

# ***Microcredentials as a Bridge between Education and the Labour Market***

## *Practical Experiences from the Business Sector and the Role of Chambers in Shaping the Future of Knowledge*

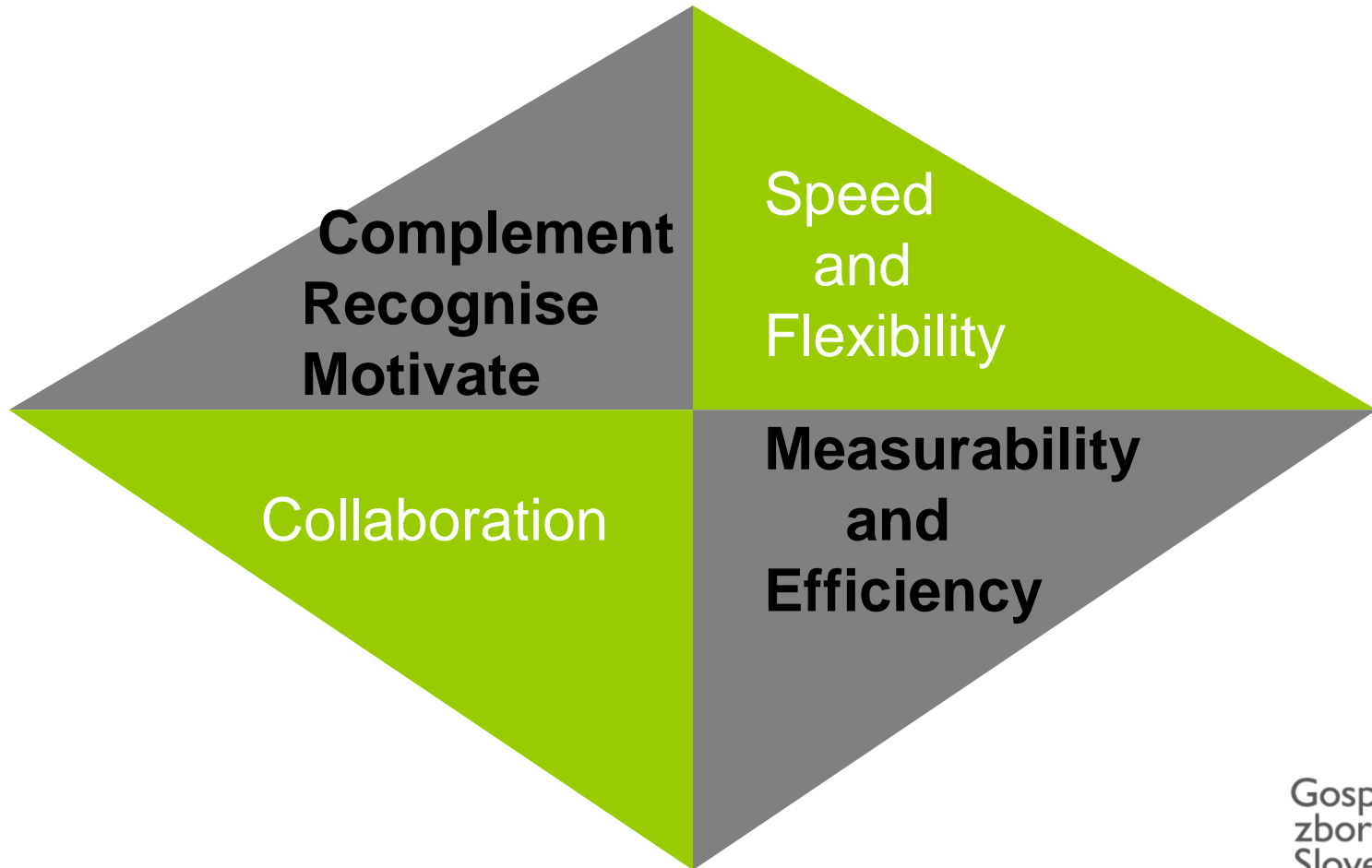
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# 1. Why Microcredentials Now?

- The global labour market is undergoing radical changes:
  - **>85 million jobs will disappear by 2028, while >97 million new ones are emerging (WEF)**
  - **Europe is lagging behind** Asia and the USA in developing future skills
- New knowledge is needed faster, more targeted, and flexibly
- **Microcredentials (MC) = immediate response to new needs**

## 2. What Does Business Want?



### 3. Comparing Skills: EU vs. the World

- **Digital skills (Eurostat, 2024):**
  - EU: 54% of adults with basic digital skills
  - USA: 73%, South Korea: 78%, China 85%
- **Entrepreneurial skills among youth (OECD, 2023):**
  - EU: 39%, China: 58%, USA: 65%
- **Europe risks losing competitiveness (Codefop 2024):**
  - Less than 20% EU companies use MC

## 4. What Does CCIS (GZS) say?

- We support microcredentials, if they are:
  - **Developed in partnership with the business sector**
  - **Focused on practical, usable skills**
  - **Flexible and modular**
- We stress:
  - The law should foresee a **formal role for business** in content preparation
  - Microcredentials should be **truly useful**, not just formal

# 5. What Does Eurochambres say?

## Microcredentials:

- 1) Should be voluntary and market-relevant**
- 2) Do not replace but complement qualifications**
- 3) Must involve employers and chambers in:**
  - Co-design
  - Governance
  - Quality assurance
- 4) Actual Skills and Competences**
- 5) Avoiding overregulation**
- 6) Upskilling, reskilling and reintegrate**

## 6. How Companies Already Use Microcredentials

Examples from practice:

- **HR development:** internal upskilling
- **Promotion system:** microcredentials as criteria
- **Motivation:** recognising informal skills
- **Reward system:** self-growth& lifelong learning

Examples from a Slovenian companies.

## 7. Our vision – CCIS (GZS) Proposal

- 1. Long-term partnerships** with universities and the government (EU vs. national)
- 2. Inclusion of the Chambres=Business sector** in content development and evaluation
- 3. Microcredentials as a strategic tool for future talent**
- 4. EU Microcredntials=Single market approach**



## 8. Conclusion

- Microcredentials should become a **bridge, not a wall** between knowledge and application
- Key condition: **co-creation with the business sector**
- Message to policymakers:  
„Listen to companies – **otherwise the market will turn to other (private) tools**“

"Knowledge is power. But applicable knowledge, recognised and understood by business – that is the true power of the future."

Thank you for your attention.

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