

# Micro Credentials 101

What are they and why should we care?



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# Why should we care?

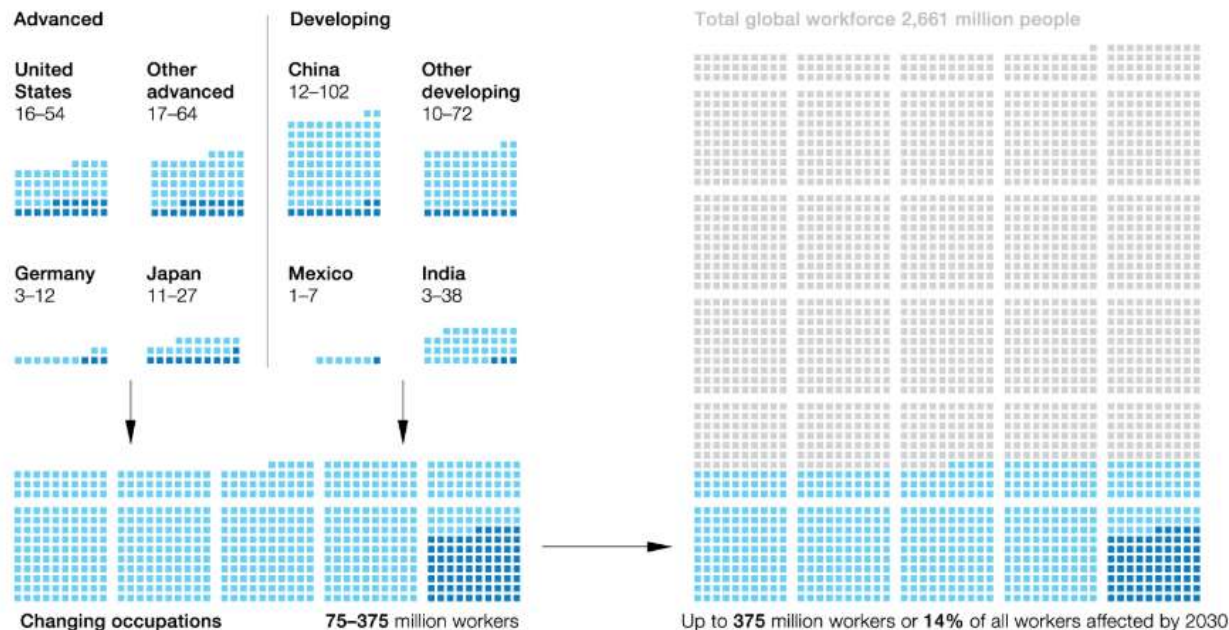


Globally, up to 375 million workers may need to switch occupational categories.



Number of workers needing to move out of current occupational category to go find work, 2016–30 (trendline scenario)<sup>1</sup>

