

# SMALL *but* MIGHTY

Authors: Muhammad Hasfarizal Kamaludin



## MICRO-CREDENTIALS ARE EXTENSIVE FOR THE FUTURE OF WORK

### Who We Are?

#### THE FUNCTIONS OF MQA

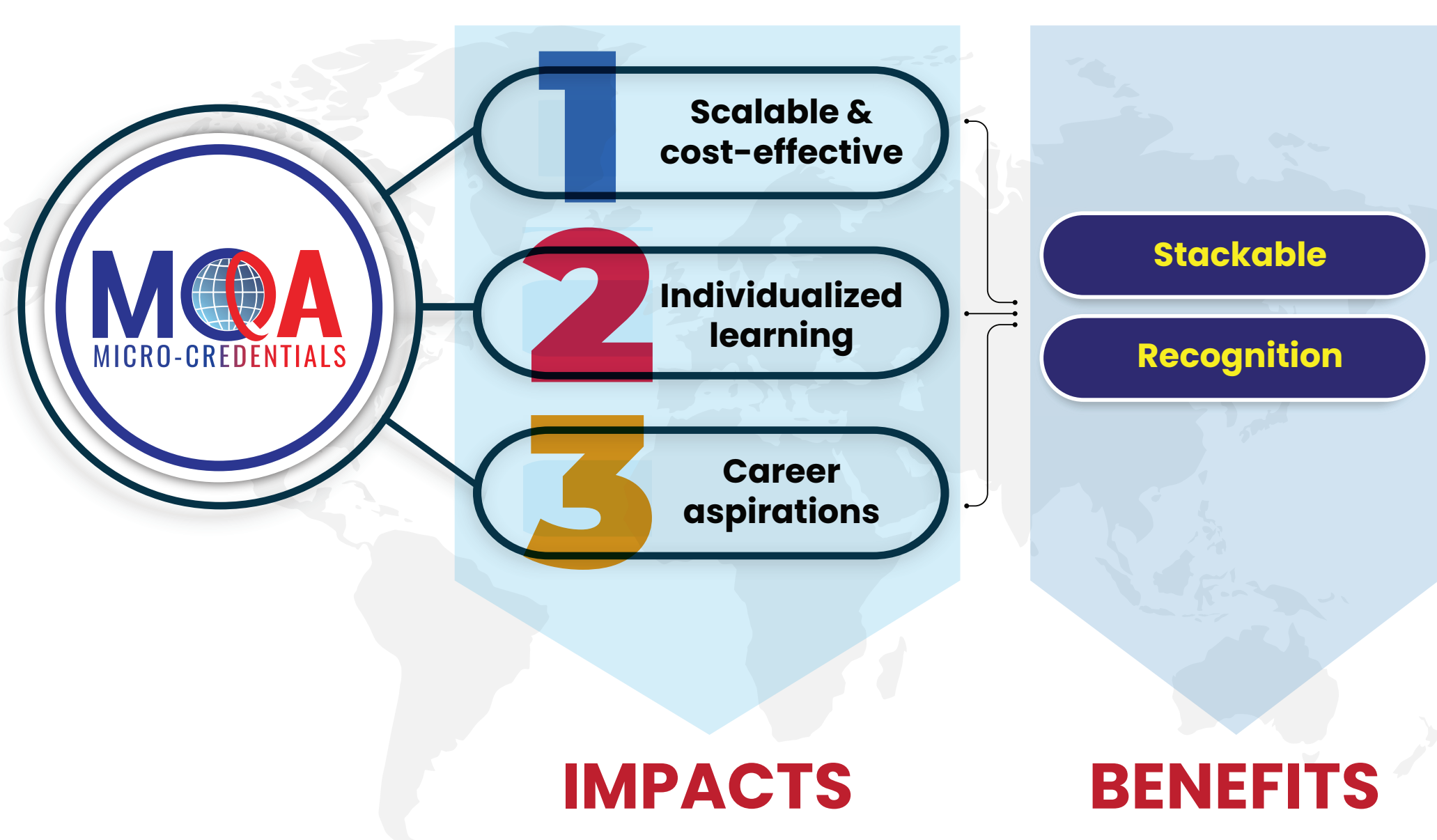
- To maintain the Malaysian Qualifications Register (MQR)
- To develop standards & credits and all other relevant instruments as National Reference for the conferment of awards with the cooperation of stakeholders
- **To quality assure higher education institutions & programmes**
- **To accredit courses that fulfill the set criteria and standards**
- To facilitate the recognition & articulations of qualifications
- To implement MQF as reference point for Malaysian qualifications



#### PROBLEM STATEMENT

- Today, the pressing talent shortage is hitting just about every business and organization in a big way. It's more than just a matter of sourcing people willing to work; they also have to possess the skills that match up with the role.
- Research by Robert Half indicates that 95% of executives say it's somewhat or very challenging to find employees with the appropriate skills and talents—a longstanding impasse that's come to be known as the "skills gap." Hence, more and more organizations are rethinking their approach to employee training and development programs capable of upskilling employees and candidates.
- This is where micro-credentials come into play. As an emerging solution to this dilemma, micro-credentials are bite-sized qualifications that demonstrate skills, knowledge and/or experience in a specific subject area or capability.

#### CONCEPTUAL FRAMEWORK



#### IMPACTS

- Micro-credentials tend to be narrower in range and easier to acquire compared to traditional qualifications like degrees. At the same time, they can also be broad in focus. For example, employees can obtain micro-credentials in subjects as wide as data-driven marketing or as narrow as how to empower others in the workplace.
- Investing in robust training programs, even in partnerships with universities, can come with a big price tag for companies looking to ensure their employees are competent, engaged and productive. Scalable training programs like micro-credentialing can offer a cost-effective way to maintain competitiveness and pivot to meet changing market demands.
- Because they're "stackable," meaning they build upon one another toward a larger qualification, micro-credentials are less intimidating to start than a traditional degree program. Employees can continually gain new knowledge to keep pace with changing business needs while also progressing toward a bigger goal. (MicroHE, 2019)
- Compared to full-length courses, micro-credentials also offer a more personalized, on-demand learning experience. And, unlike traditional degrees, which take years to complete, micro-credentials can be completed in weeks or even days—which appeals to workers who want to quickly learn exactly what they need, apply it on the job and immediately have a credential to show for their effort. (GGP-MQA, 2019)
- Developing a micro-credential training program not only can help organizations fill immediate gaps in their skill base, but it can also become part of a strategy to attract and retain top talent by addressing employee growth opportunities and career aspirations.

#### BENEFITS

- The accumulation of micro-credentials and credits can be tendered to HEIs for completion leading to an award or credit transfer based on a credible and transparent outcome-based process subject to existing policies.
- Recognition – in Malaysia we have a total of 14,876 courses offered via Micro-Credentials and its all accredited based on thee unbundling the accredited programmes that have been certified by MQA.
- Moving forward, MQA is in the midst of completing the guidelines for stand-alone Micro-Credentials that will cater more personalized learning outcome to meet the industrial and market demands.

