# Co-Designing Micro-Creds for a Green Transition

Proposal prepared by the Young People's Sustainable Futures Lab, with Deakin University and UNESCO UNEVOC@RMIT University

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## Part of an Inclusive Network

UNEVOC@RMIT is a leader in facilitating co-design approaches for creating a future of sustainable development for all young people in times of crisis and disruption

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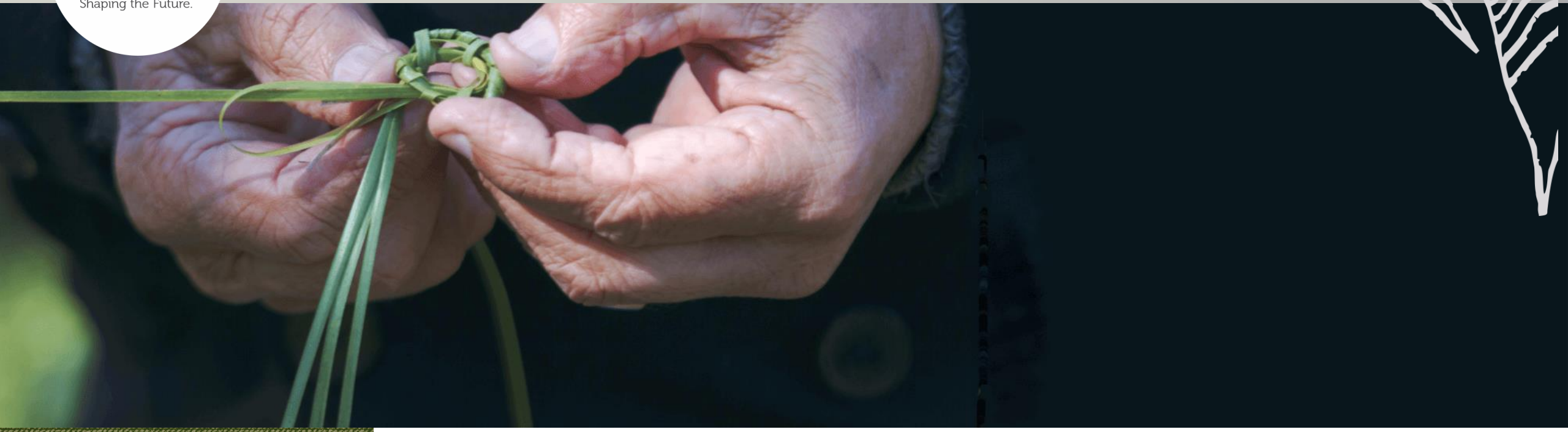

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# Acknowledgment of Country

RMIT University acknowledges the people of the Woiwurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

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## The Research that We Do

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- Young people, Ethical Innovation, Co-design
- Marginalisation, disengagement, disadvantage
- Education, training and employment pathways and Vocational Education and Training (VET)
- Well-being
- The climate crisis (the Anthropocene) and the 4th Industrial Revolution (the future of work)

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## Our Track Record

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- Anthony Costa Foundation 2021-2024
- *COVID-19 and Disadvantaged Young People's Education and Employment Aspirations: A Longitudinal Study of Young People's Transitions in Geelong*

- ARC Linkage 2021-2024 – RMIT, Deakin, Australia Council, Australian Theatre for Young People, The Push Incorporated, Future Foundations Limited, Centre for Multicultural Youth, Back to Back Theatre Inc
- *Creative industries pathways to youth employment in the COVID-19 recession.*

- Whittlesea Local Learning and Employment Network 2022-2023
- *COVID-19 Place-Based Supports for Neurodiverse Young People's Transitions Beyond School: A Co-Designed Approach*

- Inner Northern Local Learning and Employment Network 2020-2021
- *COVID-19 Recovery Scenarios for Young People in Melbourne's Inner North*

- New South Wales Infrastructure Traineeship Program (Evaluation for NSW Department of Education and Training 2022-2023)
- *The Social and Vocational Value and Outcomes of the New South Wales School Infrastructure Traineeship Program for Trainees*

