



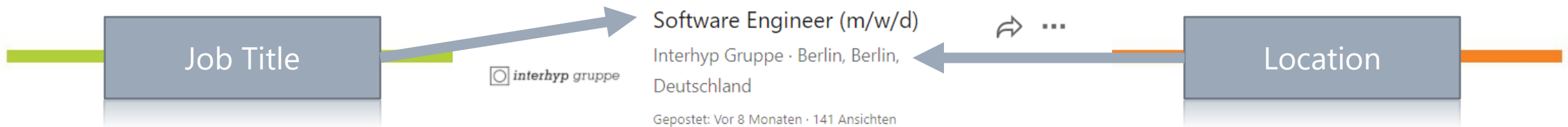
The growing importance of micro-credentials for employers and talent markets

KICK-OFF CONFERENCE MICROBOL

31/08/2020

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Speichern

Bewerben ↗

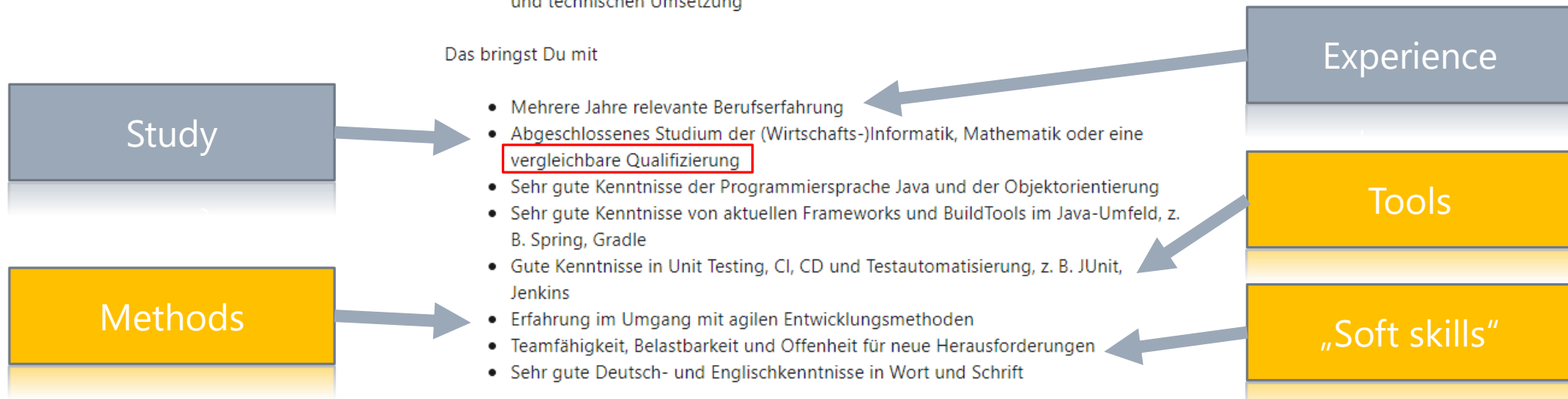
Job	Unternehmen	Kontakte
<ul style="list-style-type: none">• 7 Bewerber• Berufseinstieg	<ul style="list-style-type: none">• 1.001–5.000 Mitarbeiter• Finanzdienstleistungen	Sie haben keine Kontakte in diesem Unternehmen. Hinzufügen >

Das erwartet Dich

- Kreation von digitalen Erlebnissen
- Entwicklung von digitalen Produkten unter Verwendung von unterschiedlichen Technologien, z. B. Java, Spring, React, Angular, Docker
- Technische Umsetzung nach agilen Softwaredesign-Prinzipien
- End-to-End Verantwortung für Deine Entwicklungsergebnisse
- Aufbau/Weiterentwicklung einer Microservice-orientierten Landschaft
- Unterstützung des Product Owners bei der Konzeption der Kundenanforderungen und technischen Umsetzung

