

# Micro-credentials

## Interactive Workshop

GREEN FINANCE Erasmus+ Kick-off Training T2.1

University of Twente (UT) — Day 2, 12:15-13:30

ULBS, Sibiu, Romania

<b>Time</b>	<b>Activity</b>	<b>Duration</b>
12:15	<b>Opening &amp; Objectives</b>	10 min
12:25	<b>Group Work: Competency Mapping</b>	20 min
12:45	<b>Group Work: MC Structure Design</b>	20 min
13:05	<b>Discussion: Recognition Pathways</b>	15 min
13:20	<b>Wrap-up &amp; Next Steps</b>	10 min

**Your Role:** Active participants — this is YOUR curriculum design session!

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Form country teams: Vietnam — Thailand — Philippines

## EU Council Definition (2022)

*“A micro-credential is the record of the learning outcomes that a learner has acquired following a small volume of learning.”*

## Key Features

- **Small:** 1-5 ECTS (25-125 hours)
- **Focused:** 3-5 specific learning outcomes
- **Assessed:** Performance-based validation
- **Portable:** Digital badges, verifiable
- **Stackable:** Combine toward larger credentials

## Why for Green Finance?

- ASEAN needs USD 210B/year
- Skills gap is critical
- Rapid field evolution
- Working professionals need upskilling

## Project Target

**1 MC program per ASEAN HEI**

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Source: EU Council Recommendation 2022/C 243/02

Week	Topic	Module	ECTS
1	Fundamentals	M1: Contexts	0.5
2	Green Bonds	M4: Products	0.5
3	ESG Integration	M2: Building Blocks	0.5
4	Climate Risk	M5: Risks	0.5
5	Project Finance	M4: Products	0.5
6	Regulatory Frameworks	M3: Regulatory	0.5
7	Impact Investing	Integration	0.5
8	Portfolio Strategy	Integration	0.5
<b>Total</b>		<b>5 Modules</b>	<b>4.0</b>

**Each week = 3 learning outcomes:** Theory (X.1) — Quantitative (X.2) — Applied (X.3)

See D3.1 Framework for 24 detailed learning outcomes

# Activity 1: Competency Mapping (20 min)

## Instructions

1. Form country teams (VN, TH, PH)
2. Review the 13 competencies (cards provided)
3. **Select your TOP 5** for your institution
4. Write on sticky notes with rationale
5. Post on country flipchart

## Discussion Questions

- What skills do employers ask for?
- What's missing in your current curriculum?
- Which competencies are hardest to teach?

## 13 Competencies

### *Knowledge (K1-K7):*

- GF instruments
- ESG methodologies
- Climate risk frameworks
- Project finance structures
- Regulatory requirements
- Impact measurement
- Portfolio construction

### *Skills (S1-S6):*

- Data analysis
- Risk assessment
- Communication

See D3.1 Section 4.2

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**Output: Top 5 competencies per country with industry rationale**

## Activity 2: MC Structure Design (20 min)

### Instructions

1. Choose 1-2 weeks/modules to develop
2. Fill in the MC Design Template
3. Consider: Who is your target learner?
4. Present your draft design (2 min per team)

### Key Decisions

- Standalone MC or stackable certificate?
- Credit-bearing or professional development?
- Digital badge design?
- Assessment approach?

### MC Design Template

Field	Your Input
MC Title	-----
Target Week(s)	1-8
ECTS	1 / 2 / 3
Learning Outcomes	3-5
Assessment	-----
Target Learners	-----
Recognition	Badge/Credit

*Example:* “Climate Risk Essentials” (Wk 4), 1 ECTS, Digital badge

**Output:** Draft MC structure per country team

### Academic Recognition

- ECTS credit allocation
- Transcript integration
- Cross-HEI recognition
- Quality assurance

### Questions to Discuss

- What approval process at your university?
- Who needs to sign off?
- Timeline for curriculum changes?

### Industry Recognition

- Digital badges (LinkedIn)
- MoU partnerships (5 per HEI)
- Employer verification
- Professional alignment

### Questions to Discuss

- Which employers should we target?
- What credentials do they value?
- Barriers to employer buy-in?

**Pair-Share:** Discuss with partner from another country (5 min), then share insights

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**Goal:** Identify recognition barriers and solutions for each country

## What We Accomplished Today

- ✓ Prioritized competencies per country
- ✓ Drafted MC structure
- ✓ Identified recognition pathways
- ✓ Shared cross-country insights

## Take-Home Actions

- Finalize competency list (by Feb)
- Identify 3 potential industry partners
- Complete stakeholder survey

## Project Timeline

Milestone	When
Survey launch	Feb 2026
MC design draft	Q2 2026
Approval process	Q3 2026
Pilot testing	Q4 2026

## Questions?

Contact: University of Twente  
WP3 Lead Partner

Next: Lunch break — Afternoon: Stakeholder survey workshop