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## Our Approach

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

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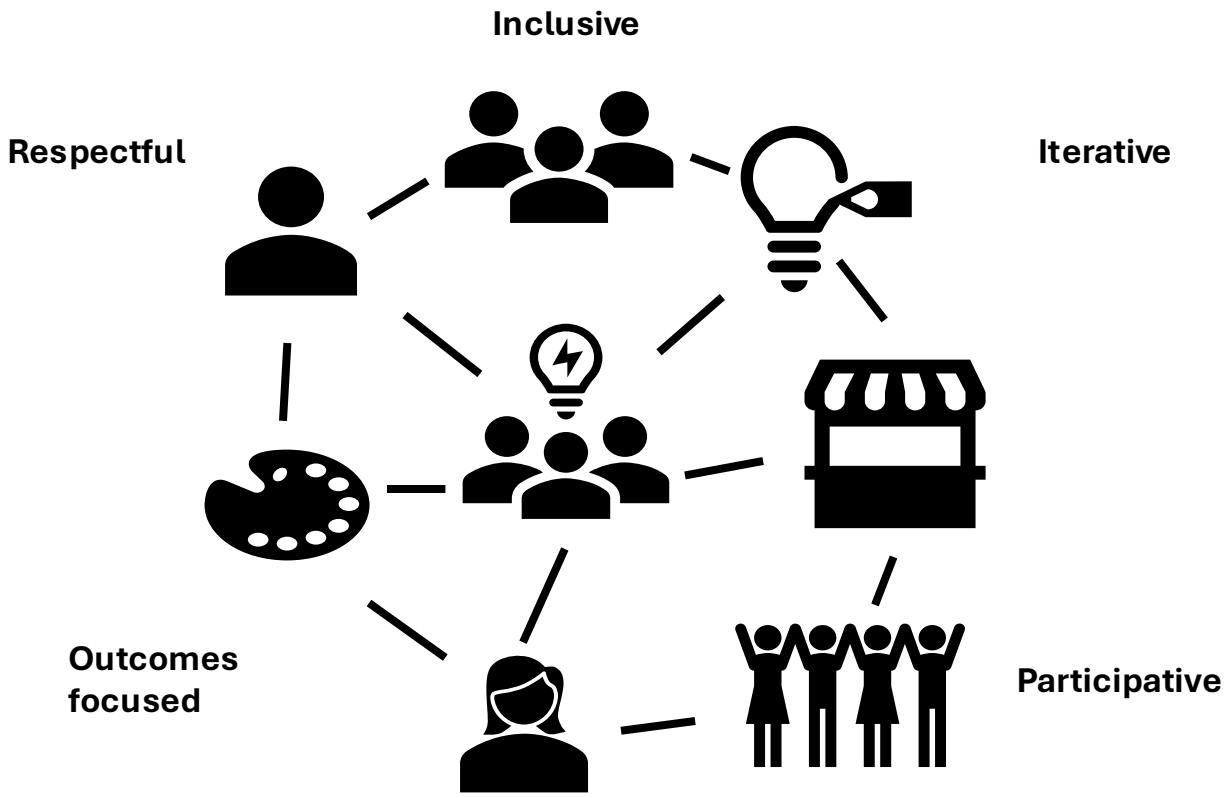
Co-designing for impact

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## The Project

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- Young people
- Vet Providers
- Community Organisations
- Businesses
- Unions
- Government
- Infrastructure and Construction Industry Stakeholders

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## The Problem

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

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# Co-Designing Micro-Creds for a Green Transition: The Challenges

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- Risks of skills shortages. Managers, engineers and technicians are currently in highest demand and vacant job positions are already difficult to fill.
- New skills needed from people working in or entering the industry, especially in digitalisation, ICT, robotics, Health and Safety.
- Harmonising training requirements and skills globally.

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## Questions

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- How do we foster new aspirations and capabilities among young people in different contexts to enable them to adapt and thrive amidst the transition to green skills and knowledge?
- How do we create broader access to learning opportunities for young people and communities to transition to green skills and knowledge?

