12 start-up 46 laboratoires et plateformes	146 start-up 346 laboratoires et plateformes	106 start-up 232 laboratoires et plateformes
#NewSpace #Cybersécurité	#AlimentsDuFutur #NutritionSanté #SmartFarming	#EnergyStorage #Bâtiment #SmartGrids	#VéhiculeAutonome #Hydrogène #SystèmesEmbarqués	#Biotech #Genethérapie #Oncology #SantéConnectée	#IA #Quantique #IoT #SmartManufacturing
					

1- The University of Paris-Saclay

Our broad and diverse fields of expertise

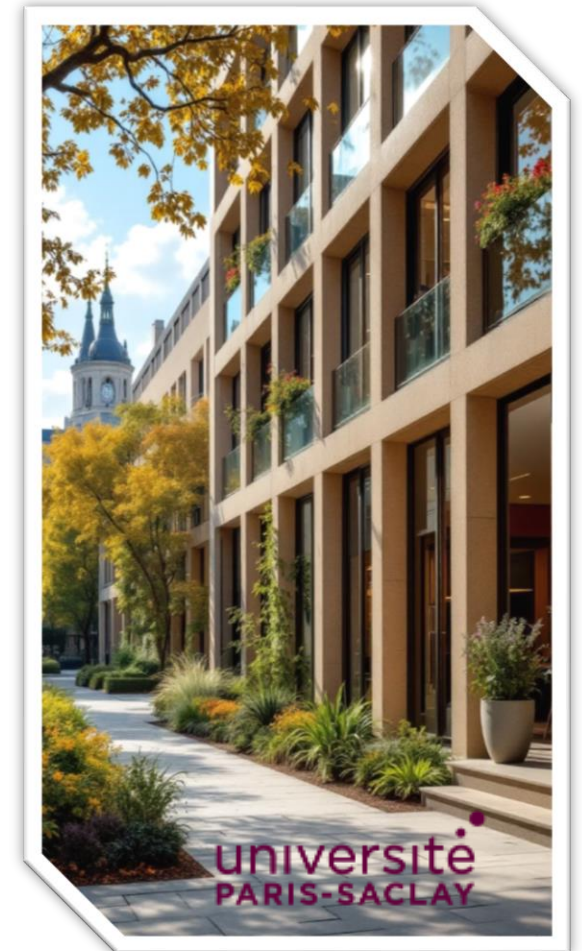


2- Lifelong Learning Department : Our Ambitions and challenges

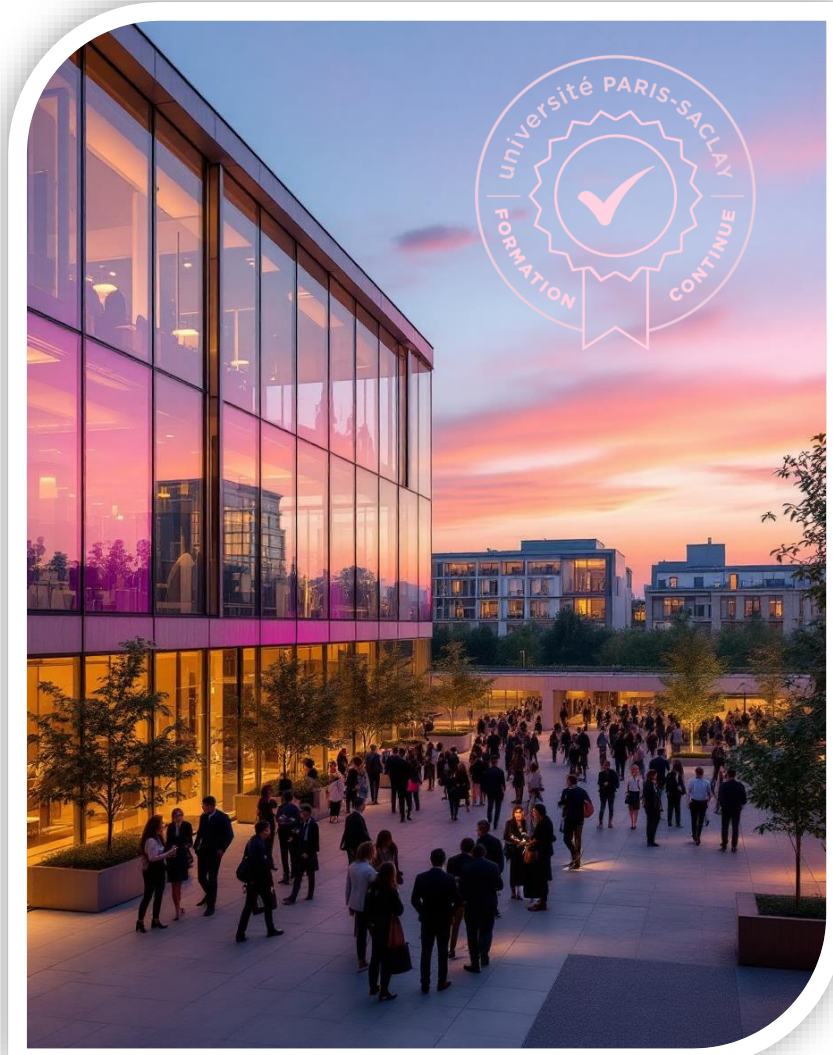
Established in 2023, the Lifelong Learning Department drives excellence in continuing education and **supports professional transitions**. Grounded in research and strong partnerships, it ensures **high-quality, transparent, and trusted learning pathways** — including **microcredentials** designed and delivered with rigorous quality assurance standards.

