

# Micro-credentials

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# Introduction

## ■ Micro-credential

- is a record of the learning outcomes that a learner has acquired from a small volume of learning (similar to a record for a bachelor etc.)
- (online) proof of possessing a certain skill or competence
- supports flexible education and lifelong learning



# Introduction

- Micro-credential shows a standard for a certain amount of learning
  - Quality control following agreed standards in the relevant sector or area of activity
  - How it is tested - learning outcomes have been assessed against transparent and clearly defined criteria
  - The volume of learning
- For the employer or follow-up education this provides a trustworthy record that the life-long learner has achieved certain, knowledge, skills, competences that respond to societal, personal, cultural or labour market needs.

# Providers

- A range of providers can be considered who design, deliver and issue micro-credentials for formal, non-formal and informal learning:
  - education and training institutions and organisations
  - social partners (i.e. organisations representing workers and employers)
  - employers and industry
  - civil society organisations
  - public employment services
  - regional and national authorities, and
  - other types of actors

# Quality

- In general, it is the institute that offers the course that checks the learning outcomes and the delivery
- The general idea is that linkage to a qualification system will increase the trust in micro-credentials
- If not an educational institute, it currently is not clear who will guarantee quality



“That is what Learning is. You suddenly understand something you have understood all your life, but in a new way.

- Doris Lessing

# Lifelong learners

- Flexibility in acquiring new knowledge, skills, competences
- Building up a a wallet of badges
- Stepping stone to further education or to a new field

 Upskilling and reskilling

 Employability

 Lifelong Learning

 More flexible, learner-centred education

 Access to and completion of education and training

 Student international mobility

 Social inclusion

 Active citizenship and well-being

# Employers

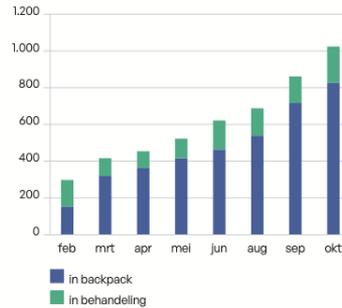
- provides employers with an overview of what knowledge, skills, competences (future) employees have
- employers can reskill their workforce through relatively short courses
- however, employers are not quite tuned in yet with the value and advantages of micro-credentials

# Micro-credentials in the Netherlands

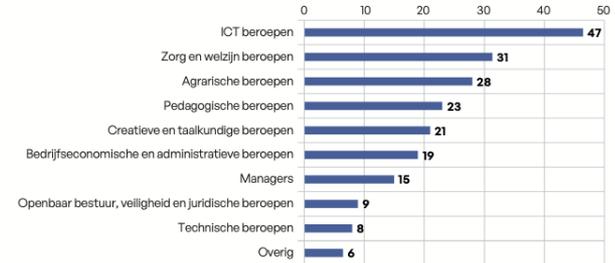
- The Dutch system follows the EU COUNCIL RECOMMENDATION of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (2022/C 243/02)
- Standardized approach across different levels of education, from the Vocational Education & Training (VET) to Universities
- A micro-credential covers 240 study hours, however for the VETs, 80 hours is more appropriate
- The system for 'stacking' micro-credentials that eventually will lead to a formal degree has not been fully developed yet
- Another challenge is that non-formal badges are issued, often shared on a platform like LinkedIn
- The formal system is still being developed and expanded

# Pilot micro-credentials 2021 - 2023

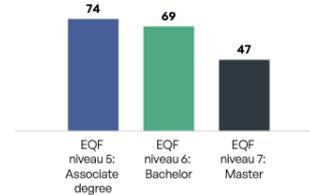
### Totaal aantal uitgereikte microcredentials



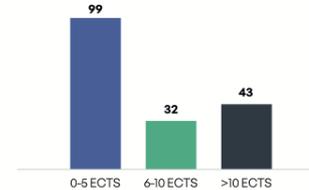
### Totaal aantal uitgegeven microcredentials per sector



### Het aantal microcredentials per EQF-niveau



### Microcredentials per hoeveelheid ECTS



# Elective minors at other universities



Kies op maat

Modules

My KOM

English

## Take the course or minor you want!

Personalize your degree program by taking a course or minor at a different institution

Pick a module

Interested in courses and minors offered by other institutions?

News

# Edubadges

- System in the Netherlands
- The edubadge is a digital certificate that indicates:
  - title
  - study hours
  - learning outcomes
- A learner can an edu wallet showing what the lifelong learner has done

### WHAT IS AN EDUBADGE?



#### Recognition of achieved learning outcomes

An edubadge enables learners to show that they have achieved a certain set of knowledge or skills during a period of formal accredited education or during a period of non-formal learning.



#### A single platform for Dutch education

An edubadge is issued in an online format within a secure, trusted platform. The national platform makes it possible to compare, exchange and combine edubadges.



#### Lifelong learning

The knowledge and skills a learner has acquired will be visible in the edubadges backpack, where all edubadges are collected. An edubadge can be shared and verified by employers or institutions.

### HOW DOES IT WORK?



#### Develop

The institution develops its own edubadges and informs teachers and learners about their use.



#### Activate

The learner creates an edubadges backpack with an eduID.



#### Issue

The person responsible within the institution awards the edubadge if the learner meets the criteria of the learning outcomes.



#### Share

The learner manages the received edubadges in the edubadges backpack and can share these digitally with employers or other institutions.



#### Verify

External parties, such as employers and institutions, can view the shared edubadges and verify their authenticity.

# Badges based on open standards are referred to as open badges

## WHAT ARE OPEN BADGES?

### Open Badges

- Badge Criteria
- Badge Description
- Alignment
- Evidence
- Skills
- Recipient
- Issuer
- Issue Date
- Expiration Date
- Electronically Signed



**Open Badges is the world's leading *format* for digital badges.** Open Badges is not a specific product or platform, but a type of digital badge that is verifiable, portable, and packed with information about skills and achievements.

