

*ecampus*  
Ontario



# eCampusOntario Digital Transformation (Dx) Guides

May 2023



Visit [digitalcampus.ca](https://digitalcampus.ca) to learn more.

# Develop Tomorrow's Workforce

## Align New Programs to Labour Market Demands



### What is the digital transformation of higher education?

**eCampusOntario members are transforming higher education.** With eCampusOntario, Ontario colleges, universities, and Indigenous Institutes are driving innovation in the higher education sector, using digital technologies to redefine how higher education delivers value to learners.

**The results are in.** eCampusOntario and its members are using technology to empower trailblazers, improve learner experiences, strengthen resilience to sustain growth across the sector and prepare the workforce of the future to thrive.



### Why do higher education institutions need to develop tomorrow's workforce?

#### The future of work is here.

eCampusOntario and its members are working together to develop new programs that position Ontario as the best place for employers to recruit and retain workers.

The acceleration in the use of technology, remote work and learning, and new skills development are essential to competing in the global labour market.

#### Partners in growth and resilience.

Responding to a 2021 Ipsos Survey, Ontarians felt that training workers to find good-paying jobs that are in demand by Ontario employers should be a high priority (88%). Likewise, they agreed more training should be provided to workers by businesses (61%).

**"The unbundling of skills into constitutive parts and their re-bundling into stackable micro-credentials can allow organizations and traditional educational institutions to offer accessible, specific, and new forms of learning recognition."**

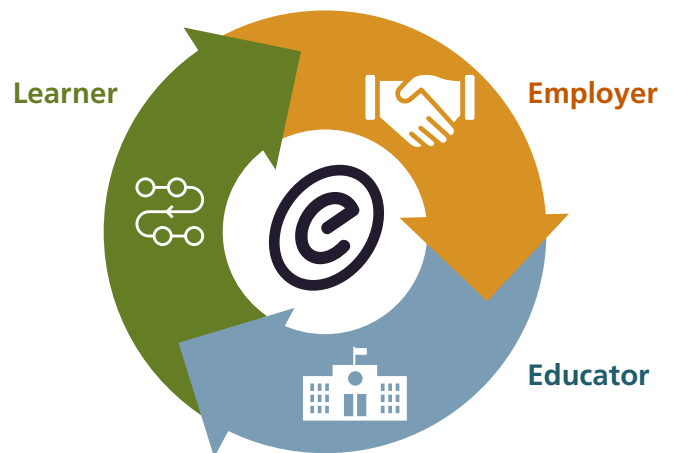
~ The Future is Micro (2021)

By introducing micro-credentials, Ontario endorsed a learning approach that attracts a different audience profile: mature learners already in the labour force. The province adopted policies to offer financial assistance for learners enrolled in approved micro-credential programs.

#### Find fast, affordable, and flexible training opportunities.

Micro-credentials are rapid training programs offered by postsecondary education institutions across the province that can develop the skills that employers need. Short in duration, micro-credentials are smaller units of study that take less time to complete than traditional diplomas and degrees. Micro-credential programs are often designed to give learners added flexibility to balance busy work and family lives and include work relevant experiences and assessments.

## MICRO CREDENTIALS





### **Relevant to the labour market.**

Employers often co-develop and endorse the relevance of the micro-credential and its vocational value to equip learners with the knowledge and skills to match employer needs.

### **Accessible education.**

Micro-credentials are affordable, can be delivered online and take less time to complete than traditional degrees or diplomas.

### **Authentic assessment.**

Micro-credentials recognize performance competencies explicitly aligned to underlying knowledge, attitudes, and skills highly relevant to the workplace.

### **Stackable and personal.**

Micro-credentials can be combined to create personalized pathways to the next credential. Where possible, micro-credentials are designed to facilitate continuous pathways for lifelong learning.

### **Competency and skills focused.**

Micro-credentials will adhere to harmonized skills and competency language and will be aligned with a common competency framework, such as [European Skills, Competences, Qualifications and Occupations \(ESCO1\)](#).

### **Transcriptable and recognized.**

Increasingly, micro-credential achievements can be added to formal transcripts or verified by reputable organizations to validate learner achievements and maintain integrity.



## **How can eCampusOntario help you develop tomorrow's workforce?**

In today's fast-paced world, alternative credentials allow Ontario's higher education institutions to adapt quickly to changing labour market needs, preparing learners for future skills-based hiring. Since 2017, eCampusOntario has led the development and growth of alternative recognition models for learning using micro-credentials.

### **Promote.**

List your programs on the [eCampusOntario Micro-credential Portal](#) or the [Learn Online Portal](#) to increase their visibility and connect with more prospective learners. The eCampusOntario portals offer lead generation services by passing learner inquiries and registrations directly to your institution.

### **Learn about Learners**

The eCampusOntario [Foresight Reports](#) let you learn about what learners need. From unpacking Lifelong Learning, Tomorrow's Learners, and Hybrid Learning to [Shaping the Future Workforce](#), this is your first step in ensuring your programs are future-proof.

### **Match.**


We can match you with the right partner. [Employers can connect here](#) to collaborate, and higher education institutions can [share their interests here](#) to co-develop new, highly relevant programs that address identified labour market needs.

 **Attend.**

The annual eCampusOntario Micro-credential Forum is an annual showcase of micro-credentials being designed and delivered across the province and beyond. The Forum models micro-credentialing by sharing real-world examples that address industry and learner needs.

 **Create.**

Design and develop new micro-credentials using the eCampusOntario [Micro-credential Principles and Framework](#) and the [Micro-credential Toolkit](#), and the [Open Competency Toolkit](#). These offer helpful tips and practical guides to explore context, access templates, and review examples of processes to develop open resources with industry.

 **Find, Share.**

Search the eCampusOntario [Open Library](#) to find complete micro-credential program materials that are openly licensed. Adopt the micro-credentials as-is, adapt curricula to the local context, or customize the approach to redesign and build your own.

 **Deliver Digital Credentials.**

eCampusOntario hosts a blockchain-based digital credential system to support micro-credential distribution to your learners. Deliver digital proof of micro-credential completion to enable your learners to show the world what they have learned.



 **Collaborate.**

eCampusOntario brings together colleagues in higher education to share experiences and strengthen education-industry connections for faster workforce development and job placement. Join the [Micro-credential Community of Practice](#) and dive into emerging technologies, labour market insights, and innovative approaches to program development across the sector.



**“What we’re seeing now in education reminds me of the innovation we saw in media 15 years ago: by unbundling lengthy degree programs and offering micro-credentials to our learners, they can really put together a very customized, bespoke education that is tailored to their unique needs.”**

~ OCAD U, Instructor, Ideation + Prototyping for Human Centred Design

**“Micro-credentials are a new and powerful tool that we can use to allow our students to articulate skills relevant to an employer. They allow us to make relevant skills accessible outside of a degree program to help students expand their skills. They allow mid-career workers to pivot by adding new skills to their portfolios. We’ve found micro-credentials can be an incredible value-add for our students, and we welcome this new portal.”**

~ Ontario Tech University



#### **Need support?**

eCampusOntario can help. Contact us to find out more about how eCampusOntario can help enable your Dx journey.

Contact us. [digitalcampus.ca](https://digitalcampus.ca)