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

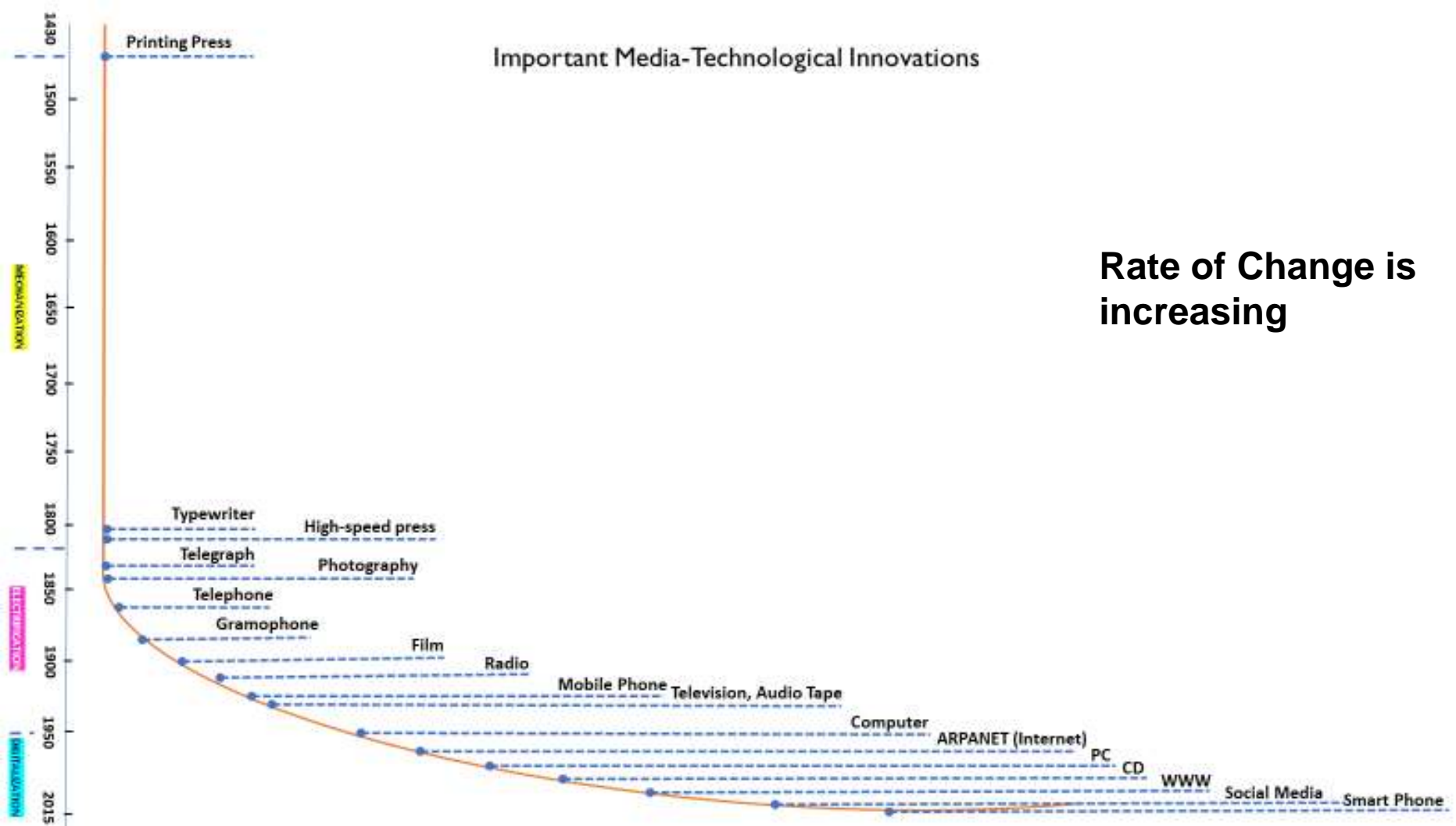


# Technology is driving Radical Change in Employment and Societies

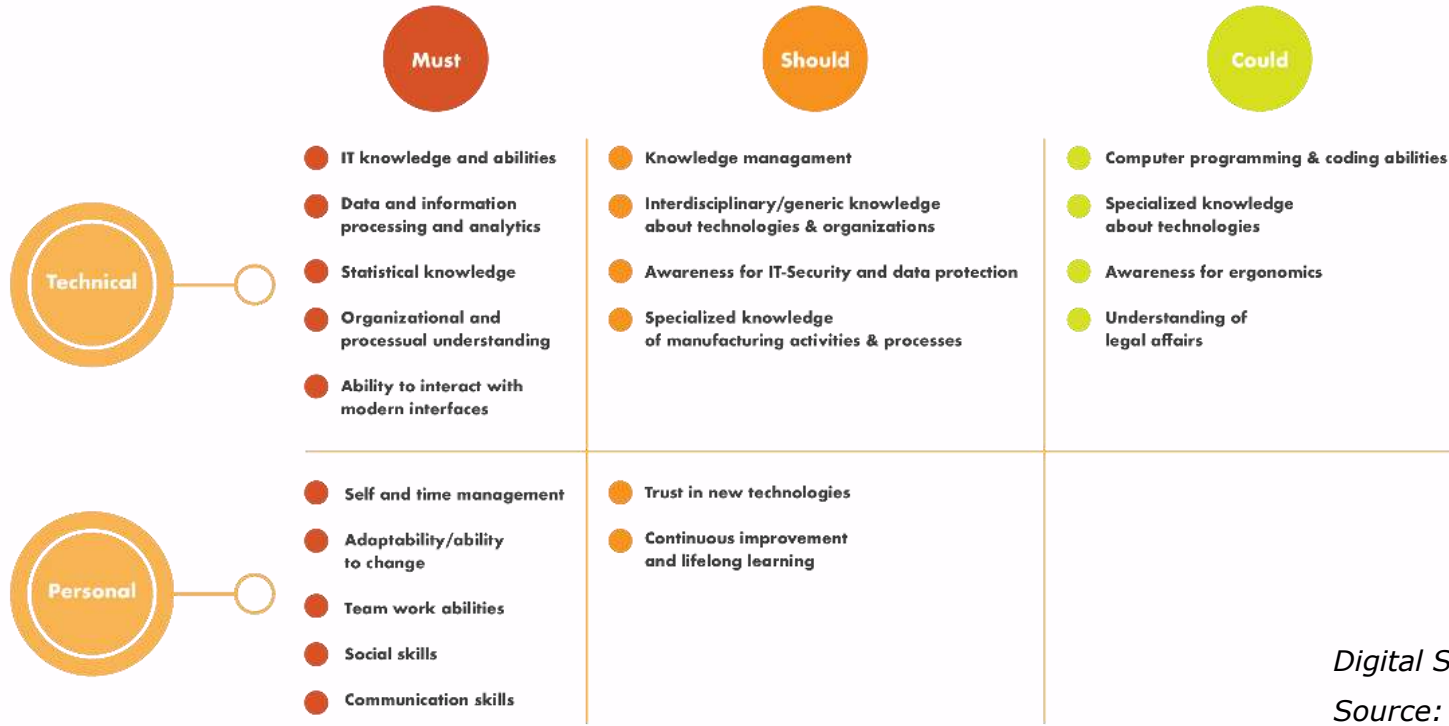
<sup>1</sup> Some occupational data projected into 2016 baseline from latest available 2014 data.

