

Continuing Education and Professional Development (Non-Credit) Microcredential Framework at the University of Regina

Introduction

A microcredential is broadly defined as a representation of learning, awarded for completion of a short program or course that is focused on a discrete set of competencies (i.e. skills, knowledge, attributes), and is sometimes related to other credentials. Post-secondary institutions across the country and around the world are taking a variety of approaches to microcredentials with a range of credit and non-credit offerings, different offering lengths and time commitments, varying online, in-person, and hybrid delivery models, and a multitude of partnership concepts.

The University of Regina has developed a credit credential framework, including credit microcredentials. This document focuses on continuing education and professional development (i.e. non-credit) microcredentials and the purpose of this document is to further describe and define the parameters for microcredential development at this time, recognizing that the field of microcredentials continues to evolve.

In the context of this document *microcredential* is used as an umbrella term to describe short credentials. In the continuing education and professional development context, such microcredentials are typically shorter than a *professional certificate*. In order to offer comparison, *professional certificates* are included in this framework document.

The University of Regina's initial rollout of microcredentials has been made up of non-credit *professional badges* and *professional microcertificates* that are flexible, timely, and aim to upskill, reskill, and boost skills that are in demand by employers and industry.

In the current model for professional microcredentials, a *professional microcertificate* is normally made up of three *professional badges* (i.e. badge courses). Please refer to the table on the following page for the difference between professional *certificates*, professional *microcertificates*, and professional *badges*. These badges and microcertificates are designed to be sustainable.

This framework has been designed to work alongside the undergraduate and graduate credit credential frameworks in use at the University of Regina and is expected to be updated and evolve over time. In addition, this framework:

- provides consistency and establishes typical instructional hour requirements;
- provides guidelines so that Faculties, typically in partnership with the Centre for Continuing Education, have opportunities to establish credentials that align with new and contemporary trends;
- establishes definitions that are consistent within the pan-Canadian landscape; and
- provide information that can be used by prospective students of the University to make informed decisions about course and program enrolment and opportunities

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Framework

Credential Category	Level	Instructional Hrs	Nomenclature	Paper	Digital	Grading	Stackability	Length of Program
Professional Certificate	Professional development (non-credit)	≥42 and <100	Professional Certificate in	Y	N*	Graded or non-graded (pass/fail)	Y	Variable. Part-time. Can often be completed in a year or less. Must be completed within 3 years.
Professional Microcertificate	Professional development (non-credit)	≥21 and ≤42 hours	Microcertificate in	N	Y	Graded or non-graded (pass/fail)	Y	Variable. Part-time. Can often be completed in a few months.
Professional Badge (Badge Course)	Professional development (non-credit)	≥7 and ≤21 hours	Badge in [Subject] or [Subject] Badge	N	Y	Graded or non-graded (pass/fail)	Y	Variable. Part-time. Can often be completed in a week or less.

Notes:

- For stackability into credit programs: An intaking department or Faculty may accept the credential for credit based on normal transfer credit procedures. Participants are normally required to complete graded assessments to be eligible to receive transfer credit.
- For stackability into other non-credit programs: A Faculty may accept the credential based on established criteria.
- A URegina-approved LMS and registration and records system is used for all professional development microcredentials.
- Alumni status is granted to graduates of professional certificates 98 hours or greater.
- A digital microcredentials, including microcertificates and badges, may be issued via the ARUCC National Network (MyCreds.ca) on the completion of the specific microcredential requirements.
- Graduates from professional (non-credit) programs and courses do not participate in Convocation. Some programs may offer a learning recognition or celebration ceremony.
- Faculties and academic units have the right to establish admission requirements that reflect their target audience.
- Formal program approvals, review processes, program change processes, and suspension/termination processes are established by the Faculty in consultation with other units, including the Registrar's Office, the Centre for Continuing Education, and the Microcredentials Advisory Group. Normally, such approvals follow the path of: Department Committee (if applicable), Faculty Council for information and discussion, and then Dean's approval.
- Majors, minors, concentrations, and specializations are not available in a microcredential program.
- Access to the Canada-Saskatchewan Job Grant requires that learning must be a minimum of 24 hours in length per trainee by the same training provider and completed within a 52 week period.
- *It is anticipated that all professional microcredentials will be delivered digitally, including professional certificates, in the coming years.