



**Arfer micro-
gymwysterau:
persbectifau
rhyngwladol i
ategu datblygiad
ar draws
gwledydd y DU**

Dydd Mawrth 12fed Mawrth 2025

**Micro-credential
practice:
international
perspectives to
support development
across the UK's
nations**

Tuesday 12 May 2025

Professor Mary Bishop, FCCA, CA, PhD, PFHEA

Senior NED and Board Advisor, HE and Professional
Education

PSRB representative, UK Quality Council

Deputy Chair, British Accreditation Council

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[Professor Mary Bishop FCCA, CA \(ANZ\), PhD | LinkedIn](#)

QAA Micro-credential Webinar, 12.03.2025

QAA [Higher Education Credit Framework for England](#)

BAC [Micro-credentials scheme \(MC\) –](#)

Royal Society of Medicine [continuing-professional-development-standards-and-criteria.pdf](#)

BAC Accreditation Scheme

Institutional accreditation

- For independent, further and higher education in UK and internationally

What the scheme is

- Tests the robustness of the management and quality assurance arrangements for MCs
- Provider can change MC provision during accreditation cycle of 4 years

FutureLearn Microcredential Framework

Background

- 2012: Founded by the Open University
- 2019: 50% share acquired by SEEK
- 2022: Acquired by Global University Systems

Leadership

- Advisory Board chaired by Lord David Blunkett
- Executive Board chaired by Lord Jo Johnson
- Managing Director Ian Howell

Transformation

- Wholesale restructuring of the business
- Investment in strategic growth initiatives
- Financial sustainability



Business Lines



Consumer



Enterprise



Services

FutureLearn Marketplace is a trusted consumer platform for leading universities to distribute online short courses, micro credentials and degrees

1,800+
Courses

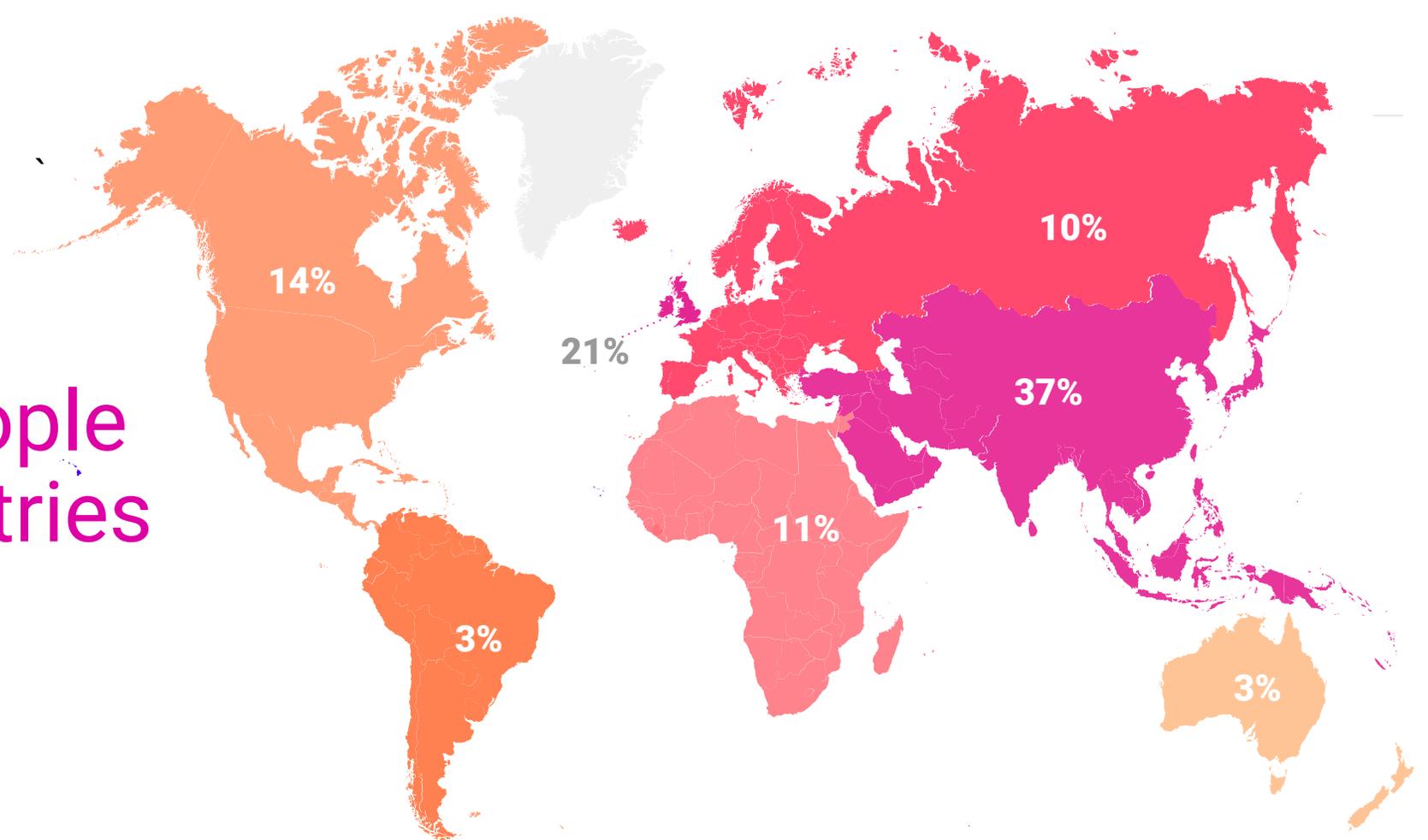
250+
Partners

22m
Learners



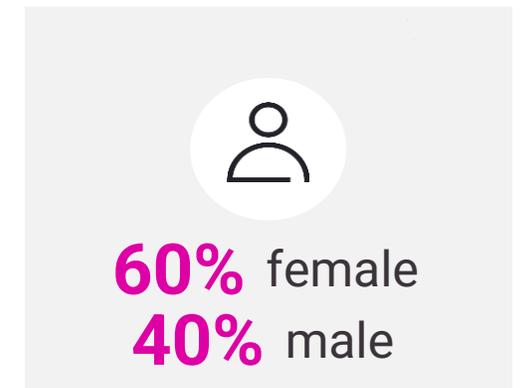
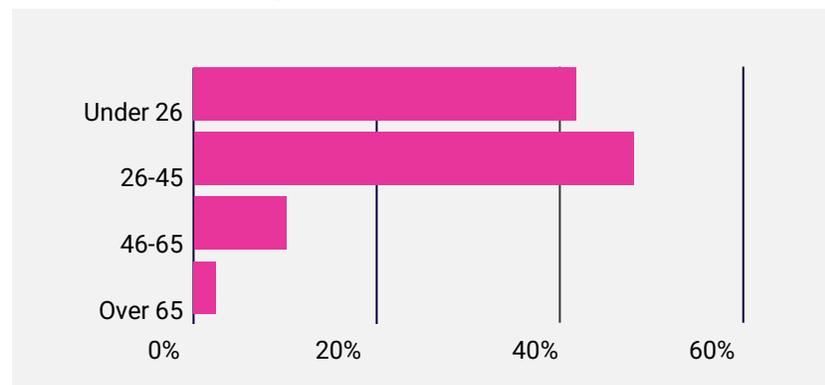
International Market Reach

Visits from people in all 195 countries



Region	2023 Total Visits
Asia	10.7m
Europe	8.7m
Americas	5m
Africa	3.3m
Australia	1m

46m unique visits



1M+ Learners spend \$2.3B annually

On Online Non-Degree Certificates and Microcredentials

Illustrative examples only

Bootcamps (Offline + Online)



B2B and HE
growing
very fast

\$0.9B

D2C Bootcamps,
B2B Bootcamps and now
University Partnership Bootcamps

100K+ Learners

Online Non-Degree 'Certificates' and Post Secondary Micro-Credentials.



University & Non-University
designed & delivered
'certificates' & micro-credentials

\$2.3B

Excluding Offline
Executive and
Continuing Education

1M+ Learners

Professional Certifications



Accounts, Cyber, Engineers, Finance,
Lawyers, Nurses, Physicians, Software
Developers, Tech/Project Management.

\$2.9B

3M+ Learners

Online Courses & Badges



MOOCs, Marketplaces, Coding and
Creator Courses, Skills Assessments and
Test Prep for Professional Certifications

