



Government of
South Australia

Micro-credentials in South Australia

Frequently asked questions

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Micro-credentials

What is a micro-credential?

Micro-credentials are bite-sized courses linked to industry needs and are relevant for people at all stages of their career.

A micro-credential is shorter than a qualification and certifies the assessed learning of a defined set of skills, knowledge and attributes

Micro-credentials increasingly play a role in a range of settings, including work readiness, upskilling and reskilling, transitioning workers, and supporting people to gain additional skills and knowledge outside of their qualifications. They provide an opportunity for people to engage in lifelong learning through shorter training opportunities that are available as they progress through their career.

In South Australia, micro-credentials are endorsed by the Training and Skills Commission (the Commission) and focused on encouraging people to gain the contemporary skills, knowledge and attributes needed to support the development of more competitive businesses and engage in lifelong learning. They can include:

- nationally accredited skill sets
- accredited courses
- skill clusters or local skill sets to meet specific industry or individual needs
- non-accredited training that is industry endorsed to meet specific industry or individual needs

Employers benefit from their staff being able to access timely and targeted training that is delivered by skilled practitioners to address a current or future skills need that has been identified by industry. Individuals benefit from the opportunity to gain a credential for shorter courses that support them to get a job, change jobs, gain contemporary skills, develop their careers, and work towards a full qualification.

On successful completion of a micro-credential, learners are issued with a recognised credential by their training or education provider.

What is an endorsed micro-credential?

Endorsement of a micro-credential by the Commission provides confidence to businesses and individuals that the course can deliver the contemporary skills required by industry.

Endorsement is determined based on the course's alignment with the following five principles:

1. Industry recognised skills gap unable to be met through the current nationally accredited training systems
2. Certification of a person's learning outcomes, including skills and competencies that reflect elements of licensing and other regulatory requirements (local, national and international) or contemporary industry practices
3. Assessment of learning outcomes include core transferable skills and core job-specific skills required for job roles as identified by industry
4. Supports people to adapt to changing job roles and workplaces, and/or to transition to a new industry
5. Supports pathways between the school, vocational education and higher education sectors and can provide a pathway to accredited courses

Endorsement is typically valid for 12 months, noting the Commission may provide its endorsement for less or more time depending upon the needs of industry or specific businesses.

All micro-credentials include a statement of purpose, learning outcomes and evidence of current or anticipated need by industry, employers or the community.

Is there a difference between a micro-credential and a skill set in JobTrainer?

Skill sets, including those under JobTrainer, are types of micro-credentials that comprise wholly accredited units of competency. There are many skill sets on the Subsidised Training List - available through Skilled Careers <https://www.skills.sa.gov.au/courses-careers> and on the National VET Register <https://training.gov.au/Home/Tga>.

Under JobTrainer, eligible people can access low fee micro-credentials, such as skill sets and skills clusters (and full qualifications).

'Micro-credential' is a broad term that encompasses a range of short form courses, including accredited or non-accredited components - or a combination of both.

Connection with nationally recognised training

What is an accredited course?

An accredited course is a nationally recognised course that meets quality assurance requirements, meets an established industry, enterprise, educational, legislative or community need, provides appropriate competency outcomes, and is aligned to the Australian Qualifications Framework (AQF) level. An accredited course remains the intellectual property of the course owner.

For a course to be accredited, it must be approved by the national accrediting body - Australian Skills Quality Authority (ASQA). South Australia's course development advisory service assists stakeholders to develop an accredited course in accordance with ASQA's processes.

Accredited courses aim to address the skills requirements of industry, enterprise and the community, outside of nationally endorsed training packages, and they often fulfil the training needs of emerging or evolving sectors.

Once a course is accredited by ASQA, Registered Training Organisations (RTOs) can apply to have the course added to their scope of registration, and they are subsequently able to deliver the course to students.

A student who completes an accredited course will have their qualifications recognised nationally. For further information on when to consider course accreditation, please refer to ASQA's [FAQs](#), [Fact Sheet](#) and [Introduction to course accreditation with ASQA](#).

What is a non-accredited course?

A non-accredited course is one that has not been assessed by ASQA as compliant with the *Standards for VET Accredited Courses 2012* and the AQF.

Non-accredited courses can be delivered by an education provider, a training provider, businesses, industry associations, industry organisation and RTOs.

When are endorsed micro-credentials put forward to ASQA for accreditation?

Once an endorsed micro-credential has demonstrated it meets a contemporary industry skills gaps and that there is strong demand from industry and students to participate in the course, the Department for Innovation and Skills (DIS) may put it forward for national accreditation by ASQA.

