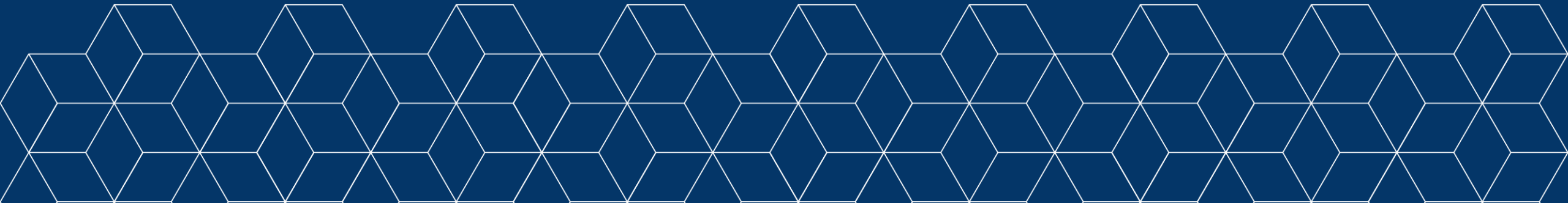


ALESSANDRA PEDONE

**MICRO-CREDENTIALS IN THE ITALIAN CONTINUING VOCATIONAL
EDUCATION AND TRAINING (CVET) SYSTEM: NATIONAL
FRAMEWORK, STRATEGIC PRIORITIES, AND FUTURE PERSPECTIVES**

Micro-credentials: peer learning and exchange of experiences around Europe

Workshop Online, 17 January 2025



NATIONAL FRAMEWORK

**MICROCREDENTIALS IN
ITALIAN SYSTEM**

**STRATEGIC PRIORITIES
AND FUTURE
PERSPECTIVES**



Micro-Credentials in the National Certification System for Skills (SNCC): The Italian Regulatory Framework



Overview

The concept of micro-credentials as part of the skills certification process in Italy.

Integration with the European Qualifications Framework (EQF).



Explore the regulatory framework and its implications for lifelong learning and professional development.



Key legislative milestones

2012 - Labour Market Reform

Introduced the foundation for Italy's lifelong learning strategy: upskilling and workforce adaptability in response to labour market demands

2013 - Establishing the Certification System

Key Milestones:

National Strategy for Lifelong Learning (2013): Comprehensive approach to continuous education and skill development.

Legislative Decree (2013): National Skills Certification System (SNCC).

Outcome: Provided a structured framework for validating and certifying skills across formal, non-formal, and informal learning contexts.



2013 - Referencing to the EQF

First Italian Referencing Report to the EQF: Established alignment of Italian qualifications with the European Qualifications Framework.

Impact: Ensured transparency and portability of qualifications across the EU.

2015 - Introduction of the QNQR National Framework for Regional Qualifications (QNQR).

Purpose: Integration of regional qualifications into a unified national system.

Relevance: Strengthened alignment with EQF standards.

2018 - National Qualification Framework (QNF) for comprehensive skills recognition.

Expanded the regulatory framework to address sectoral and regional disparities in qualifications.



2021 - Guidelines for Interoperability: Defined interoperability standards for public entities managing the SNCC. To enhance collaboration among stakeholders in certification processes.

2022 - EQF Updated Italian Referencing Report: Reaffirmed Italy's commitment to EQF alignment and workforce mobility within the EU.

2024 - Decree Highlights: Decree of July 9, 2024. Regulation of services for the identification, validation, and certification of competencies related to qualifications under the responsibility of the Ministry of Labour and Social Policies.

Recognition of qualifications overseen by the Ministry of Labour and Social Policies.

Expanded validation of competencies acquired through non-formal and informal learning (e.g., apprenticeships, volunteering).

Certification Process: Four phases: Identification, documentation, evaluation, and certification.



MICROCREDENTIALS



Micro-Credentials in the National Certification System (SNCC) 2022 - EQF Referencing Update



Terminology in the SNCC: The reference term in the national system is "micro-qualifications."

The term "**micro-qualifications**" is used to define:

- **Qualifications consisting of one or more skills.**
- Components of broader qualifications.
- Awarded within the **SNCC** framework.