Building skills for today and tomorrow

- Meeting today's business challenges and strategic priorities
- Equipping professionals and citizens with skills for the future
- A wide range offer, tailor-made of continuing education program for your employees, built on cutting-edge research and a strong innovation ecosystem
- A dedicated team of 50 experts designing, developing, and delivering impactful programs



2- Lifelong Learning Department : Our added value



 **Internationally renowned,
13th in the 2025 Shanghai Ranking**

 **Outstanding programs
with guaranteed access to cutting-edge equipment**

 **Flexibles Formats**

- *In-person(on site), hybrid, or online*
- *Synchronous and/or asynchronous*
- *Off-the-shelf or tailor-made*

 **End-to-end support : From A to Z**

 **The recognition of the University of Paris-Saclay's degrees and certifications**
Tailored pricing

2- Lifelong Learning Department : A wide range of training programs

Degree Programs

From Bac+1 to Bac+5, with doctoral-level programs accessible via continuing education and RPL (VAE)
University diplomas (DU/DIU)

Certified training programs (6 to 12 days)
Executive Certificates



National Diploma → DU → EC → MCs

Qualified training programs (3 to 5 days)

- Hardskills
- SoftSkills

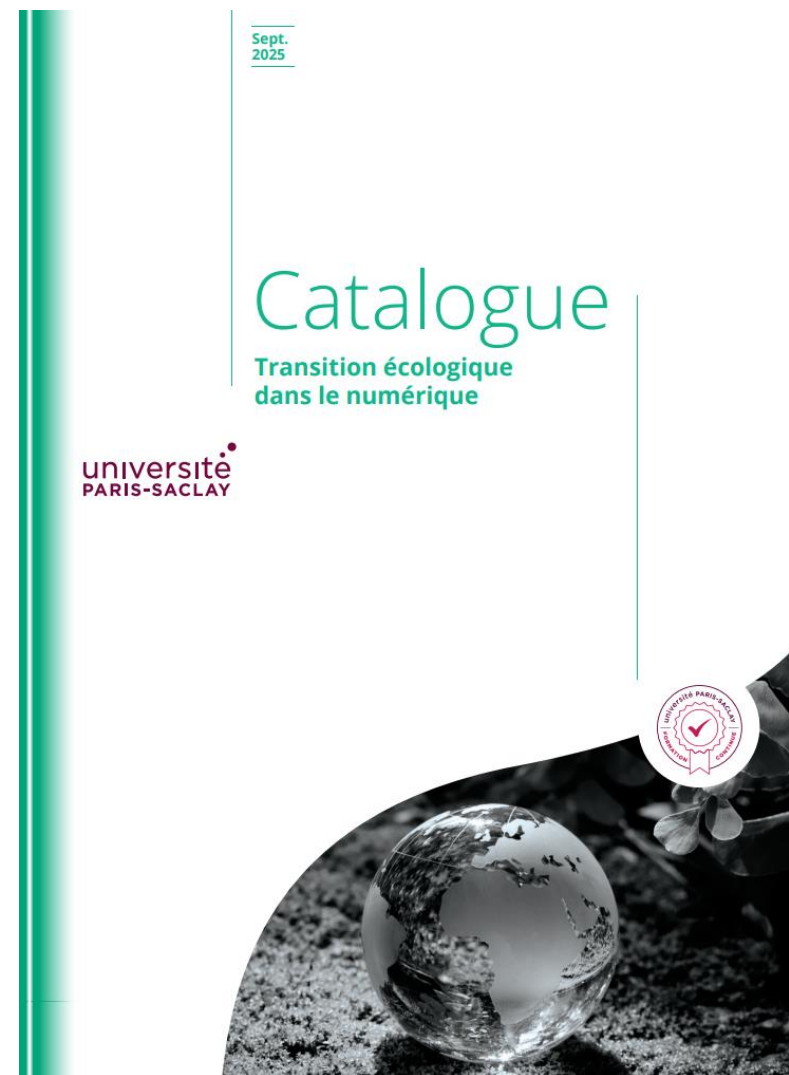


issue an Open Badges

Tailor-made training programs

MICROCREDENTIALS

3- Focus on Microcredentials : A recognised pathway



3- Focus on Microcredentials : A recognised pathway

3.1 – Microcredentials on soft skills



A catalogue of 36 Microcredentials

Short qualification courses (from 1 to 5 days) focused on soft skills

MCs are organized around four main themes

Management

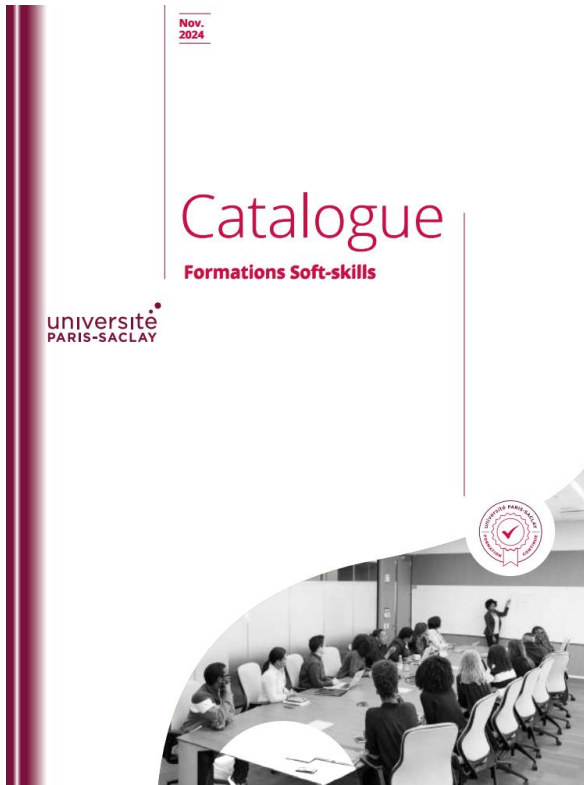
Professional efficiency

Personal development

Career transition or reconversion

3- Focus on Microcredentials : A recognised pathway

3.1 – Microcredentials on soft skills



Why a catalogue of soft skills? Why MCs ? What is its link with the labor market?

*This catalogue was developed following a survey conducted among **Université Paris-Saclay** alumni.*

The survey identified key training needs among graduates, particularly in transversal competencies.