Das bringst Du mit

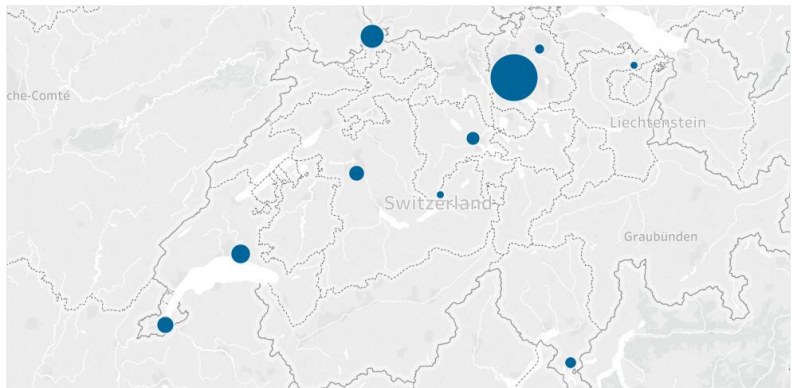
- Mehrere Jahre relevante Berufserfahrung
- Abgeschlossenes Studium der (Wirtschafts-)Informatik, Mathematik oder eine vergleichbare Qualifizierung
- Sehr gute Kenntnisse der Programmiersprache Java und der Objektorientierung
- Sehr gute Kenntnisse von aktuellen Frameworks und BuildTools im Java-Umfeld, z. B. Spring, Gradle
- Gute Kenntnisse in Unit Testing, CI, CD und Testautomatisierung, z. B. JUnit, Jenkins
- Erfahrung im Umgang mit agilen Entwicklungsmethoden
- Teamfähigkeit, Belastbarkeit und Offenheit für neue Herausforderungen
- Sehr gute Deutsch- und Englischkenntnisse in Wort und Schrift



Job Title
Location
Study
Experience
„Soft skills“
Methods
Tools

PROFESSIONALS	CHANGED JOBS	JOB POSTS	HIRING DEMAND
17,442	4,024	2,079	Very High

Where is this talent located?



HIDDEN GEM LOCATIONS

- Lausanne Metropolitan Area
- Lucerne Metropolitan Area
- Geneva Metropolitan Area

Locations where the supply of professionals is high relative to hiring demand

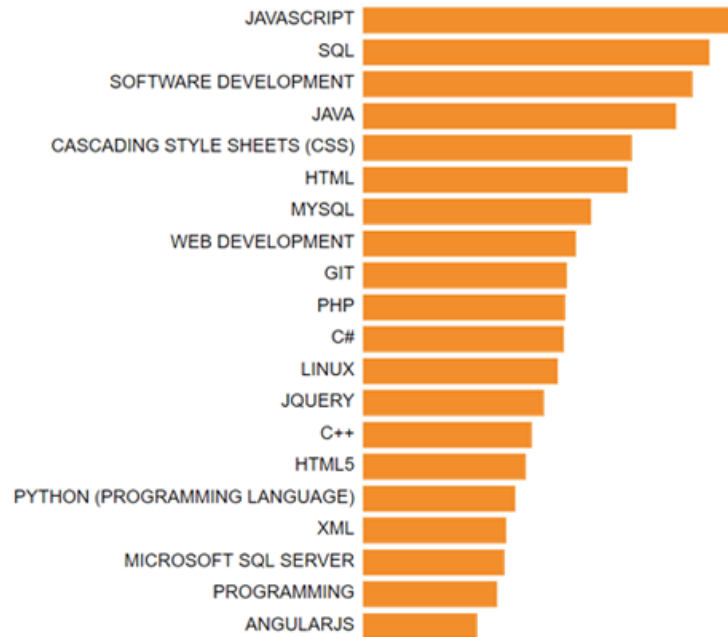
Low hiring demand Moderate hiring demand High hiring demand Very High hiring demand

Location	Professionals	1y growth	Job Posts	Hiring Demand	Top Employer
Greater Zurich Area	7,715	▲ 3%	824	Very High	
Greater Bern Area	1,757	▲ 2%	345	Very High	
Lausanne Metropolitan Area	1,432	▲ 2%	61	Very High	
Lucerne Metropolitan Area	1,329	▲ 3%	264	High	
Geneva Metropolitan Area	1,092	0%	46	High	

As the talent markets gets more difficult, you have to prioritize your requirements.