# Important Media-Technological Innovations

Rate of Change is increasing



# Occupational Sectors increasingly focus on **Skills** rather than **Qualifications or Professions**



*Digital Skill needs for TVET*  
*Source: VDI (2018)*

## Which factors are most important when hiring potential employees?



**Degrees are losing value as currency for employment**



## 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**

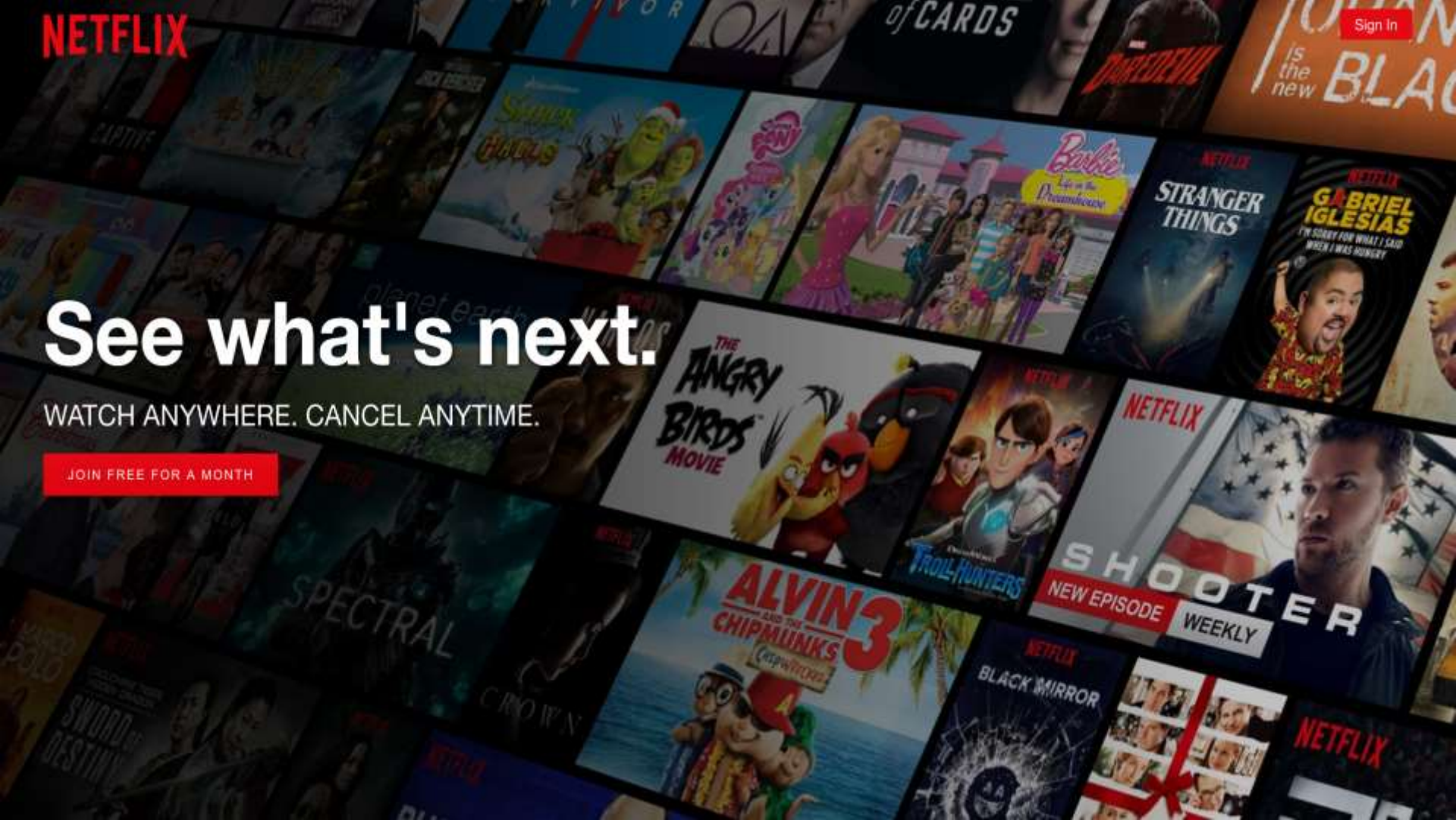
NETFLIX

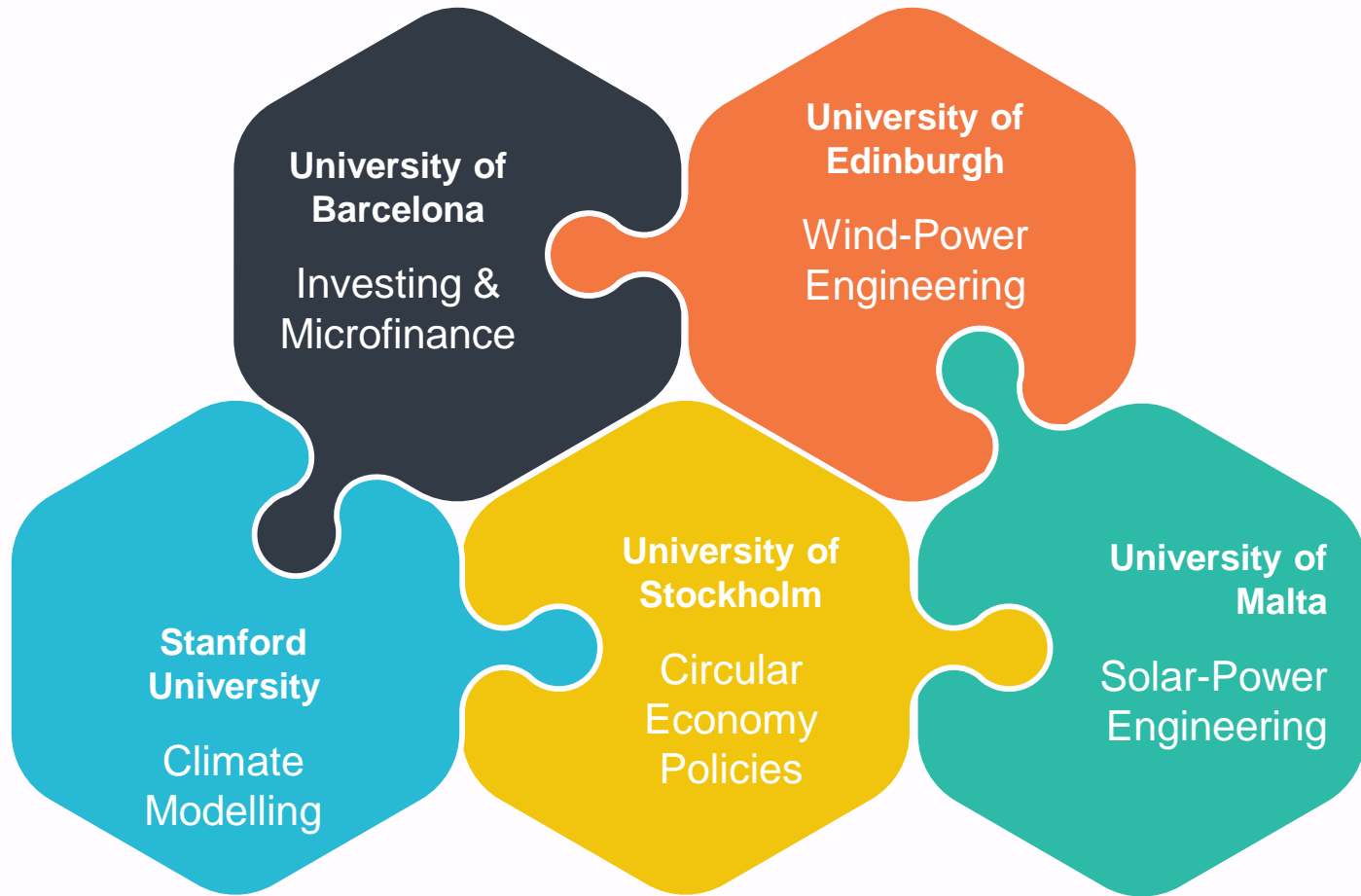
Sign In

# See what's next.

WATCH ANYWHERE. CANCEL ANYTIME.

