

# Micro-certification Principles and Framework



## Ready to launch a micro-certification initiative?

*The eCampusOntario principles and framework is a great place to start. Join fourteen Ontario colleges and universities and contribute to the development of a nimble skills recognition system in Ontario and beyond. This framework was developed by a community working group of employers, colleges, universities and other public agencies dedicated to building a harmonized micro-certification ecosystem in Ontario. This is a living document. Partner organizations and institutions are encouraged to test this framework in their contexts and share their findings publicly to enable the development of a healthy micro-certification ecosystem that serves all Ontarians.*

## Principles

### Relevance

Micro-certifications will only be issued for competencies that are currently relevant to the labour market. Relevance is achieved through consultation and partnership between employers and post-secondary institutions.

### Verifiability

Micro-certifications will be verifiable, and integrity will be maintained.

### Ownership

Once awarded, micro-certifications and associated data will be the property of the earner.

### Extensibility

Micro-certifications will be designed to facilitate continuous pathway for lifelong learning, where possible.

## Framework

### Issuing Body

Micro-certifications will be issued by an established agency, organization, institution, or employer.

### Competency/skills targeted

Micro-certifications will adhere to harmonized skills and competency language and will be aligned with a common competency framework such as ESCO<sup>1</sup>.

### Outcomes

Micro-certifications will recognize performance competencies explicitly aligned to underlying knowledge, attitudes and skills.

### Summative assessment

Micro-certifications will require evidence of achievement of outcomes. Evidence will be embedded and visible to employers.

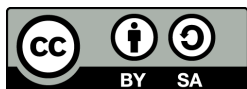
### Transcriptable

Micro-certifications will be compatible with traditional transcripts, where possible.

### Partner endorsement

Micro-certifications will be validated by industry partners/external bodies, where possible. This validation will confirm 1) the competency is in demand by industry and; 2) the established assessment is reflective of job performance in that industry.

<sup>1</sup> <https://ec.europa.eu/social/main.jsp?catId=1326&langId=en>



The following institutions have adopted the Principles and Framework to guide ongoing micro-certification pilot projects:

