

Introduction

The workshop 'Microcredentials and the future of learning' will explore the diversity (profile and function) of microcredentials beyond formal education and training, as well as the role of quality assurance and recognition. Participants will be presented with initial insights from Cedefop's ongoing [research](#) during the plenary and interactive breakout sessions. Discussions will aim to position microcredentials in relation to specific labour market sectors and address their potential use and accessibility for promoting social inclusion, particularly among disadvantaged groups and individuals.

The event will bring together policymakers, stakeholders, experts, and researchers to reflect on the role of microcredentials in redefining learning and working in the 21st century. A dedicated session with Cedefop's [ReferNet](#) network will be held live during the [ReferNet Plenary](#), where members will present findings from their reporting on microcredentials.

Workshop objective and aims

The workshop sets the stage for an open and forward-looking discussion on the evolving role of microcredentials in supporting labour market needs and employment-relevant learning – including in the context of vocational education and training (VET). As microcredentials gain traction in education and policy, the workshop offers a timely opportunity to explore their potential to respond to the demands of fast-changing labour markets, digital transformation, demographic shifts, and a growing need for reskilling and upskilling.

The workshop will introduce participants to the methodology and the main research questions of Cedefop's ongoing study on microcredentials. It will provide valuable insights into current trends, challenges, and opportunities. As well as sharing research, the workshop serves as a collaborative space for dialogue, reflection, and exchange – inviting contributions to shape future research priorities and discuss the next steps in Cedefop's work in this dynamic area.

Participants will have the opportunity to take part in **four breakout sessions**.

- ✓ **Breakout session 1 – Shaping skills for tomorrow: microcredentials and the labour market** will address the role microcredentials play in improving skills utilisation and career development.
- ✓ **Breakout session 2 – Building trust: the power of quality assurance in microcredentials** will examine how quality assurance mechanisms can ensure the quality of microcredentials issued by different types of providers.

- ✓ **Breakout session 3 – Global credentials: making microcredentials recognisable and portable** will focus on inconsistencies in the recognition and portability of microcredentials across sectors and borders.
- ✓ **Breakout session 4 – Uncharted microcredentials: digital innovations beyond formal education** will focus on the main features (content, profile, digital format) of microcredentials in European labour market-related education, training and learning.

As microcredentials evolve beyond an educational tool to become a powerful policy instrument, their potential to address urgent global challenges – ranging from digitalisation and e- and up-skilling of the workforce to skill gaps and labour market shifts – is coming into sharper focus. Leading experts and innovators in microcredentialling will share ideas from their current work and present their forward-looking visions.

Join us for a thought-provoking discussion on how microcredentials can reshape lifelong learning, drive inclusive workforce development, and build more agile, future-ready societies.

Working methods

The workshop will take place online on Zoom. Participants will attend presentations and can contribute through the chat. In the breakout sessions, participants can choose a theme of interest to them.

This workshop is a chance to share national experiences, compare approaches, and support ongoing European cooperation on learning outcomes.



23 October 2025



9.30-13.00 (CET)



Virtual event

Programme

Thursday, 23 OCTOBER 2025 (all times are CET)

9.15 – 9.30

Platform access and technical check

9.30 – 09.45

Welcome and introduction

- Participant welcome
- Workshop context and objectives
- Housekeeping rules
- Chair: **George Kostakis**, Coordinator of Department for VET and Qualifications, Cedefop
- Opening address: **Mara Brugia**, Deputy Director, Cedefop

9.45 – 10.00

Session 1. Microcredentials in the political context

Main topic

How can the EU, Member States, and social partners support the expansion of learning opportunities for individuals, while promoting inclusiveness and equal access to upskilling and reskilling?

