

## Micro-Credentials

### Information Sheet and Descriptor

#### Definition (working)

**A micro-credential is a proof of the learning outcomes that a learner has acquired following a short learning experience. These learning outcomes have been assessed against transparent standards. The proof is contained in a certified document that lists the name of the holder, the achieved learning outcomes, the assessment method, the awarding body and, where applicable, the qualifications framework level and the credits gained. Micro-credentials are owned by the learner, can be shared, are portable and may be combined into larger credentials or qualifications. They are underpinned by quality assurance following agreed standards (**working definition approved by HCI Steering, 11 February 2021**).**

Micro-credentials – range of credits from 2.5\* ECTS, 5 ECTS, 10 ECTS.

\*Note: for the 2021/22 academic year micro-credentials will consist of 5 ECTS or 10 ECTS.

#### Micro-credentials:

- Consist of credit offered for continuing/professional development purposes.
- Are specifically designed to upskill the workforce.
- May be stackable.
- Offer flexible delivery to meet the needs of industry, business and employees.

**MC = Micro-Credential**

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### HCI Pillar 3

#### Micro-Credentials: Descriptor

HCI Cluster and Work Package for the proposed micro-credential:	Cluster 1: Work-package 1
To whom will the micro-credential be offered?	<p>Specify the <i>specific industry/profession targeted</i>:</p> <p>This micro-credential has been developed to benefit business professionals, who are interested in learning more about how to implement environmental, social and governance (ESG) criteria into their business operations. Issues, such as sustainable development, climate action, business and human rights, integrated reporting and stakeholder management are taking an increasingly important role for internationally operating businesses. A particular target for the module is sustainability and CSR managers, community affairs directors, corporate affairs directors as well as managers in diverse functions – including legal and compliance, procurement, human resources and external affairs. These learners will advance their professional competencies through an in-depth focus on the key ESG issues that are relevant to their industry and/or employer. By completing the module, professional learners will be facilitated to identify and to address these topics and will be enabled to advance the ESG-performance of their individual business organizations.</p>
Micro-credential title:	<b>Creating Value with ESG</b>
Is the proposed micro-credential a new or existing module (repurposed)?	New module/MC
<b>(For Existing Modules Only)</b>	
Existing module detail	<p><b><i>If this is an existing module to be repurposed as a micro-credential, please respond to the questions below.</i></b></p> <p><b><i>If not, proceed to the next section.</i></b></p> <p>State the name of the module and programme (<i>and enclose module descriptor if available</i>):</p> <p>Click or tap here to enter text.</p>



	<p>Is the module shared with another discipline/School? If so, name the discipline/School: Click or tap here to enter text.</p> <p><b>Existing Module details:</b>          Select UG or PG.</p> <p>State year group.</p> <p>No. of ECTS of module: Click or tap here to enter text.</p> <p>NFQ level: Click or tap here to enter text.</p> <p>School (owner and discipline): Click or tap here to enter text.</p> <p>Module coordinator: Click or tap here to enter text.</p> <p>Code in SITS: Click or tap here to enter text.</p> <p><i>If changes are required to the existing module so that it can exist coherently as a micro-credential please give details (please also outline how the existing module will meet the criteria of a micro-credential in terms of meeting the needs of industry and, providing flexible delivery):</i></p> <p>Click or tap here to enter text.</p>	
<b>Micro-credential information</b>		
NFQ level (if applicable)	9	PG
ECTS	<p><i>Note: 5 ECTS: 100–125 hrs student effort (PG: 1 ECT: 25 hrs student effort)</i></p> <p>5 ECTS (125 student effort hours)</p>	
School (owner) and discipline	Trinity Business School	
MC Coordinator (name) <i>(Must be academic / teaching staff)</i>	Dr. Maximilian Schormair, Assistant Professor in Business Ethics, TBS	
State other Schools/external organisations involved in the	N/A	