JOIN FREE FOR A MONTH





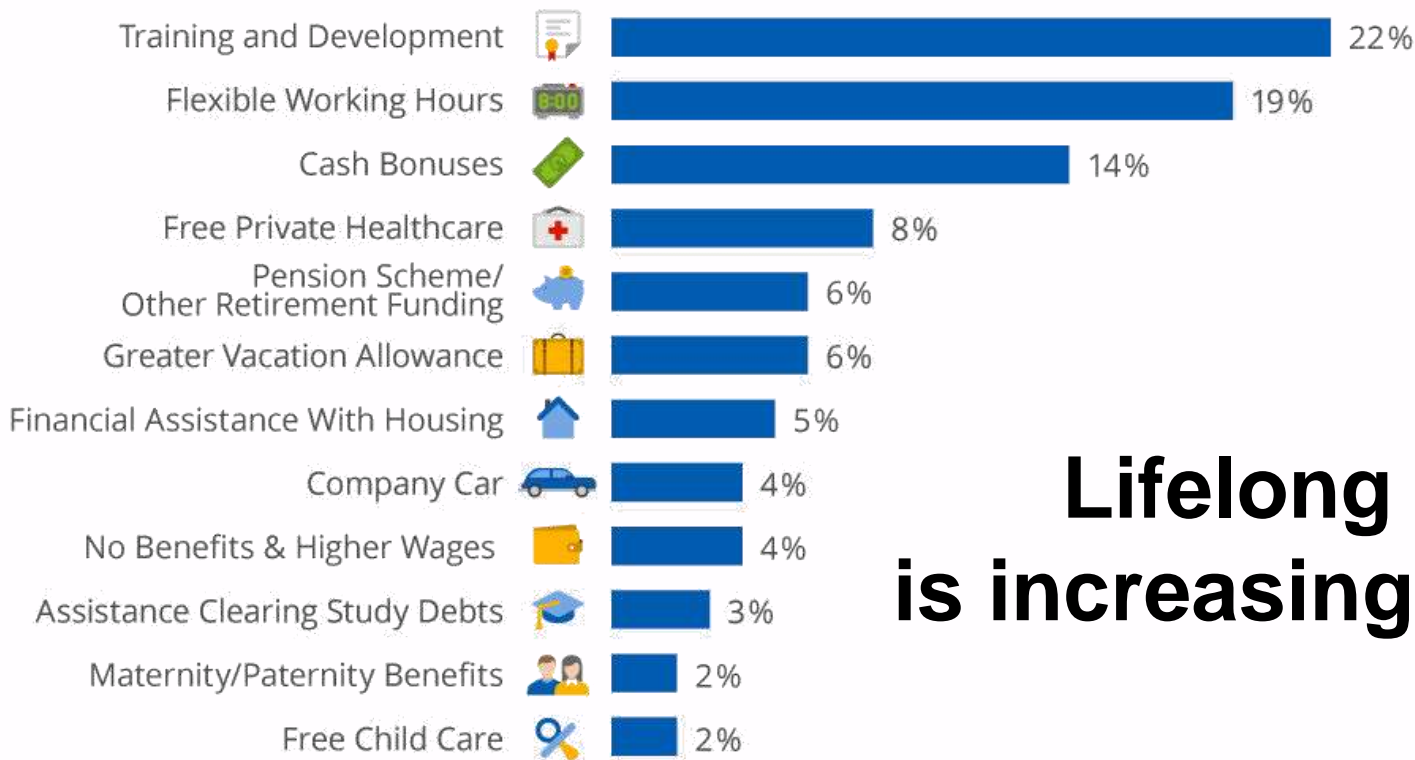
John quit his job as a lab technician to become a sustainable energy investor.

He uses micro-credentials to prepare for his new profession.

**MOOCs make pathways like this possible**

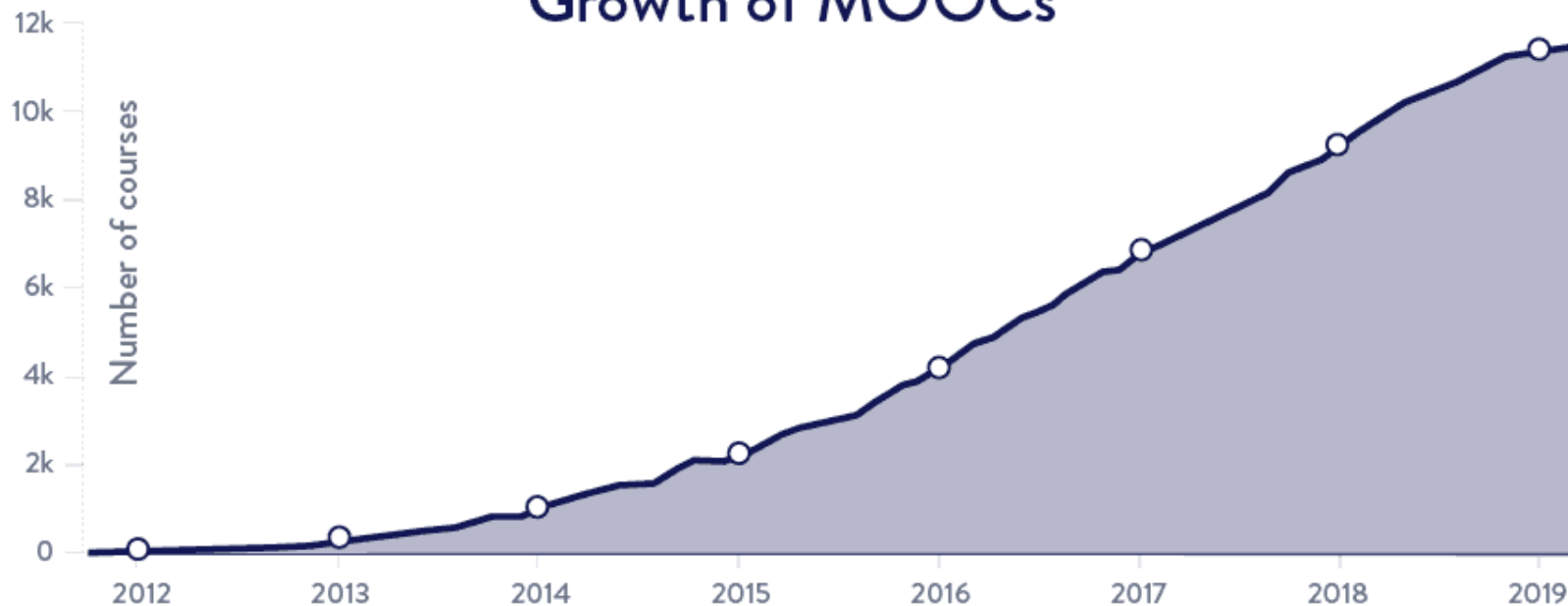
# Which Working Benefits Do Millennials Value Most?