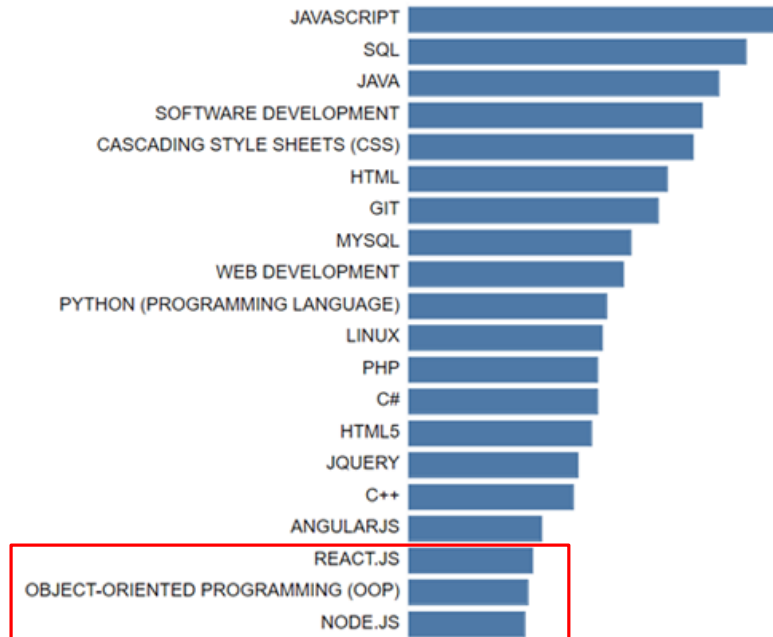
From what is available and needed to what will be needed:

Top Skills: INDUSTRY - Software & IT Services; OCCUPATION - Software Engineer



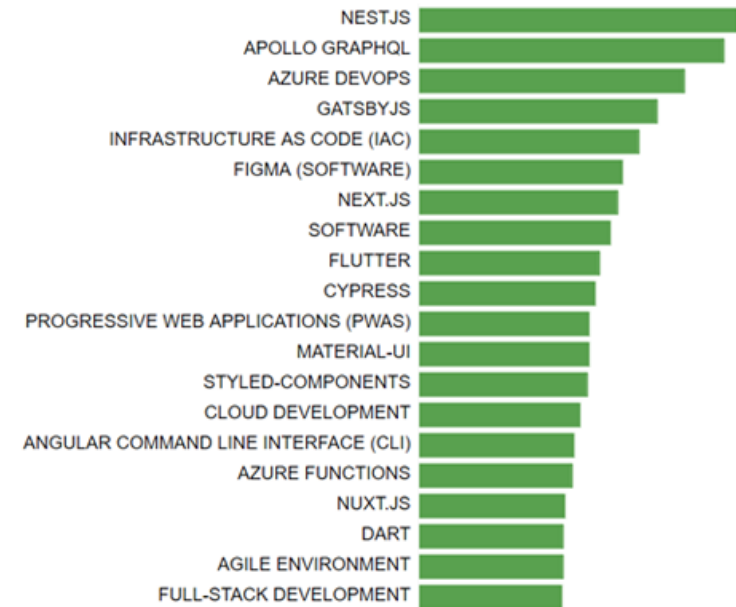
Top 20 Skills by Number of Members

In Demand Skills: INDUSTRY - Software & IT Services OCCUPATION - Software Engineer



Top 20 Skills by Members Hired in Past Year

Fastest Growing Skills: INDUSTRY - Software & IT Services; OCCUPATION - Software Engineer



Top 20 Skills by growth rate of members claiming the skill in the last 12 months

Skills must have at least 1000 members in Function/Industry/Region/Occupation for inclusion in this list. Bar length represents growth relative to other skills.