*To address these needs and strengthen employability, we designed a set of **soft skills microcredentials** aligned with labor market expectations of these Alumni.*

3- Focus on Microcredentials : A recognised pathway

3.1 – Microcredentials on soft skills



Not Only for Alumni ! But

*This catalogue has also been adopted by **initial training programs** (Bachelor's and Master's degrees) as well as **professional and apprenticeship programs**. Some of the MCs have been integrated into existing courses of the national curriculum framework.*

*The goal is to help apprentices **develop key skills that are essential during their internships and for success in the professional workplace.***



3- Focus on Microcredentials : A recognised pathway

3.1 – Microcredentials on soft skills



Not Only for Alumni, students and apprentice ! But

*Recognizing their value, **the university's staff training institute** has also adopted these MCs to enhance and develop the skills of university staff.*



3- Focus on Microcredentials : A recognised pathway

3. 2 – Quality assurance on MCs soft skills

To ensure the quality of our soft skills micro-certifications, we rely on several key criteria:

- 1. Recognition through digital badges, certifying both participation and the skills acquired*
- 2. The international reputation of Université Paris-Saclay, which reinforces participants' trust*
- 3. Alignment with company needs and labor market demands*
- 4. End-of-training evaluation to validate the learning outcomes*
- 5. Careful selection of instructors and trainers leading each program*



3- Focus on Microcredentials : A recognised pathway

Prepare your candidacy from the CV to the job interview

3.2 – Quality assurance on MCs soft skills

Réf : ERP24002

LEVEL

BEGINNER

Duration : 2 days (14 hours)

On-site

Price : 850 € - Meals included*

Paris

Anyone looking for a job

2 sessions:
February 5-6, 2026
July 1-2, 2026

*Breakfast and Lunch : 25 €/Day

PREREQUISITES

Having a clear idea of the desired job or sector in the context of a job search

INSTRUCTOR

Solène ABOUD
Runner-up in the World Francophone Debate Championship and TEDx speaker, Solène ABOUD supports professionals in developing effective and relevant communication skills for various everyday situations: meetings, sales, speeches, negotiations, interviews, presentations, difficult conversations, and more.

From the CV to the job interview: how to prepare your candidacy

Convincing recruiters of its value

Your Passport to Employment: Standout CV, Winning Interview! A well-structured CV is essential to highlight your relevant skills and experiences. A compelling cover letter should reflect your motivation and demonstrate your fit for the position. Preparing for the job interview is crucial, by anticipating questions and refining your presentation and stress management. The combination of these elements will help you stand out and convince recruiters of your value.

OBJECTIVES

- Master modern recruitment techniques to maximize professional opportunities
- Create a captivating CV that reflects your potential
- Craft a compelling cover letter
- Develop a clear and confident personal presentation

PROGRAMM

DAY 1 Mastering Recruitment 3.0 : Your passport to employment

SCENARIO 1 - What modern recruitment techniques should you master to maximize your professional opportunities?

- **Problem** You are an experienced candidate but receive few positive responses despite numerous applications. How will you adapt your strategy to leverage new trends and increase your chances of success?
- **Solutions to Explore**
 - Explore recruitment trends and innovations to target applications.
 - Integrate diverse approaches to stand out in a competitive market.
 - Analyze recruiter expectations, both local and international, to personalize your approach.
 - Use your CV as a strategic lever in the application process.
- **Case Study:** «VIP Pass to the Recruitment World» optimize your LinkedIn profile by including activities such as profile analysis, keyword and SEO integration, writing a summary, etc.

SCENARIO 2 - How can you create a captivating CV that reflects your potential?

- **Problem** Your CV looks professional, but you struggle to secure interviews. Recruiters spend less than 10 seconds on a CV, and a generic format no longer suffices. How can you transform your CV into a powerful tool that precisely meets recruiters' expectations?
- **Solutions to Explore**
 - Understand the basics of an effective CV and its essential components: layout, structure, content, etc.
 - Personalize your CV for each opportunity to meet specific recruiter requirements.
 - Identify the most relevant skills, professional experiences, and achievements for the targeted position.
 - Write a professional summary or career objective that immediately captures the recruiter's interest.
 - Avoid common mistakes: grammatical errors, irrelevant or outdated information, inappropriate formats, etc.
 - Adapt your CV to different formats: paper versions, PDFs, online profiles (LinkedIn, job sites, etc.).
 - Seek feedback from peers or mentors.
- **Role Play:** «CV Matching» create a simplified version of your CV to match the specific requirements of different jobs.
- **Application Exercise:** «Innovative CV» craft your CV using a job description and digital tools like Canva, Adobe Spark, or website creation platforms such as Wix or WordPress.

