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## Skills Working Group

DRAFT AGENDA and MINUTES

### Workshop on Micro credentials

**12 July 2022 from 10:00 to 12:00**

The rapid development of the European hydrogen value chain over the coming years is expected to generate approximately 1 million highly skilled jobs by 2030, and up to 5.4 million by 2050<sup>1</sup>. Some of these jobs are new, others already exist and will undergo core transformations. Workers will have to be upskilled and reskilled to integrate a hydrogen dimension to their current occupation. Therefore, one may wonder how this workforce will be trained and how will their newly acquired qualification be recognised.

The recognition of these learning experiences is necessary to ensure the transferability of knowledge across companies and sector as well as to guarantee the quality of learning outcomes. To do so, the European Union has been developing a set of tools to ensure this. Among them, the concept of micro-credentials:

*“Micro-credentials certify the learning outcomes of short-term learning experiences, for example a short course or training. They offer a flexible, targeted way to help people develop the knowledge, skills and competences they need for their personal and professional development.”* [European Commission](#)

The goal of this two-hour workshop organised in the remit of the Skills Working Group of Hydrogen Europe & Hydrogen Europe Research is to discuss the mechanism of MicroCredentials and how it could be applied to vocational learning and continuous professional development. Can MicroCredentials achieve the same relevance in vocational training and what are it's the challenges in implementing such structures in the hydrogen sector. The workshop will introduce the concept, explore the issues, and attempt to find first approaches to solutions with the speakers and participants. It is also an opportunity to introduce the work of the Skills Working Group to a larger audience.

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<sup>1</sup> Hydrogen Roadmap Europe: A sustainable pathway for the European Energy Transition, FCH 2 JU, 2019, available [here](#)



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#### 10:00 - 10:05 – Welcome & opening

#### 10:05 - 10:15 – Opening statement from the European Commission

- **Chiara Rondino, Head of Unit for Vocational Education and Training, CEDEFOP at DG EMPL, European Commission**

Ms Rondino presented the main features of the Council Recommendation on the European approach to micro-credentials from June 2022 (see [here](#)), which was adopted alongside the one on life-long learning. For more information, please consult the presentation.

#### *Questions for Ms Rondino:*

- **Jorge Contreras, DBI-DK:** “My question is regarding the "learner centered" how to deal with the generational differences when producing content. producing for adults, business and Young people, engineers, social science, Health care etc is different and need to be different. is there any advice how to deal with this? Another question is regarding the knowledge updating, is there a recommendation on that?”
- **Alberto Abánades, UPM:** “Should micro-credentials qualified by any quality organization, for instance as EUR-ACE, or is it based on the provider reputation?”

#### *Answer by Ms Rodino:*

- **On quality assurance:** The issue is that micro-credential are very diverse. If they are issued by education providers, they are encouraged to use their own system of quality assurance. In case of micro-credentials issued by social partners/industry, there could be seals confirming that they were developed with the support of social parts or the industry.
- EC has some suggestions on the structure of micro-credentials, but due to their diversity it is difficult to have one size fits all. Cooperation between employers and training providers in designing the micro-credential is seen as key as well as taking into account the needs for skills, and the specificities of the target group.

#### 10:15 - 10:45 – Panel 1

Main thread: Focus on the supply side of training on existing requirements for lifelong learning and micro credentials.

- **Jean-Luc Delplancke, ULB:** presented the Energy Digital Academy - repository of small learning modules focused on energy - being developed by a group of more than 20 universities. More information available in the presentation.
- **Michael Walter, Manager R&D Innovation Programme Hydrogen at DVGW:** presented their training programme on H2 for professionals, only available in German language.

#### *Questions & Answers*

- **Massimo Valsania (Ethos Energy):**
  - Q for Michael: Is the training provided by DVGW just based on the companies requests or could an individual take part in a specific training as part of a career development.
  - Answer: Employer defines specific qualifications/skills needed for one’s role. Employees then need to take part in the trainings to fulfill these qualifications. Of



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course, an individual can also request a specific training and in Germany the employer is still obliged to pay for it.

- Q for Jean Luc: Are there plans to expand such trainings to areas beyond energy?
- Answer: As these projects are Erasmus + funded it is energy focused. That said there are some trainings already available within the Academy that go beyond just energy sector, as for example on soft skills.

#### **10:45 - 10:55 – Questions**

#### **10:55 - 11:25 – Panel 2**

Main thread: Presentation on the feedback and data that the CEDEFOP can provide on the question of micro-credentials, and the relevance of the question for workers, represented via Unions.

- **Anastasia Pouliou, Expert at CEDEFOP**

Ms Pouliou is leading CEDEFOP's work on the study on micro-credentials, aimed at understanding what is happening in the labour market.

The study has 3 key objectives: to map micro-credentials, to investigate the link between micro-credentials and qualification system and what is the added value for individuals.

Key findings: lots of uncertainty about the concept itself at the national level; micro-credentials are linked to the innovation in traditional learning; they are also emerging in a wide scope of sectors - ICT, manufacturing, hospitality. Quality of assessment is usually done in-house.

See the link to the study and to the 8 case studies [here](#). More information available in the recording.

- **Corinna Zierold, Senior Policy Advisor at IndustriAll**

On micro-credentials: this is not a silver bullet to address the lack of skilled workers. Every worker has right to quality training, and micro-credential can replace to a certain point life-long learning and VET training. Employers have the responsibility and interest to offer meaningful training to workers. Unions need to be involved in the design of the training.

- **Jakub Stolfa and Spanyol Marek, Automotive Skills Alliance**

They presented the ASA alliance as well their offer of micro-credentials developed as part of an Erasmus + project DRIVES. More details available in the presentation.

#### **11:25 - 11:35 – Open floor for questions**

#### **11:35 – 12:00 – Discussions**

The co-chairs of the Skills Working Group wrapped up the session. They take away that a number of things can be called micro-credentials but that there is a need for some sort of coordination in recognition. Link to the video recording can be found [here](#).