Digital First Services – Microcredentials - skills and capabilities acquired on the job.

CAVAL PDIG forum

Frank Ponte & Jo Gillespie

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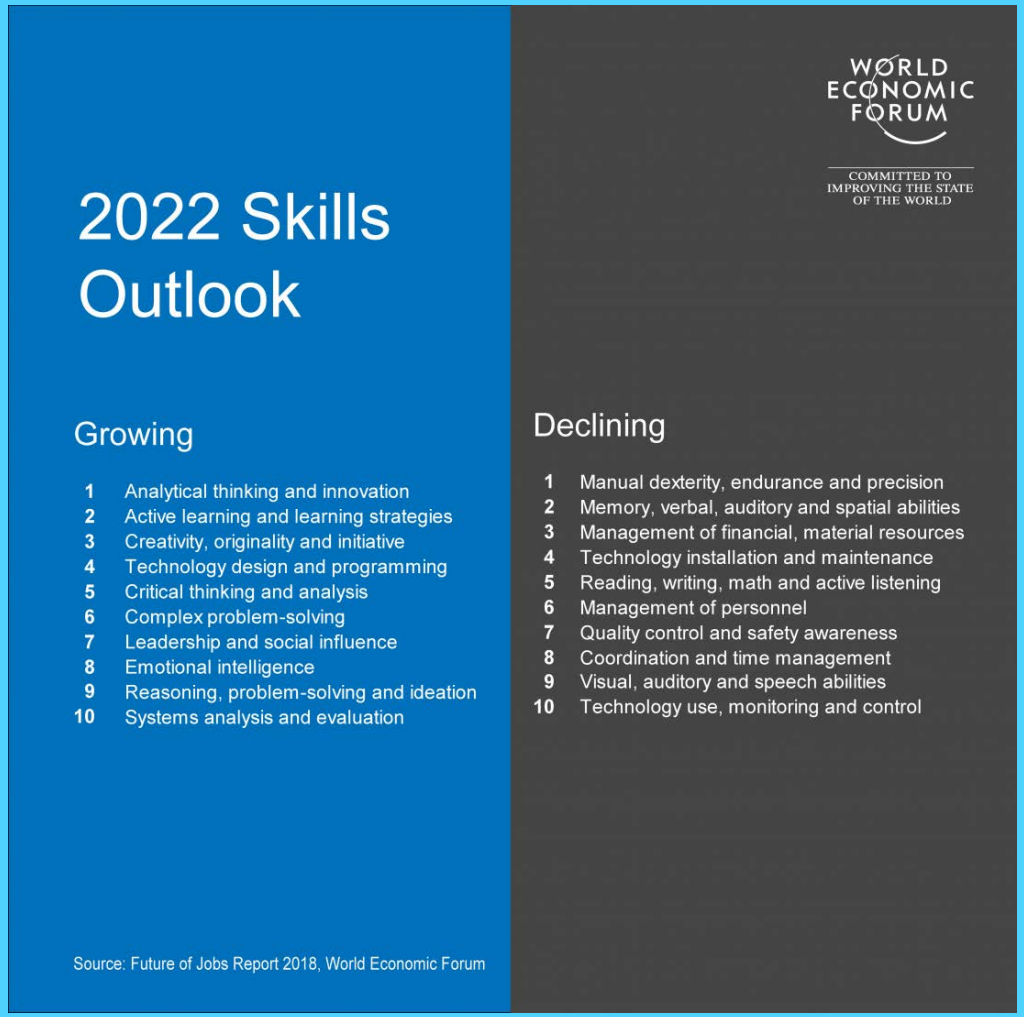


*Change is faster than ever

*Jobs disappearing and new roles emerging.

*Disruption - automation, global competition, digital disruption

*Reskilling & upskilling to stay relevant.

Key driver:

