Micro-Credentializing Extension: The Experience of UPLB

17 April 2024

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Presentation Outline

- Functions of the University in a Nutshell
- Difference between Extension and Micro-credential
- Transforming an Extension into a Micro-credential
- Gaps in the Area of Micro-credentials based on the Experience of UPLB

University

- an institution of higher education and research which awards academic degrees in several academic disciplines.

- Universities typically offer both undergraduate and postgraduate programs in different schools or faculties of learning.

What is the purpose of higher education?

1. Communities dedicated to the learning and personal development of their members, especially;

2. Sources of expertise and vocational identity;

3. Creators, testers, and sites for the evaluation and application of new knowledge; and

4. Important contributors to society and nations.

(Library & Information Science Education Network, n.d.)

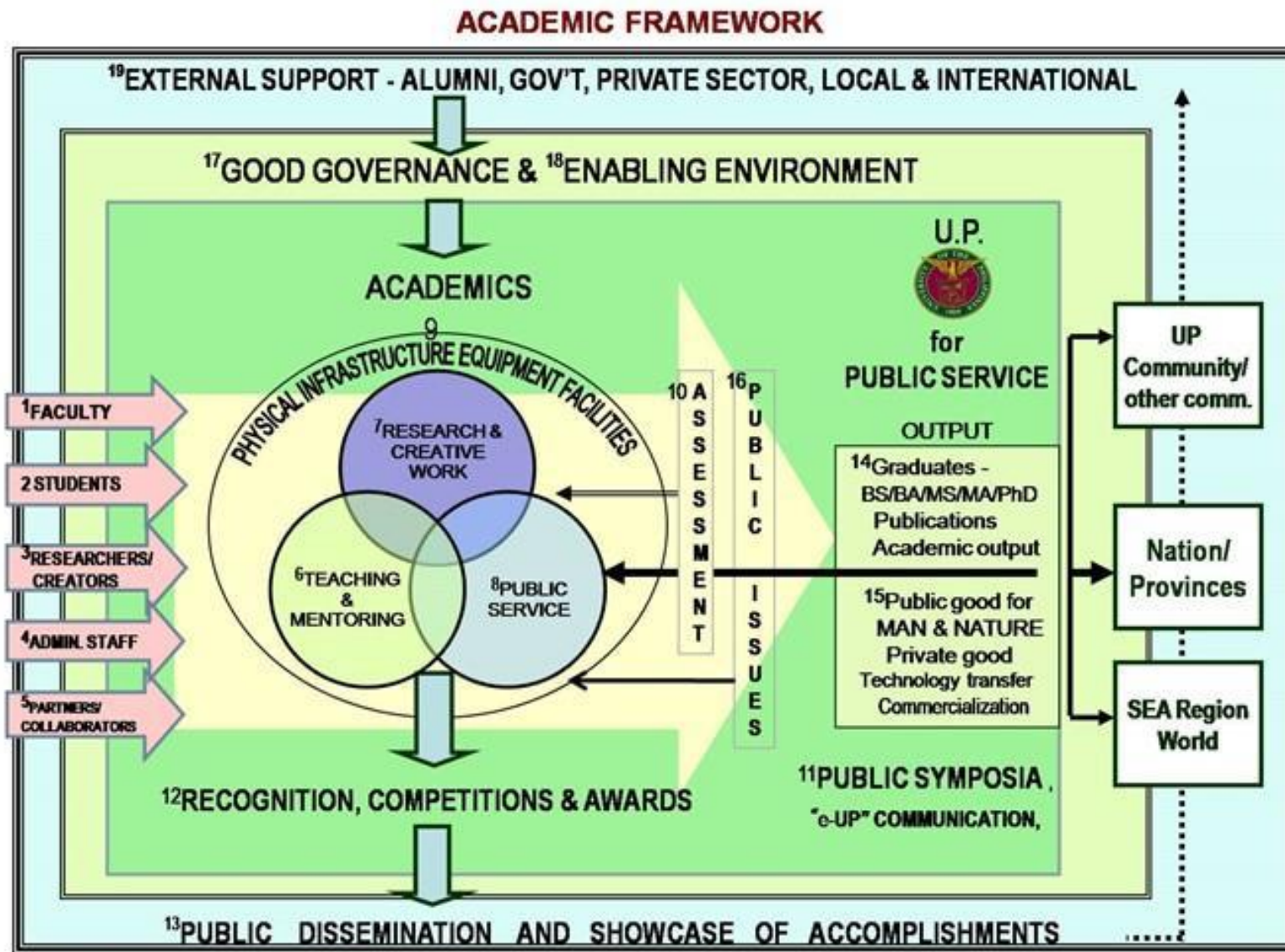University of the Philippines
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What do you consider to be the main functions of a University?