Holon IQ

\$3.8B+

100M+ Learners

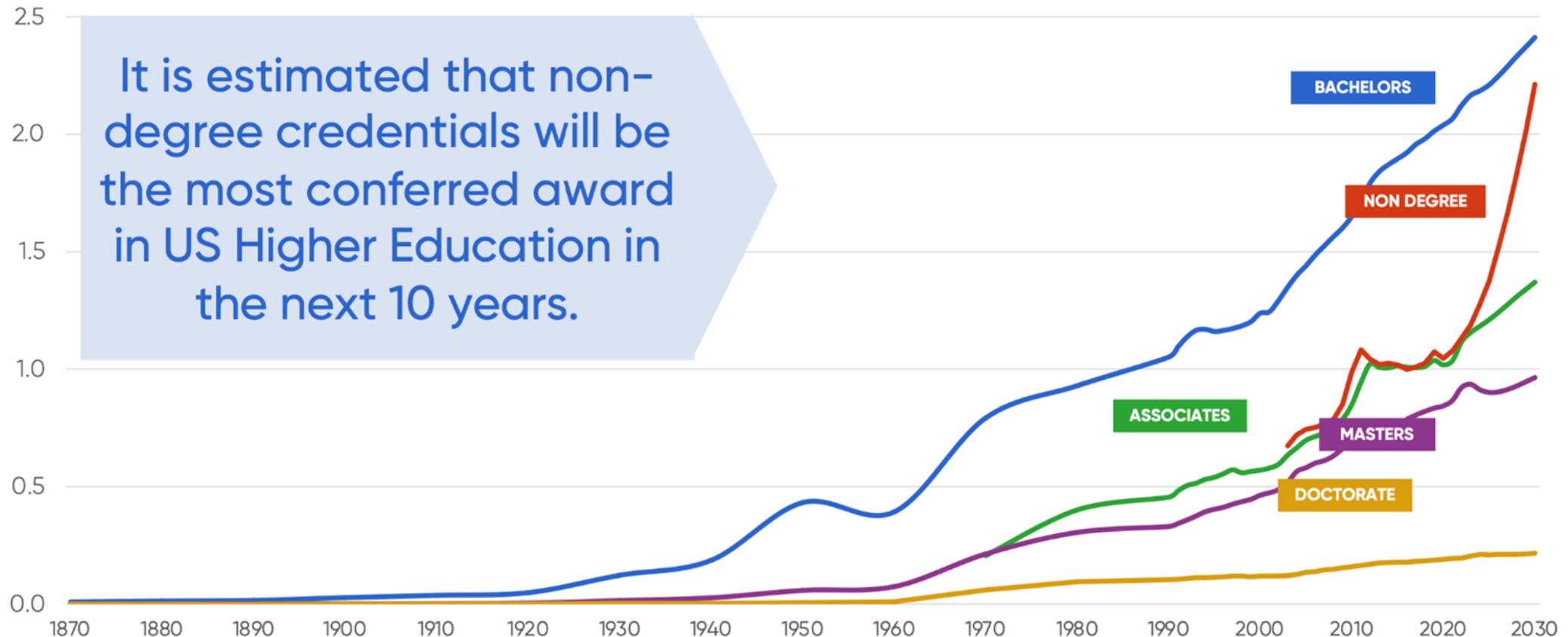
Source: HolonIQ Smart Estimates, February 2021

Plus - learners also turning to Online Courses for their microcredentialing needs

We need to evolve to stay ahead

150 years of HE Conferrals. Sharp rise in Non-Degree credentials.

Higher Education Credentials Conferred, 1870 – 2030P (Millions of Conferrals)



It is estimated that non-degree credentials will be the most conferred award in US Higher Education in the next 10 years.

Partners

Developed with representatives from



UNIVERSITY
of York

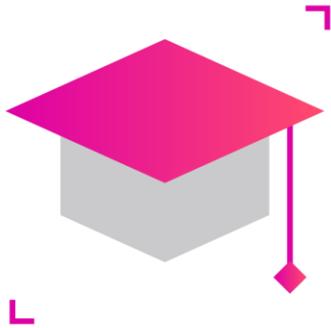


University
of Glasgow



Nottingham Trent
University

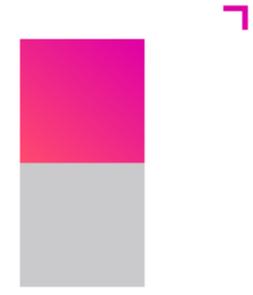
Design Principles



Offer high-quality
Microcredentials



Marketed to individual learners
and employers



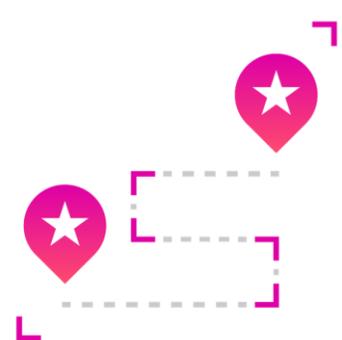
Enable stacking of credits towards
postgraduate awards



Viable commercial model with high
contribution level



Mutual prior-recognition of
credits across institutions



Flexibility to choose between
non-credit or credit-bearing routes

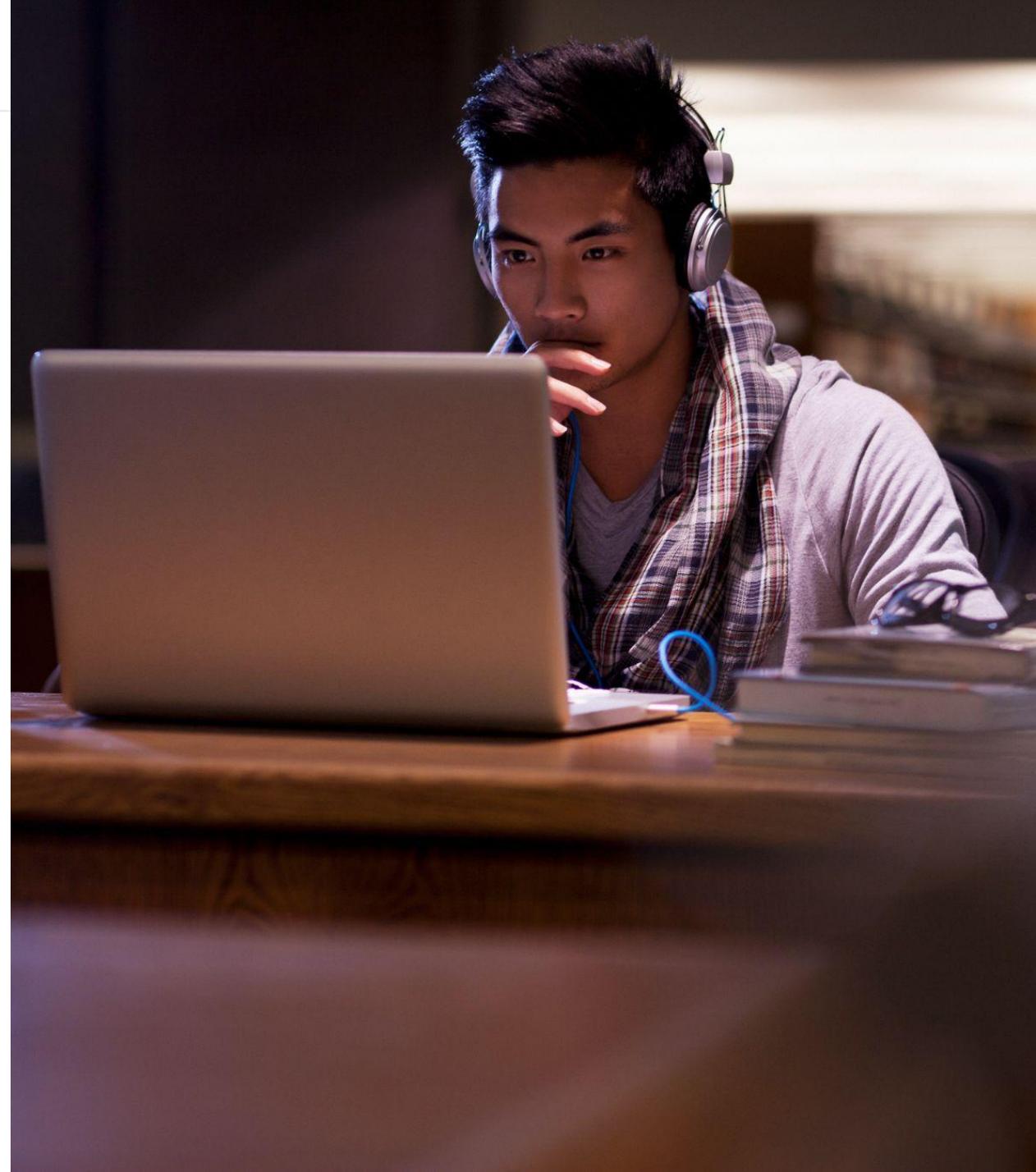
Course characteristics

- Master's level, 10 credits each
- Self-paced learning, rolling entry
- Non-credit bearing with computer-graded assessment
- Credit-bearing option with tutor-graded assessment
- Extra cost for credit assessments
- Use of Open Educational Resources (OER)
- No tutor support until final assessment grading



Course characteristics

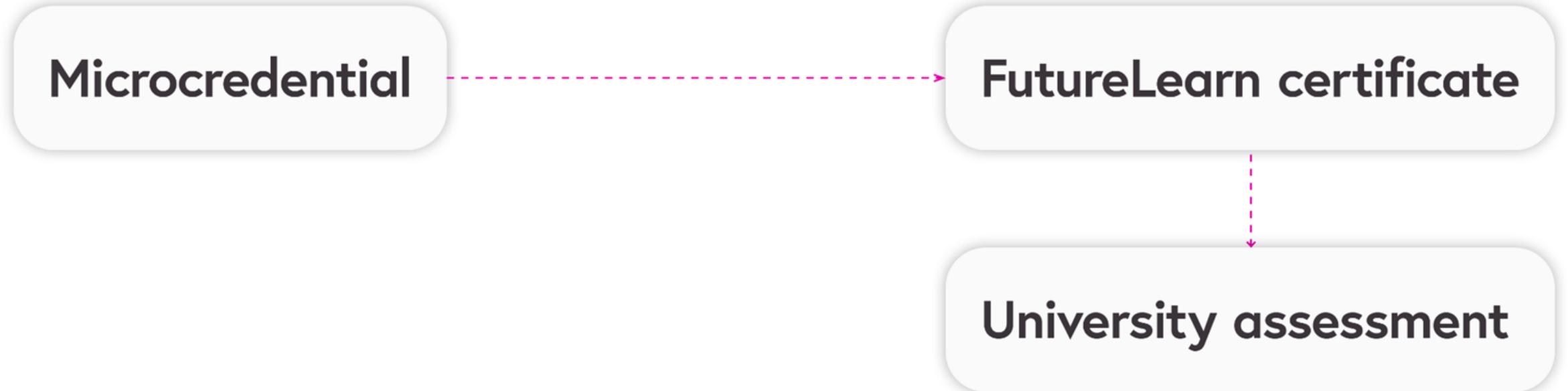
- Consistency in course design and student experience
- Newly written courses to follow the FL shell
- For-credit assessments held on a diet of three times a year
- Maximum completion time of 12 months per course