% of global millennials ranking each of the following benefits first



**Lifelong Learning  
is increasingly valued**

## Growth of MOOCs



By the Numbers: MOOCs in 2018

CLASS CENTRAL



101M

Students



900+

Universities



11.4k

Courses

By the Numbers: MOOCs in 2018



## Which factors are most important when hiring potential employees?



**Micro-Credentials are gaining value for employment**

Megatrend



# 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



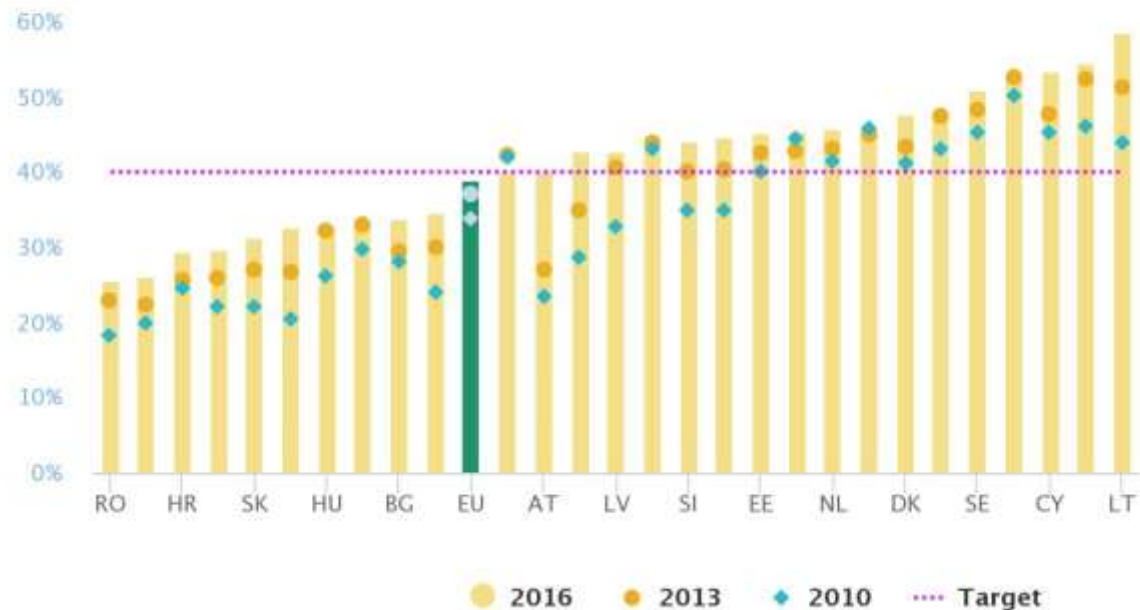
# Should I go to University?



## Higher Education and Tertiary Education Qualifications are still in increasing demand

### Tertiary education attainment 2010, 2013, 2016 and EU target level

Source: Eurostat, EU Labour Force Survey, online data code [edat\_lfse\_03]



## CREDENTIAL GAP BY MIDDLE SKILLS OCCUPATIONAL FAMILY



Occupational Family (+ Top Titles)	Credentials Gap	% Job Holders with BA+ (Source: American Community Survey)	% Postings Requiring Bachelor's Degree (Source: Burning Glass)	2013 Job Postings in Middle Skills Occupations (Source: Burning Glass)
<b>Management</b> - Production Supervisors - Transportation, Storage, and Distribution Managers	26%	42%	68%	710,652
<b>Office and Administrative Services</b> - Executive Secretaries and Executive Assistants - Insurance Claims Clerks	25%	20%	45%	865,134
<b>Business and Financial Operations</b> - Employment, Recruitment, and Placement Specialists - Training and Development Specialists	21%	51%	72%	535,921
<b>Computer and Mathematical</b> - Computer User Support Specialists - Computer Network Support Specialists	21%	39%	60%	226,240
<b>Sales and Related</b> - Wholesale and Manufacturing Sales Representatives - Supervisors of Retail Sales Workers	13%	43%	56%	1,391,113

