



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>This micro-credential is aimed at middle, senior managers and board members of corporations and SMEs operating in Ireland, including firms in professional services, manufacturing, finance, ICT and related supplier industries.</p> <p>Particular targets for the Micro Credential are Sustainability and CSR managers, Community Affairs Directors, Corporate Affairs Directors as well as managers across diverse functions – including finance, accounting, legal and compliance, procurement, human resources and external affairs.</p> <p>These learners will advance their professional competencies through an in-depth focus on the evolving Business & Human Rights standards and protocols and how these may be embedded into the strategy and operations of firms and industries.</p> <p>Furthermore, the ‘cohort’ approach to learner engagement adopted in the delivery of this programme is designed to create a cycle of peer-learning and ongoing ‘co-opetition’ that will facilitate and accelerate the ESG (Environmental, Social and Governance) - performance of their individual business organizations.</p>
Micro-credential title:	The Principles and Practices of Business & Human Rights
Is the proposed micro-credential a new or existing module (repurposed)?	New module/MC
(For Existing Modules Only)	
Existing module detail	<p><i>If this is an existing module to be repurposed as a micro-credential, please respond to the questions below.</i></p> <p>N/A</p>
Micro-credential information	



NFQ level (if applicable)	9	PG
ECTS	5 ECTS	
School (owner) and discipline	Trinity Business School	
MC Coordinator (name) <i>(Must be academic / teaching staff)</i>	Mary Lee Rhodes, Associate Professor, Trinity Business School, Director of the Trinity Centre for Social Innovation	
State other Schools/external organisations involved in the delivery of the micro-credential (if applicable)	N/A	
Industry/profession	<p>Specify the industry/profession targeted by the micro-credential:</p> <p>This micro credential has been developed to facilitate senior managers, executive leaders and board directors across industry in understanding how they can influence, design and implement strategies that will bring their organisations into alignment with the emerging body of compliance and regulatory frameworks with respect to Human Rights and Business. This MC is particularly relevant for managers and leaders looking to help navigate their organisations through internal and external stakeholder led demands for transparency and better due diligence in relation to Business and Human Rights.</p> <p>What market need is addressed by the micro-credential:</p> <p>Increasingly, there is an international focus on organisations to ensure that they mitigate / avoid human rights abuses as they execute and implement business strategies and grow and scale their operations. This is a significant challenge as globalisation has meant increased interdependency between economies and the internationalisation of supply chains. As a result, organisations from across a wide range of industries are under significant pressure to show that their global supply chains and operations do not infringe human rights. Once largely a concern for large multi-nationals alone, this issue is now also relevant for leaders of SMEs as they look to comply with stakeholder-led protocols and standards in order to participate within value chains and qualify under sustainable procurement protocols. The focus on Business and Human Rights in Europe will deepen as the European Commission introduces regulation and directives within this area over the next 24 months. Companies operating within the common market will be</p>	



	<p>required to demonstrate compliance with these directives. This trend is set to be replicated in North America, the UK and other jurisdictions.</p> <p>State the industry/employer-related skills addressed by the micro-credential:</p> <p>The micro credential takes a “tool box” approach in equipping participants to navigate this increasingly important area and bring their operations into compliance with legal and / or stakeholder led Human Rights & Business standards. The tool box includes: benchmarking alignment with the UN Guiding Principles (UNGPs), planning engagement and communications strategies, inclusion of diverse perspectives into strategy and operations and examining case studies of human rights issues and compliance in organisations and across industries.</p> <p>How will the delivery of this micro-credential facilitate industry/professional staff participation (flexible delivery – online/blended/face-to-face – evenings/weekends etc)?</p> <p>This is a blended 5 ECTS programme. A blended approach (on line and in person) to teaching and learning will facilitate the module aims of: 1) mental and physical space for immersion and self-awareness in relation to human rights issues and perspectives; 2) understanding of the organisational barriers and enablers to embedding human rights principles in organisational strategies and operations; and 3) pursuit of the learning objectives alongside demanding organisational roles.</p>
Teaching staff & if appropriate institutional/industry affiliation	Assoc. Prof. Mary Lee Rhodes (lead teaching staff) Ms. Mary Lawlor, Adjunct Professor, UN Special Rapporteur on Human Rights Defenders
Min./max. number of students	Min. number of students: 15 Max. number of students: 25
Mode of delivery	Blended The course will be delivered on campus and online via Blackboard
MC entry & admission requirements/pre-requisites (if applicable)	The micro-credential 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>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.</p> <p>All applicants should provide their CV which will be used to select the most suitable candidates. Telephone interviews may be conducted to clarify applicants' motivation and interest in the programme.</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 or asked to submit a written sample for assessment.</p>		
Proposed commencement date	January 2023		
Micro-credential frequency, duration and term	<p><i>Frequency of delivery during the academic year:</i></p> <p>Once per Academic Year;</p>	<p><i>Duration of the MC (e.g. 6 weeks). If block delivery applies provide details:</i></p> <p>8 weeks duration</p> <p>2 blocks of on-campus learning (2-days each) and</p> <p>online self-directed work in-between the two blocks and post on-campus sessions held online</p>	<p><i>Indicate term(s):</i></p> <p>Michaelmas <input type="checkbox"/></p> <p>Hilary <input checked="" type="checkbox"/></p> <p>Trinity <input type="checkbox"/></p>
Contact and independent study hours (include total)	<p><i>(1 ECTS = 20-25 hrs) Note: contact hours also relate to online delivery.</i></p> <p>118 hours total</p> <p>Lectures/Online Sessions 28 hours</p> <p>Independent Study 45 hours</p> <p>Assignments 45 hours</p>		