Open Access Pathways

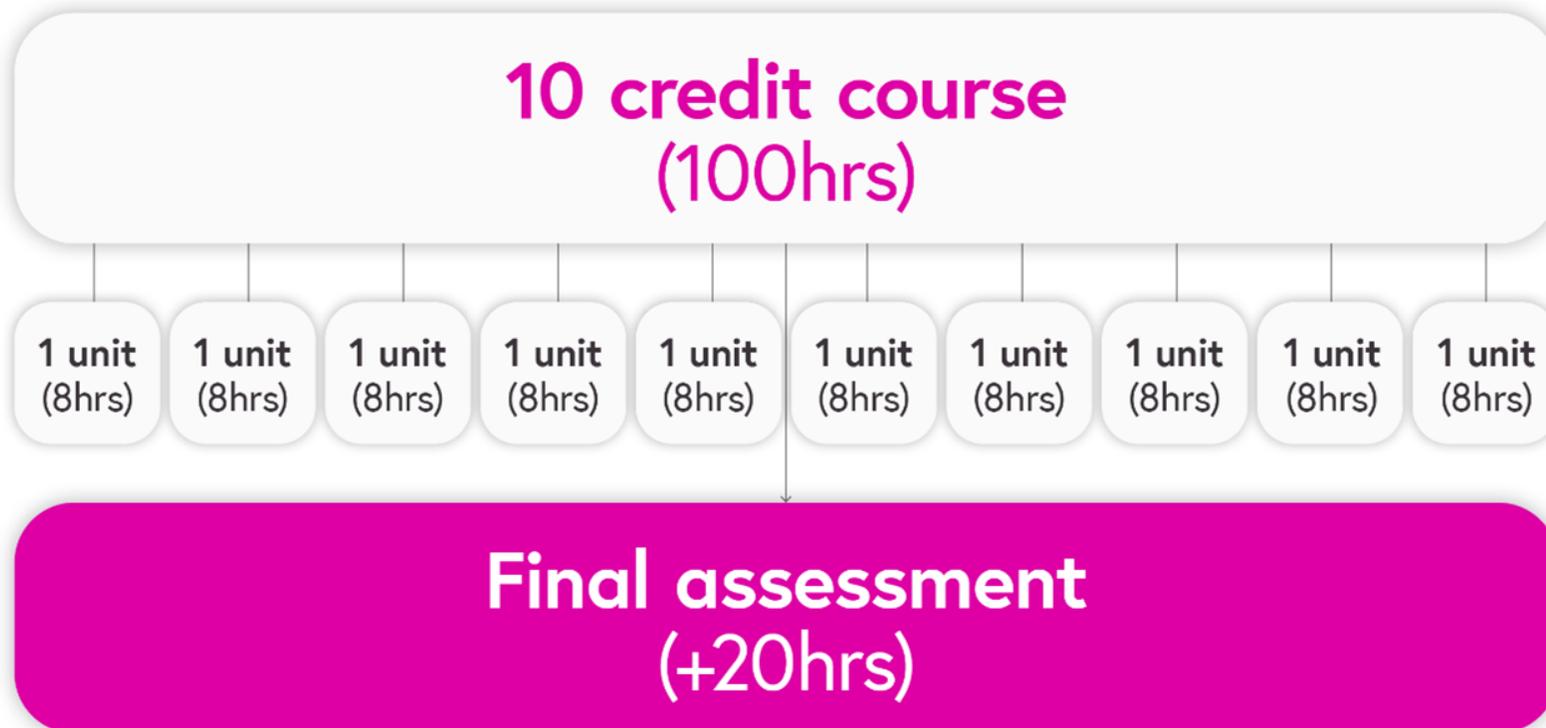
Learners can remain informal FutureLearners enrolled on the Microcredential via our marketplace, or they can pay an additional fee to earn academic credit via the university itself.

All courses are designed with open access resources to provide equal access to content for both pathways.



Template for future microcredentials

Microcredentials will be designed and built into the FutureLearn platform based on a template structure



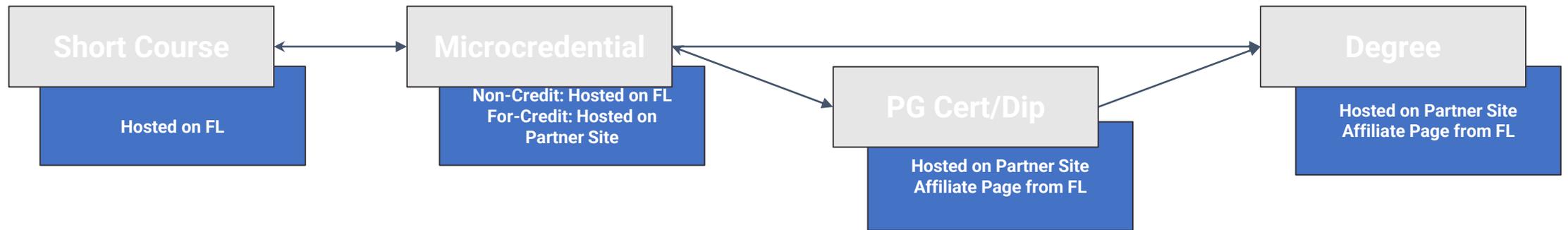
- **10 credit courses:**
100 hours of learner effort
- **10 units of content:**
Each unit approximately 8 hours
- **Final assessment:**
Additional 20 hours
- Units include video, written content, discussions, quizzes
- Use of authored or open-access resources
- Assessment preparatory task for credit-bearing learners

Credit Award and Recognition

- Short course students receive a certificate of completion from FutureLearn
- Credit-bearing students awarded credits by the university providing that course
- Credits can be accumulated across courses and institutions
- MOUs to create simple credit recognition process
- Learners can build personalised qualifications from quality providers



Lead Generation to Degrees



Subjects Courses Degrees For Business

Online Courses / Business & Management

Introduction to FinTech and Financial Innovation

497 enrolled on this course

- 3 weeks
- 2 hours per week
- Digital certificate when eligible
- Open level

[Join course](#)

Find out more about how to join this course

Duration: 3 weeks | Weekly study: 2 hours | 100% online | Unlimited subscription: £349.99 for one year

Overview Syllabus Start dates Requirements Educators

Get behind the FinTech revolution.

The world of FinTech is constantly evolving. To get ahead in the

Fundamentals of FinTech and Financial Innovation

Find out more | Join now £650

Overview Requirements Syllabus What you will receive Start dates

Syllabus

What happens before, during, and after your microcredential

Before learning

As a taster, you can engage with this short course from NBS.

Course

From 7 Oct 2024

Fundamentals of FinTech and Financial Innovation

Gain expertise in FinTech and financial innovation. Stay ahead in the evolving financial landscape and unlock new opportunities.

10 weeks | 10 hours per week

[Show weekly breakdown](#)

After learning

At the end of this microcredential, you'll submit your assessment and you'll earn 10 UK Level 7 credits and a formal certificate of completion. Credits are officially obtained once you successfully complete your assessment.

What you will receive

- 10 UK Level 7 Credits at Postgraduate level from Nottingham Business School

Find out how credits work and where you can use them in our [FAQs](#).

Subjects Courses Degrees For Business

Online Degree / Postgraduate Certificate / Leadership

Postgraduate Certificate in Leadership and Management Practice

Stack your choice of microcredentials and build towards a postgraduate certificate in leadership and management practice from Nottingham Business School. This flexible certificate will give you the sl fast-track your career.

Study at your own pace with this stackable qualification

Are you a current, future, or aspiring leader hoping to boost your career progression or discover new fields? This stackable degree in Leadership and Management Practice gives you the flexibility to learn at your pace, and as when you like, and build credentials towards a postgraduate certificate.

You'll even have the option of putting credits from another university towards your certificate, providing all programmes match the learning outcomes set by Nottingham Business School.

Discover cutting-edge developments in business, management, and leadership

From ethical problem-solving to climate-conscious business, you'll have a choice of microcredentials covering cutting-edge topics in business, management, and leadership.

You'll gain a broad spectrum of skills, knowledge, and expertise, equipping you for a wide-variety of careers both in the UK and internationally.

This PG Cert is composed of several stackable microcredentials, all available to join via FutureLearn. These include:

- Leadership Resilience and Thriving During Turbulent Times
- Values-Driven Problem Solving in Organisational Systems
- Climate Solutions for a Net Zero Future
- Fundamentals of FinTech and Financial Innovation
- Inspiring Women Leaders: Purpose-Driven Leadership for Business and

Study at your own pace qualification

NTU Nottingham Trent University

Study International Research Business Alumni About

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Management MSc

Start date 2024/25 2025/26

Level(s) of Study: Postgraduate taught

Start Date(s): January 2025 / September 2025; January 2026

Duration: One year full-time / two years with a work placement (September starters)

Study Mode(s): Full-time / Sandwich

Campus: City Campus

Entry Requirements: [More information](#)

[Sign up for emails](#) [Apply now](#)

Phase 2: Learner funnel also from Unlimited Access and Expert Tracks



Emerging skills



Need for lifelong learning



Flexible working patterns



Work-based learning



Bite size, step on/step off



Flexible delivery – any time, any place, any device



Ed-tech

A group of people, mostly men in business attire, have their hands raised in a gesture of appreciation or agreement. The background is slightly blurred, focusing attention on the hands in the foreground. The overall tone is professional and positive.