**Many Professions  
have *upgraded*  
to requiring degrees**

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

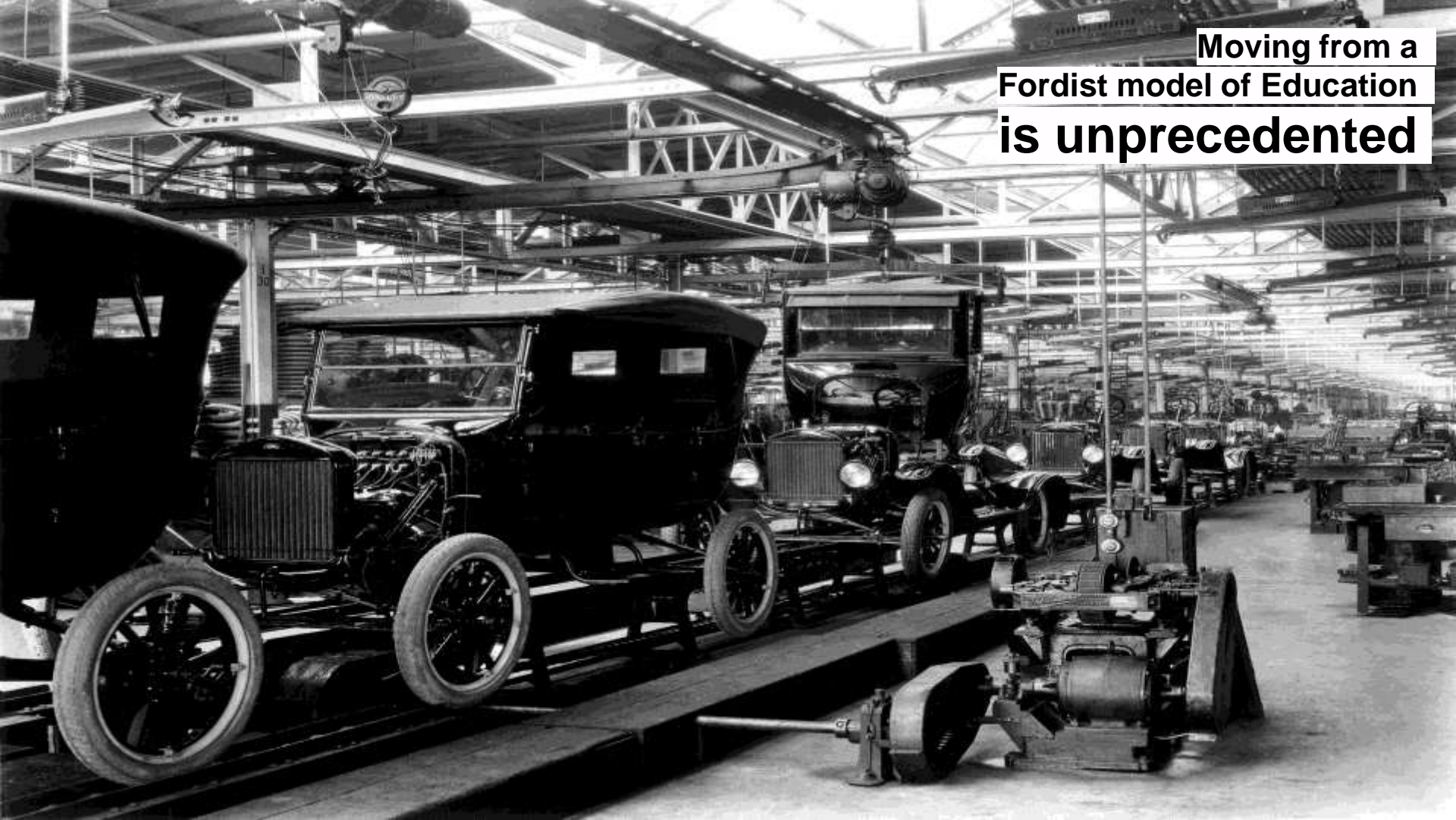
# Summary

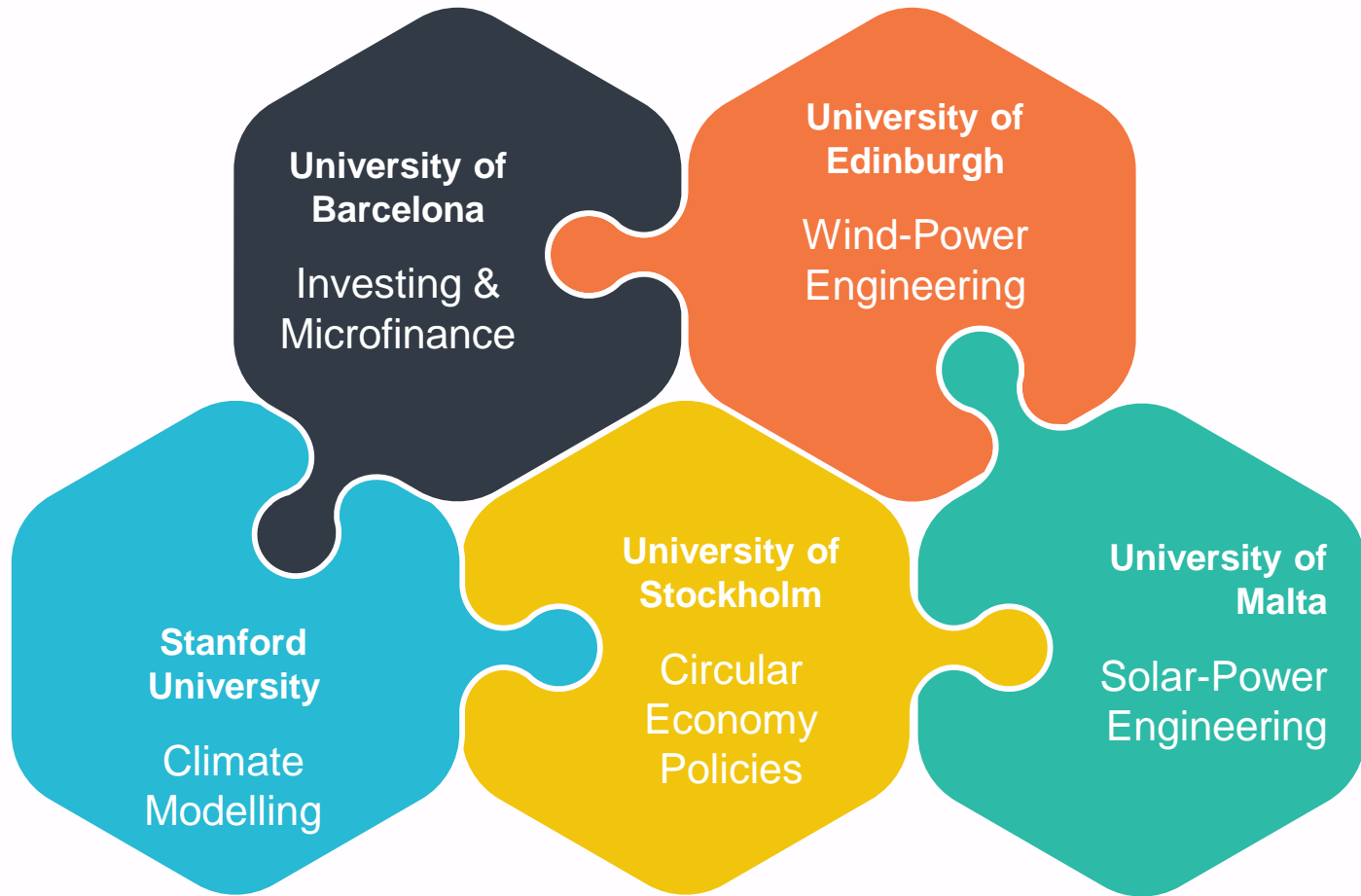
- The value of degrees and qualifications is decreasing
- New models of (higher) education are thriving

