

Understanding Skill Sets and Microcredentials

What are Skill Sets?

Skill Sets as defined in the 'Training Package Products Policy' and the Standards for Registered Training Organisations (RTOs) 2015, are not full qualifications, they are: "a single unit of competency or a combination of units of competency from a training package which link to a licensing or regulatory requirement, or a defined industry need."

Skill Sets provide formal recognition for skills developed in a specific industry or to meet specific workplace needs. Nationally endorsed Skill Sets are approved by the Australian Industry and Skills Committee (AISC) and assigned a code for reporting purposes.

Composition

Skill Sets are typically developed through consultation with industry, licensing, and regulatory bodies to determine skill requirements. They can also be developed in a less formal way by an RTO identifying local needs.

Developers must adhere to specific rules when creating Skill Sets. They must include advice about logical clustering of units, the Skill Set's relationship with a qualification, and a suggested title for a statement of attainment. Elective units are not allowed within Skill Sets.

Certification

Upon successful completion, a Statement of Attainment is issued for Skill Sets. This document includes the name of the Skill Set and a statement indicating whether the Skill Set meets a licensing or regulatory requirement or an identified industry need.

What are Microcredentials?

Microcredentials are small, certification-style courses that aim to improve proficiency in a specific area of study over the shortest period of time. With the changing education landscape and the impacts of COVID-19, there is a growing demand for microcredentials to quickly upskill and reskill the workforce.

The microcredentials ecosystem currently lacks a consistent definition across higher education, vocational education, and industry. Without a clear framework, several ongoing federal and state government projects risk embedding inconsistency into the future.

Many providers have developed their own credit recognition or microcredential policies to respond to the demand for more agile, skill-focused training options.

Note: This VET Fact Sheet provides general information and should not be considered as legal advice.