Monthly Update
from **Employability.life**

Experiential Micro-Credentials:
## Bridging the experience gap in education

Employability.life has announced the launch of Experiential Micro-credentials (XPMCs) through its partner institution network in India.

XPMCs are built around collaborative work-simulation projects. The learners will work in an Agile environment under the guidance of a Project Manager, meeting the requirements of a customer. Usually done over 12 weeks, these projects consist of 6 sprints, over which a real-life problem is solved. Just like working in any enlightened company, **the learners also define and pursue a personal development plan, built around Emplife's 5 Digital Economy capabilities model.**

As a starting point, we invested ourselves into short-form awards, Micro-credentials. This allows us to move away from course credit thinking, modules that make sense only as a part of the whole (the degree) and introduce 'app thinking' into Higher Education. For us, **degrees remain 'platforms', meeting historically defined, sociologically shaped, tightly regulated values and expectations. Micro-credentials,** on the other hand, can stand on their own, 'interfacing' with degrees through defined standards and transparent assessments, and yet, **can contain activities and formats closely mirroring workplace practices.**

However, the usual way of doing Micro-Credentials – a solitary performance captured in a piece of reflective learning – **fell short of what is needed: they are based on 'academic time', revolve around individual learner-creator, and often too narrowly focused.** In short, they looked like Higher Education's stepchild, something that made sense only as a part of a family but without a clearly defined one.

Therefore, we created Experiential Micro-Credentials, which bring **Agile principles to Higher Education.** Micro-credentials, for us, are the containers, the interface to the

Growth Mindset
Influence
Career Intelligence
Digital Intelligence
Cultural Intelligence
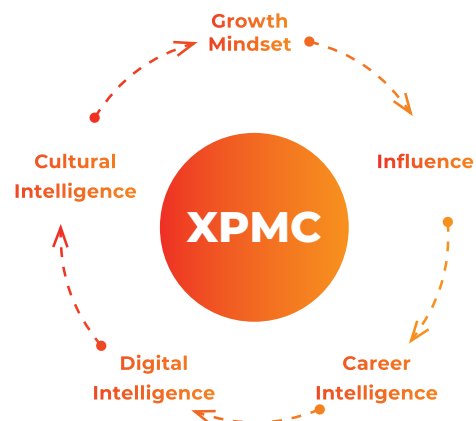
XPMC

language of Higher Education, which will make **XPMCs an app to be bolted on to a degree programme;** by design, however, XPMCs will be work-learning experiences that will bring design thinking and collaborative creativity found in the Agile world within Higher Education.

We see XPMCs as an 'app' that will transform degrees. But we also see XPMCs as a **transformational opportunity for its participants,** as it would introduce them not just to an Agile way of getting things done but also an Agile way of educating themselves.

Therefore, XPMCs are more than just 'projects', which every Higher Education institution includes, in one form or another, in their curriculum. It is a very **specific way of educating, designed to be a bridge between today's classroom and tomorrow's workplaces.**

Our goal is not preparing our learners for their first job – which may indeed be part of what we do – but to help them **find sustainable careers.** This is not about getting them a credential and over the threshold of any door; this is about helping them **live in a world of continuous change and to be in charge** of their lives and careers.

Map of India with locations marked:
- Haryana
- Uttarakhand
- New Delhi (3)
- Rajasthan (2)
- Uttar Pradesh (7)
- Gujarat (2)
- Ahmedabad
- Madhya Pradesh (3)
- Jharkhand
- Kolkata
- Maharashtra (35)
- Andhra Pradesh

⚑ **Employability.life Centres**

📍 **Partner Institutions**

Anant Gupta
Former Head – Online Business, Reliance Nippon Life Insurance

RELIANCE NIPPON LIFE INSURANCE

The first XPMC to be launched in India will be 'Credit Analyst' within banking, aimed at MBA Finance major students.