Thank you for listening

Professor Mary Bishop, FCCA, CA, PhD, PFHEA
marydalzielbishop@gmail.com

International Developments in Granular Achievement & Skills Recognition

Rupert Ward

Professor of Learning Innovation, University of Huddersfield

Executive Dean, Sino-British College, University of Shanghai for Science and Technology

Director of Strategic Partnerships, International Council on Badges and Credentials (ICoBC)

Recognising Skills Differently

Monitoring micro-credentials

Coursera Professional Certificates and Google Career Certificates

A snapshot analysis

Beverley Oliver
Emeritus Professor and Principal Consultant, EduBrief

October 2020

https://www.edubrief.com.au/uploads/4/5/0/5/45053363/coursea_and_google_professional_certificates_analysis_22_october_2020.pdf

(Micro-credentials leading to specific jobs)

Amazon is spending big to retrain employees - and so should you

Gene Marks

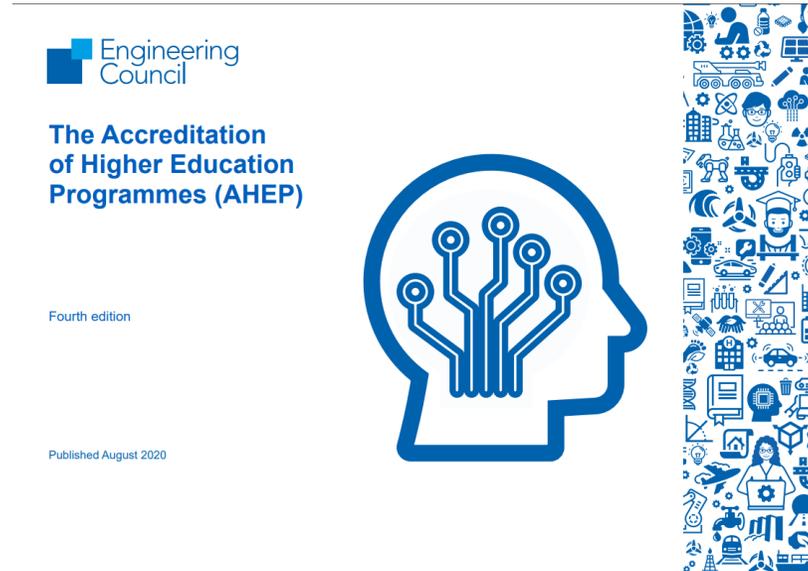
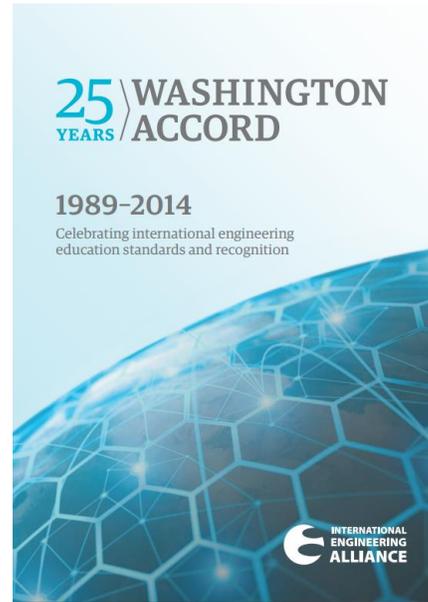
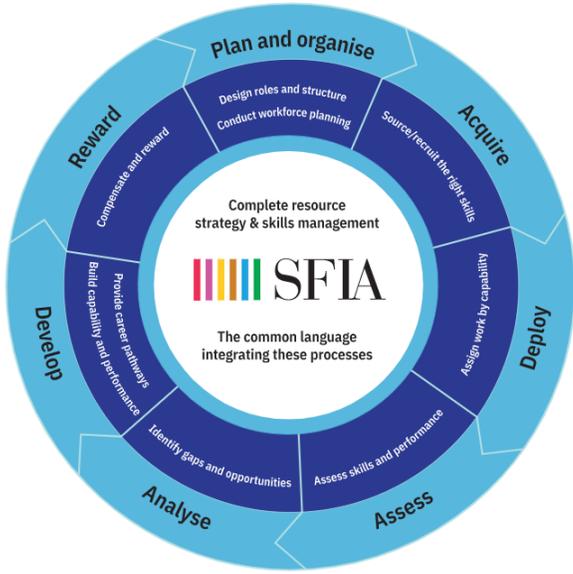
While small firms can't afford the \$700m Amazon is spending, they can send workers to conferences and workshops to acquire skills - and get a tax benefit



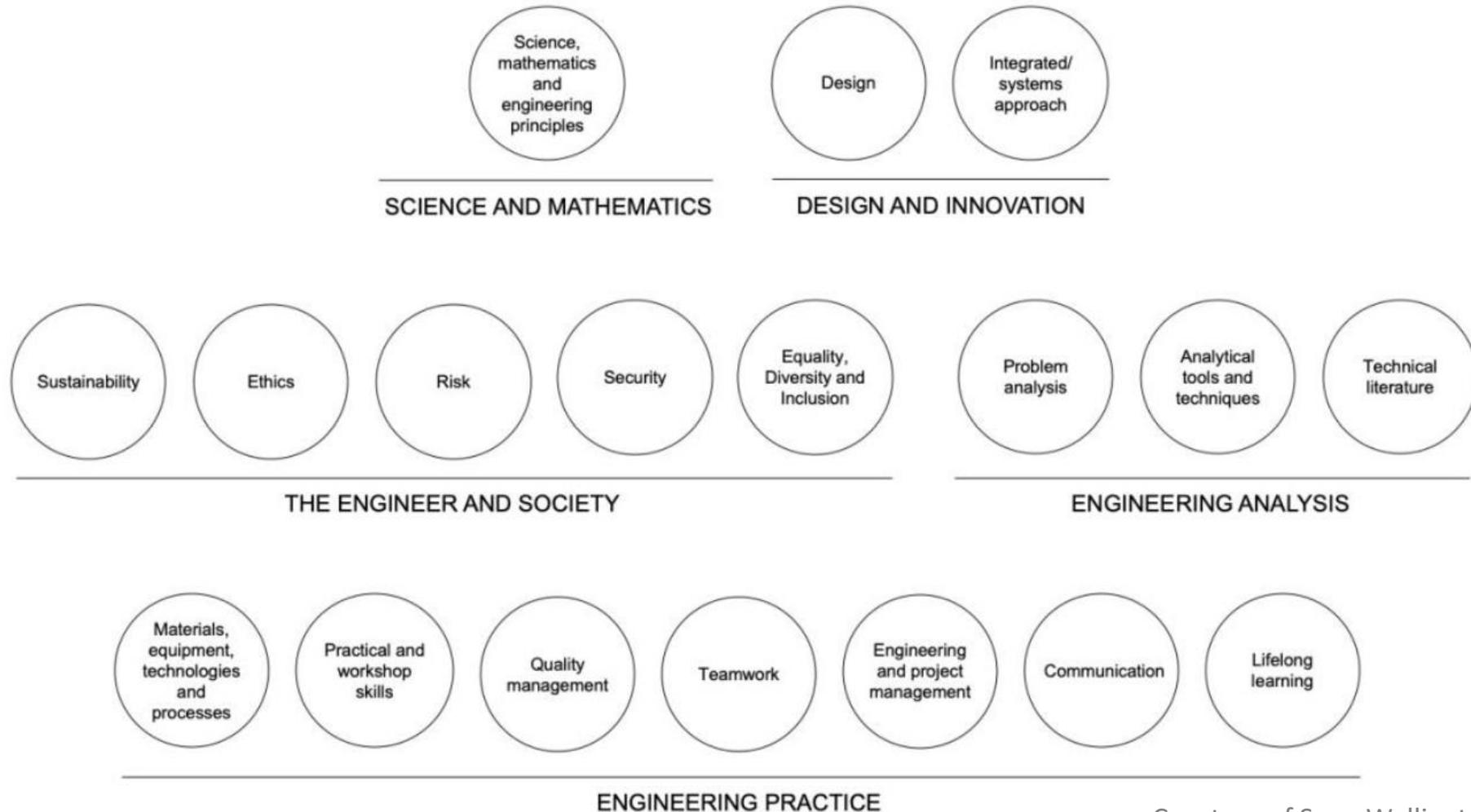
<https://www.theguardian.com/business/2019/jul/19/amazon-retrain-employees-benefits>

(Internal training programmes)

Qualifications & PSRBs



PSRBs (AHEP4 for Engineering)



CC2020 (ACM/IEEE Computing Curricula)

