

Quicksheet for the P4ELECS project

How to develop **Micro-** **credentials?**



About

A micro-credential is the record of learning outcomes acquired following a small volume of learning (typically 1 to 30 ECTS). It is a flexible way **to validate specific knowledge and skills** that respond to the rapid developments in the electrification sector and in the context of P4ELECS specifically.

Key Characteristics

- Target Group: EQF levels 4 to 7.
- Ownership: The learner owns the credential; it is portable and shareable via digital wallets.
- Quality Assurance: Always underpinned by agreed standards (ESG/EQAVET).

Micro-credentials vs. Open Badges

Choose the right format:

- Micro-credentials: Formal learning, assessed by recognized institutions, high labor market value, and "stackable" towards degrees.
- Open Badges: Versatile visual representation of skills, also suitable for informal learning (workshops, volunteering). Ideal for a broader portfolio.

Benefits

For VET in higher education

- Flexibility: Respond faster to technological trends than full degree programs.
- New Target Groups: Attract working professionals looking for "bite-sized" upskilling.
- Collaboration: Strengthen ties with industry through the co-creation of education.

For Business

- Rapid Response: Immediate solution to the "skills gap" in the green and digital transition.
- Efficiency: Employees can be trained specifically on high-value, targeted skills.

For the Learner

- Recognition: Formal recognition of skills without the commitment of a multi-year study.
- Portability: Easily showcase skills to employers across the EU via Europass.

P4elecs Micro-Credentials step by step

BEFORE

Preparation & Policy

P4Elecs Quality Check:

- Does a "Building Block" (BB) align with an existing Unit Learning Outcome (ULO)?

Internal Policy Audit (CRITICAL):

- Check if your institution has the legal right to award credits at the relevant EQF level.
- Verify if the credential aligns with the organization's procedure and quality policy for micro-credentials

DESIGN

Attention!

Follow the P4ELECS template. Down here you find extra information!

Step 1: Define Learning Outcomes via ELM

Use the European Learning Model. Ensure outcomes are measurable and relevant to electrification labor market demands.

ELM is a kind of a **“universal translator”** or a common digital language for education. It offers a standard way to describe a course (Title, Outcomes, Credits) so that computers and schools across the EU can read and understand the certificate instantly. It ensures that your data is "machine-readable."

Step 2: Assign Workload

For electrification training (VET), ensure the workload includes practical lab time or simulator hours. It is more than time spent in a classroom.

Calculation: Total hours ÷ 25 (or 30) = Number of ECTS credits.

Step 3: Map to ESCO

ESCO (European Skills, Competences, Qualifications and Occupations) is a massive **European dictionary of skills and jobs**. By linking your course to ESCO, you use the same words that recruiters use when they search for candidates.

Example: Don't just say "Battery stuff." Use the ESCO term "Maintain energy storage systems."

Link your learning outcomes to ESCO skills to increase visibility for recruiters.

Step 4: Mode of Learning

Specify if the course is online, blended, or face-to-face.

VALIDATION

Step 5: Assessment Validation (The Proof)

To be a real micro-credential, you need proof that the learner learned.

Robust & Tamper-proof: The test must be fair and impossible to cheat on.

Practical VET: For electrification (EQF 4-5), we prefer practical demonstrations. Can the learner actually wire the circuit, or do they just know the theory?

Step 6: Digital Issuance through the EDC Infrastructure

We no longer send PDFs that can be photoshopped. We use the European Digital Credentials for Learning (EDC). It is **a free EU tool that generates a secure file**. This file is digitally signed by your school, making it 100% fraud-proof. It can be read by "automatic verification" tools used by HR departments.

Step 7: Stackability

One of the biggest benefits is stackability. Imagine micro-credentials as Lego bricks. Clearly state if this brick can be combined with others to eventually **build a larger qualification** (like a full "Electric Vehicle Technician" certificate) within the P4Elecs framework.

TOOLS & RESOURCES

TOOL	WHAT IS IT FOR?	WHY USE IT?
<u>Europass EDC</u>	Issuing the certificate	To make sure your certificate is secure and digital.
<u>ELM Builder</u>	Writing the course description	To make sure your course "speaks" the same language as the rest of the EU.
<u>EQF Portal</u> <u>NQF portal</u>	Checking levels	To see how a Level 5 in Belgium compares to a Level 5 in Ireland.
<u>ESCO Portal</u>	Finding the right words	To use the official names for skills so employers can find your students.

Council Recommendation (2022): The official EU "rulebook" for micro-credentials.
 Cedefop VET Paper (2024): A guide specifically for vocational and technical schools.
 P4Elevs WP2 Guidelines: Our project's own internal quality standards.