delivery of the micro-credential (if applicable)	
Industry/profession	<p><b>Specify the industry/profession targeted by the micro-credential:</b></p> <p>This micro-credential has been developed to benefit business professionals across all industries, who are interested in learning more about how to implement environmental, social and governance (ESG) criteria into their business operations. The MC is particularly relevant to sustainability and CSR managers, community affairs directors, corporate affairs directors as well as managers in diverse functions – including legal and compliance, procurement, human resources and external affairs.</p> <p><b>What market need is addressed by the micro-credential:</b></p> <p>There is a rising market demand for the ESG topic area. This market demand is driven by several groups. Consumers and investors call on companies more and more to improve their environmental and social performance. Regulators are incorporating ESG into legal frameworks for business. In particular, the EU Commission is expected to introduce regulation on ESG in 2021 that would make it legally mandatory for businesses operating in the EU to report on ESG criteria and implement sustainable corporate governance practices. The issue of climate change and the need to transition to a net-zero carbon economy by 2050 is also pushing companies to set more ambitious and science-based carbon reduction targets with a 2030 timeframe.</p> <p><b>State the industry/employer-related skills addressed by the micro-credential:</b></p> <p>Participants of this module will learn practical tools and frameworks in relation to all three components of ESG. In the area of the environment, participants will learn about planetary eco-system boundaries and the sustainable development goals. In particular, the module will cover the basics of carbon accounting enabling participants to set science-based carbon reduction targets for their business organizations. In relation to the social component of ESG, the module will enable participants to conduct human rights due diligence and to comply with the requirements of the UN Guiding Principles on Business and Human Rights. In relation to the governance component, the module will equip participants with actionable guidance on sustainable corporate governance, covering issues such as how to manage and engage different stakeholder groups as well as how to adopt a more sustainable business model.</p>



	<p><b>How will the delivery of this micro-credential facilitate industry/professional staff participation (flexible delivery – online/blended/face-to-face – evenings/weekends etc)?</b></p> <p>5 days in total. Four days of face-to-face delivery broken down into 2 x 2-day sessions, with approximately three weeks between sessions and then 1 day for presentations. This format, in the experience of TBS Executive Education, works best for mid-level and senior level organisational leaders and minimises disruption to work.</p>		
Teaching staff & if appropriate institutional/industry affiliation	<p>Name all teaching staff involved and if external, the name of the organisation.</p> <p>Dr. Maximilian Schormair, Assistant Professor in Business Ethics, TBS Dr. Martha O’Hagan-Luff, Assistant Professor in Finance, TBS</p>		
Min./max. number of students	<p>Min. number of students: 12</p> <p>Max. number of students: 25</p>		
Mode of delivery	<p>Face-to-face</p> <p>Any further details: Any further details: Will be delivered online (via Zoom) if unable to take place face-to-face due to Covid restrictions. TBS Executive Education have expertise in delivering short courses online.</p>		
MC entry & admission requirements/pre-requisites (if applicable)	<p>The micro-credential targets professional learners from mid and senior levels from the private, public and third sectors and will be open to graduates with a degree (or equivalent) with a strong academic record in any discipline from a recognised third level institution.</p> <p>Applicants without a degree are welcome to apply provided they can show a proven managerial track record. All applicants are required to have a minimum of 3 years professional or managerial work experience (this is in-line with entry criteria for other TBS post-experience postgraduate programmes such as the MBA and Executive MBA programmes).</p> <p>Language requirements for students whose first language is not English are IELTS 6.5 or TOEFL IBT 90 for non-native English speakers.</p> <p>In case of heavy competition for places or concern regarding a particular applicant’s suitability, applicants may be interviewed.</p>		
Proposed commencement date	September 2021		
Micro-credential frequency, duration and term	<i>Frequency of delivery during the academic year:</i>	<i>Duration of the MC (e.g. 6 weeks). If block delivery applies provide details:</i>	<i>Indicate term(s):</i> Michaelmas <input checked="" type="checkbox"/>