Cross-Regional Education & Training / Academies



International Standardisation Committees



Organisations using badges & credentials internally



Companies supporting digital transformation



Accredited education providers and networks



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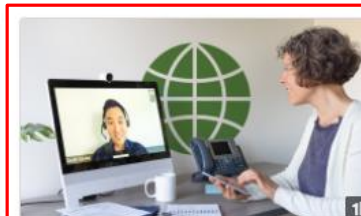
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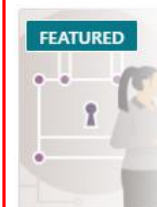
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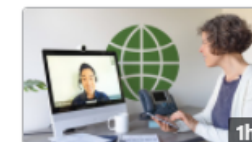
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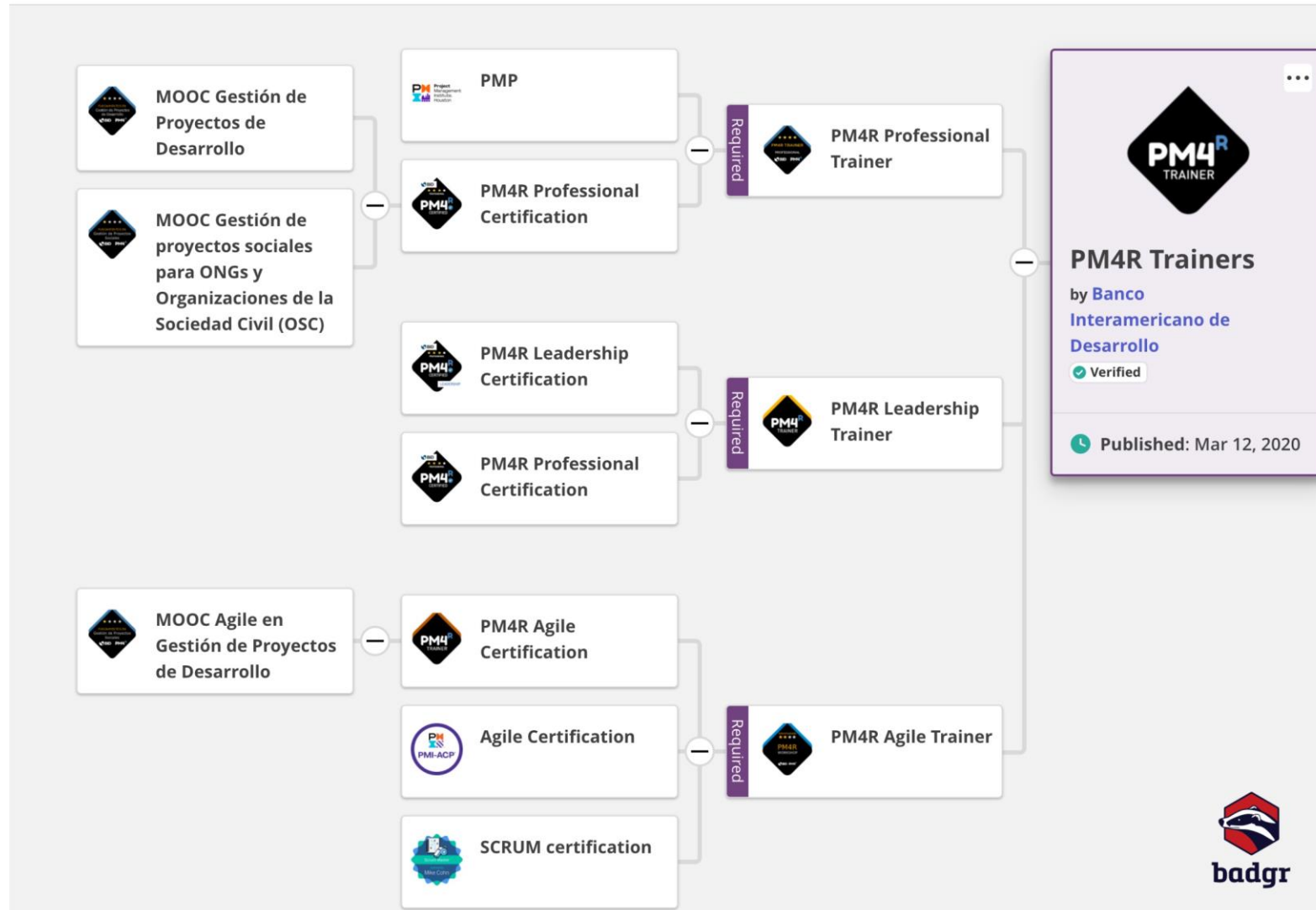
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Example 2: Badgr & IDB (& PMI)



badgr

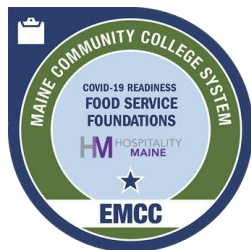




For further
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sky.com](mailto:emiller@concentricsky.com)

