



Embedding micro-credentials within a skills strategy

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Background and context

At Coleg Cambria, we are excited to introduce a new Higher Education (HE) and Higher Technical Skills (HTS) Strategy 2025–2027, set to unfold over the next three academic years.

The Strategy aligns with the College's strategic aims for our curriculum employer engagement, and quality:

- To meet local, regional and national skills priorities through an innovative, industry-led, highly responsive curriculum offer, meeting the needs of learners, employers and partners. To raise aspirations for all ensuring high levels of attainment that enables everyone to achieve their potential.
- To provide a wrap-around service to employers locally, regionally and nationally that exceeds their needs and those of their workforce. Expanding our offer to positively impact on the future economies whilst embedding meaningful and enriching work experience into our curriculum offer.
- Excellent personalised student experience which leads to consistently high levels of student success and supports progression and future aspirations.

Introduction of modular learning

Central to our HE and HTS Strategy is the introduction of modular learning, initially offered through the HN Flex route. HN Flex is a Pearson initiative that allows approved providers to deliver individual units from Higher National (HN) Certificates and Diplomas to 'deliver bite sized knowledge, skills and behaviour'. Typically, HN units are 15 or 20 credits. As with all micro-credentials, the opportunity to study and achieve individual HN units is beneficial for individuals who are employed and seeking continuing professional development (CPD) as well as for those wishing to upskill for employment progression or to upskill and/or reskill for employment in a new/alternative sector.

Industry and employer-focused

Our HN Flex and micro-credential programmes will be shaped and guided in close partnership with key employers connected to the College. This collaboration ensures that our micro-credential offer aligns with the needs of the local workforce, providing opportunities to up-skill and re-skill in a way that is both relevant and practical.

Our initial developments will be in five subject areas.

Healthcare

Supporting the growing demand for skilled healthcare professionals in the region.

Digital Technologies

Preparing workers for the increasingly digital workplace across all sectors

Engineering & Construction

Addressing skills gaps in technical industries vital to infrastructure development.

Business

Developing management and entrepreneurial skills to drive economic growth.

A key focus of our HE and HTS Strategy is to expand participation in higher education, particularly for adult learners. The HN Flex and micro-credential routes offer an ideal entry point for adult learners at Level 4. Through modular delivery, learners can gradually build confidence and academic skills without committing to a full qualification. This flexible approach alleviates the time and financial pressures typically associated with traditional qualifications, empowering learners to engage with their education at their own pace.

Our aim is for adult learners to use this opportunity as a stepping stone, potentially converting their accumulated credits into a full Level 4 or Level 5 qualification in the future. By offering these pathways, we hope to support a diverse range of learners in advancing their education and enhancing their career prospects.

This strategy represents a significant step forward in making higher education more accessible and relevant to the needs of both learners and employers in our region.

This case study was presented at the QAA Cymru webinar 'Micro-credential postcards from the Nations: Practice-sharing event with a focus on micro-credential development around the UK' on 3 June 2025. The webinar formed part of the work of the Medr-funded Micro-credentials Special Interest Group (MIC.SIG).

Find out more about the MIC.SIG on the QAA Cymru [website](#).

