Micro-Credentials: Competencies at the Core
Closing Remarks
BCcampus: February 22, 2023, Session 6
Host: Ross McKerlich
Speaker: Michelle Buchholz, Graphic Recorder

MICHELLE BUCCHOLZ:
This is the first image that I drew today. So you can see a little bit about how I draw these is not really in a linear way. And that kind of speaks to my own Indigenous way of doing things and I explained a little bit about that when I said hello this morning. This is called traditionally graphic recording, but much like the work that you're all doing, it depends on the individual in a lot of ways and how that person learns. So this is how I learn, in a visual way. And what I also like to do when I'm doing this work and witnessing the conversations is to listen for the story piece. I heard that mentioned a lot today, which was really great. I really connect with practical learning. This sounds very practical, all of the use and the application of competencies. And so that was something that I could really connect with. So one thing that I'll also tell you about, for this particular image, I like to acknowledge some of the folks who are doing the work who are presenting today is so Pauline opened us up in a really great way. And Ross, and Chad and Amanda, I'd like to put, acknowledge them there as our openers. I wanted to include one of the teachings that Pauline shared with us, just the importance of Indigeneity in this work. And to do things not to forget those teachings when we're building new curriculum and doing really exciting work like you're all doing. And so I really wanted to use the subtitles. So why, what, and how. That was something that seemed to encapsulate the day really nicely. And I think when we're using visuals like this, it's really helpful too, to be able to have your eye drawn to those particular things. And so Lena started us off really nicely today with a conversation about the why and what micro-credentials are. And so I included some of the texts from the PowerPoints. I think it summed it up really nicely. So you can see right in the middle, I'm not sure if you can see my mouse, but the micro-credentials right next to the folks who started us off. The ones that I noted specifically that I remember hearing throughout the day from other speakers. They're skill specific, they have to be assessed and then awarded and they're really relevant to employers. They can be standalone or connected to other forms of accreditation as a learner, that's something I would want to know. Can I apply this to other things? And relatively shorter duration. So those things all sound great. It'd be great to put them right front and centre. Other things that we heard from Lena. So I really liked that, the relevancy to today's learners. So it's not realistic for a lot of us to stop working and to take a full-blown university course that requires you to work part-time. So I really like this focus. And I liked also the fair and relevant portions. So being able to be relevant to what's specific in each field and having those other key words, dynamic and frequent renewal. These kind of ongoing learning examples. And so I think for me as well, again, graphic recording really filters through the person who's doing it. So me being the filter, these are things that stand out to me. I really, I have an academic background as well. I have a master's in public policy. And so I think it really speaks to the need to have living documents, things that are relevant to the learner, that we need to pick up quickly. And then also, I'll just point out the, I liked also with Lena said about being deeply connected to the

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underlying economics of our system. And over on the left-hand side of the visual, there's some pieces there that I heard from the breakout room that I was a part of. So I was able to listen to a few people, talking about what they've done in their specific environments where they're working. And there was, there was two sides of the conversation that I heard. So what colleges are doing and what universities are doing. So that there's the rigorous academic format where it takes about three to five months to go through and review. They're reviewed by the education councils. And then there's other ways of putting the other competencies. They talked about using environmental scans and job scans. So looking at places like Indeed and others online. And I'll just finish up with this image. I put some of the pieces that were within. So Dennis was talking about the frameworks, a really useful conversation about frameworks. And I wanted to make sure there was parts of his presentation that really helped me to understand the frameworks piece. Having the difference between competency and competencies, I thought was really helpful. And then where to find the frameworks as well. I wanted to mention those pieces that he was talking about where there's industry sectors, professional associations, large organizations and governments. And of course, he mentioned you can build your own, but more likely that smaller employers won't have the time or the ability potentially, maybe the ability but maybe not the time. Anyways, with that side is a boat. And I hope that looks good to all of you. So I'm just going to, there's three images.