* Digital first model at RMIT

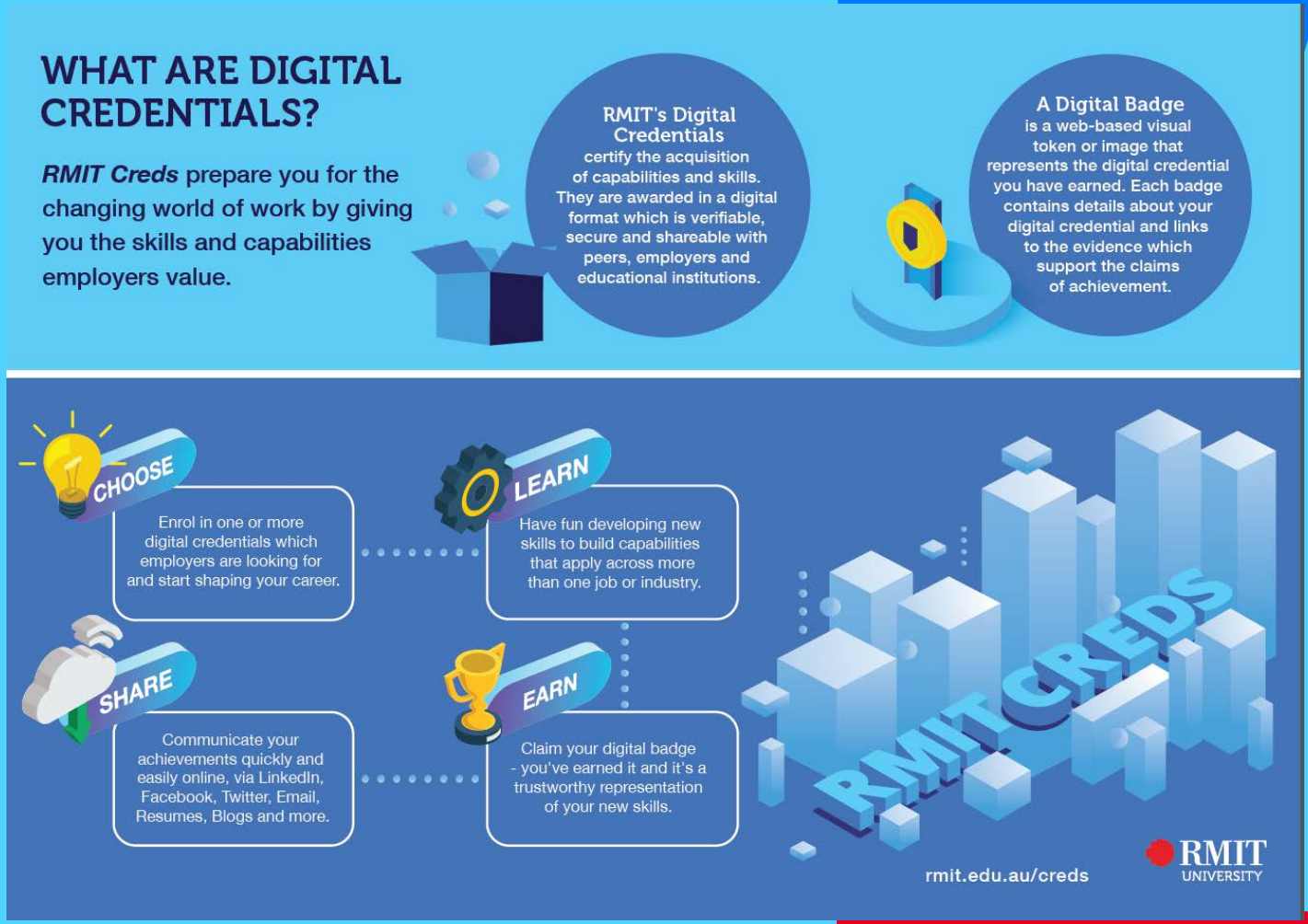
World Economic Forum . (2018). The Future of Jobs Report 2018. Retrieved from http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

Microcredentials
RMIT Creds is a University-wide digital credentials program.

Help our students develop their own skills and experiences

Prepare students for future life and work.

Available to all current RMIT Students.



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Development Timeline – Microcredentials

Pilot: Academic Integrity Awareness

May 2017: 200 Nursing students

Ruddy, C., & Ponte, F. (2019). Preparing students for university studies and beyond: a micro-credential trial that delivers academic integrity awareness. Journal of the Australian Library and Information Association, 68(1), 56-67. doi:10.1080/24750158.2018.1562520