Computing Curricula 2020

CC2020

Paradigms for Future Computing Curricula

encompassing undergraduate programs in

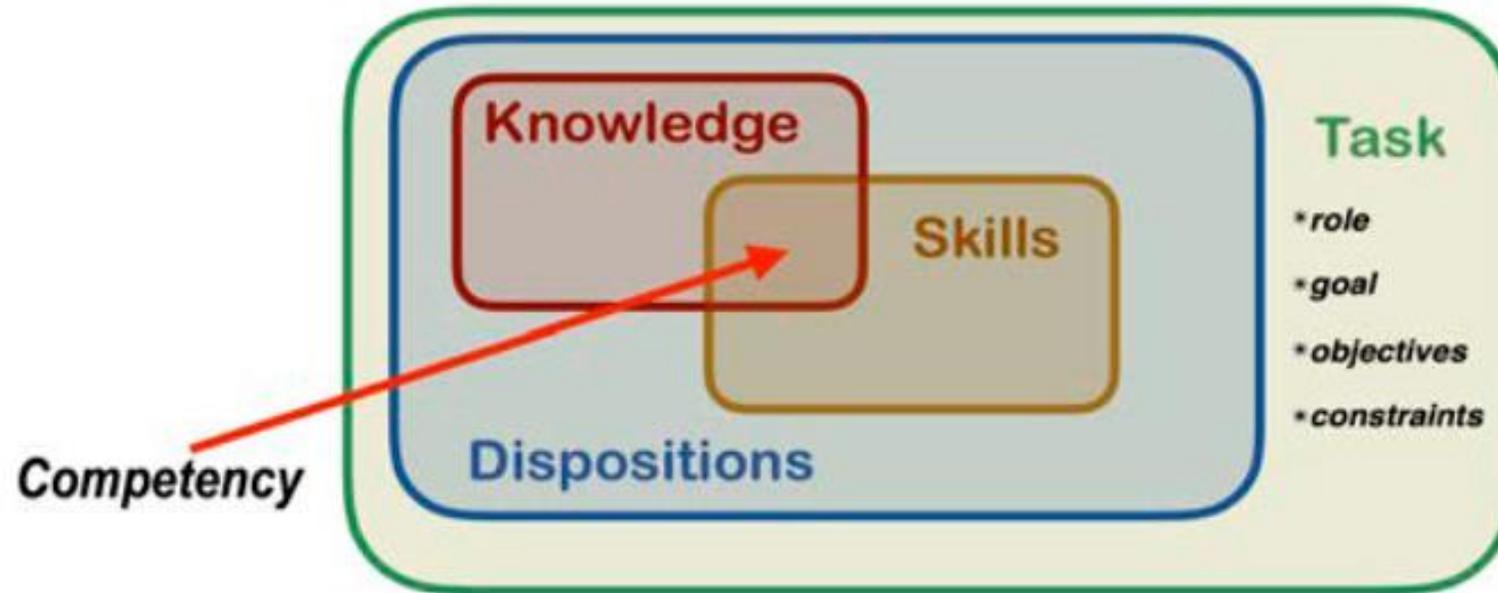
Computer Engineering
Computer Science
Cybersecurity
Information Systems
Information Technology
Software Engineering
with
Data Science
(Under Development)

A Computing Curricula Series Report

Association for Computing Machinery (ACM)
IEEE Computer Society (IEEE-CS)

Version 44 | 2020 November 15

CC2020 Competency (Applied Learning)



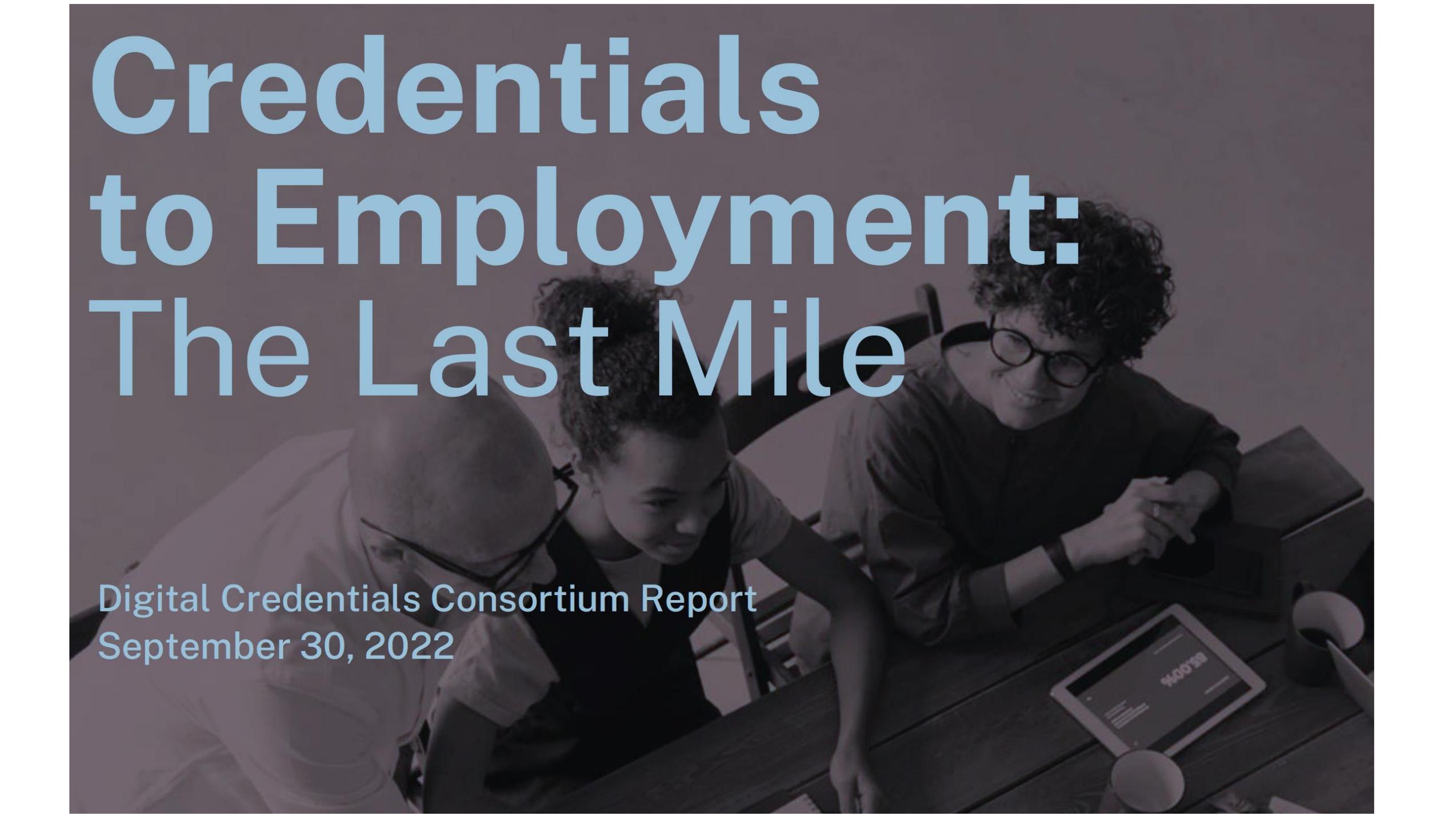
Draft ACM/IEEE Computing Curricula 2020 available at: <https://cc2020.nsparc.msstate.edu/>

Competency – behavioural/performance attribute -> effective, efficient & successful task completion

Learning how to do something **well**. Learning a skill (capability) -> being skilful (competency)

At the intersection of knowledge (know-what), skills (know-how) and dispositions (know-why) for a task

Credentials to Employment: The Last Mile

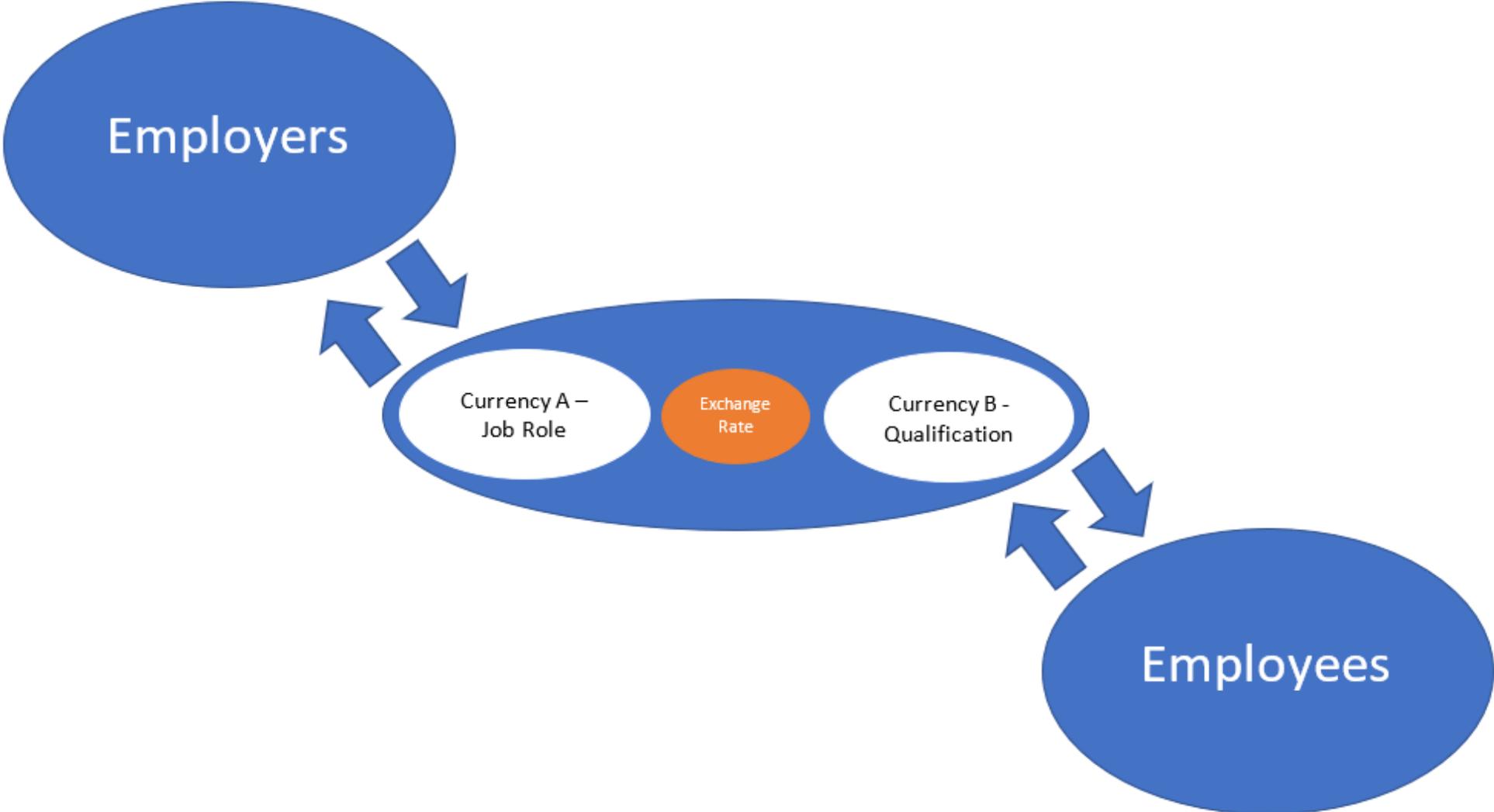
A grayscale photograph of three people—two men and one woman—collaborating at a wooden table. They are looking at a tablet computer. The man on the left is wearing glasses and a light-colored shirt. The woman in the middle is also wearing glasses and a dark top. The man on the right has curly hair and glasses, wearing a dark shirt. The background is a plain wall. The overall tone is professional and collaborative.