I'm just going to flip to the next one. Can you see this second image? Okay, cool. Awesome. This is a second one and this was our first panel. And you'll see I included a lot of land-based imagery. I just can't help myself. That's what I always seem to be doing. I think as an Indigenous person, so many of the conversations we have centre around land and being in B.C., it's such a beautiful place. Why not draw it? So anyway, that's why it's there. I had intended this to be more for the timber panel, but I finished it up too quickly. So there's one extra for the timber panel. So I really wanted to focus this image around some of the teachings that we heard around collaboration and partnerships. So I drew some individuals there just to show that people, personal aspect of this work. So the building relationships and collaboration means reaching out to people. And one thing that I will say about this particular image is that, yeah, I think there's some things where I really wanted to get carried away with text. And include so many snippets of the important information that was shared. But I also was reminding myself to try to keep it fairly succinct. And so these are some of the bigger themes that I heard. So within the technology sector, there needs to be sort of a baseline of knowledge that folks have to know. So in particularly around visual effects. So when we're thinking of how fast the industry is moving , of course, that means there's going to have to be some extra education folks will need to be successful in the industry. Some of the things that I heard that were really important. So the project management component of building these competencies. So a couple of the rules mentioned. So project manager, program coordinators, learning design, folks in that position. So having a number of people contributing. So that speaks to, as Ross had already summarized for us, the teams. And so the visual, the literal visual of the team here, something that I want, I spent a fair amount of time drawing those people. Another way I try to rely a bit more on the imagery rather than text. And funding came up. That's another important conversation. So how's this work going to be paid for within the organization? What pockets of

funding could we rely on for that was what I heard and some of the other pieces. So you'll see in the big cloud on the top, some of the tools and software identified. I heard a conversation about Moodle, but also Miro, a really helpful online tool. And I put stories really quickly there. I'll probably add a couple identifying words to that later. Being able to engage professionals was another thing that I heard over and over today. What is happening in the fields and in the industry and making sure it's relevant to those people who are hiring and who are in leadership positions, as well as the people working in the field. And one thing that I heard as well and having, needing to have the flexibility and humility to know standard competencies, but also then move beyond them. And maintaining that connection is one way to do that. What is, what is moving beyond mean to the industry? Also, one thing that I heard that as well, the common language piece. How can we all use the common language so that we don't get confused? Also, how to make sure that person going into the job, applying for the job knows what's expected of them. And I think that's enough for this, for this particular image. And I'll show you the last one.

This one's not quite done. I was just madly drawing while you're finishing up. I'll probably add a few things to it after the session. But this essentially was a quick last edition because I ran out of space on the other image. So I'll be adding names to who's speaking in the panel. That's one thing I didn't quite get to. But yeah, for the mass timber in the construction industry, being able to focus on and I wrote out the competency focus right in the middle. I thought it was, they were too important to leave out. So I wanted to include the vast array of all the competencies that they had up on their slide. And also that was one of the first micro-credentials in the province. And a little bit about what I heard from the panel. Just having some... having a focus within the post-secondary institutions, whoever is involved, having students ready for the industry when they go into their jobs. So having that ability, of course, is what's needed, but also having that be a clear goal, especially with these within the micro-credentials and case studies is one of the ways that I heard that this work was being done or the way that you're approaching it. And one of the best practices that I heard was what's really necessary. One of the key learnings was to involve an administrative team to avoid any misunderstandings, but also keeping everyone on the same page within the institution. And then I really liked the focus on the learner. Like I think all the speakers today really did, but I heard it quite a bit in this panel. Having these courses be accessible to people who are working full-time jobs and have other things going on in their lives. And I just wanted to note down as well that this particular program that the panel was discussing was around two weeks, six per module, 16 weeks total, and having some virtual presentations. And to someone like me, if I was looking up such micro-credentials, that would sound pretty doable. So I really liked that. Yeah, that's what I've got so far. I've got some other notes to incorporate, but I really hope you all enjoyed this report back. And thanks for having me. It's this micro-credentials is really not something I know a lot about, so really interesting learning today and being your witness. Hope you enjoyed this outsider's view of things. So thanks everyone. Sne kal yëgh.

ROSS:
Thank you so much. Michelle. This is a much better, much better way to recap the day than I would ever do. So, and I loved the imagery and it's gonna be really valuable. OER. A person

could look at these pages and know exactly what happened throughout the day. And the key learnings are right there. And then often visual too. So thank you so much, Michelle. That's awesome. Okay. Well, I've already repeated what we've done today about the why and the what and the how. And all I have to say actually is to say thank you for coming and thank you for attending. We hope it was valuable for sector for you. And I will kind of foreshadow a survey, which is coming as well. Just so you know, and it's legit. So that's just to get some feedback about today, just so that we can know how to improve or what went well and what needs improvement. So it's been a great day. I've really enjoyed it. And I think, I think this will be an excellent resource for people in the future as well, because it's all been recorded and all the resources are there. So without further ado, have a good rest of the day.