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## The Project

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- Cohort 1 - Available to all trainees and apprentices (n=TBC) employed under the Major Projects Skills Guarantee and Building Equality Policy
- Cohort 2 - Available to young people in VET (in schools Certificate 1 and 2) and Vocational Major (VM) in VCE courses in secondary schools (n=50). Approximately 100 young people/year.

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## Micro-credentials

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

Micro-credentials or micro-creds are a relatively recent, digitally enabled, approach to the accreditation of skills development and training outcomes, often in usually non-accredited, informal or non-traditional training contexts

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## The Co-Design Process

Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

- Exploring Regenerative Construction and Infrastructure;
- Diversity and Inclusion in Regenerative Construction and Infrastructure;
- Leadership and Ethical Innovation for Regenerative Construction and Infrastructure;
- Socio-Ecologies of Regenerative Construction and Infrastructure.

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## Impact and Outcomes

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- A series of multi-level gamified and digitally badged micro-credentials for young people;
- A web-based platform/smartphone app to deliver courses;
- The digital architecture to support a global program of micro-credentials for the green transition of skills and knowledge.

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## Impact and Outcomes

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- Increased green skills and knowledge for young people equipping them for future employment and livelihood opportunities
- Enhanced aspirations for young people
- The cultivation of ethical innovation and co-design practices
- Ongoing action research evaluations and impact reports to inform existing and future programs
- Broader access to learning opportunities for young people and communities worldwide.

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## Schedule

# Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

| Year | Activities | Price (approx.) |
|---|---|---|
| Year 1 | R&D. Processes of Co-design – surveys, interviews, focus groups, 'learning design'.<br>Value creation and capture – what forms of value are to be created and captured in micro-cred, and how can value and impact be captured in this project space.<br>Undertaken by Deakin and RMIT staff, Project manager/research fellow: VET, impact evaluation, learning design and design thinking consultants. Micro-creds to be developed and located on platform base (Badgr). | $300-325k |
| Year 2 | Action research cycles: Implementation, review, redesign, impact evaluation | $200-215k |
| Year 3 | Action research cycles: Implementation, review, redesign, impact evaluation | $180-200k |
| Year 4 | Action research cycles: Implementation, review, redesign, impact evaluation | $180-200k |

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## Young People

## Support Workers

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## Employers

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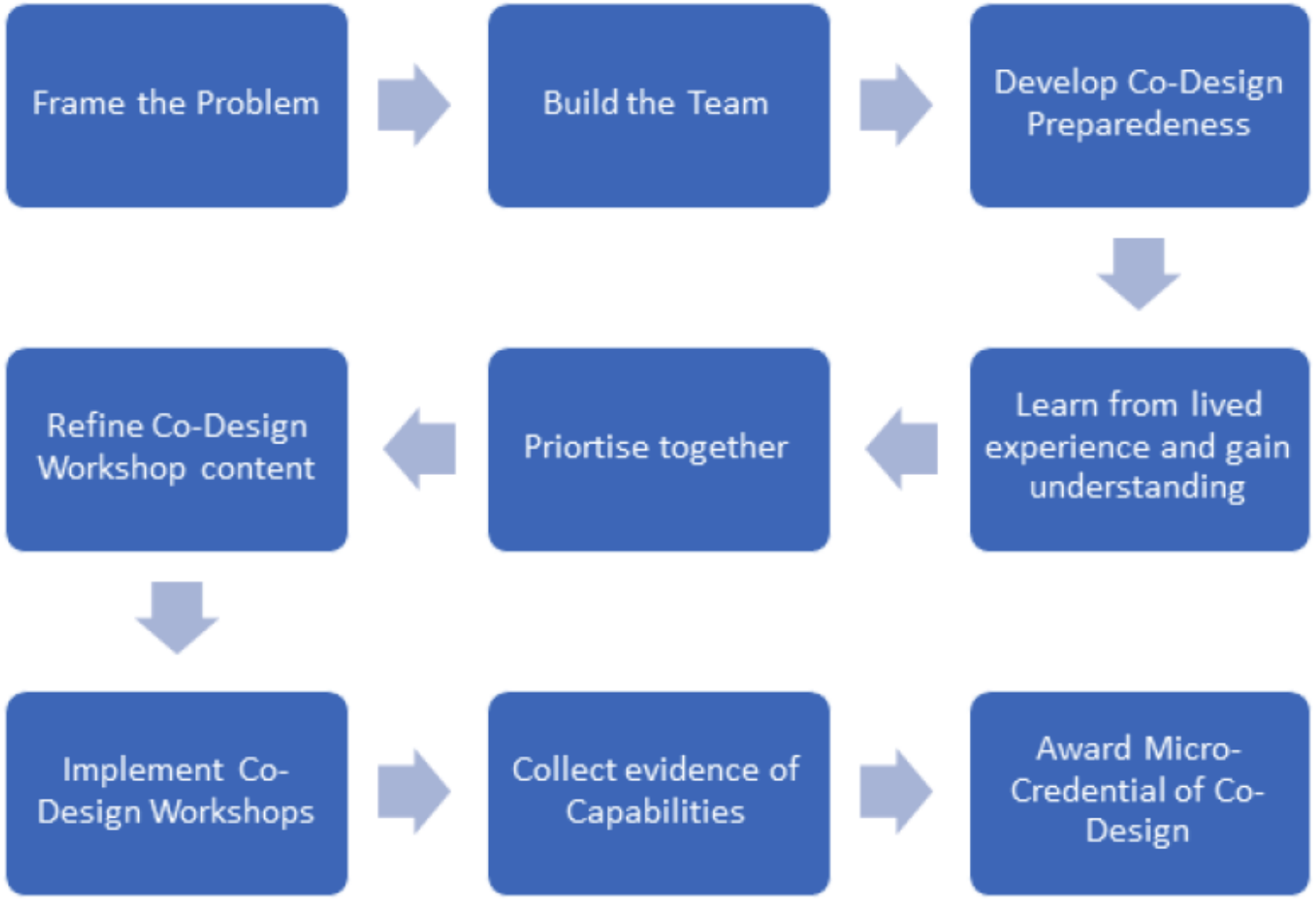
# Community-Based Micro-Credentials for Neurodiverse Young People