Digital Credentials Consortium Report
September 30, 2022

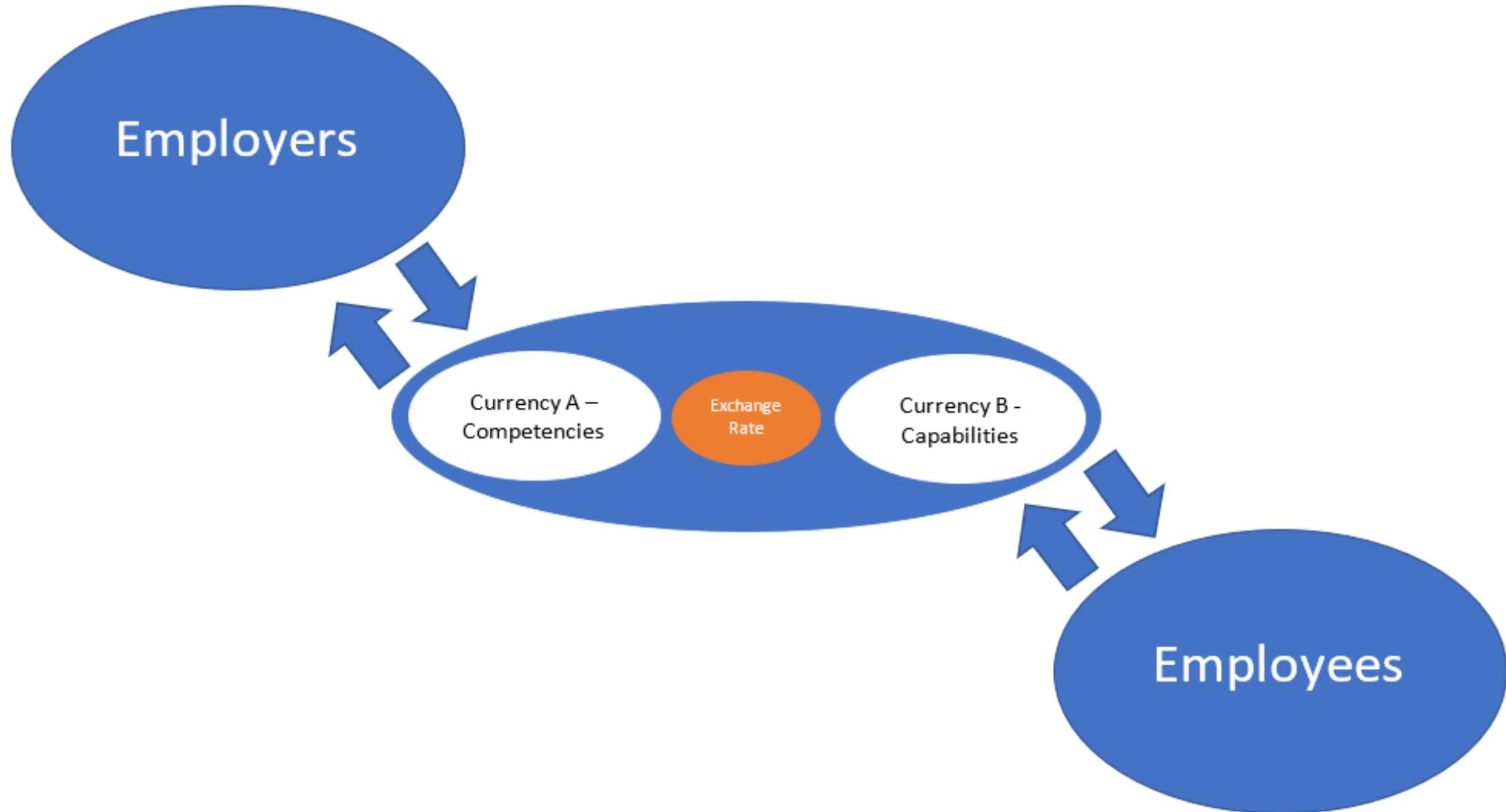
Amongst the key findings ...

*The main use case for digital credentials from an employer perspective is that of better **matching** the skills held by job applicants to the positions being offered. However, there is a disconnect between the **value** digital credentials provide today and the **expectations** for skills-based hiring that employers place in them.*

The fundamental issue ...

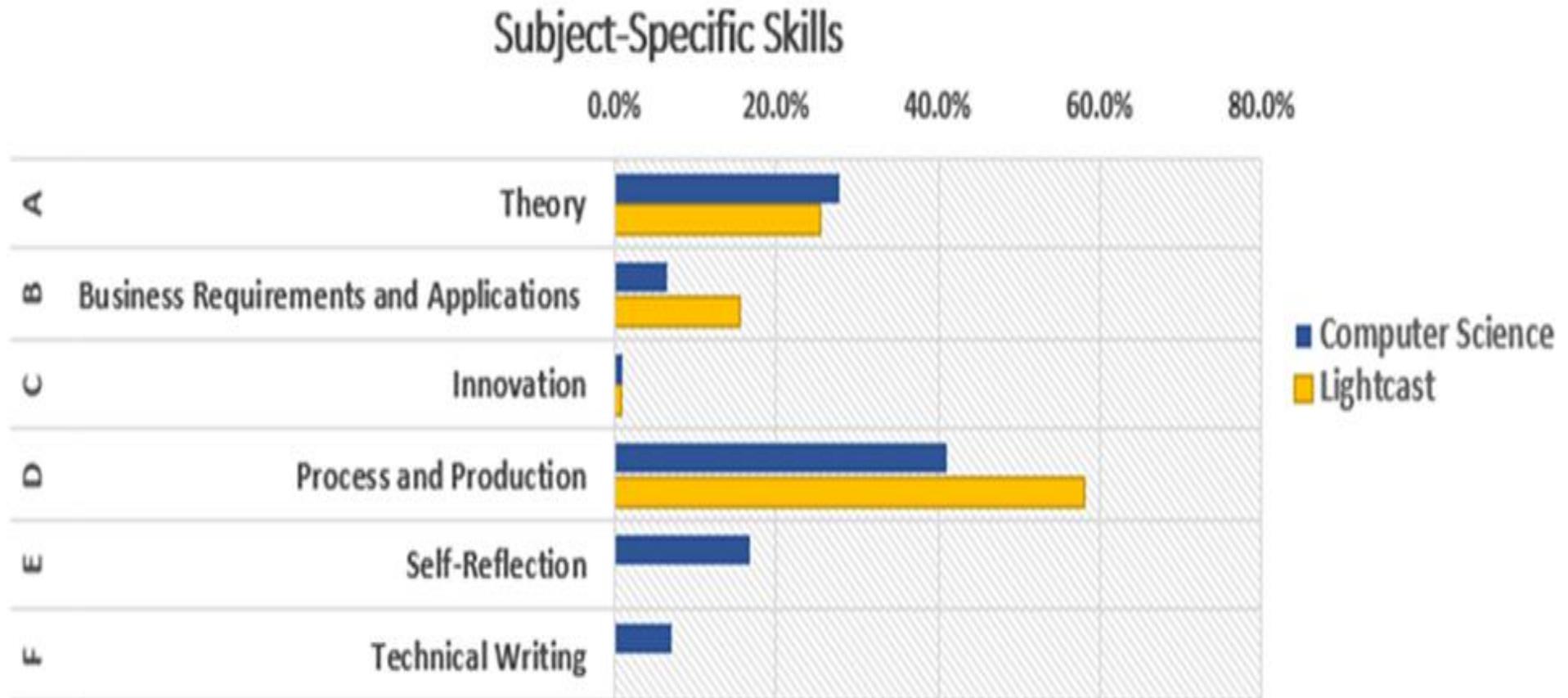


... the Capability-Competency Chasm



Bridging the Capability-Competency Chasm

Part 1: Skills Profiling



Bridging the Capability-Competency Chasm

Part 1: Skills Profiling (National Pilot Project)