The project will be based on assessing the debt/loan funding requirements of a company either for new capital expenditure or working capital. The project team will do in-depth analysis of the sector and individual company's financial performance (solvency, profitability & liquidity), assess project cash flows, and arrive at a loan decision and pricing, based on the bank's credit policy and guidelines.

Vinit Sinha
Director of Cybersecurity, SME, APAC, Mastercard

Engineering students and other aspiring cybersecurity professionals will have the option of joining the XPMC on Ransomware Detection. Working within the environment of a cybersecurity department, the teams will perform static and dynamic analysis of an identified ransomware, will gain an understanding of the process to conduct reverse engineering of ransomware.

Understanding the process will help students in overcoming the most critical challenge faced by organizations in the fast evolving digital era.

The team will produce reports on their work and make their colleagues aware of potential vulnerabilities.
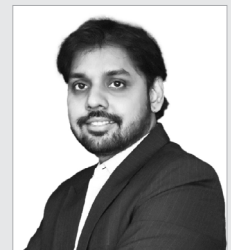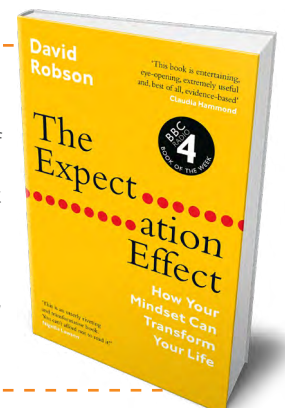

Book recommendation:

The Expectation Effect by David Robson

Based on science and packed with smart advice, 'The Expectation Effect' by David Robson tells us how our mindset can transform our life. The author brings together fascinating case studies and evidence-based science. He takes us on a tour of the innovative research, happening right now, suggesting that our expectations shape our experience. Just like taking a placebo which can still help you improve health, if you expect to get happier or more educated it can start a real psychological change that can lead to actual results.

The Expectation Effect uncovers new techniques we can all use to improve our fitness, productivity, intelligence, health, and happiness.

Digital Commonwealth

Employability.life
Designing successful digital careers

Emplife **TALKS**
Connecting Employers & Learners

We had two great webinars last month. **Sharmistha Chatterjee,** Master Coach Employability.life, OD Practitioner Certified Cultural and Retirement/Transition Coach, led an insightful session on **"Cyber CV: how to write a CV for the bots and yet remain human."**

She highlighted the following things to focus on when applying for a job: identify keywords and phrases, study intently all the information provided by the company, read up on the latest trends in the industry, familiarize yourself with "buzz words", and identify the culture and language each company speaks.

Another session was with **Philippa Ndisi-Herrmann**, Filmmaker, Inter-cultural trainer, who spoke about **"Zoom It: Digital body language."** She provided lots of tips to have great digital body language, and discussed how communication is one of the essential tools for everyday life.

November					2022	
	1	2	3	4	5	6
7	**8**	9	10	11	12	13
17	15	16	17	18	19	20
21	**22**	23	24	25	26	27
28	29	30	31			

Upcoming Webinar

We have two webinars scheduled for November.

- **8th November 2022:** **Be smart in a smart world: what matters in the digital workplace?**
  How to compete with AI in the job you want to have? The key human capabilities in the 21st century are not tech skills but those of relationships, communication and building trust.

- **22nd November 2022:** **I beg your pardon! How to avoid cultural misunderstandings.**
  How does one operate in a multicultural workplace, mainly when working remotely and with limited information and context about the people on the other side?

Learners Feedback

The speaker was amazing
– Bhumika

It was a great and informative session. Learnt so many things that we can implement in our daily lives.
– Aniket

Learnt to have a positive mindset no matter what people say. It was a productive session. I liked it and it was fun. Thank you.
– Shruti

I learnt a lot of new things. The session was highly informative.
– Ashwit

All the sessions by Employability.life are great. It is already good for our career. Glad to attend the session.
– Avishi

Everything was great, and the session was very engaging. I would like to join such sessions again with such good speakers.
– Bhavika

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