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# Community-Based Micro-Credentials for Neurodiverse Young People

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# Community-Based Micro-Credentials for Neurodiverse Young People

Capabilities

Activities

Evidence

Accreditation

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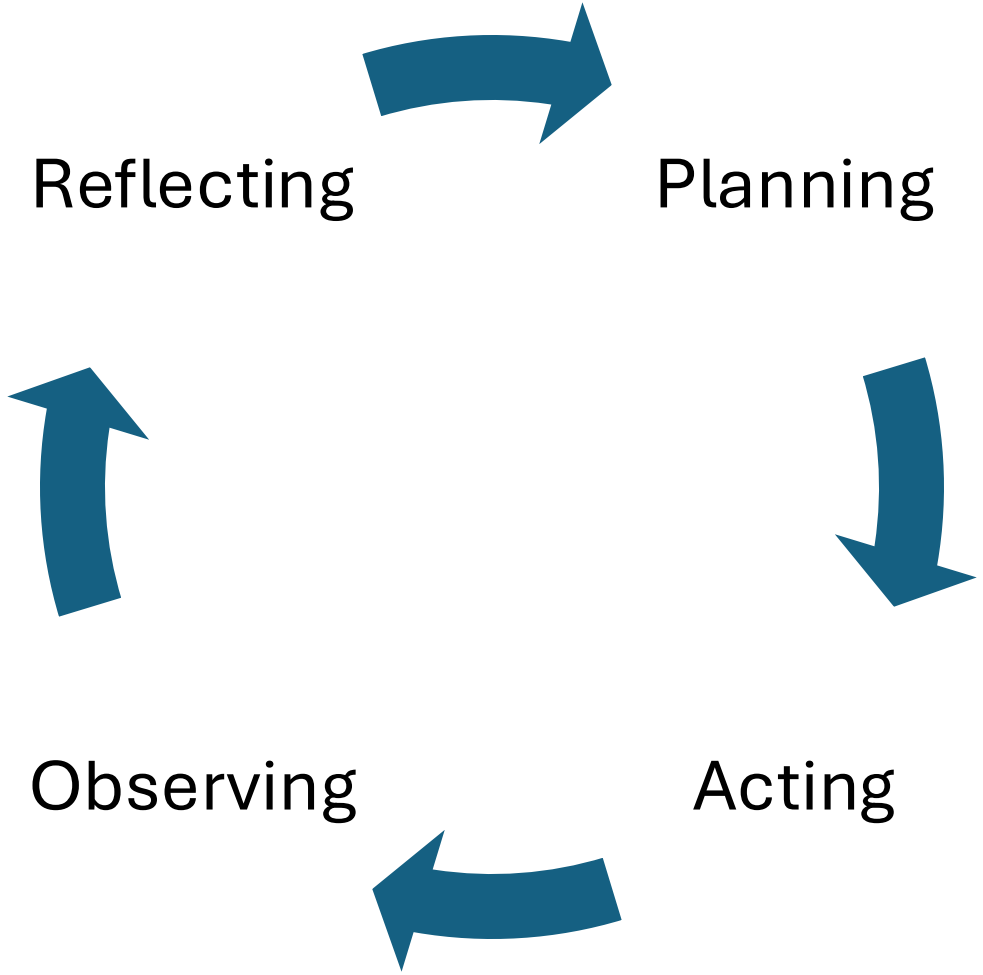
# Community-Based Micro-Credentials for Neurodiverse Young People

