Certifying Competencies and Skills with Micro-credentials in a Global Context

PRESENTATION
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Introductions

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About Digital Promise

Digital Promise is a global nonprofit working to expand opportunity for every learner. We work with educators, researchers, technology leaders, and communities to design, investigate, and scale innovations that support learners, especially those who've been historically and systematically excluded.
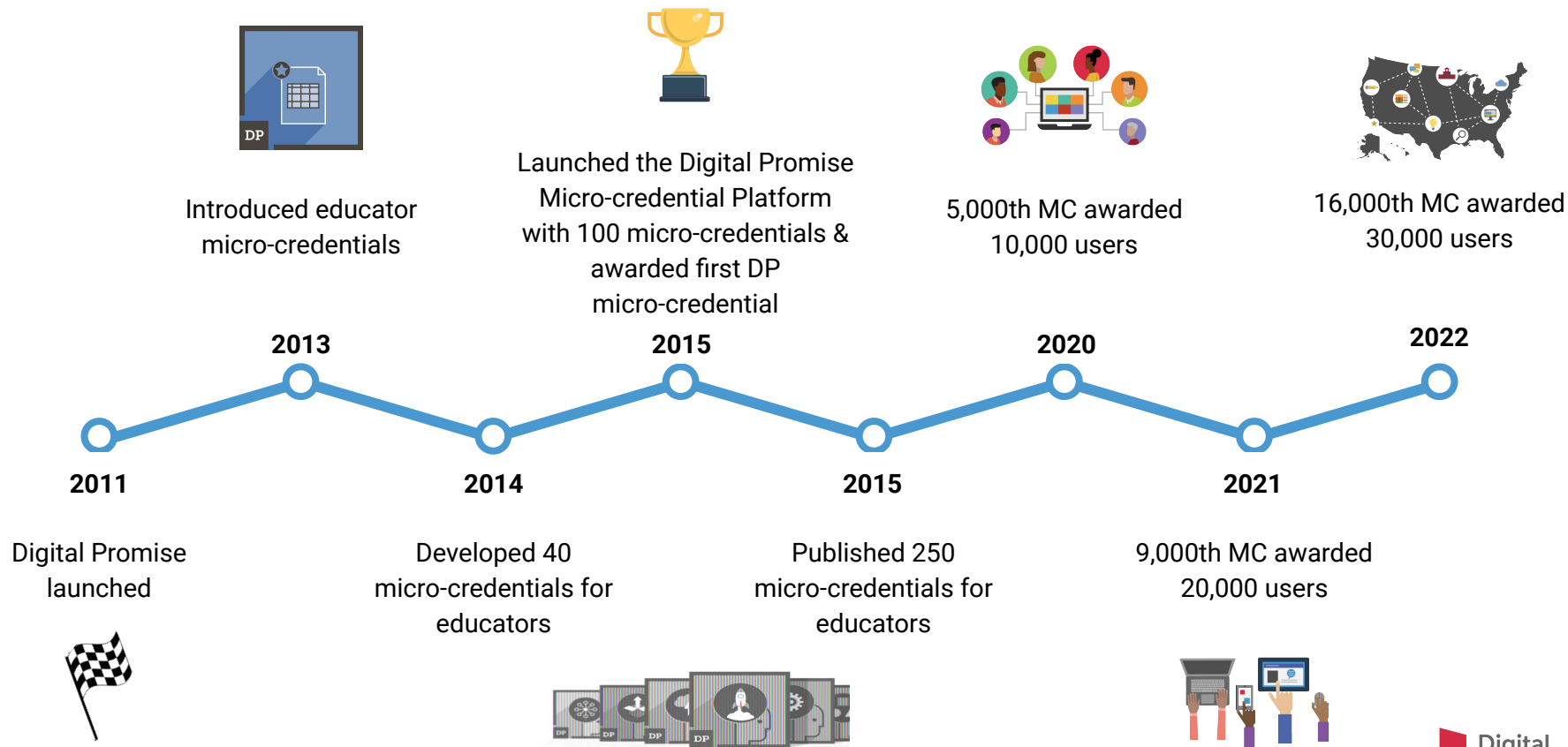
Micro-credentials: Certifying Competencies and Skills

A micro-credential is a digital credential that verifies an individual's competence in a skill or set of skills. In any contexts, they can be used for licensure, recertification, or to verify the application of professional learning.