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

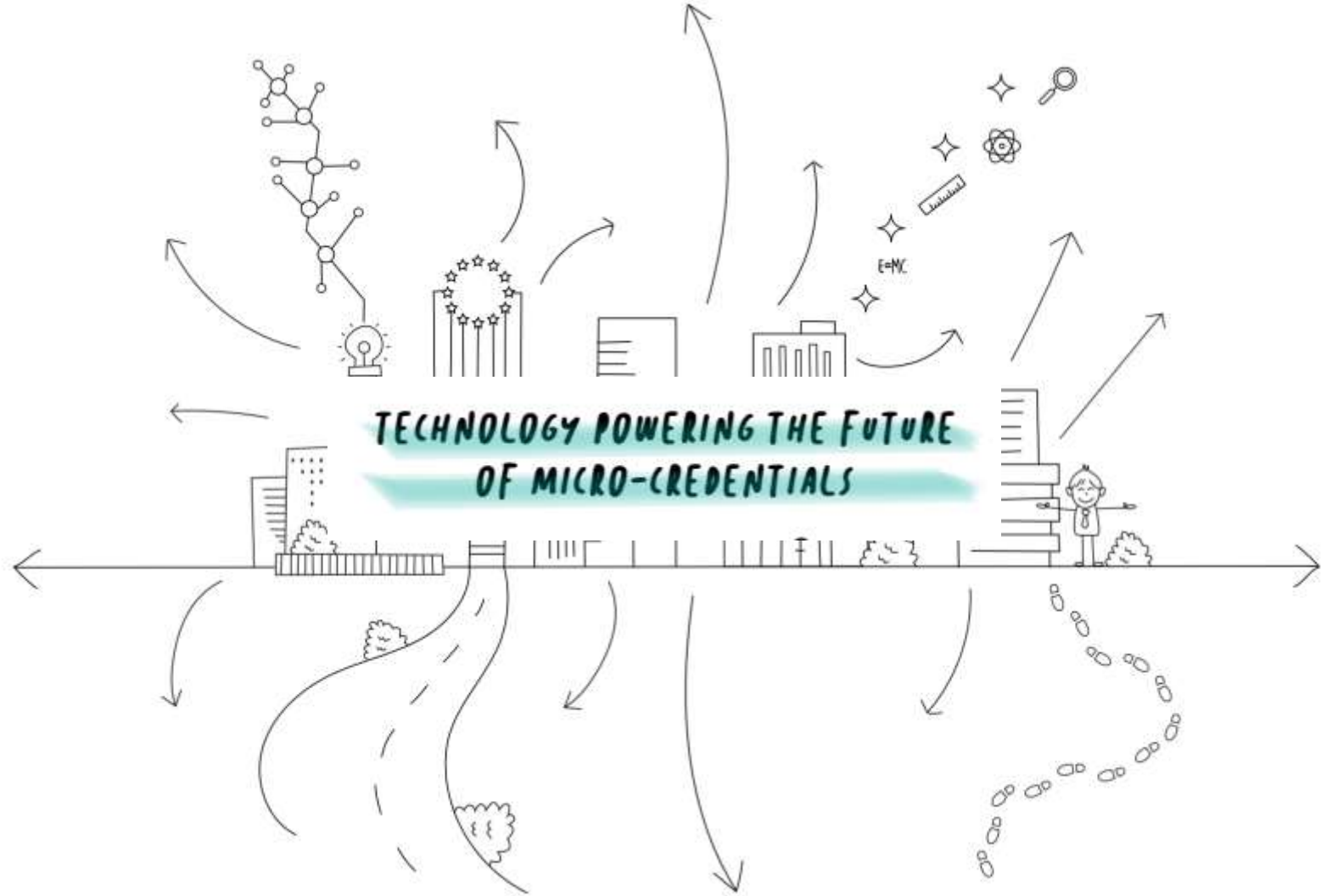
**500 Courses per Uni**

**5 million micro-credentials**

**26 trillion**

**possible combinations!**

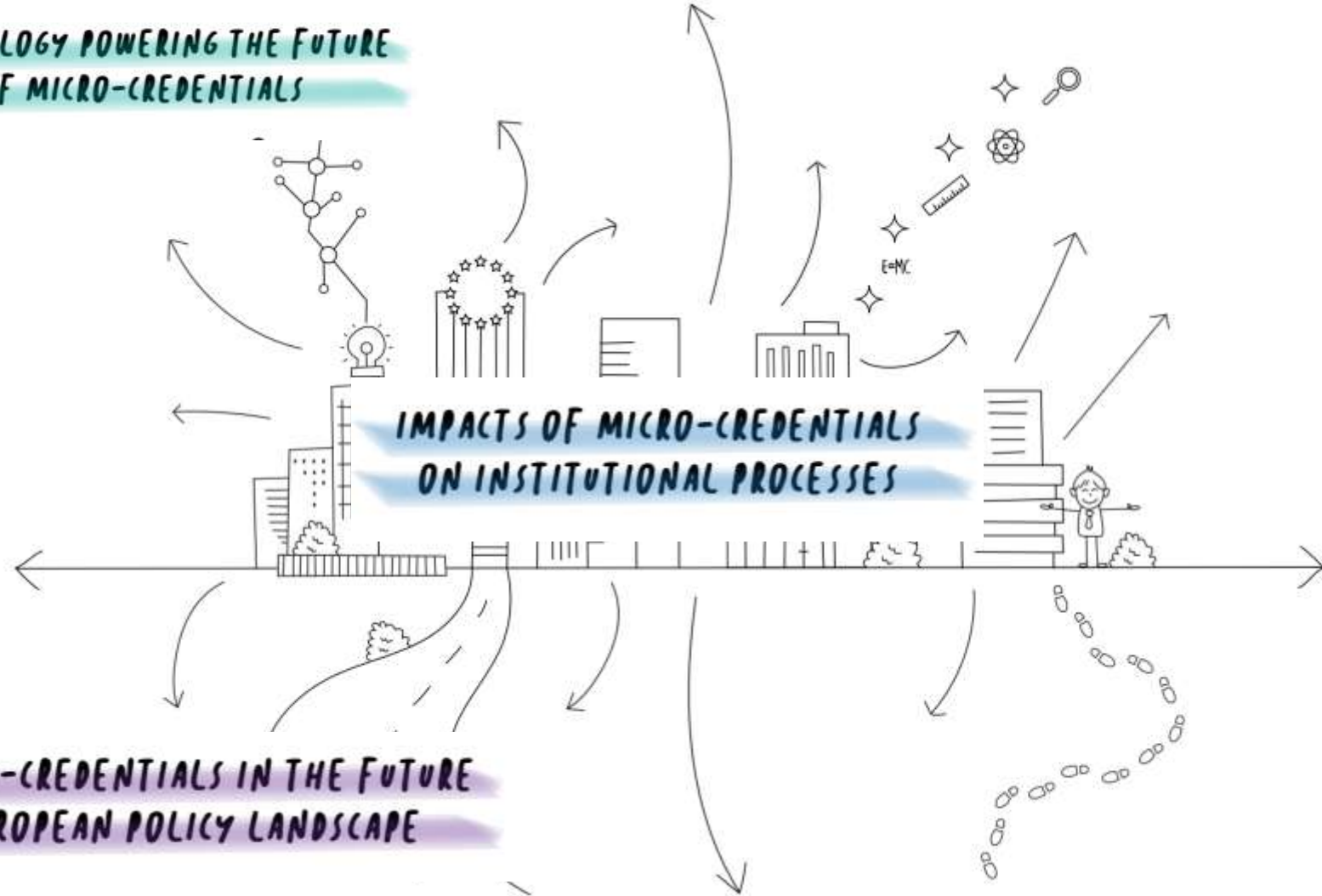
(of 5-credential packages)