Micro-credentials provide industry with an opportunity to test new training models that meet emerging skills needs and can be used to improve the national training system.

Checking that your micro-credential is unique

How do I know if an accredited course is available to address my training needs?

A list of nationally recognised training products and accredited courses can be found at www.training.gov.au. Accredited course owners can provide further details about their course, its content and outcomes.

South Australia's course development advisory service can assist those wishing to develop a course to contact the Skills Service Organisation (SSO) responsible for the training package a proposed course relates to, to ascertain whether the SSO is reviewing - or planning to review - nationally recognised training products that will address the same skills need.

SSOs are independent professional service organisations that support Industry Reference Committees in their role in the development and review of training packages approved by the [Australian Industry Skills Committee \(AISC\)](#).

If there are no courses available that address your training needs and you are considering developing a new course, South Australia's course development advisory service can advise you about next steps.

Can similar micro-credentials be endorsed?

Each endorsed micro-credential must not duplicate an existing nationally accredited skill set, accredited course, skill cluster or local skill set, or any other non-accredited training that is industry endorsed.

Micro-credentials are endorsed based on their ability to meet an industry recognised skills gap, rather than the needs of an individual business.

A core benefit of an endorsed micro-credential is the ability of learners in South Australia to have their credential recognised by local businesses within one or more industries.

An endorsed micro-credential may be updated to meet contemporary industry skills needs as part of its renewal, once its endorsement period has expired.

If your micro-credential is similar to others offered in the training market, you are encouraged to engage with your industry colleagues to put forward a coordinated proposal.

How do I know what courses have already been endorsed that could address my skills needs?

As South Australia's micro-credentials pilot programs evolves, the Commission will publish a register of all current and past micro-credentials endorsed in South Australia at www.tasc.sa.gov.au/micro-credentials.

Endorsement process

What information do I need to provide for endorsement of my course?

A [checklist](#) has been prepared, outlining the information required to request endorsement by the Commission.

What are the micro-credential endorsement principles?

Endorsement is determined based on the course's alignment with the following five principles (outlined in the [guidelines](#)):

1. Industry recognised skills gap unable to be met through the current nationally accredited training systems
2. Certification of a person's learning outcomes, including skills and competencies that reflect elements of licensing and other regulatory requirements (local, national and international) or contemporary industry practices
3. Assessment of learning outcomes include core transferable skills and core job-specific skills required for job roles as identified by industry
4. Supports people to adapt to changing job roles and workplaces, and/or to transition to a new industry
5. Supports pathways between the school, vocational education and higher education sectors and can provide a pathway to accredited courses

Does the micro-credential need to address all five endorsement principles?

The principles are only a guide and are designed to assist the Commission to determine if it should endorse a micro-credential.

A micro-credential is expected to meet three or more of the principles if it is to be granted endorsement by the Commission.

When should a business or industry put a micro-credential forward for endorsement?

Micro-credentials can be put forward for endorsement by the Commission once they are developed and ready to be delivered, or if they are already being delivered to learners.

Requests for endorsement can be submitted following engagement with businesses and industry groups, and once the proponent can demonstrate the course meets industry needs.

The skills taught in a micro-credential should be relevant to multiple businesses – either in a single industry or across a range of industries.

The [checklist](#) provides guidance on the information required to submit a request for endorsement to the Commission.

How do you apply for endorsement of a micro-credential?

Any Australian organisation can request to have a micro-credential that is delivered in South Australia endorsed by the Commission by submitting an [expression of interest](#). Applicants should review the micro-credentials checklist and guidelines before submitting an expression of interest.

If you are unable to submit an expression of interest online, please contact the Commission on (08) 8226 3462 or DIS on 1800 673 097 to discuss other options for submitting your request.

Can micro-credentials delivered in other Australian states and territories be endorsed?

Courses can be delivered in other Australian states and territories. However, the Commission's endorsement of a micro-credential only applies within South Australia.

South Australian micro-credentials that demonstrate strong industry need can be put forward for national accreditation through ASQA.

How long does it take for a micro-credential to receive endorsement?

The endorsement process has been streamlined to ensure the Commission is able to provide timely recognition for contemporary short courses that address emerging skills needs and/or that test new training approaches and methods.

Endorsement typically occurs within two weeks of all relevant information being submitted by a proponent.

How much does it cost for endorsement of a micro-credential?

There is no fee associated with requesting endorsement of a micro-credential through the current 12-month pilot program. This matter will be evaluated at the conclusion of the pilot.