English

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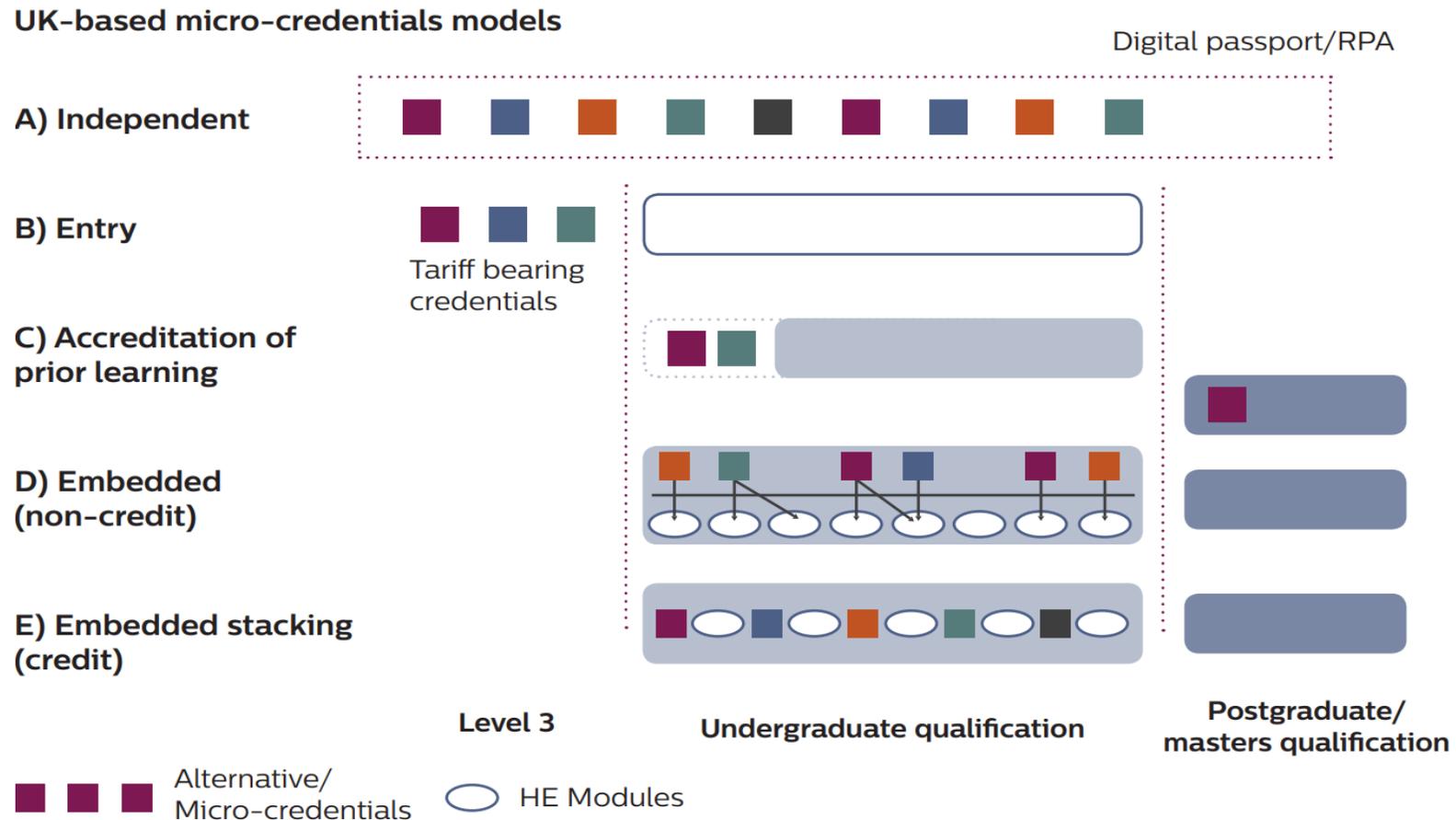
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Exploring assessment workload in micro-credentials

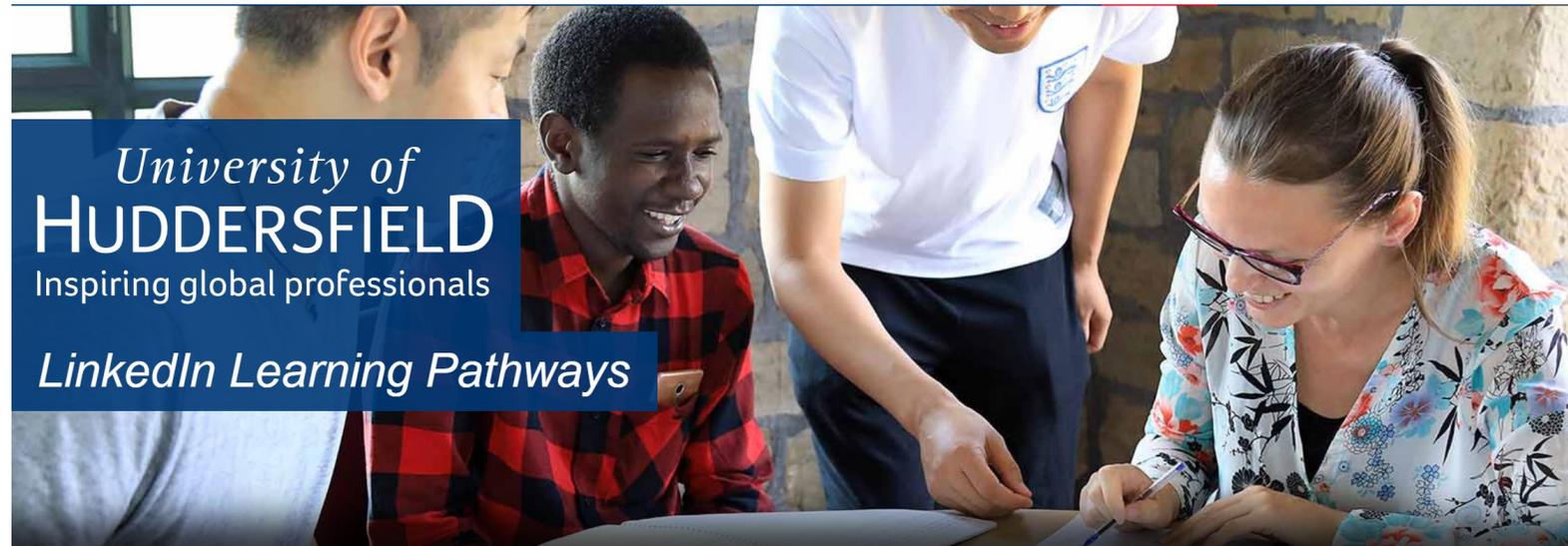
Bridging the Capability-Competency Chasm

Part 1: Skills Profiling (Stackability)



Bridging the Capability-Competency Chasm

Part 1: Skills Profiling (Different learning options)



Postgraduate > LinkedIn Learning Pathways



LinkedIn Learning Pathways

What are LinkedIn Learning Pathways? Click the 'read more' button to find out.

[Read more](#)

Bridging the Capability-Competency Chasm

Part 1: Skills Profiling (Different learning routes)



Welcome to the AI Skills Bootcamp

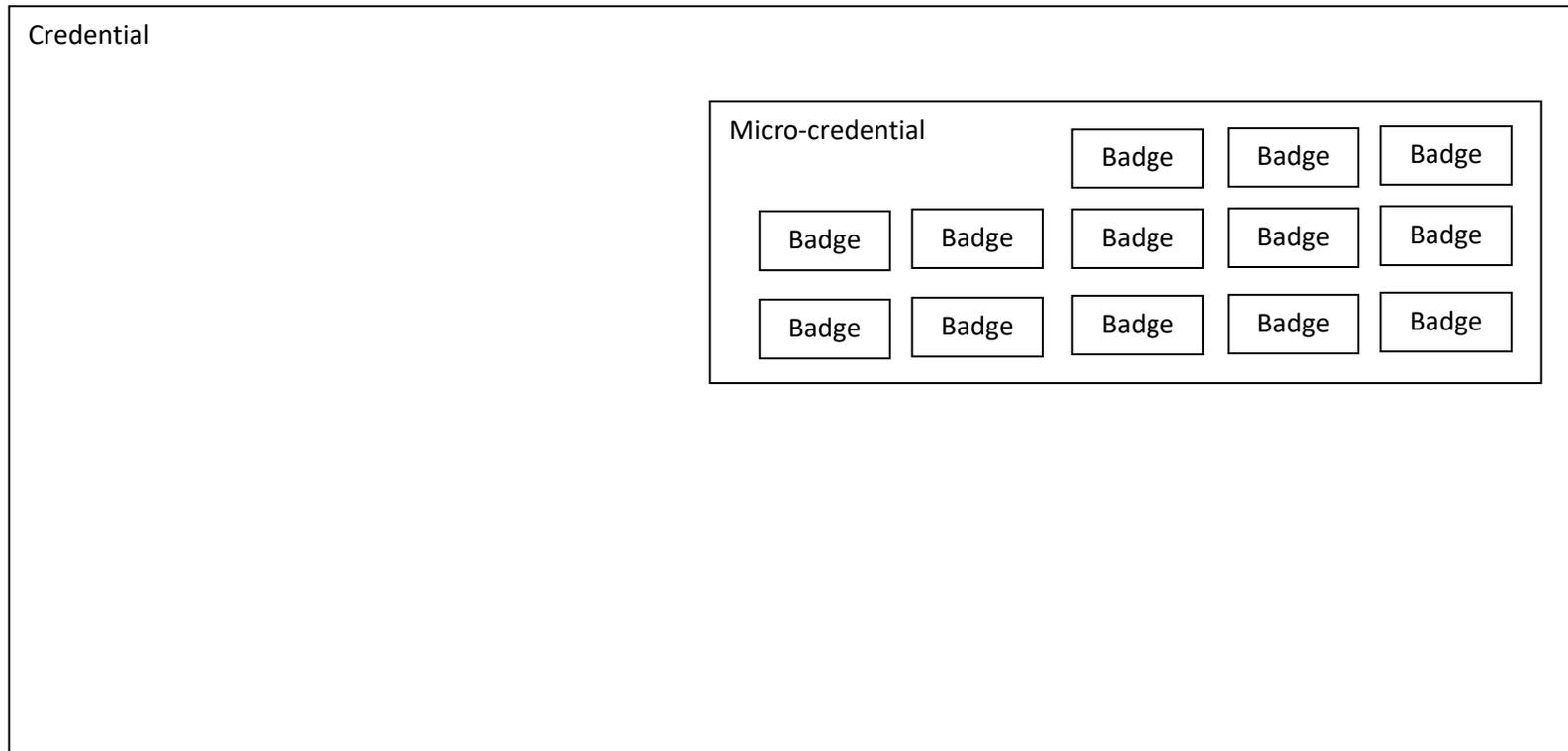
Bridging the Capability-Competency Chasm