Photo by Allison Shelley/The Verbatim Agency for EDUimages

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Digital Promise's Micro-credential Timeline

Introduced educator micro-credentials

Launched the Digital Promise Micro-credential Platform with 100 micro-credentials & awarded first DP micro-credential

5,000th MC awarded 10,000 users

16,000th MC awarded 30,000 users

2013

2015

2020

2022

2011

2014

2015

2021

Digital Promise launched

Developed 40 micro-credentials for educators

Published 250 micro-credentials for educators

9,000th MC awarded 20,000 users

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Digital Promise Micro-credentials Today

600+

Active MCs in the Digital Promise library

21k+

Micro-credentials awarded

100+

Micro-credential Issuer Partners

36k+

Micro-credential Registered Users

Top Countries
(May 2022-May 2023)

1. United States
2. Philippines
3. India
4. South Africa
5. Australia
6. United Kingdom
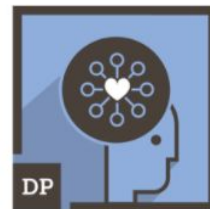7. Canda
8. Singapore
9. Pakistan
10. Indonesia

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Implementation Practices: Educator Contexts

In educator contexts, we have found that successful use of micro-credentials includes the following:

☐ Focusing on **competency-based MCs** that require a portfolio of evidence and a rigorous assessment and feedback process (Digital Promise, 2017)

☐ Educator **autonomy and agency** in which MCs they pursue based on individual needs (Lopez & Younge, 2021)

☐ **Incentives** such as stipends, increased pay, and pathways to advancement (Digital Promise, 2016; Lopez & Younge, 2021)

☐ **Recognizing** micro-credentials towards licensure, recertification, and professional learning hours (Digital Promise, 2016; Lopez & Younge, 2021; Luke & Young, 2019)
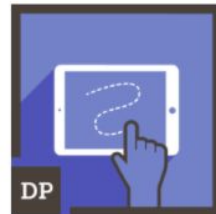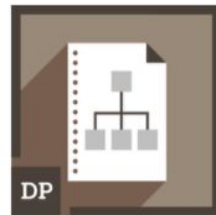
Explore our entire micro-credential research and report catalog.

Implementation Practices: Workforce Contexts

In workforce contexts, we have found that successful use of micro-credentials includes the following:

☐ Workforce and corporate training programs have been focused on **competency- and skills-based training** for many years (Cator, Schneider, & Vander Ark, 2014)

☐ Sustained programs and partnerships that incorporate MCs into additional pathways of opportunity (Tinsley, Cacicio, Shah, Parker, Younge, & Luke Luna, 2022)

☐ Employer **recognition** of MCs (Tinsley, Cacicio, Shah, Parker, Younge, & Luke Luna, 2022)

☐ Association with higher education and opportunities for **earning postsecondary credit** (Tinsley, Cacicio, Shah, Parker, Younge, & Luke Luna, 2022)

☐ **Flexibility and feasibility** of MC offerings in both time and cost (Tinsley, Cacicio, Shah, Parker, Younge, & Luke Luna, 2022)

Explore our entire micro-credential research and report catalog.

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Implementation Practices: Higher Ed Contexts

In higher education contexts, we have found that successful use of micro-credentials includes the following:

☐ Learners in **competency-based university programs** scored higher in licensing exams (Cator, Schneider, & Vander Ark, 2014)

☐ MCs can be seamlessly integrated into Massive Open Online Courses (MOOCs) as part of the online learning experience (Digital Promise, 2016)

☐ Government policies to support the integration of MCs in the higher-education credentialing ecosystem towards **credit and degree attainment** through **flexible pathways** (Berry & Byrd, 2019)

☐ Connection to **employment opportunities** (Tinsley, Cacicio, Shah, Parker, Younge, & Luke Luna, 2022)

Explore our entire **micro-credential research and report catalog**.

Use Case: Micro-credential Benefits

Puerto Rico (Lopez & Younge, 2021; Luke & Young, 2019)

- ☐ The flexibility of when and where micro-credentials can be earned supports adoption for professional growth
- ☐ Adoption increases when support services, coaching, and incentives are offered within the organizational micro-credential ecosystem

Educator Preparation Pathways (Baker, 2023; Darrow, 2017; KATC, 2023; Shah, 2023)

- ☐ Increased the number of secondary students who are pursuing post secondary educator careers

Jefferson County Schools, USA (Shah, 2023)

- ☐ Created an ecosystem and a culture of using MCs to reflect and center learners in their work

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Digital Promise's Global Partnerships

