

psi Testing Excellence

Panel Discussion

Thinking Outside the Box:

A discussion on key considerations for micro-credentialing for nursing specialties

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What is **Micro-Credentialing?**

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Micro-Credentials



I.C.E. Basic Guide to Credentialing Terminology, 2nd. Edition



Microcredential

1. n. The formal recognition awarded to an individual who has demonstrated attainment of a narrow (or specific or limited) scope of knowledge, skills, or abilities. The scope of the micro-credential can be as granular as a single skill or competency.



Why micro-credentials?



- To meet the changing credential environment and job market
- Micro-credentials allow for flexibility in candidates professional development
- Micro credentials allow candidates to demonstrate their knowledge, skills, or competencies on specific topics and areas and obtain timely recognition of these skills and competencies
- These past couple of years have demonstrated the need to be both flexible and agile in the credentialing field and in the workplace
- Micro-credentials can be built to meet new skills and/or needs in the job market



Key Considerations







Candidate population

- ❏ Does it suit them? Does it fit the candidate population?
- ❏ Is it candidate centered?
- ❏ Does it grow the certification organizations brand?
- ❏ How to sell it to your population?
- ❏ Marketing



Industry Impact

- ❏ Does it fit a need? Skills gap?
- ❏ How to tell you have an audience for the micro-credentials?
- ❏ Labor market value



Costs/Benefits

- ❏ Determining cost?
 - Initial Development
 - Maintenance
- ❏ Is it financially sustainable for the organization?
- ❏ Is it value to the candidates?
 - What does it cost them to earn?
 - What will they get in return?



Organization Resources/Impact

- 📍 Staff
- 📍 Systems – database, applications, documentation





Accreditations

- 📍 ABSNC
- 📍 NCCA
- 📍 ISO-17024
- 📍 Education components



Let's now have a conversation on potential applications to nursing speciality programs!