Part 1: Skills Profiling (Personalising Learning)

CIS2201E Cyber Security (ELR)			Internal Learning Hours			80
			External Learning Hours			120
Asst	1A	2B	3C	4D	5E	6F
1	28			22		30
ELRs						
1	5		10	5		
2	10	5		10		10
3	5			10		5
4	10			5		5
5	5			10		10
Total	63	5	10	62	0	60

Bridging the Capability-Competency Chasm

Part 2: Universal Micro-credential Framework



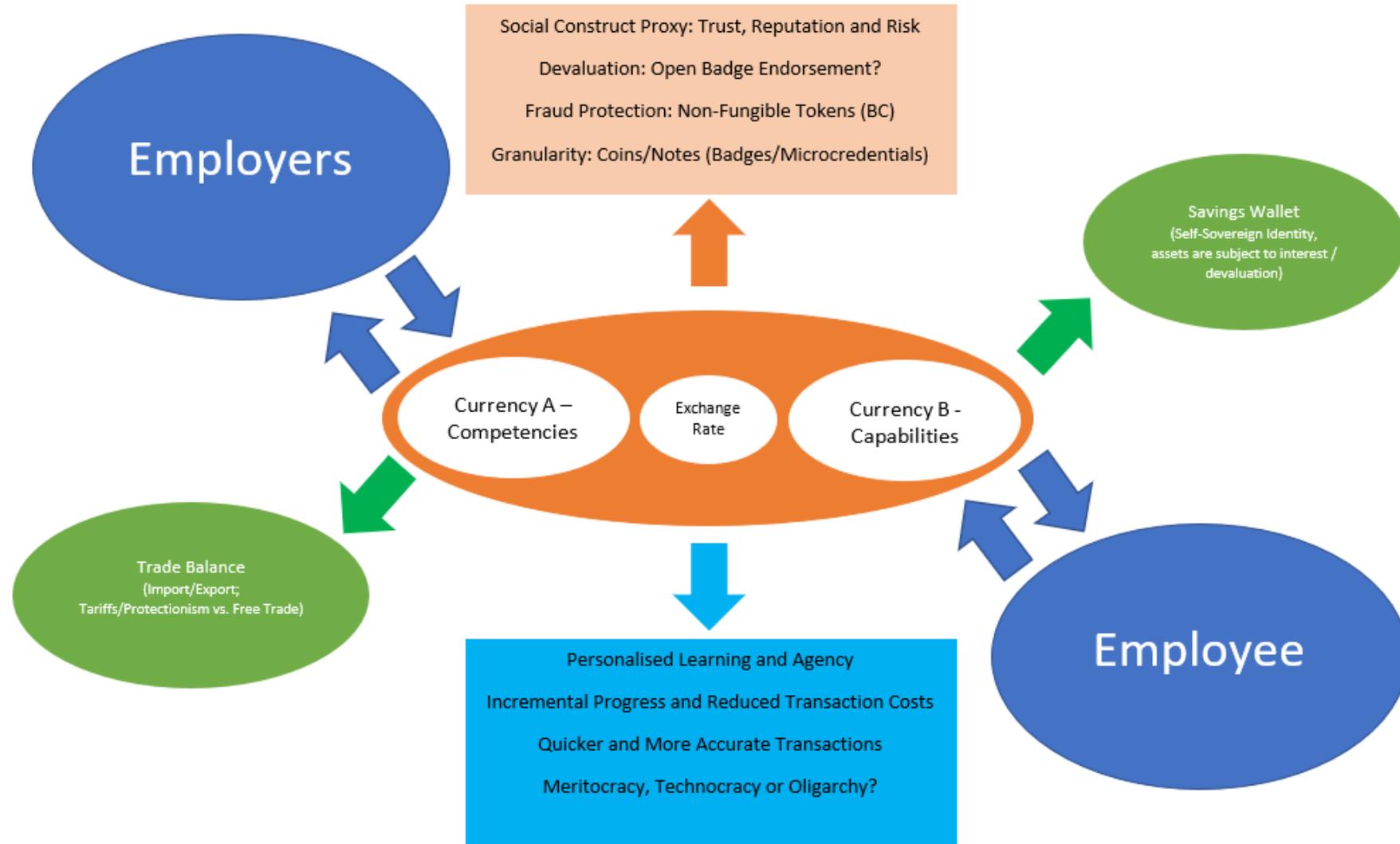
Bridging the Capability-Competency Chasm

Part 3: Design Patterns

A new approach to how we develop learner-earner provision

- that integrates with existing quality assurance processes
- solves universal systemic issues
- enables interoperability and where appropriate standardisation

The Granular Skills Economy?



International Developments



WORKSTREAMS ▾ STANDARDS ▾ CERTIFICATION ▾ EVENTS ▾ ABOUT US ▾



Clarifying Credentials: What's the Difference Between CLR, LER and Wallets?



International Developments

English



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GLOSSARY



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International Developments

Signals and noise: communicating achievement through alternative credentials

Martin Bean

The Bean Centre, Hampton, Australia

Sheryl Grant

New Trust Lab, Port Townsend, Washington, USA

Glenn Hardaker

King Abdullah University of Science and Technology, Thuwal, Saudi Arabia, and

Rupert Ward

University of Huddersfield, Huddersfield, UK

International Developments



Australian Government
Department of Education,
Skills and Employment



pwc

National Microcredentials Framework

International Developments



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[OECD](#) > [Publications](#) > [Public policies for effective micro-credential learning](#)

Public policies for effective micro-credential learning

International Developments



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MICROBOL FRAMEWORK PUBLISHED

The MICROBOL project partners and experts publish their Common Framework for Micro-credentials in the European Higher Education Area (EHEA).

International Developments



The UK's only independent think tank
devoted to higher education.

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**The Lifelong Learning
Entitlement could still be a game
changer for higher education**

International Developments

The Universal Micro-Credential Framework: The Role of Badges, Micro-Credentials, Skills Profiling, and Design Patterns in Developing Interdisciplinary Learning and Assessment Paths for Computing Education

Authors:  [Rupert Ward](#),  [Sheryl Grant](#),  [Megan Workmon Larsen](#),  [Kate Giovacchini](#) | [Authors Info & Claims](#)

[IEEE Transactions on Education, Volume 67, Issue 6](#) • Pages 897 - 906 • <https://doi.org/10.1109/TE.2024.3486016>

International Developments

1	UNDERSTANDING	Theory & Information Literacy
2	CONTEXT	Business Requirements & Applications, Business Alignment, Entrepreneurship, Numeracy & Analysis
3	SOLUTIONS	Innovation, Problem Solving & Creativity
4	DELIVERY	Processes, Production, Technical Proficiency, Self-Regulation, Leadership, Management
5	BEHAVIOUR	Self-Reflection, Professionalism, Ethics, Evaluation, Risk Analysis, Sustainability, Social Learning, Collaboration
6	REPORTING	Technical Writing & Communication

Thank you for listening

Useful Links

ESCO (Europe)

https://esco.ec.europa.eu/en/classification/skill_main

European Qualifications Framework & Europass

<https://europass.europa.eu/en/europass-digital-tools/european-qualifications-framework>

CC2020 (USA)

<https://www.acm.org/binaries/content/assets/education/curricula-recommendations/cc2020.pdf>

Useful Links

DCC Last Mile Report

<https://digitalcredentials.mit.edu/docs/Credentials-to-Employment-The-Last-Mile.pdf>

CLRs, LERs & Wallets

<https://www.1edtech.org/blog/clarifying-credentials-whats-the-difference-between-clrs-lers-and-wallets>

Learn & Work Ecosystem Library

<https://learnworkecosystemlibrary.com/search-the-collection/>

Useful Links

The Capability-Competency Chasm

<https://ieeexplore.ieee.org/document/9453883>

Skills Profiling Paper

<https://jime.open.ac.uk/articles/10.5334/jime.807>

QAA National Pilot Skills Profiling Report & Podcast

<https://www.qaa.ac.uk/membership/collaborative-enhancement-projects/micro-credentials/exploring-assessment-workload-in-micro-credentials>

Useful Links

Signals and noise: communicating achievement through alternative credentials

<https://www.emerald.com/insight/content/doi/10.1108/ijilt-02-2023-0020/full/html>

National Micro-credential Framework (Australia)

<https://www.education.gov.au/higher-education-publications/resources/national-microcredentials-framework>

OECD Public Policies

https://www.oecd.org/en/publications/public-policies-for-effective-micro-credential-learning_a41f148b-en.html

Useful Links

MicroBol (Europe)

<https://microbol.microcredentials.eu/>

Lifelong Loan Entitlement Discussion

<https://www.hepi.ac.uk/2024/08/05/the-lifelong-learning-entitlement-could-still-be-a-game-changer-for-higher-education/>

Universal Micro-Credential Framework

<https://ieeexplore.ieee.org/document/10795485>