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**Question:** What is the connection between  
Micro-credentials / Micro-learning,  
Digital Badges and  
Micro-learning Employment Xchange<sup>®</sup>  
(MEX)?

**Short Answer:** The Government of Ontario

**Long Answer:** Read inside

[<https://www.ontario.ca/page/micro-credentials-ontarios-postsecondary-schools>]



## Table of Contents:

1. Copyright Certificate
2. Overview
3. About the programs
4. Ontario Micro-credentials Challenge Fund
5. What are digital badges?
6. What is Micro-learning Employment Xchange<sup>®</sup>
7. **Benefits to Employers, Employees, Colleges and the Economy**
8. Sample of digital badge
9. MEX<sup>®</sup> Flowchart (Protected)
10. Prior to using the MEX<sup>®</sup> model
11. Questions

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MODEL OF MICRO-LEARNING EMPLOYMENT XCHANGE

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## Overview

Micro-credentials are rapid training programs offered by colleges, universities and Indigenous Institutes across the province that can help you get the skills that employers need. They help people retrain and upgrade their skills to find new employment.

## About the programs

Micro-credential programs:

- take less time to complete than degrees or diplomas
- may be completed online and may include on-the-job training
- many are created with input from business sectors, so the skills being taught match employer needs.

## Ontario Micro-credentials Challenge Fund

To accelerate the development of micro-credentials and expand program offerings, Ontario is providing \$15 million through the Ontario Micro-credentials Challenge Fund.

Ontario postsecondary institutions, working with local industry and employers, can submit a proposal to apply for funding to develop new or to expand existing micro-credentials.

## What are Digital Badges?

[<https://teachonline.ca/tools-trends/ten-facts-about-open-digital-badges>]

### Open badges are portable digital credentials

Open badges are created and issued by a wide variety of organizations, such as colleges, universities and other training providers, professional associations, non-profits and private companies, for their students, members, staff, clients and partners to recognize learning achievements. Below are links to four well-recognized definitions of digital badges:

- OpenBadges - <https://openbadges.org/get-started>
- eLearning Industry - <https://elearningindustry.com/guideto-digital-badges-how-used>
- CanCred Factory - <https://factory.cancred.ca/faq/#What%20are%20Open%20Badges>
- MacArthur Foundation - <https://www.macfound.org/programs/digital-badges/>

# What is Micro-learning Employment Xchange© (MEX)?

Changes in the employment market have exposed a vacuum that exists in the job market and training environment. This is mainly due to the COVID-19 pandemic. Some of those gaps are:

1. Employees who are working from home are having challenges documented separately.
2. Employers need employees who have specific skills and training and hence there are targeted vacancies.
3. Many employees have been laid off for various reasons and in order to get back to the work force, employers are demanding upskills and additional training.
4. Unemployment, underemployment, and under-training constantly affect the unemployment rate in Canada.
5. There is therefore a demonstrated demand for Micro-Learning or Micro-credentials along with immediate job placements.

The MEX© Model will target the gaps and the needs that currently exist for several job types. We are using healthcare only as an example. For example, it has been publicized that there is a need to fill the gaps existing in long-term care institutions. Furthermore, there is a gap between the knowledge management of current employees and the skills required by employers. The objective of MEX© is to fill in those gaps with a multi-throng approach graphically described separately.

The jobs from employers will be matched with the skillset of job applicants. If there is a match, MEX© will inform the employer and the job applicant – and the jobs will be filled.

Thus, one segment of the unemployed or underemployed market will be addressed.



# Benefits of MEX<sup>®</sup>

## Benefits to Employers:

1. Employers have peace of mind that first of all, their job vacancies will be matched by the MEX<sup>®</sup> Administrator and thus fill their vacancies sooner than later.
2. Secondly, they will receive job applicants who have Micro-credentials in exactly the skillset they need.
3. Employers have reduced training time since their employees from MEX<sup>®</sup> are trained and ready to take off.
4. Employers have a good reputation in the industry since they have the right level and quality of staffing.
5. Employers' businesses increase since they have a well-structured employment and training policy in place to attract new employees and new clients..

## Benefits to Employees:

1. Employees will have peace of mind that their qualifications, experience and skills will be matched to the vacancies currently existing.
2. Employees whose skills do not match with the vacancies will be able to register with the approved colleges that are able to provide training for those skills.
3. Employees will get real job-oriented courses once they register with MEX<sup>®</sup>
4. Employees are able to maintain a continuous employment history in their résumés since their micro-learning will be part of the ongoing employment history.

# Benefits of MEX<sup>®</sup>

## Benefits to Approved Colleges (AC):

1. Colleges who register with MEX<sup>®</sup> will have the exquisite opportunity to participate in the Micro-credentials program that has been advocated by Ontario government and thus develop Micro-credential courses to meet the current demands.
2. Students who register with these colleges will also benefit since they will be registered with MEX<sup>®</sup> as well.
3. Approved colleges will have the opportunity to increase the number of courses to meet the demands of Micro-credential courses as confirmed by MEX<sup>®</sup>.