6. Transparency of the catalogue: each micro-certification includes detailed information such as objectives, L.O, dates and location, instructor's short bio, acquired skills, educational path (teaching and assessment methods), and a day-by-day program

DAY 2 Convince and persuade : your voice for your career

SCENARIO 3 - How do you craft a compelling cover letter?

• **Problem** You are applying for a dream job but must compete with hundreds of other candidates. Your cover letter must complement your CV and convince the recruiter that you are the best person for the job. How will you adapt your letter to show exactly why you are the ideal candidate?

• Solutions to Explore

- Understand the connection between the CV and cover letter
- Identify the key elements of a successful cover letter
- Adapt your cover letter to the job offer
- Write convincingly while avoiding clichés and generalities
- Highlight your skills, experiences, and motivation related to the position

• **Role Play:** «Selection Committee» analyze cover letters from various candidates for a specific job

• **Challenge:** «60-Second Cover Letter» write your cover letter under time constraints based on a job description

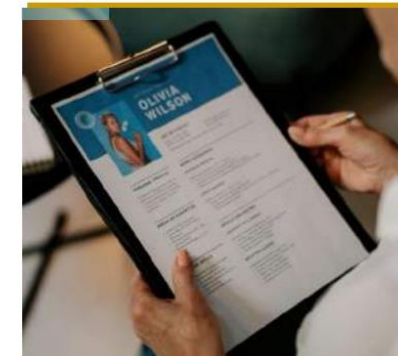
SCENARIO 4 - How do you develop a clear and confident personal presentation?

• **Problem** You receive a last-minute phone interview request. You have little time to prepare your personal presentation but need to make a memorable impression in a few minutes. How will you structure and deliver your speech to be both impactful and convincing?

• Solutions to Explore

- Evaluate and prioritize your skills based on the desired position
- Understand what recruiters seek during personal presentations in interviews
- Organize your speech logically and fluently
- Structure your presentation in three parts: introduction, body, conclusion
- Adapt your speech based on the type of interview: phone, in-person, or video
- Master verbal and non-verbal communication techniques

• **Simulation:** «Speed Interviewing» conduct short, rapid interviews with different recruiters, simulating the dynamic reality of a job search



SKILLS ACQUIRED

- Combine CV and cover letter to achieve professional goals
- Participate with confidence in a job interview

EDUCATIONAL PATH

Pedagogical Practice
Alternation of theory, demonstration by example, and hands-on practice through numerous individual or group exercises

Educational Resources

Training materials covering all topics discussed

Assessment

Pre-assessment test
Day 1 quiz
Day 2 quiz
Training evaluation

LE SAVIEZ-VOUS ?

A study by CareerBuilder shows that candidates whose CV is well-prepared and tailored to the position have a 40% higher chance of being selected for an interview.

You are invited to come with a resume and a cover letter template!

Open Badge

3- Focus on Microcredentials : A recognised pathway

3. 2 – Quality assurance on MCs soft skills

7. Follow-up and survey:

Two satisfaction surveys are conducted following each training session — one **immediately at the end of the course (hot survey)** and another **six months later (cold survey)** to assess how the newly acquired skills have been applied in the workplace.