- The role of universities as repositories and generators of knowledge

- The obligation to equip graduates so that they can obtain viable employment

- The obligation to offer rational and timely criticism in areas of public policy and social and economic life

- The presence of universities as large and influential bodies in civil society and the state

- The longer-term role of graduates in creating cohesive and tolerant communities.

(Watson et al., 2008)

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Trilogy of Functions

ACADEMIC FRAMEWORK

[19]EXTERNAL SUPPORT - ALUMNI, GOV'T, PRIVATE SECTOR, LOCAL & INTERNATIONAL

[17]GOOD GOVERNANCE & [18]ENABLING ENVIRONMENT

ACADEMICS

9

PHYSICAL INFRASTRUCTURE EQUIPMENT FACILITIES

[7]RESEARCH & CREATIVE WORK

[6]TEACHING & MENTORING

[8]PUBLIC SERVICE

[10] A S S E S S M E N T

[16]P U B L I C I S S U E S

U.P.

for PUBLIC SERVICE

OUTPUT

[14]Graduates - BS/BA/MS/MA/PhD Publications Academic output

[15]Public good for MAN & NATURE Private good Technology transfer Commercialization

UP Community/ other comm.

Nation/ Provinces

SEA Region World

[1]FACULTY

2 STUDENTS

[3]RESEARCHERS/ CREATORS

[4]ADMIN. STAFF

[5]PARTNERS/ COLLABORATORS

[12]RECOGNITION, COMPETITIONS & AWARDS

[11]PUBLIC SYMPOSIA, "e-UP" COMMUNICATION,

[13]PUBLIC DISSEMINATION AND SHOWCASE OF ACCOMPLISHMENTS

http://youtube.com/upsysteminfo, Symposium on Complex Dynamical Systems: A Forum on Social and Institutional Change

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Instruction

- The major function of a University.

- Through instruction, a University is able to:
  - train high-level human resources or professionals
  - produce leaders

Research

- a studious inquiry or examination, an investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories, or laws in the light of new facts, or practical application of such theories or laws.

- May be classified according to:
  1. Nature – basic or applied; upstream, midstream, or downstream
  2. Focus – community or non-commodity
  3. Stage of technology development – technology generation, technology adaptation, or technology verification
  4. Location – on-station, on-farm
  5. Scope of activity – program, project, study

Public Service and Extension

- "Everything we do in UPLB is public service" (Dr. Emil Q. Javier).

- UP is mandated through Republic Act 9500 to "lead as a public service university by providing various forms of community, public, and volunteer service."

- "Extension" versus "public service"

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Public Service and Extension

- **Public service** refers "all activities of the University and its units including but not limited to capacity building, technical assistance and service, and provision or sharing of knowledge and technologies in response to the needs of partners, stakeholders, and society in general, imbued with the values and spirit of professionalism, honor, integrity and excellence towards the goal of inclusive and sustainable development."

- **Extension** refers to "a system that facilitates access of farmers and other market actors to knowledge, information and technologies; facilitates their interaction with other partners in research, education, agri-business, and other relevant institutions; and assists them to develop their own technical, organizational and management skills and practices."

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What is a University Extension Program?

- Encompasses all forms of capacity strengthening activities that **engage**, **educate**, and **empower** local and international stakeholders toward active and meaningful participation in the advancement of sustainable development.

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What is a Micro-credential?

- A micro-credential is a focused certification that demonstrates a person's skill in a specific area. These programs are shorter than traditional degrees and are tailored for rapid completion. They're often available online, making them accessible to many, including working professionals. Micro-credentials are recognized across various industries and can sometimes be combined to form more comprehensive qualifications. They offer specific training relevant to immediate job demands and include a verification process through assessments. Successful completion is typically acknowledged with a digital badge or certificate that can be shared on professional platforms like LinkedIn. This system supports lifelong learning and keeps professionals' skills up-to-date in a fast-changing job market.

What is a Micro-credential?

What It Is: A quick certification showing expertise in a specific skill.

Length: Shorter and quicker to complete than full degree programs.

Accessibility: Often online, making it easy for anyone, including working people, to access.

Recognition: Valued in various fields and can be shown on platforms like LinkedIn.

Purpose: Targets specific job skills with practical training and assessments.

Outcome: Earn a digital badge or certificate upon successful completion.

Benefits: Keeps professional skills current and supports ongoing learning.

