

Micro-certification Principles and Framework

This document was developed by a working group of employers and post-secondary representatives in Ontario to provide high-level guidance for micro-certification pilots across the province. 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 initiatives will adhere to harmonized skills and competency language and will be aligned with a common competency framework such as ESCO¹.
- Outcomes** Micro-certification initiatives will recognize performance competencies explicitly aligned to underlying knowledge, attitudes and skills.
- Summative assessment** Micro-certification initiatives 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.

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