2021 National Strategic Plan for the Development of Adult Skills

Its primary objective is to address a significant portion of the adult population to bridge gaps in basic skills and low qualifications.

The Plan **includes a reference to microcredentials:** The NRRP (National Recovery and Resilience Plan), in its reskilling and upskilling actions, may also support: "**the enhancement of systems for recognizing learning and experience acquired outside formal education and training, including through microcredentials.**"



"Piano Nuove Competenze – Transizioni" 29 March 2024

Regulatory Milestone: The 2024 decree establishes a comprehensive framework for integrating microcredentials into CVET

- **Key Objectives:**
- Enhance Italian workers' ability to **demonstrate skills** across diverse contexts.
- **Boost employability** both nationally and internationally.

Recognition and Certification:

- Microcredentials formalize the **certification of specific skills and competencies**.
- They serve as a flexible and targeted approach to lifelong learning.

Alignment with European Standards:

- Supports Italy's adherence to **European transparency instruments**.
- Ensures **portability and cross-border recognition** of learning outcomes.





The “Piano Nuove Competenze – Transizioni” decree (2024) CVET



Regulatory framework for micro-credentials, promoting their integration into the national training system.



This alignment enables Italian workers to showcase their skills in various contexts, enhancing employability both nationally and internationally.



Micro-credentials are officially recognized as a formal means of certifying specific skills and competencies.

The regulatory framework emphasizes the significance of microcredentials to certify short-term learning achievements, promoting transparency and alignment with European standards.



Ministerial Decree 115 of July 9, 2024:

- Introduces new certification entities for CVET (the Interprofessional Funds for Continuing Education, the National Union of Chambers of Commerce, and Sviluppo Lavoro Italia).
- Recognizes competencies acquired in non-formal and informal contexts (e.g., apprenticeships, volunteering).

The decree defines the role of micro-credentials in addressing the skills mismatch, focusing on the twin transitions

1. Improve usability of learning outcomes through alignment with international standards and coding tools for transparency and comparability.

2. Require certifications that clearly indicate achieved competencies, with regional adaptations for clarity and relevance.

3. Establish a system for digital recognition and certification to enhance the portability and credibility of skills across sectors and borders.



Microcredentials in the CVET - Ministerial Decree 115 of July 9, 2024

Certification Process Structure:

- **Identification of Competencies**
 - Acquired in non-formal or informal contexts.
- **Documentation of Evidence**
 - Supporting evidence for the competencies.
- **Evaluation of Skills**
 - Validity check of documented skills.
- **Final Certification**
 - Formal recognition of acquired competencies.

Alignment with European Frameworks:

- Common European Framework of Reference for Languages (CEFR)
- DigComp for digital skills
- EntreComp for entrepreneurial competencies
- LifeComp for personal and social competencies

Incorporation of OECD-PIAAC Standards:

- Literacy and numeracy.



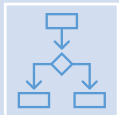
PERSPECTIVES



The 2024 Ministerial Decree plays a key role in ensuring transparent recognition and certification of competencies, supporting workforce development, mobility, and skills alignment with market demands.



The reference repository for qualification standards is the Atlas of Work and Qualifications, which serves as a framework for defining and organizing learning objectives. These objectives are intended to be made transparent and/or validated, ensuring that the competencies associated with them are clearly recognized and aligned with market and educational standards.



Since its establishment in 2014, the Atlas of Work and Professions, managed by INAPP, has continuously evolved to address the changing needs of the labour market.



The Atlas provides a framework for classifying and validating professional skills. It promotes the integration of skills, qualifications, and continuous training needs.



CVET Training Providers alignment with Full Competence-Based Design, Management, and Certification Cycles

Training interventions and active labour market policies funded by Interprofessional Funds must refer to qualification standards specified by regulations from the programming, design, and customization phases.

Certificates for competencies acquired at the end of training programs must be issued in an open digital format (free from legal usage restrictions) and stored either with the Fund or with authorized entities that issued them. These certificates must display the logos of the Ministry of Labour and Social Policies, the authorized entity that issued them, and the Fund.





THANKS FOR THE ATTENTION

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