

Pilots Completion Report

Document details

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Title of the Pilot	Developing asynchronous 3 x 5 micro credential series on “Developing Resilience in Turbulent Times”
Pilot ID Number	ID-53

Pilot Completion Report Template

Report Category	Report Requirement
Overall Rating <i>(Fully Delivered, Partially Delivered, Not Delivered)</i>	
Summary	<p>The pilot delivered on creating from scratch a series of three micro credentials on Developing Resilience in Turbulent Times.</p> <p>The programme was in support of many areas – 1) The University strategy - The proposal was written at the beginning of 2023, and the strategy has unfolded in the last two years and is even more relevant driver to micro credentials. It is also in support of 2) Flexible and Lifelong learning strategy of University of Manchester (UoM) and in particular assisting in meeting SDG 4 to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all'. 3) It further supported GDI's strategic vision.</p> <p>Natalie Cunningham, academic lead and designer of the micro credential series is based in the department of Global Development Institute (GDI) in the school of SEED. The Global Development Institute addresses global inequalities in order to promote a socially-just world in which all people, including future generations, are able to enjoy a decent life. Promoting social justice is at the heart of GDI's ambition and is connected to our core values of inclusivity, responsibility, equity and sustainability.</p> <p>The target market of the micro credential was the global development sector. See links below for drivers.</p> <p>The deliverables are listed in the next section but broadly include:</p> <p>A series of 3 designed micro-credentials – 1) Personal Resilience, 2) Team and Organisational Resilience 3) Community and Societal Resilience</p> <p>The offering and teaching of these micro credentials to a pilot group of learners drawn from 20 countries across five continents.</p> <p>A series of reports are provided through links and are available if you are interested in the specific area e.g.</p> <p>1 – The type of learners attracted to this micro credential programme</p> <p>2- Research on trends in micro credentials and offerings by other Universities</p> <p>3- Three individual reports reviewing each micro credential with feedback from each student</p> <p>4- A How to guide and recommendation report – Lessons and Insights from the micro credential</p> <p>There are several links. These just serve as examples.</p>

	<p>Please note adaptations to original proposal deliverables: A note that digital badges were excluded in terms of research as at the time of commencing pilot it was advised another pilot would specifically be looking at this area, so this was not looked at in any way.</p> <p>Furthermore, at the time of the commencement of the pilot, there was not a micro credential policy, nor was there a Manchester online proposal and structures to support the proposal. However, this has changed and as such some of the suggested recommendations like the design of a financial model for micro credentials will now fall into these structures. The deliverable on finances now comes with insights and recommendations but not the fully designed financial model which is outside the remit of this pilot and report.</p> <p>The pilot has delivered as it has provided practical applied lessons learnt and recommendations that can inform the future design, implementation of micro credentials in the University. The pilot is applied research and decisions can be informed by practical experience from many perspectives – student experience, professional support, academic as well as structural aspects.</p> <p>The pilot can be classified as a successful pilot in contributing to UoM's Flexible Learning Strategy.</p> <p><i>Links to drivers</i></p> <p><u>Proposal in support of purpose and strategy of the University of Manchester</u> - See https://www.manchester.ac.uk/discover/vision/ with particular reference to flexible and lifelong learning</p> <p><u>Proposal in support of identified needs within the Global Development Institute (GDI). A study was conducted in 2021/2022 to Identify Lifelong Learning priorities within the International Development</u> https://www.gdi.manchester.ac.uk/research/groups/politics-governance-management/priority-lifelong-education-international-development-sector/</p> <p><u>Proposal in support of societal driver for lifelong learning for Universities transforming to assist in meeting (SDG) 4</u> See https://www.uil.unesco.org/en/higher-education-lifelong-learning</p> <p><u>The University of Manchester's Flexible Learning Strategy</u> https://www.staffnet.manchester.ac.uk/flexible-learning/flexible-learning-strategy/</p> <p><u>Why Micro credentials</u> https://www.holoniq.com/notes/micro-credentials-survey-2023-insights</p>
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Deliverables	<ol style="list-style-type: none"> 1. Five summary reports of the offerings of micro credentials at: University of Glasgow Kings College University of Birmingham Lincoln University Open University 2. Detailed Competitor Data 3. An Overall Summary Report of Micro Credential Trends in 5 Universities 4. A database of some key Micro credential documents as well as Summaries of documents 5. A overview of important background documents about Micro credentials e.g European Unions policy, Australian policy, QAA documents 6. Source and background documents 7. Background of participants 8. Student Feedback on 1st Micro credential 9. Qualitative Feedback from students on 1st Micro Credential 10. Student Feedback on 2nd Micro Credential 11. Qualitative Feedback from student on 2nd Micro Credential 12. Student Feedback on 3rd Micro Credential 13. Qualitative Feedback on 3rd Micro Credential 14. Lessons Learnt document
Relevance	<p>The pilot has met all the intended stakeholders' needs from internal – department, school, faculty and University as well as the target group of learners' global management and leadership in the development and humanitarian sector.</p> <p>The programme is in alignment with the current University's focus to offer micro credentials and meet industry or working professionals further educational opportunities. It also broadens the University's footprint by offering global programmes</p>
Efficiency	The efficiency is discussed in the lessons learnt document. There is a proposed sliding scale for offering micro credentials from less staff resources to more resources. The proposed model is discussed.
Effectiveness	The effectiveness is discussed in the lessons learnt document.
Outcome	The outcomes are discussed in the lessons learnt document.
Sustainability	The sustainability is discussed in the lessons learnt document
Financial	The project came in under budget and the costs for the project were all related to buy outs of staff time.
Lessons Identified / Learned	Please see report - link 14 above
Materials or publications	There are no formal publications but there is a plan to write up articles over the next 6 to 9 months. A book on Developing Resilience is also planned to be written.
Report approval and comments	Prof Ang Davies to approve

Cost Type	Description	Costs and Total
		Total Cost in Proposal 27084 N Cunningham - NC 2024 L Hann LH Total £ 29108 Total claimed : July 2024 NC 1909 LH 319 Nov 2024 NC 10101 LH 660 Feb 2025 NC 8103 LH 1004 May 2025 NC 6678 LH 0 Total NC 26791 - Bal 293 LH 1983 Bal 41 Total spend £ 28774 Surplus £ 334 = 29108
Staff	Natalie Cunningham , GDI SEED P130659 – Project Lead - grade 8 .4 x10 months Louisa Hann GDI SEED – Partnerships officer .2 x 4 months	
Non-Staff	No non staff charges	
Adjustments	The original budget included staff costs for TNE but these have been absorbed and no payments to TNE needed to be made	Please give the adjustment amount.
Final reconciliation	Total spend £ 28774 Surplus £ 334 = 29108	