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Difference between a Micro-credential and Extension

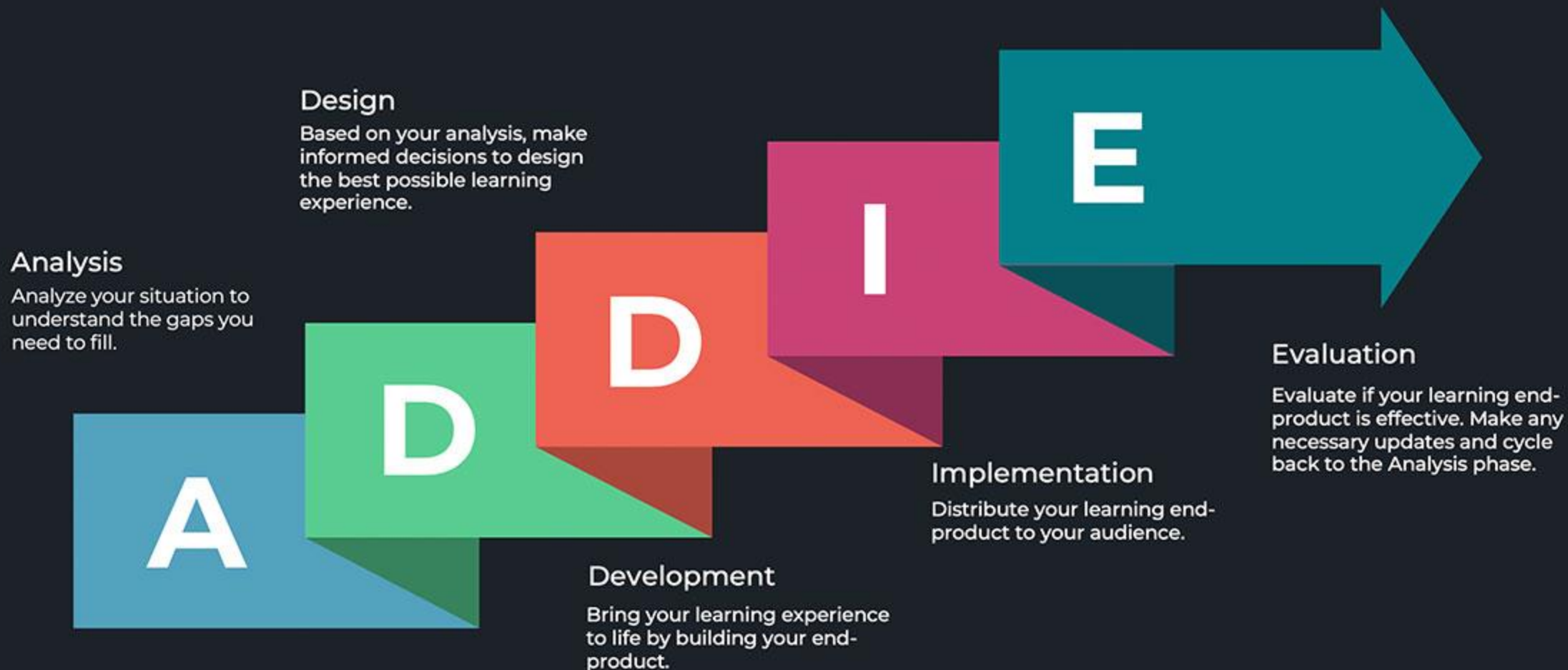| Parameter	Micro-credential	Extension
Formal Recognition	Digital badge, industry-recognized	Certificate, informal
Assessment	Rigorous, competency-based	Optional, attendance-based
Duration and Depth	Short-term, comprehensive	Variable length, variable depth
Modularity	Stackable, part of series	Standalone, non-stackable
Target Audience	Professionals, career advancement	Broader audience, general skills
Educational Credit	Credit-bearing, professional qualifications	Non-credit, professional development hours
Cost and Accessibility	Moderately priced, structured	Lower cost, flexible
Learning Outcomes	Specific, measurable, industry-aligned	General, immediate applicability

How do you transform a university extension into a micro-credential?

ADDIE Model
of Instructional Design

Analysis
Analyze your situation to understand the gaps you need to fill.

Design
Based on your analysis, make informed decisions to design the best possible learning experience.

Development
Bring your learning experience to life by building your end-product.

Implementation
Distribute your learning end-product to your audience.

Evaluation
Evaluate if your learning end-product is effective. Make any necessary updates and cycle back to the Analysis phase.

A D D I E

Analysis

- involves gathering information about the target audience, their needs, and the learning context.

- Only about 48% of child development workers (CDWs) in the Philippines are college graduates. Additionally, more than half of these workers have attended fewer than two professional training sessions, and only a small percentage hold permanent positions (UNICEF, 2024).

Design

- translate the information gathered in the Analysis phase into a detailed blueprint for the learning program.

- **Key activities**
  - Determine the overall structure and organization of the program.
  - Define the instructional strategies and methods.
  - Design assessment methods and criteria.