Similarly, there is no fee levied by DIS for support provided to assist with the development of a new micro-credential. Support for course development is prioritised based on industry need and the ability of the proposed course to provide public value to South Australia's businesses, labour market and workforce.

Meeting industry needs

Who can apply to have a micro-credential endorsed?

A request for endorsement of a micro-credential can be submitted by any Australian ABN holder delivering training in South Australia. This includes businesses, entrepreneurs, start-ups, industry associations, business groups, RTOs, education providers and not for profits.

Requests can be submitted by one or more organisations in partnership and it is expected most requests will be led by a business or industry representative.

How can I be assured that endorsed micro-credentials meet industry standards?

With the Commission charged with endorsing micro-credentials in South Australia, industry can be assured they are current, they address an existing industry need, and that learners will gain job relevant skills and knowledge.

The endorsement process includes the identification of any relevant industry standards or benchmarks. Referee checks are also undertaken with skilled practitioners and industry experts who can attest that the course is contemporary and meets industry needs.

What is the benefit of having a micro-credential endorsed by the Commission?

With the Commission charged with endorsing micro-credentials in South Australia, industry can be assured they are current, they address an existing industry need, and that learners will gain job relevant skills and knowledge.

The Commission can offer timely endorsement of industry led courses that improve workforce skills and/or address skills gaps.

Endorsement elevates the profile of a micro-credential, providing confidence to the student, and offering training and education providers increased credibility in the market.

The endorsement process promotes collaboration within industries to meet collective skills needs, raise awareness of industry standards, and provide a mechanism for identifying and validating emerging skills requirements or gaps.

Endorsement also signals that a course is needed and valued by industry and cannot currently be met by existing accredited courses. This can act as a catalyst for the development of new accredited courses or inform updates to existing nationally accredited training packages, providing portability and scalability benefits across the sector and across jurisdictions.

Delivery of micro-credentials

Can my organisation deliver an endorsed micro-credential?

Intellectual property and copyright for courses remain with their owner. Organisations need to apply to the owner for a licence to deliver their courses and must also comply with copyright and payment arrangements.

The national training system places some restrictions on which organisations can deliver nationally accredited courses. Accredited units of competency can be delivered by an RTO in accordance with their ASQA registration.

There is more flexibility about the delivery of non-accredited training. Non-accredited courses can be delivered by an education provider, a training provider, businesses, industry associations and RTOs.

Organisations delivering non-accredited subjects in a micro-credential course need to adhere to the training and assessment standards outlined in the course material that is endorsed by the Commission.

Who can undertake micro-credentials?

Micro-credentials increasingly play a role in a range of settings, including work readiness, upskilling and reskilling, transitioning workers, and supporting people to gain additional skills and knowledge outside of their qualifications. They provide an opportunity for people to engage in lifelong learning through shorter training opportunities that are available as they progress through their career.

Micro-credentials are designed to suit a range of participants, including job seekers, people beginning or changing their careers, and existing workers.

Duration of endorsement

How often is a micro-credential reviewed?

Courses are designed to meet contemporary industry needs. Therefore, endorsement of a micro-credential is typically provided for a 12-month period.

Micro-credentials can be delivered before they are endorsed, and once the endorsement period has expired.

A request to renew endorsement of a micro-credential can be made at any time and requires demonstration that the micro-credential continues to meet contemporary industry needs.

This may be achieved by describing how the micro-credential has been updated to address emerging industry needs or by demonstrating that the original industry need remains.

Reviewing a micro-credential is the responsibility of the course owner.

Funding micro-credentials

What funding is available for delivery of micro-credentials?

Endorsement does not guarantee access to a government subsidy to deliver a micro-credential.

Funding may be available where endorsed micro-credentials support existing skills objectives or other Government of South Australia priorities. Consideration will be given to the demand for the course, public value and existing fee-for-service markets.

Advice and assistance with identifying potential pilot funding is available by contacting DIS on 1800 673 097.

Are people funded to enrol in a micro-credential?

Some micro-credentials are subsidised to encourage participation by target groups, such as young people and jobseekers, through JobTrainer skill sets and skill clusters.

Not all endorsed micro-credentials will be funded. This may be because a micro-credential is funded directly by industry and does not require government assistance, or because it is being delivered through fee-for-service arrangements that do not require a subsidy.

Getting help

For advice about endorsement of a micro-credential, contact the Office of the Training and Skills Commission on (08) 8226 3462 or via email at tasc@sa.gov.au.

For advice about developing a course, contact DIS on 1800 673 097 or via email at DIS.TrainingPackages@sa.gov.au.



www.tasc.sa.gov.au/micro-credentials



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