

# CLEAN ENERGY COUNCIL INDUSTRY EDUCATION FRAMEWORK

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## Introduction

### Overview

The Clean Energy Council's purpose is to accelerate Australia's transition to a clean energy future. A key driver to achieving our goal is to equip the industry with quality, accessible and bespoke professional development opportunities.

The education system in Australia provides our sector with graduates and tradespeople with foundation knowledge and skills, who are working on a spectrum of renewable energy projects from large scale wind farms to domestic rooftop solar PV systems. As the peak body for the renewable energy industry, we have identified a gap in the post foundation education of many people within our industry. In addition, there is a lack of professional development opportunities for those wanting to transition or explore a career in the sector. A key driver of this shortfall is the rapid change and growth of the industry, cumbersome education system and skills shortages.

### Purpose

The Industry Education Framework (IEF) articulates the education principles and standards by which our professional development courses will adhere to. The Clean Energy Council's course offerings will be non-accredited professional development courses or microcredentials. This format will ensure the Clean Energy Council can respond to the needs of the industry, while targeting the identified gaps reported by our members, industry stakeholders and commissioned research. The IEF aligns with the [National Microcredentials Framework \(November 2021\)](#) to ensure our courses meet Australian best practice.

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## Microcredentials

### Definition

The National Framework defines microcredentials as a certification of assessed learning or competency, with a minimum volume of learning of one hour and less than an [Australian Qualifications Framework \(AQF\) award qualification](#), that is additional, alternate, complementary to or a component part of an AQF award qualification.

### Commitment to industry

The Clean Energy Council will focus on developing microcredentials that comply with the National Framework and the unifying principles within. Our commitment is to remain flexible and responsive to the needs of industry and partner with other stakeholders to deliver education that is driven by industry. The Clean Energy Council does not intend to provide formal AQF accredited qualifications. Our vision is to be a trusted education provider that delivers quality courses bespoke to the renewable energy industry, in support of the professional development of our people.

## Unifying principles

The Clean Energy Council will comply with the following unifying principles as set in the National Framework:

- **Outcome-Based** - Microcredentials highlight the overall learning outcomes a learner is expected to achieve upon completion. Learners will demonstrate that they have achieved these outcomes through a form of assessment. Assessment completed to a sufficient level identified by the provider results in the awarding of the microcredential.
- **Driven by Industry Need** - Microcredentials are designed and implemented with the intent of both being learner-centric and meeting industry standards/ needs. The skills obtained by learners upon completion of a microcredential build on a learner's knowledge, skills or competencies, and target industry needs/ gaps. Microcredentials can also address a more general industry need or skill, e.g. communication, leadership.
- **Tailored/Support Lifelong Learning** - Microcredentials are created with the purpose of allowing learners to choose courses that are targeted to their needs and future ambitions. Lifelong learning is increasingly important given the growing reskilling and upskilling need caused by industry disruption, but also given the dislocation and mental health challenges that such disruption may cause.
- **Transparent and Accessible** - Providers supply a set amount of information when publishing microcredentials. Aspects such as learning outcomes, mode of delivery, expected effort, content, and modes of assessment will be accessible/ viewable by learners prior to course initiation.

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## Education delivery

### Access

The Clean Energy Council's microcredentials are provided via the Clean Energy Council's Learning Management System, 'Learning Hub'. Learning Hub is a digital platform to deliver, track and store teaching and learning activities. Access to the Learning Hub is open to non-members via the Clean Energy Council website, or via the Clean Energy Council member dashboard.

### Delivery mode

**eLearning:** The delivery mode for Clean Energy Council microcredentials is self-paced eLearning courses via Learning Hub. This mode of learning has been selected to accommodate individuals and organisations that don't operate from Australia's capital cities. For example, an individual operating in the Pilbara region should have equal access to quality education as a person from Sydney.

**Blended Delivery:** Although eLearning will be the mainstay of the Clean Energy Council education offer, we intend to offer blended delivery options where appropriate. For example, a course may have an online learning module, coupled with a face-to-face workshop. This approach provides learners an opportunity to share ideas and learn from one another's experiences. The Clean Energy Council also values industry networking opportunities.

## Assessment

Microcredentials created by the Clean Energy Council will include a form of assessment to ensure the learning objectives have been met. At all times our assessment methods will comply with the Australian Skills Quality Authority (ASQA) [principles of assessment](#):

- **Fairness** - assessments process considers the needs of the learner. The Clean Energy Council will make reasonable adjustments without compromising the integrity of the assessment to remove any undue hardship for the learner.
- **Flexibility** - assessment tasks may be altered to accommodate learning difficulties, disability or any other factor that may make inclusion difficult. The Clean Energy Council will endeavour to meet the learners needs as required.
- **Validity** - assessments must test the knowledge and skills that are aligned to the learning objectives and performance requirements of the course. The assessor must be able to justify their decision based on the rules of evidence.
- **Reliability** – assessment conditions must be consistent and repeatable. A similar outcome must be attainable on every occasion the assessment is undertaken.

## Certification

Each microcredential will have set learning outcomes and assessment criteria to ensure the learner has met the required benchmark and objectives of the course. On successful completion of a course the learner will be awarded a digital credential via the Credly platform. A detailed overview of digital credentials can be found in [Appendix A](#).

## Learner support

Learners will be able to access support by the Clean Energy Council Learning and Development team by emailing [education@cleanenergycouncil.org.au](mailto:education@cleanenergycouncil.org.au). In addition, members of the CEC will be able to receive support via their associated membership channel. Within the education portal on the CEC website, learners will have access to self-help resources including, frequently asked questions, videos and step by step guides.