Example 3: Credly & Hospitality Maine





Apprentice Chef-Casa de Peres
Colorado, United States



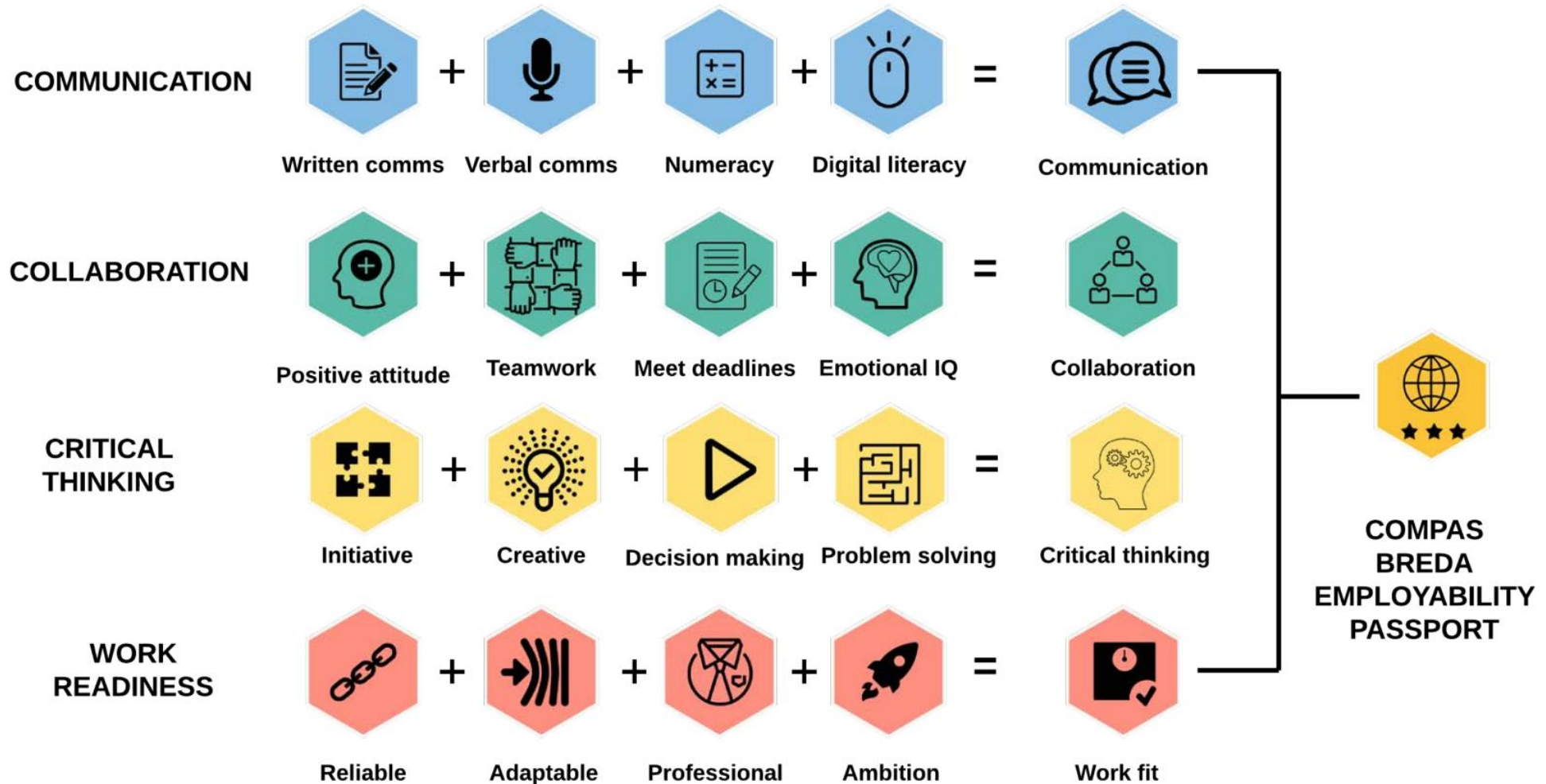
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[bperea@
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Example 4: ComPas & Gemeente Breda