- **Anna Banczyk**, Head of Unit – Vocational Education and Training, Skills Portability, Cedefop, Directorate-General for Employment, Social Affairs & Inclusion, European Commission

10.00 – 10.30

Session 2. Shaping skills for tomorrow: microcredentials and the labour market

Keynote presentation of Cedefop project [Microcredentials for labour market education and training](#)

- **Anastasia Pouliou** and **Iraklis Pliakis**, Experts in qualifications and credentials/Future of VET, Department for VET and Qualifications (DVQ), Cedefop

Research methodology

- **Gert-Jan Lindeboom**, Ockham IPS

Q&A on Cedefop's research on microcredentials

Slido

10.30 – 10.50

Session 3 ReferNet perspectives: insights into microcredentials across Europe (live connection)

The evolving role of microcredentials for social inclusion

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

Family photo

10.50 – 11.00

HEALTH BREAK

11.00 – 11.05

Session 4. Guidelines for breakout sessions

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

11.05 – 11.55

Session 5. Breakout sessions

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 Beaufile**, Secretary General, EuropeOn – The European Association of Electrical Contractors

Key topics:

- When and how can microcredentials improve skills utilisation and career development?
- What do employers and education institutions need to recognise micro-credentials as relevant?

Rapporteur: **Marianna Georgallis**, Ecorys



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Breakout session 2

Building trust: the power of quality assurance in microcredentials

20-minute presentation – 25-minute discussion

Moderator: **Iraklis Pliakis**, Expert in qualifications and credentials/Future of VET, Cedefop

- **Miriam Saliba Said**, Inter-company Training Engineer, Lifelong Learning Department, Paris-Saclay University
- **Eva Farkas**, Member of the International Adult and Continuing Education Hall of Fame, Researcher, Scholar, Hungary

Key topics:

- How is external quality ensured for microcredentials outside formal education and training? Share good practices on quality assurance arrangements.
- What can we do to help end-users (individual holders, education institutions, employers) trust microcredentials?

Rapporteur: **Karin Luomi Messerer**, 3s Research & Consulting

Breakout session 3

Global credentials: making microcredentials recognisable and portable

20-minute presentation – 25-minute discussion

Moderator: **Vasileios Symeonidis**, Expert in qualifications and credentials/Future of VET, Cedefop

- Andrina Wafer, QQI, Ireland
- Merel Eimers, Policy Officer, Nuffic, Netherlands

Key topics:

- What recognition procedures exist for awarding microcredentials in your country and/or institution?
- What lessons can we draw from the challenges of recognising microcredentials in education and/or employment?

Rapporteur: **Monika Auzinger**, 3s Research & Consulting

11.05 – 11.55

Breakout session 4

Uncharted microcredentials: digital innovations beyond formal education

20-minute presentation – 25-minute discussion

Moderator: **Zelda Azzarà**, Expert in qualifications and credentials, Cedefop

- **Colin Tück**, Senior Expert for Innovation and Digitalisation, Knowledge Innovation Centre (KIC)
- **Michał Nowakowski**, Project leader, Educational Research Institute, Poland

Key topics

- What are the benefits and obstacles of issuing microcredentials in digital format?
- How can we build interoperability and trust in digital credentials across systems and borders?

Rapporteur: **Alexander Esperet**, Ecorys

11.55 – 12.00

HEALTH BREAK

12.00 – 12.15

Session 6. Reporting from breakout sessions

Chair: **Iraklis Pliakis**, Expert in qualifications and credentials/Future of VET, Cedefop

Rapporteurs

- **Marianna Georgallis**, Ecorys
- **Karin Luomi Messerer**, 3s Research & Consulting
- **Monika Auzinger**, 3s Research & Consulting
- **Alexander Esperet**, Ecorys

12.15– 12.55

Session 7. Moderated panel discussion

International perspectives – Microcredentials and the future of learning

- Chair: **Anastasia Poulidou**, Expert in qualifications and credentials/Future of VET, Cedefop

Panellists

- **Simon Roy**, Higher Education Policy Team, Directorate for Education and Skills (EDU), OECD
- **Satu Järvinen**, Human Capital Development Expert, European Training Foundation (ETF)
- **Michelle Marsden**, Senior Manager, Microcredentials at Engineering Education Australia



12.55 – 13.00

Open discussion

- What is new about the term 'microcredentials'?
- Do microcredentials advance or hinder equity in education?
- How do you see the role of microcredentials evolving in the next 5-10 years?

Slido

Session 8. Concluding remarks

- **Irene Mandl**, Head of Department, Department for VET and Qualifications
- **Anastasia Pouliou**, Expert in qualifications and credentials/Future of VET, Cedefop

END OF WORKSHOP

To join the conversation
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and use **#Microcredentials**
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