Micro Credentials 101
What are they and why should we care?

Anthony F. Camilleri
Senior Partner – Knowledge Innovation Centre

MicroHE MasterClass
24.10.2019
Microcredentials

Why should we care?
Globally, up to 375 million workers may need to switch occupational categories.

Number of workers needing to move out of current occupational category to go find work, 2016–30 (trendline scenario)\(^1\)

- Midpoint automation
- Additional from rapid automation adoption (each block = 1 million workers)

Advanced
- United States: 16–54
- Other advanced: 17–64

Developing
- China: 12–102
- Other developing: 10–72

- Germany: 3–12
- Japan: 3–11
- Mexico: 1–7
- India: 3–38

Changing occupations
- 75–375 million workers

Total global workforce: 2,661 million people

Up to 375 million workers or 14% of all workers affected by 2030

1 Some occupational data projected into 2016 baseline from latest available 2014 data.

Source: US Bureau of Labor Statistics; McKinsey Global Institute analysis

Technology is driving Radical Change in Employment and Societies
Rate of Change is increasing
Occupational Sectors increasingly focus on **Skills** rather than Qualifications or Professions

**Technical**
- IT knowledge and abilities
- Data and information processing and analytics
- Statistical knowledge
- Organizational and processual understanding
- Ability to interact with modern interfaces

**Personal**
- Self and time management
- Adaptability/ability to change
- Teamwork abilities
- Social skills
- Communication skills

**Must**
- Knowledge management

**Should**
- Interdisciplinary/generic knowledge about technologies & organizations
- Awareness for IT-Security and data protection
- Specialized knowledge of manufacturing activities & processes
- Trust in new technologies
- Continuous improvement and lifelong learning

**Could**
- Computer programming & coding abilities
- Specialized knowledge about technologies
- Awareness for ergonomics
- Understanding of legal affairs

*Digital Skill needs for TVET*
*Source: VDI (2018)*
Degrees are losing value as currency for employment

Which factors are most important when hiring potential employees?

Megatrends

• Increasing cost of Higher Education
• No more jobs for life
• Employer demands for flexibility and reaction times
• Move to skills-base rather than qualification base
• Decreasing value of a degree
Summary?

• The value of degrees and qualifications is decreasing

The End of Traditional Education and Degrees
Is the Future already Here?
The European Standards and Guidelines for Quality Assurance call on Higher Education Institutions to

- enable flexible learning pathways;
- use different modes of delivery;
- encourage a sense of autonomy in learners.
Microcredentials

Sub-unit of a credential or credentials that can be stacked into larger credentials

Typically 2-30 ECTS-equivalents
See what's next.

WATCH ANYWHERE. CANCEL ANYTIME.

JOIN FREE FOR A MONTH
John quit his job as a lab technician to become a sustainable energy investor. He uses micro-credentials to prepare for his new profession.

MOOCs make pathways like this possible
Which Working Benefits Do Millennials Value Most?

% of global millennials ranking each of the following benefits first

- Training and Development: 22%
- Flexible Working Hours: 19%
- Cash Bonuses: 14%
- Free Private Healthcare: 8%
- Pension Scheme/Other Retirement Funding: 6%
- Greater Vacation Allowance: 6%
- Financial Assistance With Housing: 5%
- Company Car: 4%
- No Benefits & Higher Wages: 4%
- Assistance Clearing Study Debts: 3%
- Maternity/Paternity Benefits: 2%
- Free Child Care: 2%

Lifelong Learning is increasingly valued
CLASS CENTRAL

101M Students

900+ Universities

11.4k Courses

By the Numbers: MOOCs in 2018
Which factors are most important when hiring potential employees?

- Relevant Work Experience: 40%
- Screening Tools: 21%
- Other Education: 18%
- Certifications: 23%
- Four-Year Degree: 16%


Micro-Credentials are gaining value for employment.
Rise of High Quality Micro-Credentials
Megatrend

Rise of Non-Accredited Higher Education
Summary

• The value of degrees and qualifications is decreasing
• New Models of Education are Thriving

The End of Traditional Education and Degrees
Should I go to University?
Higher Education and Tertiary Education Qualifications are still in increasing demand.
<table>
<thead>
<tr>
<th>Occupational Family (+ Top Titles)</th>
<th>Credentials Gap</th>
<th>% Job Holders with BA+ (Source: American Community Survey)</th>
<th>% Postings Requiring Bachelor’s Degree (Source: Burning Glass)</th>
<th>2013 Job Postings in Middle Skills Occupations (Source: Burning Glass)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td></td>
<td>26%</td>
<td>42%</td>
<td>68%</td>
</tr>
<tr>
<td>- Production Supervisors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Transportation, Storage, and Distribution Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office and Administrative Services</td>
<td></td>
<td>25%</td>
<td>20%</td>
<td>45%</td>
</tr>
<tr>
<td>- Executive Secretaries and Executive Assistants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Insurance Claims Clerks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td></td>
<td>21%</td>
<td>51%</td>
<td>72%</td>
</tr>
<tr>
<td>- Employment, Recruitment, and Placement Specialists</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Training and Development Specialists</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td></td>
<td>21%</td>
<td>39%</td>
<td>60%</td>
</tr>
<tr>
<td>- Computer User Support Specialists</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Computer Network Support Specialists</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales and Related</td>
<td></td>
<td>13%</td>
<td>43%</td>
<td>56%</td>
</tr>
<tr>
<td>- Wholesale and Manufacturing Sales Representatives</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Supervisors of Retail Sales Workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Many Professions have upgraded to requiring degrees

Burning Glass (2014: Moving the Goalposts: How demand for a Bachelor’s Degree is Reshaping the Workforce
Summary

• The value of degrees and qualifications is decreasing
• New models of (higher) education are thriving

The end of Traditional Degrees
Moving from a Fordist model of Education is unprecedented.
To have value these micro-credentials have to be recognised by his future employer.
10000 Universities  
Making this Possible  
500 Courses per Uni  
5 million micro-credentials  

26 trillion  
possible combinations!  
(of 5-credential packages)
TECHNOLOGY POWERING THE FUTURE OF MICRO-CREDENTIALS
TECHNOLOGY POWERING THE FUTURE OF MICRO-CREDENTIALS

MICRO-CREDENTIALS IN THE FUTURE EUROPEAN POLICY LANDSCAPE
Technology powering the future of micro-credentials

Impacts of micro-credentials on institutional processes

Micro-credentials in the future European policy landscape
TECHNOLOGY POWERING THE FUTURE OF MICRO-CREDENTIALS

IMPACTS OF MICRO-CREDENTIALS ON INSTITUTIONAL PROCESSES

IMPACT OF MICRO-CREDENTIALS ON NEW LEARNER PARADIGMS

MICRO-CREDENTIALS IN THE FUTURE EUROPEAN POLICY LANDSCAPE
Micro-Credentials require an educational moonshot of our times
Welcome to the Masterclass