Global Education Initiatives

1. Direct country-level projects:

   Haiti Blended Learning Pilot

2. Global networks:

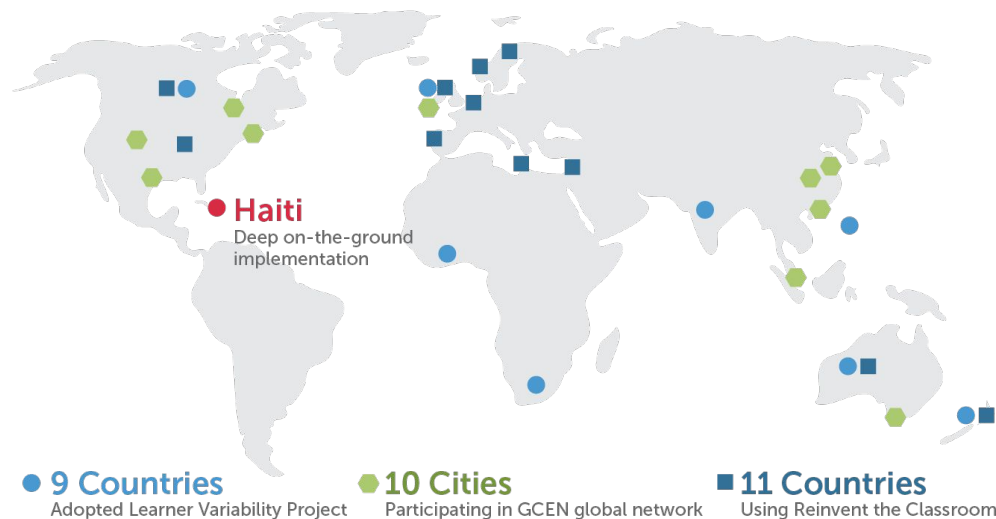   **Global Cities Education Network**

3. Global tools:

   Learner Variability Navigator; Reinvent the Classroom

4. Global skills development:

   Technical and Vocational Education Training

5. Global youth voice & innovation:

   Ciena Solutions Challenge; YouthMADE Festival

● **Haiti**
Deep on-the-ground implementation

● **9 Countries**
Adopted Learner Variability Project

● **10 Cities**
Participating in GCEN global network

■ **11 Countries**
Using Reinvent the Classroom

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Haiti Blended Learning Pilot

- Working with 33 rural primary schools in 2 departments over 2 years
  a. Public, religious & community schools

- Objectives:
  a. improving the capabilities of Haitian teachers to deliver high-quality learning using technology and tools
  b. expanding the availability of culturally relevant, standards-aligned, Haitian-Creole digital content to teachers and students
  c. improving accessibility to broadband connectivity and electricity for schools and school networks

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Haiti Blended Learning Pilot Model

Infrastructure & Technology

- Solar power & internet connectivity for rural schools
- Tablets for coaches, teachers & students
- Classroom speakers

Digital Content

- Standards-aligned, culturally relevant, interactive teaching & learning applications in Haitian Creole

Professional Development

- Teacher training on pedagogy, content knowledge & technology
- Ongoing classroom observations & coaching

Monitoring, Evaluation & Learning

- Measuring the project's impact
- Identifying lessons learned, challenges & successes
- Qualitative & quantitative methods: pre-/post-tests, surveys, classroom observations, interviews, focus groups, app usage data, assessment data

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Haiti Micro-credential Adaptation

1. **Identifying** an existing, Digital Promise-issued microcredential aligned to the competencies of our program
2. **Translating** to French & Haitian Creole
3. **Training** a local team of assessors (project staff)
4. **Conducting** professional development trainings to build the educators' competencies
5. **Providing** coaching to support educators to refine their competencies & collect and submit their evidence

Programmatic costs: translation; assessor training; submission fee vouchers; professional development & coaching

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Technology Management - Planning for Success

Evidence: a classroom management plan with strategies to manage student attention and make routines & procedures flow seamlessly in a tech-rich environment

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Methods Used to Personalize to Local Contexts

Small-Scale Engagement

Organizations use of our existing catalog of micro-credentials and provide a faster and more economical implementation.

Mid-Scale Engagement

We work with our partners in a collaborative design process to produce micro-credentials specific to their needs.

Large-Scale Engagement

In addition to designing micro-credentials, we engage in piloting, researching, and evaluating the implementation to support long-term sustainability and scalability.

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Specialized Services

These include options that can be added on to enhance our standard types of engagements.

Examples:

- ☐ Professional learning development
- ☐ Translation
- ☐ Localization/adaptation

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Contact Us

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Learn More

Micro-credentials website:

https://digitalpromise.org/microcredentials

Micro-credentials platform:

https://microcredentials.digitalpromise.org/

Presentation link:

bit.ly/eLA23DPMC

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