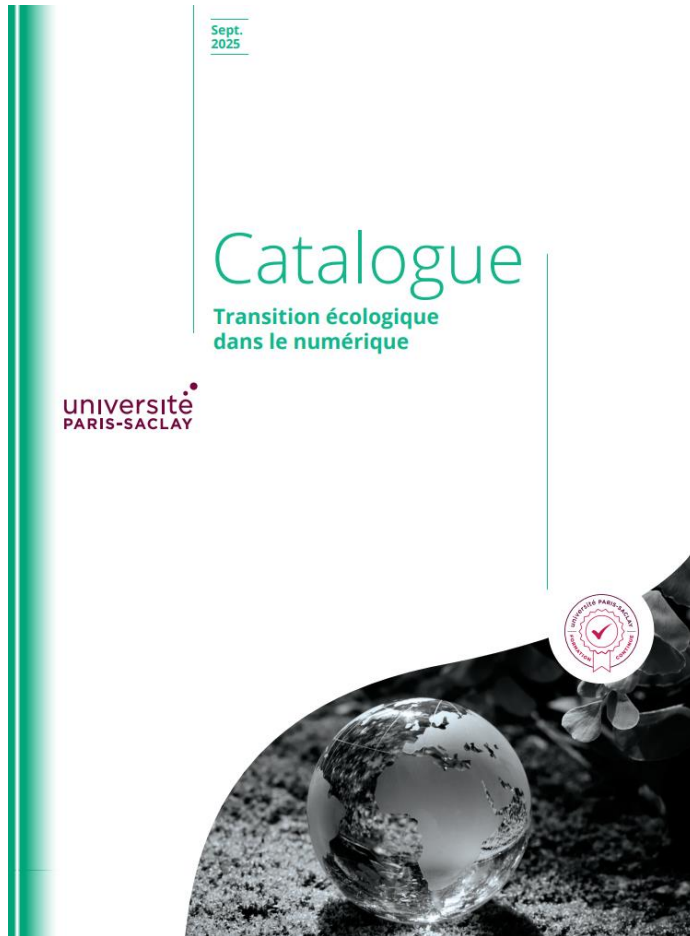


Would you recommend us to a friend?



3- Focus on Microcredentials : A recognised pathway

3.3 – Microcredentials on Ecological Transition in the digital sector



A catalogue of 2 Microcredentials

Short qualification courses (2 or 3 days) focused on green skills in the digital sectors

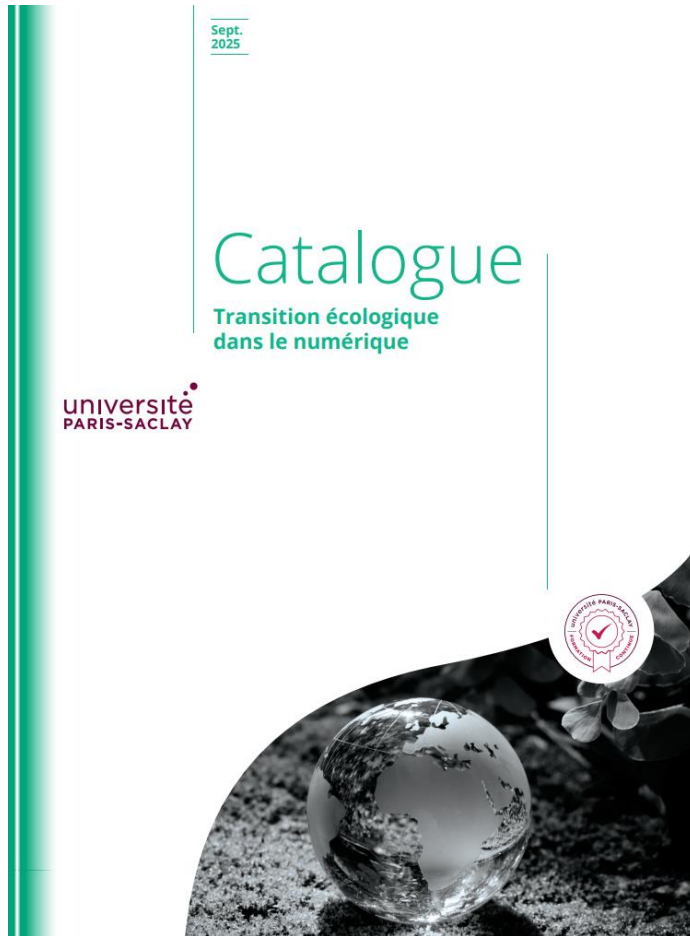
MCs are organized around two themes

- Blockchain and Traceability of Sustainable Supply Chains
- Green IT and Low-Carbon Data Centers



3- Focus on Microcredentials : A recognised pathway

3.3 – Microcredentials on Ecological Transition in the digital sector



Why a catalogue of Ecological transition ? Why MCs ?
What is its link with the labor market?