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MODULES	LESSONS	LEARNING OBJECTIVES
Philosophy, Goals and Approaches in Day Care Administration	• Introduction to Day Care • Types of Day Care Programs • Benefits of Day Care Programs • Factors to Consider when Choosing a Day Care Program • The Role of Parents in their Child's Day Care Experience • Resources Available to Families with Children in Day Care • Conclusion and Future Directions in Day Care Administration	• Define the term "day care" and describe its purpose. • Identify the different types of day care programs and their benefits. • Discuss the benefits of day care programs, including socialization and educational opportunities, convenience for working parents, and support for families. • Discuss the factors that parents should consider when choosing a day care program for their child. • Describe the role of parents in their child's day care experience, including communication with day care providers, involvement in the program, advocacy for their child's needs, and building relationships with providers and other parents. • Identify the resources available to families with children in day care, including financial assistance programs, referral services, professional development opportunities for providers, and advocacy organizations. • Provide an overview of current trends and challenges in day care administration, potential future developments in the field, and implications for families, providers, and policymakers.

Community Resources of Day Care Program	• Identifying Community Resources • Benefits of Community Resource Utilization in Day Care Programs • Developing a Plan for Accessing Community Resources • Writing a Grant Proposal for Community Resources	• Identify the different types of community resources that are available to day care programs. • Describe the benefits of using community resources in a day care program. • Develop a plan for identifying and accessing community resources for a day care program • Write a grant proposal to secure funding for community resources for a day care program.
Resource Needs of the Day Care Center	• Introduction to Resource Needs of the Day Care Center • Types of Resources Needed in Day Care Centers • Identifying and Assessing Resource Needs in Day Care Centers • Developing a Plan for Resource Needs in Day Care Centers • Writing a Grant Proposal for Day Care Center Resources	• Define the terms "resources" and "needs" and explain the importance of identifying and assessing resource needs in a day care center. • Identify the different types of resources that are needed to operate a day care center. • Describe the process for identifying and assessing the needs of a day care center. • Develop a plan for resource needs of a day care center. • Write a grant proposal to secure funding for resources for a day care center.
Curriculum Development and Enrichment: Principles and Practices	• Introduction to Curriculum Development and Enrichment • Types of Curriculum in Day Care Programs • Benefits of Enrichment Activities in Day Care Programs • Developing a Curriculum for Day Care Programs • Planning of Enrichment Activities in Day Care Programs	• Define the terms "curriculum" and "enrichment." • Identify the different types of curriculum that can be used in a day care program. • Describe the benefits of using enrichment activities in a day care program. • Develop a curriculum for a day care program. • Plan enrichment activities for children in a day care program.

Planning Learning Activities

- Introduction to Planning Learning Activities
- Types of Learning Activities in Day Care Programs
- Process of Planning Learning Activities in Day Care Programs
- Developing a Plan for Learning Activities in Day Care Programs
- Safe and Effective Implementation of Learning Activities

- Define the terms "learning activities" and "planning."
- Identify the different types of learning activities that can be used in a day care program.
- Describe the process for planning learning activities.
- Develop a plan for learning activities for a day care program.
- Implement learning activities in a safe and effective manner.

Developing Day Care Learning Materials

- Introduction to Learning Materials Development in Day Care Programs
- Types of Learning Materials in Day Care Programs
- Process of Developing Learning Materials in Day Care Programs
- Developing Learning Materials in Day Care Programs
- Safe and Effective Implementation of Learning Materials

- Define the terms "learning materials" and "development."
- Identify the different types of learning materials that can be used in a day care program.
- Describe the process for developing learning materials.
- Develop learning materials for a day care program.
- Implement learning materials in a safe and effective manner

Assessing and Evaluating Day Care Programs

- Introduction to Assessment and Evaluation of Day Care Programs
- Different Types of Assessment and Evaluation of Day Care Programs
- Conducting Assessment and Evaluation of Day Care Programs
- Developing Assessment and Evaluation Plan for Day Care Programs
- Conducting Safe and Effective Assessment and Evaluation

- Define the terms "assessment" and "evaluation."
- Identify the different types of assessments and evaluations that can be used in a day care program.
- Describe the process for conducting assessments and evaluations.
- Develop an assessment and evaluation plan for a day care program.
- Conduct assessments and evaluations in a safe and effective manner.

Development

- the instructional materials and learning resources are created based on the design specifications.

- **Key activities**
  - Create or compile the learning content and resources.
  - Develop multimedia elements, such as videos, presentations, or simulations.
  - Design and develop interactive activities and exercises.
  - Review and revise the materials as needed.

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Current Gaps in Micro-credentials in the Philippines

Lack of Formal Recognition

Standardization Issues

Integration with Existing Qualifications

Awareness and Perception

Policy and Support

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Thank you!

Questions?