Next : Digital Literacy Stack development

Use of JISC digital capabilities model
Start of Library Creds team

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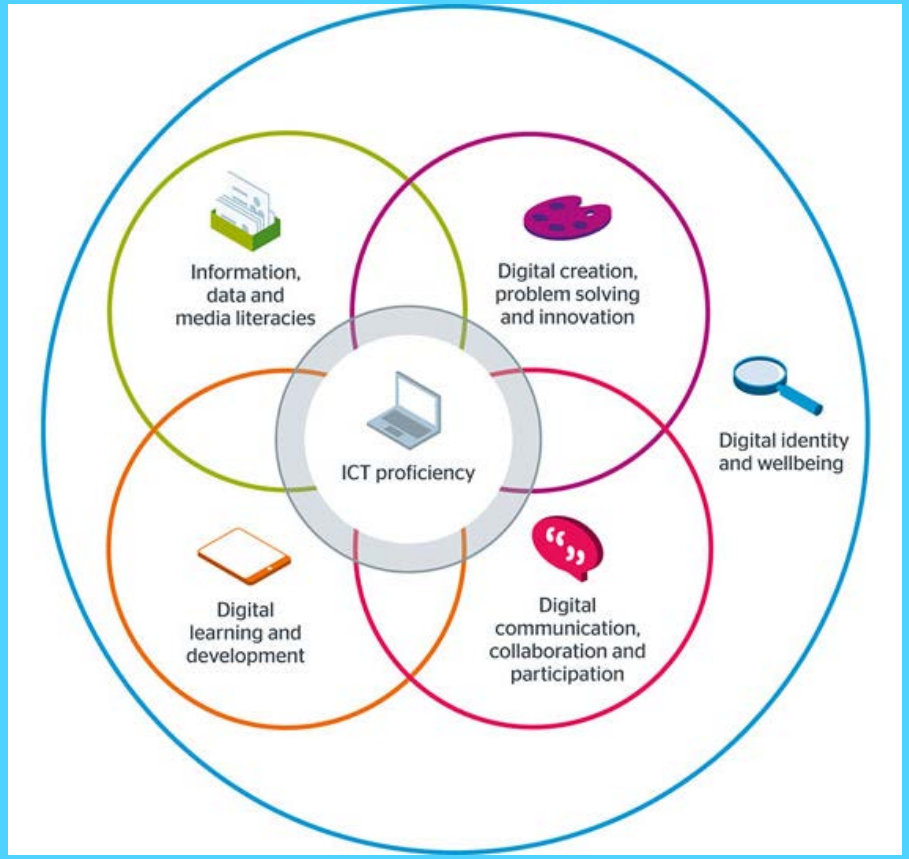
The start

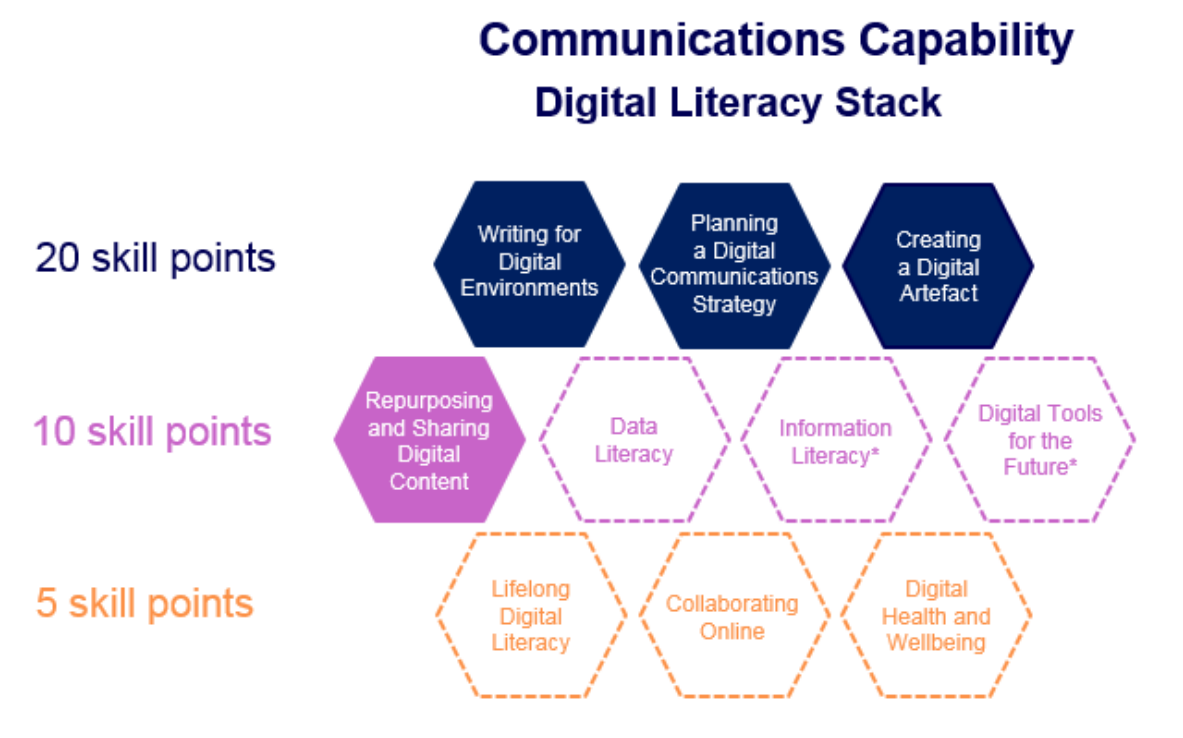


"Digital capabilities: the six elements" by Jisc and Helen Beetham is licensed under CC BY-NC-ND 3.0