*Several **micro-credential catalogues on ecological transition** will be launched across different sectors of professional activity.*

*The first focuses on **ecological transition in the digital sector**.*

*This initiative stems from research on **future skill (anticipation) needs and the growing demand for green skills across all professions**.*

3- Focus on Microcredentials : A recognised pathway

3. 4– Quality assurance on MCs Ecological transition

To ensure the quality of these micro-certifications, we rely on same key criteria as soft skills MCs:

1. Recognition through digital badges
2. The international reputation of Université Paris-Saclay
3. Alignment with company needs and labor market demands
4. End-of-training evaluation
5. Careful selection of instructors and trainers
6. Transparency of the catalogue
7. Follow-up and survey



And that's not all — additional criteria are applied to ensure the highest level of quality assurance,,,,,,,,,



3- Focus on Microcredentials : A recognised pathway

3. 4– Quality assurance on MCs Ecological transition

To ensure the quality of these micro-certifications related to **HARD SKILLS**, we added some criteria :

French government recommendations and strategy on ecological transition



These micro-certifications are linked to a national framework, ensuring alignment with official guidelines



They respond to the emergence of 2030 professions related to this sector



Micro-certifications are structured as competency blocks of a professional qualification, increasing credibility



Eligible for funding through state mutualized funds

4- Hub quality assurance for Microcredentials

4.1- At the heart of one of the 8 global innovation hubs...



The 8 R&D innovations at Université Paris-Saclay guarantee high-quality micro-certifications designed to meet labor market needs by combining cutting-edge research with practical, industry-relevant skills.

4- Hub quality assurance for Microcredentials

4.2 - Institutional Level

- *Alignment of Microcredentials development with the university's overall quality assurance framework (same rigor as degree programs).*
- *Periodic internal reviews of course content, learning outcomes, and assessment methods*



4- Hub quality assurance for Microcredentials

4.3- Pedagogical level

- *Clear, framework-aligned learning outcomes with validated assessment methods to ensure competency acquisition*
- *Continuous improvement through feedback and secure digital credential verification*



université PARIS-SACLAY

L'ÉVALUATION en questions

Évaluer les compétences

CONFÉRENCES & ATELIERS

JEUDI 12 MARS 2020
à partir de 8h45

**Bât 338, des colloques,
rue du Doyen André Guinier
Orsay 91400**

Inscription et informations sur : <https://www.universite-paris-saclay.fr/evenements/evaluer-les-competences>

www.universite-paris-saclay.fr | UPParisSaclay | @UnivParisSaclay | universite_paris_saclay

4- Hub quality assurance for Microcredentials

4.4- External and collaborative level

- *External peer review or accreditation by national/regional quality assurance agencies Ex: Qualiopi, DATADOC, HCERES*
- *Partnership with employers to ensure that microcredentials meet labor market needs Ex : Thales, Transavia, Alice et Bob, ...*
- *Integration in European or national registries*

Qualiopi 
processus certifié

 **RÉPUBLIQUE FRANÇAISE**

La certification qualité a été délivrée au titre de la ou des catégories d'actions suivantes :
Actions de formation



Datadock
Organisme **validé**
et **référéncé**



4- Hub quality assurance for Microcredentials

4.5- Monitoring and improvement

- *Tracking of completion rates, employability outcomes, and learner satisfaction*
- *Regular data reporting to ensure transparency and accountability.*
- *Establishment of continuous improvement cycles*



**Observatoire de la réussite
et de l'insertion
professionnelle-UPS**



5- Perspective : Microcredentials as added value to lifelong learning ?

“Microcredentials add value to lifelong learning by recognizing short, targeted learning achievements that support continuous upskilling and reskilling.

They bridge formal and non-formal education, making skills visible, verifiable, and directly relevant to labor market needs”.



Thank you

www.cedefop.europa.eu

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For more Information

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