	Up to twice a year	5-day delivery, split in to 2 x 2- days sessions. Plus 1 day for presentations.	Hilary <input checked="" type="checkbox"/> Trinity <input checked="" type="checkbox"/>
Contact and independent study hours (include total)	(1 ECTS = 25 hrs) Note: contact hours also relate to online delivery. Lectures – 30 hours (4 x days of delivery) Presentations – 6 hours ( 1 x Sounding Board day) Study/Self Study – 39 hours. Assignment – 50 hours. Total – 125 hours.		
Micro-credential aims	This micro-credential has been developed to benefit business professionals, who are interested in learning more about how to implement environmental, social and governance (ESG) criteria into their business operations. Issues, such as sustainable development, climate action, business and human rights, integrated reporting and stakeholder management are taking an increasingly important role for globally interconnected businesses. This module aims at providing learners with the key frameworks and actionable guidance to integrate ESG-criteria into their own business organizations thus creating sustainable value for all stakeholders.		
Micro-credential learning outcomes (approx. 5)	Resources: <a href="#">Academic Practice</a> and <a href="#">QQI</a>  <i>Note: Learning outcomes should stem from and align with the MC aims and start with an explicit and assessable verb.</i>  On successful completion of this micro-credential, learners will be able to:  <b>LO1:</b> Demonstrate a systematic understanding of societal impacts of organisations and their role in achieving ESG targets. <b>LO2:</b> Develop strategies and action plans in response to current ESG challenges of organisations. <b>LO3:</b> Critically analyse theoretical as well as practical concepts in relation to creating value with ESG. <b>LO4:</b> Evaluate as well as integrate ethical, social, economic, ecologic, legal, and political factors in decision making to support sustainable corporate governance. <b>LO5:</b> Demonstrate the ability to communicate and interact with multiple stakeholders to support positive ESG action.		
MC content areas. (Bullet points can be used)  If the MC (or components) will be delivered in a blended format, identify the content that will be delivered online.	The detailed content to support students learning more about how to implement environmental, social and governance (ESG) criteria into their business operations. The micro-credential content areas are: <ul style="list-style-type: none"> <li>• Sustainability, Sustainable Business Models, “doughnut economics”</li> <li>• Sustainable Development Goals</li> <li>• Climate action, carbon accounting, science-based targets</li> <li>• Business and human rights</li> <li>• Integrated reporting and benchmarking: Aligning ESG, UN SDGs and UNGPs</li> </ul>		



	<ul style="list-style-type: none"> <li>• Reporting requirements and directives, mandatory and voluntary disclosure of ESG pillars and sub-pillars</li> <li>• An overview about major rating agencies, their metrics, methods and shortcomings</li> <li>• Sustainable corporate governance</li> <li>• Stakeholder management</li> </ul>
<p>Teaching and Learning Methods (state pedagogical approach).</p> <p>Include the online environment(s) to deliver the MC e.g. Blackboard/Zoom, if appropriate.</p>	<p>Resources: <a href="#">Academic Practice</a></p> <p>This is a 5-day module – broken down into 2 ‘block sessions’ of 2 days each, comprised of lectures, case studies and interactive workshops -a fifth day of student presentations and feedback. Additional reading material and independent learning and reviewing supported by materials available on Blackboard and guiding questions from the lecturers as well as self-organized peer-group meetings will facilitate the self-study elements between the block sessions.</p> <p>Day 1: Environment: Sustainable development goals &amp; Climate action Day 2: Social: Business and human rights Day 3: Governance: Sustainable corporate governance Day 4: Integrated reporting &amp; Finance Day 5: Company project presentation day: ESG Implementation, managing change and transition</p> <p>Face-to-face classes will be supported by a variety of teaching and learning methods including group work, student-led discussion, self and peer evaluation.</p> <p>The VLE (BlackBoard) will be used to host activities including Collaborate Ultra and discussion boards. It will also be used to provide structured access to all resources and assessments.</p>
<p>MC assessment components</p> <p><i>Please include the following...</i></p> <p><i>How will the MC be assessed?</i></p> <p><i>Indicate the LO assessed for each assessment (e.g. LO1 etc.)</i></p> <p><i>Indicate the % of overall mark each assessment is worth.</i></p> <p><i>Indicate if summative/formative (e.g. essay/research paper)</i></p>	<p>The assessment of this micro-credential focuses on the practical application of the knowledge and skills acquired throughout the course by participants. Students need to analyse current ESG challenges in their organisations and identify, develop and communicate new ESG measures and strategies. This type of assessment enables participants to put their learnings into action and apply their knowledge about practical tools and frameworks in relation to all three components of ESG. This assessment enables professional learners to advance the ESG-performance of their individual business organizations.</p> <p>Between the 2 ‘block sessions’ (of 2 days teaching each), students work in groups (formed on the basis of similarities in relation to industry, type or size of organization) on individual company projects and regularly discuss their project progress and ideas with their peers. This process is facilitated by the module leader. Students receive input on how to give an impactful presentation and write a rigorous as well as relevant final project report. Furthermore, students are briefed on how to engage in the peer-feedback process and how to reflect in written form about their individual</p>