## Benefits to the Economy:

1. As a result of the MEX<sup>®</sup> model, the economy flourishes since the unemployment rate will drop.
2. Stakeholders like employers and the industry in general who register with MEX<sup>®</sup> will benefit because they are able to get adequately trained employees to meet their specific job demands.
3. The standard of job-oriented training gets uplifted because any person unemployed once registered with MEX<sup>®</sup> gets trained in skills that employers need and thus employers are able to absorb those employees quickly in their workforce.

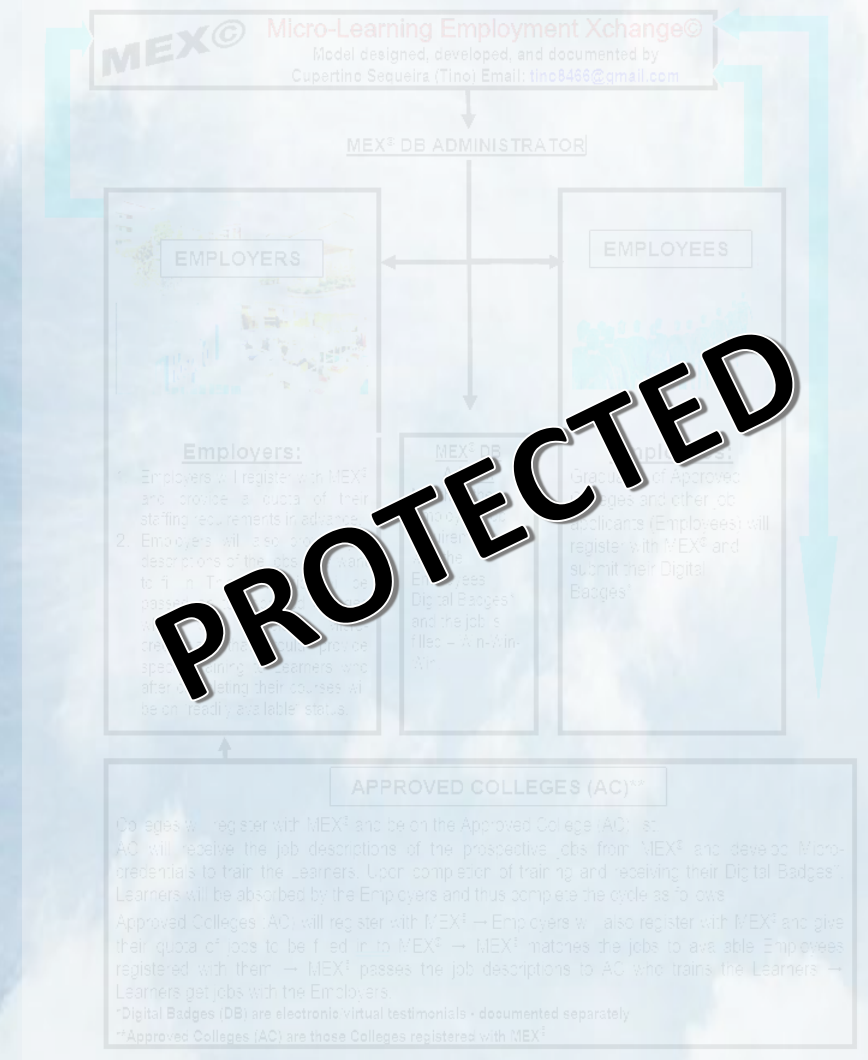
## Appendix 1 – Digital Badge

### Salient aspects of the Digital Badges:

- ✓ Cloud hosted
- ✓ Digital portfolio
- ✓ .png portable
- ✓ Verification tools to extract the metadata
- ✓ Customized design of Digital Bades.
- ✓ .csv spreadsheet delivered
- ✓ Social sharing and brand awareness
- ✓ QR Code
- ✓ Pathways & stackable Micro-credentials
- ✓ Blockchain secure



## Appendix 2 – MEX<sup>©</sup> Model Flowchart





## Prior to using the MEX<sup>©</sup> Model:

For more documentation on  
the MEX<sup>©</sup> Model, please  
send us your information

[P.S. If you need help to implement the  
MEX<sup>©</sup> model along with the associated  
databases, in your organization – and see  
the results - please mention in the  
Comments]



- Your Name: \_\_\_\_\_
- Your Title: \_\_\_\_\_
- Your Organization: \_\_\_\_\_
- Your Email: \_\_\_\_\_
- Your Phone No.: \_\_\_\_\_
- Your Questions: \_\_\_\_\_
- Your Comments: \_\_\_\_\_

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# Questions??

If you have any questions or need more details, please complete the form on slide 9 and, email me at:

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**The MEX<sup>©</sup> Model has been developed and presented by:**



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The MEX<sup>©</sup> model has been researched, designed and developed by Tino Sequeira. We respect your need for further information and would request you to complete the form on slide 9 if you would like more detailed information.