Development

RMIT University 2018, *21CC Capabilities*, accessed 11 April 2019 <https://sites.rmit.edu.au/21ccproject/about-us/capabilities/>.

Development



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Development

Initial Cred:

Information Literacy

Dec 2017 – Jan 2018

3-4 staff

Call of interest for staff - resourcing

Google Docs

Final cred:

Digital Skills for the Future

October 2018

Team of ~10

Different roles

- Writing
- Resourcing
- Assessment
- Editing
- Referencing

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Snapshot

Number of Creds

11 Creds: Academic Integrity Awareness and 10 in Digital Literacy stack

Enrolments

Sem 1 2019: 16,000+, AIA, Information Literacy and Collaborating Online

Badges issued

6215+ for 2019 (current at July 2019) put on transcript, LinkedIn

Number of courses with embedded creds

68 Embeds in 52 courses (Semester 1, 2019) 1 moderated – c.20 students

Moderated Creds, Semester 2, 2019

2 embedded, 375+ students

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Change and challenges

Shift from development to delivery – Skills gap

Need for upskilling of staff

Institutional change

Reimagining Process

Internal to Library – dealing with change, digital first, project-based work

Drive for embedding of Creds

University executive driven

Sustainability and scalability of delivery with growth of embeds

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2022 Skills Outlook

WORLD ECONOMIC FORUM

COMMITTED TO IMPROVING THE STATE OF THE WORLD

Growing

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Creativity, originality and initiative
4. Technology design and programming
5. Critical thinking and analysis
6. Complex problem-solving
7. Leadership and social influence
8. Emotional intelligence
9. Reasoning, problem-solving and ideation
10. Systems analysis and evaluation

Declining

1. Manual dexterity, endurance and precision
2. Memory, verbal, auditory and spatial abilities
3. Management of financial, material resources
4. Technology installation and maintenance
5. Reading, writing, math and active listening
6. Management of personnel
7. Quality control and safety awareness
8. Coordination and time management
9. Visual, auditory and speech abilities
10. Technology use, monitoring and control

Source: Future of Jobs Report 2018, World Economic Forum

"...by 2022, no less than 54% of all employees will requires significant reskilling and upskilling." (WEC 2018, p.13)

"...lifelong learning is becoming a rich area of experimentation, with several governments and industries looking for the right formula to encourage individuals to voluntarily undergo periodic skills upgrading." (WEC 2018, p. 23)

World Economic Forum . (2018). The Future of Jobs Report 2018. Retrieved from http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

Skills Growth

Development Phase

Transferable Skills

- Taking existing skills, referencing, writing, face to face Information Literacy class development
- moving into online learning, working with Learning Designers to develop engaging content.

Creativity, Originality and Initiative

- Working in 'Sprints' project based, agile.
- People taking on roles in the team

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Skills Growth

Delivery Phase

Active learning and learning strategies

- Creds week
- Drawing on skills/experience of others (Rubric development, marking, positive feedback to students)
- Regular meetings and informal training
- Creation of Mediation guidelines & potted responses
- Spreadsheet of enquiries
- Creation of Libguide.

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Skills Growth

Delivery Phase

Leadership and social influence

Team comprised of staff from various areas of the Library

Growth in leadership

Emotional Intelligence

Enabling staff ownership and investment

Analytical thinking and innovation

Review process – trying new things, finding solutions

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Future

More Creds:

- Academic Integrity Stack – Stack proposal
- Research Literacy – New Concept brief for stack
- Other creds proposed – Market Research, Legal Research, Industry/company research (collaboration with activator/careers) , Financial Literacy, Grey literature, Copyright/standards/patents

Sustainability:

- Over 16,000 now ……..what's in the future?
- 20 assessments moderated in semester 1, 375 in Semester 2 2019

Further on:

Commercialisation.

Unbundling of degree courses to allow a pick'n'mix approach to increase student choice.

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Questions?

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