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\(^1\).

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.

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