

# Micro-credentialing Pilots Program

## What are micro-credentials?

The term micro-credential is increasingly being used by industry to define priority skills that are not currently being addressed through post-schooling education pathways.

Micro-credentials provide an opportunity to support changing workplaces by enabling the provision of focused training for new or transitioning employees in specific skills to better support businesses and industries to adopt innovations and improve productivity.

For the purposes of the Micro-credentialing Pilots Program, the skill outcomes to be targeted will not be nationally recognised (i.e. vocational education and training or VET), as these outcomes can be supported under existing VET investment programs.

## What is the aim of the Micro-credentialing Pilots Program?

The Micro-credentialing Pilots Program will test how these modern and flexible pathways can be used to address current, emerging and future skills needs. The pilots will also serve as a mechanism to identify life-long learning approaches through shorter, just in time training responses.

The pilots will aim to support a range of approaches to micro-credentials targeting priority industry skills, developed by public providers of nationally recognised training (TAFE Queensland and CQUniversity), by industry and through regional partnerships.

The Program has a budget of \$5.5 million over three years (2019-22) and will be administered by the Department of Employment, Small Business and Training (DESBT).

## Who will the funds support?

The Micro-credentialing Pilots will upskill Queensland existing workers, new entrants or job seekers in industries, regions and enterprises targeted by pilots.

Eligible participants must:

- be aged 15 years of age or over
- be no longer at school
- permanently reside in Queensland
- be an Australian citizen, or a New Zealand citizen, or hold an eligible visa as identified by DESBT at <https://desbt.qld.gov.au/training/providers/inclusive/visa-eligibility>
- meet any additional eligibility requirements identified through approved pilot projects.

## What assistance is available?

Micro-credentialing Pilots aim to improve employability of participants by providing skills in demand from industry, and increasing the labour productivity of enterprises through investment in technical, digital and soft skills.

Pilots are expected to provide funding support for the delivery of the micro-credential skills program. In addition, individual pilots may also support activities relating to the development, implementation and evaluation of pilots.

## How will funding be allocated?

Micro-credentialing Pilots will be implemented through a number of targeted funding streams, to provide an opportunity to explore different priorities and types of micro-credentials.



### *Stream 1 – Public Providers*

TAFE Queensland and CQUniversity will be funded to deliver a range of micro-credentials, developed to respond to priorities identified by industry and to support improved outcomes for existing VET students.

These pilots will be funded for the full term of the Micro-credentialing Pilots Program, and will be reviewed annually to reflect effective modes and emerging skills.

The role of government in supporting soft or employability skills development will be considered through public provider pilots.

### *Stream 2 – Strategic Partnerships in Priority Industries*

Priorities for initial partnerships in 2019-20 will be industry sectors where Jobs Queensland has undertaken workforce planning projects and DESBT has skilling strategies in place.

Targets for initial micro-credential pilots will be workforce development priorities within Tourism and the National Disability Insurance Scheme (NDIS).

These initial industry pilots will be negotiated with key industry stakeholders to address the identified skills priorities in workforce plans developed for these sectors.

### *Stream 3 – Funding Round*

A funding round will provide an opportunity for market-led proposals from industry and other eligible organisations.

This funding round will be competitive and open to eligible organisations, and may target specific industry sectors or skilling priorities, or regional priorities.

## **What level of funding is available?**

DESBT will directly negotiate funding levels as part of Streams 1 and 2 of the Program.

For the funding round (Stream 3), DESBT will provide up to \$250,000 for each pilot project.

Funding is provided on the basis of a negotiated co-contribution for all projects, which may be from industry, enterprises or participants.

## **What will projects fund?**

Funds can only be expended on costs directly associated with an approved pilot project, which may include delivery of the skills program, or other project development, implementation and evaluation activities.

The costs relating to the delivery of the skills program may support traditional training delivery models, workshops delivered by content experts, or costs associated with access to software for online delivery.

Pilots may also consider costs of promoting, issuing or managing a credential system, such as a skills passport or licenses to use existing programs.

## **Who can apply for funding?**

Queensland's public VET providers (TAFE Queensland and CQUniversity) will deliver pilots under the program.

Other organisations will be eligible to apply for funding through direct engagement in priority industries or funding rounds, and must be registered for GST.

Eligible organisations will include industry peak bodies, regional industry bodies and unions. Employers may be able to apply to deliver a pilot on behalf of industry.

## **More information**

For more information, including the Program Policy and updated information on the Funding Round (Stream 3), visit Micro-credentialing Pilots Program at <https://desbt.qld.gov.au/training/employers/funding/micro-credentialing>.