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# Young People's Portfolios

Chloe Holmes

Nicholas Buda

Thomas Brown

Brendan Rae

Adam

Madison

Armaan

Luu

Jay

Gary

Liam

Find more information here:
https://youngpeoplesfutureslab.org/project/whittlesea/

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# Madison

## Badges

### Co-Design for Diversity and Inclusion

This Micro-Credential in Co-Design for Diversity and Inclusion has been achieved by a young person who has developed and provided evidence of their CORE Capabilities in Collaboration, Openness, Respect and Empowerment. This evidence is embedded in a portable micro-credential, which is hosted on the Badgr platform.

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# Bio

My name's Liam. I'm 25. I have ADHD, Asperger's, Autism and mild social anxiety. I enjoy movies/TV shows and playing video games. I have been volunteering at my local Vinnies for a couple of years, organising donations that come into the store like clothing, kitchenware, DVDs/games and appliances. I work with a few colleagues on our designated desk for DVDs/books/toys and appliances checking for damage or usability if they fail we throw them out. I have also worked for the Electoral Commission. I have worked there during previous elections either counting votes, guarding ballots or both. It is a strict environment where rules have to be followed, the polling booths are a very busy during elections they are also sometimes dangerous with a few stressed individuals depending on if they want to follow the rules or not. I have an interest in computer coding and exploring options for work opportunities.

# CORE Capabilities

Co-design is the process where people work together to create something of value tailored to their needs and preferences that is built around four CORE capabilities (collaboration, openness, respect, and empowerment). How these are evidenced is profiled below:

**Collaboration** – demonstrating how I work as part of a team.

I worked on my **collaboration** by helping move large items and donations at Vinnies.

**Collaboration** – demonstrating how I work as part of a team.

This is a video I did collaboratively on anxiety with 3 other people..

**Openness** – Demonstrating how I listen to the ideas of other team members, and how I make judgements by weighing the pros and cons of different ideas.

I love going on YMCA camps as we do so many activities and all the buddies are super cool- I want to be a buddy and leader one day. The activities include discos, going to the beach, basketball, games etc. As you can see I love dancing as I can express myself creatively and sometimes others in the group cant get a dance move so we help each other. It doesn't really matter what moves we all make during the dance as we all joke around and it is a good way to exercise and have a laugh!

**Respect** – Demonstrating how I express my ideas and how I react to the ideas of others.

I treat others with kindness and respect and help others if they need it. I am able to stand up for myself. During work experience I had to be very careful towards customers to make sure they are safe at all times. When I am driving I obey the road rules.

Empowerment – Demonstrating my independent decision-making, how I show pride in my work and that of my team, and how I support others. Me creating a ceramics piece.

Me creating Art Pieces in the studio at Diamond Creek Araluen.

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## Partners

# Creating and Capturing Social Cultural and Economic Value for Young People and Their Communities

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