## Quality assurance

The renewable energy industry is rapidly changing. The Clean Energy Council's microcredentials will be reviewed and updated every twelve months for currency and relevance. In the event an Australian law, regulation or standard is changed, which impacts the content of a microcredential, the Clean Energy Council will endeavour to update the content as soon as possible. Importantly, learner feedback will be monitored for the life of any microcredential, and minor changes will be applied should a technical error or learner misunderstanding present.

## Enrolment fees

The Clean Energy Council's microcredentials are provided via Learning Hub using a self-enrolment process. To self-enrol into a course, payment is made via a secure online shopping cart within the Learning Hub. The shopping cart portal is provided by the secure payment system [Stripe](#). For further details on the online security of the Stripe platform please refer to their [website](#).

The Clean Energy Council partners with industry stakeholders who wish to fund specific education programs allowing free of charge access. In addition, the Clean Energy Council hosts education programs on behalf of other stakeholders under commercial arrangements.

## References

- [National Microcredentials Framework November 2021](#)
- [Credly platform](#)
- [Stripe online payment system](#)

## Appendix A: Digital Credentials

### Introduction

Digital credentials or badges are digital assets used to communicate a learning achievement or credential. Digital badges are a web-enabled version of a credential that can be shared online via email, social media, and on digital versions of a resume. Importantly, digital badges contain a trusted method for real-time credential verification and labour market insights that relate to your skills and job interests.

A digital badge must always contain metadata that provides context and verification. A badge communicates the following about the earner and their learning achievement:

- The name of the person who has earned the credential.
- The learning achievement and standard reached.
- The organisation setting the education quality and benchmarks (in this case the CEC).

### Digital assets

The digital badge is an image (.png) file. The image has an embedded hyperlink to the Credly platform, where the individual badge metadata can be accessed and verified by a third person.



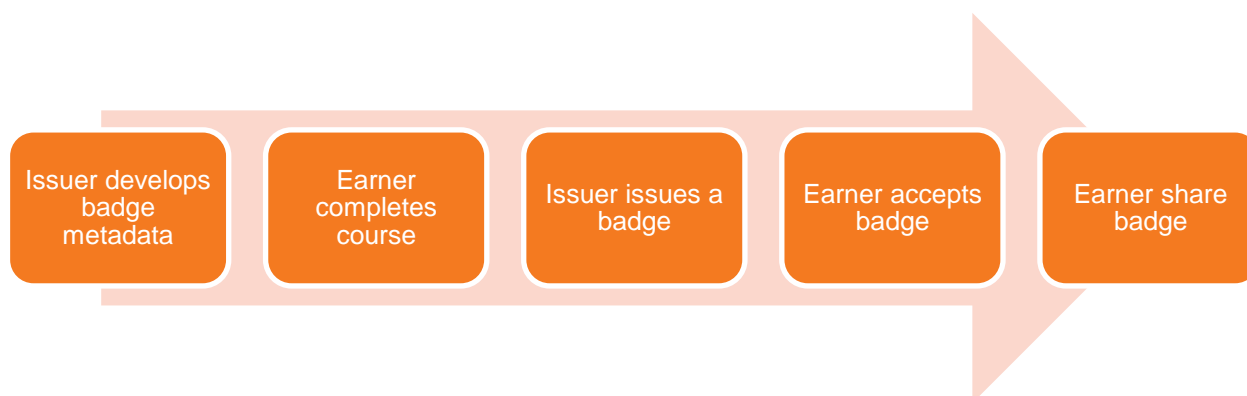
### Metadata

A digital badge will have the following metadata attributes:

- **Badge Name:** This is the name of the badge, course, credential, certificate, or competency
- **Description:** Describes the outcomes of this achievement and articulates what the individual is capable of or competent in doing
- **Skills:** Keyword phrases that describe the skills the learner has acquired or demonstrated and link to the labour market data
- **Criteria:** Describes the sequential set of steps required in order to earn the badge
- **Issuer:** Organisation standing behind the badge and validating the achievement
- **Recipient:** Name and email address of the earner
- **Issued on/Expires on:** Date the badge was earned and when it expires

## Badge issuing process

The diagram below shows the process of how a digital badge moves through the issuing process. The Clean Energy Council is the issuing organisation in this context. Importantly, the earner has the right to accept or reject the offer of a digital badge, there is no obligation to do so.






## Credly platform

The Clean Energy Council has chosen to partner with Credly to manage the issuing of digital badges for our industry microcredentials. The first time you earn a badge through the Clean Energy Council's Learning Hub you will be asked to setup your own individual account on the Credly platform. Your account is not locked to the Clean Energy Council. You can earn other badges from a variety of organisations that use the platform. There is no cost to individuals who accept a Credly badge.

## The Clean Energy Council's digital badge taxonomy

The Credly platform differentiates professional learning into three levels. The Clean Energy Council's microcredentials align to these levels to provide guidance on the level of complexity of each course. A brief description of each professional development level is provided in the table below.

Foundational	Intermediate	Advanced
		
<p>These courses are tailored toward people who have no prior knowledge of the subject or those new to the industry.</p>	<p>Intermediate courses are designed for those who have a foundational knowledge of the subject and are seeking to extend their knowledge.</p>	<p>Advanced courses are in-depth analysis or unpacking complex subject matters. Intermediate knowledge is required prior to undertaking advanced content.</p>