ComPas

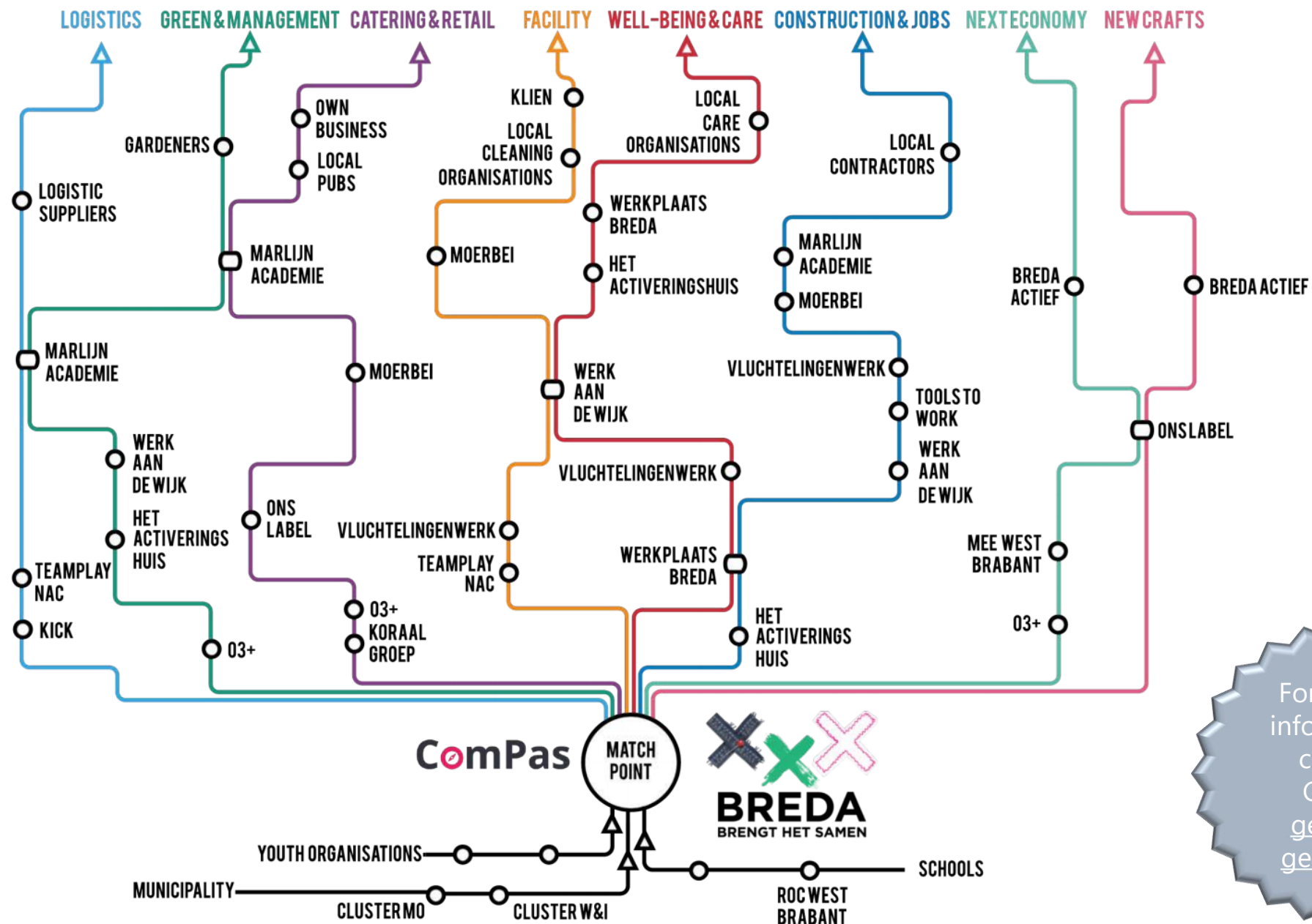


Gemeente Breda



ComPas

COMPAS BREDa - EMPLOYABILITY PASSPORT



For further information:
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gerard@gear-up.nl

Summary



1. For employers, there is an increasing war for talent i.e. to master the 4th Industrial Revolution and Digital Transformation.



2. One of the solutions is to focus on „soft skills“, methods and tools.



3. There is a need for permeable access to official recognition for „soft skills“, methods and tools: some training providers are already doing it.



4. Associations (and projects like MICROBOL) can play a big role in facilitating partners for mutual recognition based on common taxonomies.

*Nothing great was ever achieved
without enthusiasm.*

– RALPH WALDO EMERSON