	<p>learning journeys. Students need to hand in a project proposal after day 3 on which they receive feedback from the module leader and their peers.</p> <p>Students present their results to the class and a panel of external experts on day 5 (20 min. per presentation). On this basis, students write an individual final project report (1500 words, excl. references, tables, figures) containing a 500 word section dedicated to students reflecting on their learning journey and their learning experiences. The writing process is supported by writing guidelines, peer-group-feedback meetings and a Q&amp;A session with the lecturers.</p> <p>The individual assessment components are as follows: Individual company project presentation (45%) (LO2, LO4) Individual written project report (35%) (LO1, LO3) Individual engagement in peer-feedback process (20%) (LO5)</p> <p>Criteria, rubrics and full instruction briefs will be provided to students upon registration. Lecturer will be available for consultation throughout the scheduled delivery period of the Micro-credential.</p>
State how the MC will be reassessed if failed	<p>Failure is defined as a module grade of less than 50%. Students who fail to achieve a minimum of 50% in an assessment element may resubmit with a deadline for resubmission of one month from the publication of the initial results. Only one resubmission will be allowed per assessment element, and the maximum mark awarded for the resubmitted assignment is 50%. Students who, following re-submission, have failed to pass will be deemed to have failed overall, and may apply to repeat the course.</p>
Pass standard & any special requirements for passing the MC	<p>Resources: <a href="#">Calendar II</a> and <a href="#">Calendar III</a> 50% required for pass.</p>
Penalties for late submission	<p>Late submissions without an extension will be capped at 50%</p>
Core reading (if applicable)	<ul style="list-style-type: none"><li>Aluchna, Maria; Idowu, Samuel O (2017): Responsible Corporate Governance, Springer.</li><li>Joyce, Alexandre; Paquin, Raymond (2016): The triple layered business model canvas: A tool to design more sustainable business models. In: Journal of Cleaner Production 135, pp. 1474-1486.</li><li>Schormair, Maximilian J. L.; Gilbert, Dirk Ulrich (2020): Creating Value by Sharing Values: Managing Stakeholder Value Conflict in the Face of Pluralism through Discursive Justification. In: Business Ethics Quarterly, online first.</li><li>Sustainable Development Goals Framework</li><li>UN Guiding Principles on Business and Human Rights</li><li>Integrated Reporting Guidelines</li></ul>
Are there subject experts in other Schools/disciplines?	<p>No</p>





	If yes, name of School and discipline Click or tap here to enter text. Has the MC been discussed with the School/discipline and DUTL/DTLP? Yes
Proposed student fee	External student fee €2,000

**Faculty Dean and School Executive Approval:**

Date of approval of the proposed micro-credential by the School Executive: 18/05/2021 (Letter of support provided by the Dean)

Date of approval of financial information by Faculty Dean: 13/05/2021

Signed by Head of School:

Date: 21.06.21

Faculty Dean:

Date: 08.06.21