Open Badges can be issued, earned, and managed by using a **certified Open Badges platform**.

Want to build new technologies to issue, display, or host Open Badges? The **Open Badges standard** is a free and open specification available for adoption.

# Micro-Qualifications in the Republic of Kazakhstan

Rafis Abazov, Kazakh National Agrarian Research University

- Mix of public and private service providers
- Universities
  - short-term executive education and certificate programs, often treated as separate from degree tracks
  - participation in international course – language divide between English and Kazakh (disadvantage to youngsters with limited English)
- Private EdTech
  - focus on employability rather than academic accreditation
  - internal micro-credential systems to train staff because university graduates often lack practical readiness

# Challenges

- **Regulatory Gaps:** Kazakhstan's legal framework does not yet define or recognize micro-credentials, creating uncertainty for universities and employers.
- **Limited Expertise:** Institutions lack practical experience in integrating micro-credentials into existing higher and professional education systems.
- **Legitimacy Concerns:** Without a central certifying body, non-formal learning risks being undervalued by conservative employers and state agencies.

# Opportunities

- International Expertise: for instance, Wageningen University can share lessons learned from Dutch pilot projects, offering models for integration and recognition.
- Stackable Pathways: Universities can allow students to combine industry micro-credentials with degree programs, making education more flexible and labour-market oriented.
- Pilot projects: to test integration, gather feedback, and refine models before scaling nationally – this however needs resources and financial support



# Professional Training and Skill Development Centre (PTSD-Centre)

- CAPACITY BUILDING CENTRE is named as Professional Training and Skill Development Centre (PTSD-Centre) on 28<sup>th</sup> May, 2023.



## Department of Continuing Education

Let us think of Education as the means of  
**DEVELOPING OUR GREATEST ABILITIES**  
because in each of us there is a private  
**HOPE AND DREAM**

Which fulfilled can be translated into benefits for  
everyone and greater strength for our nation

Through

**Skill Development Programmes**





# Professional Training and Skill Development Centre (PTSD-Centre)

**Funding Agency:** Agriculture Department, Govt. of the Punjab through ADP 2022-23

**Covered Area:** Total Covered Area = 38,320 Sft, 14,224 Sft (**Training Center**), 24,096 Sft (**Residential Block**)

**Building Features:** **Single Storey Building** (Training Center) & **Three Storey Building** (Residential Block)



- Frame Structured Building**
- Energy Efficient Building**
- Emergency Exit**
- Durability**
- Gender Sensitivity**
- Security**
- Safety**
- Handicap Accessibility**





# Professional Training and Skill Development Centre (PTSD-Centre)

- PTSD-Centre provides services for Professional Trainings
- ✓ Four Week (60 Modules) Professional Training mandatory for Agricultural officers for their promotion.
- ✓ This is Govt. of Punjab Project for capacity building on Finance, Administration, Management and E- Governance.
- ✓ **Completion of 34 batches of mandatory training since Dec, 2019 till Mar, 2026**
- PTSD-Centre offers more than 250 Short Courses and regulate Skilled Development Courses and Diplomas of all UAF Faculties, Constituent Colleges and IATIs. This component produces skilled manpower for Labour Market.

# Examples of short courses in Food Technology

- Fruit & Vegetable Preservation for ladies (winter) 02-Week Courses
- Fruit & Vegetable Preservation for men (winter)
- Fruit & Vegetable Preservation for men (summer)
- Fruit & Vegetable Preservation for ladies (summer)
- Home Baking for Women
- Home Baking for Men
- Dairy Products manufacturing (for men)
- Dairy Products manufacturing (for ladies)
- Dairy Products
- Infant & Young Child Feeding
- Nutrition management in Calamities
- Nutrition for School Children
- Postgraduate Diploma in Food Sciences 07-Week Course
- Dairy Technician Course 06- Month Course

# Experiences so far with micro-credits

- Learners receive a QR code on successful completion, but this is not equivalent to micro-credits
- No formal assessment or exam
- The short courses cannot count towards formal degree courses
- Requests have been made by engineering councils to include such courses into degree programs

# Summarizing

- Micro-credentials offer a good base for lifelong learning and personal as well as professional knowledge, skills and competences
- Who will pay for the course is a grey area, sometimes the employer but more often the learner – this does not seem to be a fair system

# Points to consider

- Be very clear about the purpose of micro-credentials – it does not replace formal education but is part of lifelong learning
- Not an individual university to design and decide but agreed at national level (policy)
- It is advisable to start with a pilot – between different universities, different type of education
- To be at national level or exchangeable with other countries – the latter needs careful thinking about how to align
- If international, the starting point is to develop a framework so micro-credits can be recognized by other countries
- Employers need to become more aware about the value of micro-credits and how it can support a flexible workforce that can adapt to new knowledge, skills and competences that is required – for instance AI

# Resources

- COUNCIL RECOMMENDATION of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability ([2022/C 243/02](#))
- Wesselink, Renate (2023). Case study The Netherlands: Microcredentials for labour market education and training. First look at mapping microcredentials in European labour-market-related education, training and learning: take-up, characteristics and functions. Thessaloniki:Cedefop
- European Training Foundation (2022) [Guide to design, issue and recognise micro-credentials](#)
- OECD (2023) [Micro-credentials for lifelong learning and employability: Policies and practices](#)
- World Bank (2019) [World Development Report 2019: The Changing Nature of Work.](#)

Thank you for  
your attention!

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To explore  
the potential  
of nature to  
improve the  
quality of life