

1 Closing the Skills Gap: Exploring the Power of Micro-credentialling

The expansion of micro-credentialling opportunities is having “macro” impact on the Canadian economy, and social and material impact at the individual level. Progressive learning pathways are a powerful career-enabling tool for the emerging workforce – especially for those whose access to the labour market has been impeded by employment standards, language, and accessibility barriers. People from multiple marginalized backgrounds face distinct barriers in accessing education to help them advance into meaningful employment.

Partnerships between educational institutions, employers and community organizations have helped develop training that’s responsive to in-demand skills or industry changes, and deliver it in formats that are flexible and suited to those seeking to acquire new skills while balancing work, family responsibilities or other considerations. Micro-credentials help employers and HR professionals validate, quantify, translate, and recognize the skills and competencies of diverse candidates and employees.

1. Micro-credentialling is good business. Investing in your current employees is cheaper than going through costly hiring and on-boarding processes.
2. Flexible and cost-effective micro-credential opportunities help women and other equity-deserving groups “upskill” themselves in accessible ways.
3. A key step to closing the skills gap is to integrate these initiatives into corporate, nonprofit, and public-sector cultures.



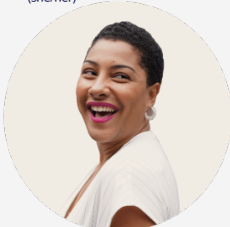
Takeaways:

Speakers Chloe-Marie Brown, Camille Dundas and Natasa Boskovic share these must-haves:

Chloe-Marie Brown
(she/her)



Camille Dundas
(she/her)



Natasa Boskovic
(she/her)



- **Chloe-Marie Brown, Policy Analyst at Future Skills Centre**, reminds us that the way to legitimize micro-credentialling is to push elected officials to create policy on the subject.
- **Camille Dundas, Co-founder of ByBlacks.com and Principal Educator at The IDEA Practice Inc.**, emphasizes that organizations must foster a culture that values employees as individuals, and invests in their growth and professional development.
- **Natasa Boskovic, Director, Partnership Development and Employment Strategies, at YWCA Canada**, encourages co-creation and co-design partners to ensure that micro-credentialling programs are accessible to learners with varying needs.

Resources

[Foundations of Diversity, Equity and Inclusion in the Workplace](#) | Dalhousie University
– Explore this page to learn how to register for the course and obtain a mini-certificate.

[Uplift – Women in Specialized Technology Reskilling Training Program in Eastern Ontario](#) | YWCA Canada – Learn more about YWCA Canada’s Uplift program.

[The Future is Micro: Digital Learning and Micro-credentials for Education, Retraining and Lifelong Learning](#) | FSC – Browse this page to learn more about the micro-credential principles and framework.