# TECHNOLOGY POWERING THE FUTURE OF MICRO-CREDENTIALS



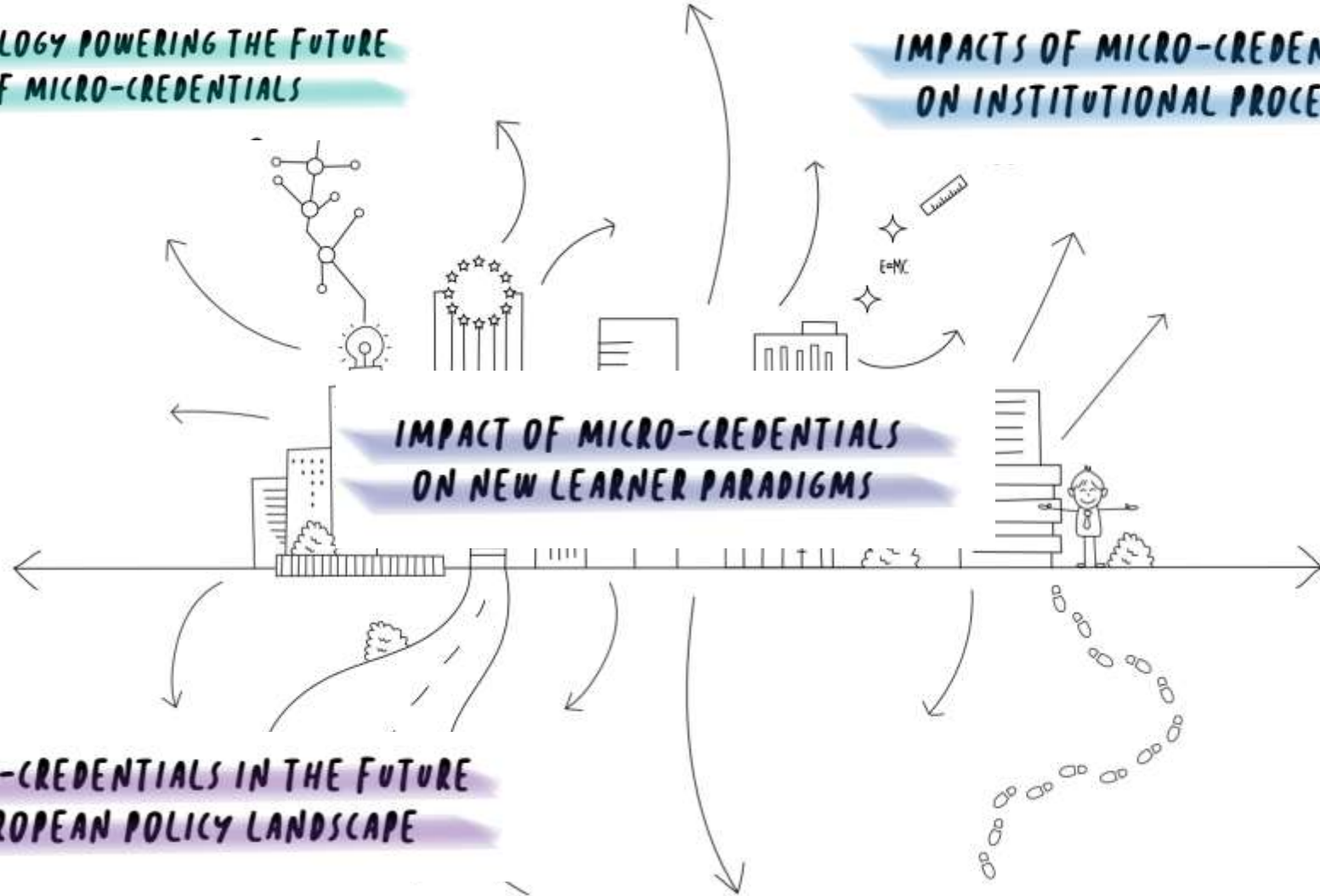
## TECHNOLOGY POWERING THE FUTURE OF MICRO-CREDENTIALS



## MICRO-CREDENTIALS IN THE FUTURE EUROPEAN POLICY LANDSCAPE

**TECHNOLOGY POWERING THE FUTURE  
OF MICRO-CREDENTIALS**

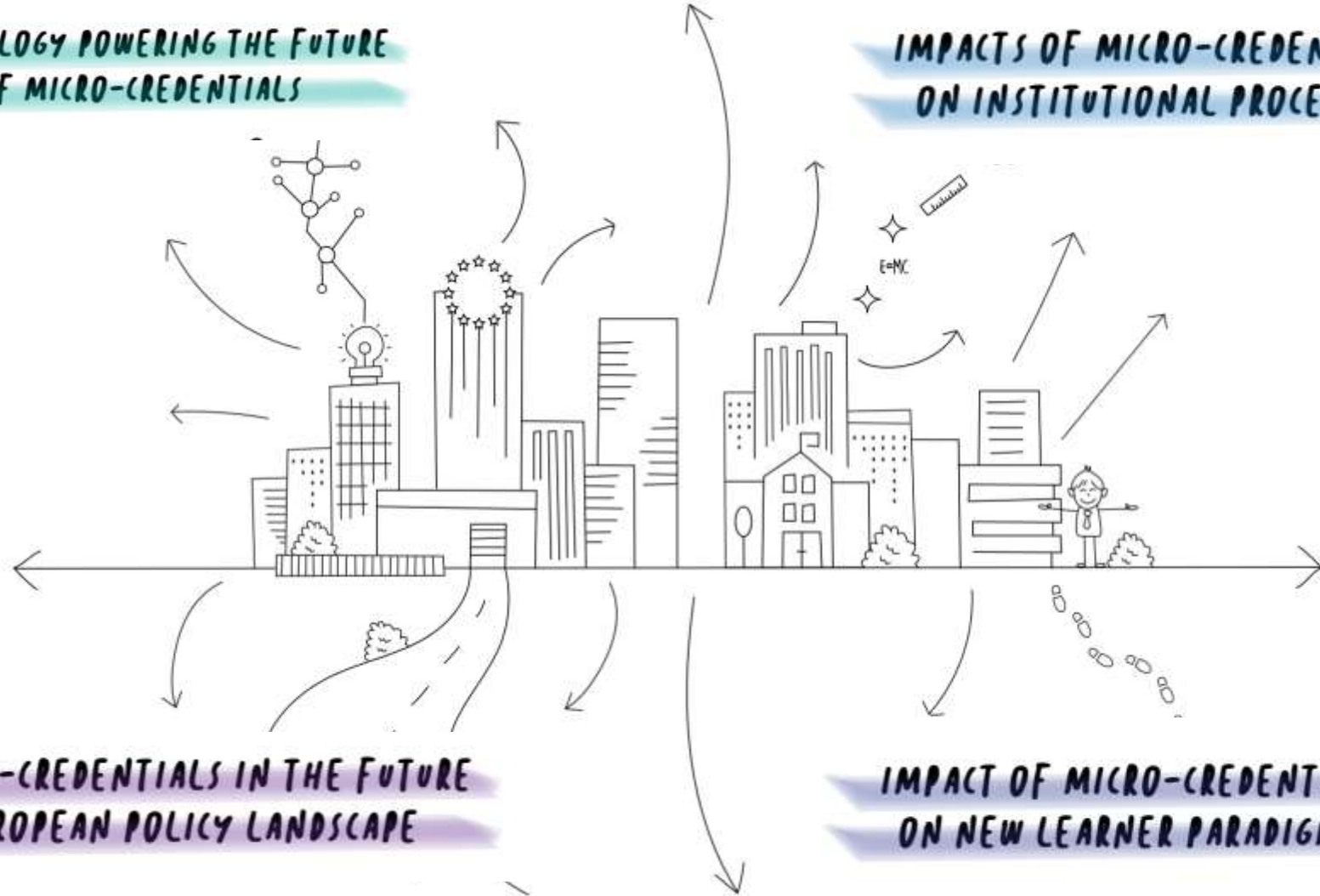
**IMPACTS OF MICRO-CREDENTIALS  
ON INSTITUTIONAL PROCESSES**



**MICRO-CREDENTIALS IN THE FUTURE  
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TECHNOLOGY POWERING THE FUTURE  
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MICRO-CREDENTIALS IN THE FUTURE  
EUROPEAN POLICY LANDSCAPE

IMPACT OF MICRO-CREDENTIALS  
ON NEW LEARNER PARADIGMS





Micro-Credentials require an educational moonshot of our times

# Welcome to the Masterclass