Micro-credential aims	This Micro Credential will introduce students to the history and principles of human rights and its relevance to business practice and provide students with the knowledge and skills to engage with stakeholders to embed business & human rights (BHR) principles and practices in their firm's strategy, communications and operations.
Micro-credential learning outcomes	On successful completion of this micro-credential, learners will be able to: LO1 - describe, explain and discuss the principles of human rights in relation to business decision-making. LO2 – critically assess the level of their firm's compliance with the UN Guiding Principles on Business & Human Rights and relevant EU/Irish regulation. LO3- design and communicate a plan for improving their firm's compliance with the UN Guiding Principles on Business & Human Rights. LO4 – demonstrate (and critically reflect on) self- and other-awareness with respect to cultural and environmental perspectives applied to business decisions. LO5 – undertake independent research on organisational sustainability
MC content areas. <i>(Bullet points can be used)</i> If the MC (or components) will be delivered in a blended format, identify the content that will be delivered online.	Day 1: [6 hours of lectures / class activities] Overview of the UN Guiding Principles, their history and context; the case for embedding human rights in firm strategy, governance and operations (including case studies); Due Diligence as the cornerstone for BHR practice. Day 2: [6 hours of lectures / class activities] Examining the firm and its practices (including the CHRB approach); Assessing risks in relation to Human Rights, including potential remedies; the global context for human rights (including case studies and testimony on corporate malfeasance, human rights defenders and evolving BHR regulation); Ireland's developing National Action Plan. Online Session 1: [1 hour asynchronous lecture/video] Core elements of purpose-driven systemic change and how these may be understood and deployed for BHR-related organisational initiatives. Online Session 2: [1-hour asynchronous lecture/video] Assign students a particular subject to investigate and reflect on its relevance to their firm. Detailed subjects to be drawn from the Stern BHR toolkit and/or Human Rights Resource Centre. Online Session 3: [1-hour asynchronous lecture/video] Senior manager's personal experience in initiatives to embed BHR principles in the firm – source from GBI group – Q&A format. Day 3: [3 hours lecture / 3 hours group participation/presentation/feedback] Presentations by students on findings in their firms (or organisations); expert feedback and lectures on barriers and enablers for BHR



	<p>implementation and cultural change; workshopping feedback and developing cohort 'co-optition' plans.</p> <p>Day 4: [3 hours lecture / 3 hours group participation/presentation/feedback] Presentations by students on their cohort plans, key assumptions and anticipated risks; expert feedback and lectures on future scenarios in regulation and market development and operating in conflict zones.</p> <p>Online/in-person Debrief Session: [1 hour individual debrief session] Focus on reflection assignment and identifying key transformation challenges for the individual and the organisation</p>
<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>The pedagogical approach to this Micro Credential is based on the 'engaging curriculum' framework of Barnett & Coate (2005) in seeking to address the three domains of knowledge, action and self in relation to business and human rights principles and practice.</p> <p>In the initial 2 days of lectures, self-assessment and case studies, students will learn about the history, principles and relevance of business & human rights (and engage in a self- and organisational assessment of their awareness of the UN guidelines on business & human rights and related regulation.</p> <p>In the interim period between the two intensive 2-day sessions, students will undertake independent research into the level of compliance and cultural alignment with human rights principles in their organisations and explore possible routes to embedding BHR principles and practices in their organisations.</p> <p>Driving organisational change will be a shared challenge for many students on this course (given the cross-functional nature of BHR issues – with HR managers, diversity and inclusion, R&D, sales and marketing, security, etc). The individual organisational assessments and action plans (Assessment 2) will form the basis for developing cohort plans during the second 2 days of intensive learning.</p> <p>In the second 2 days of in-person learning, students will engage with each other and a range of guest lecturers / sector experts to develop their organisational interventions through problem-solving, group presentations, peer-review, expert facilitation and feedback.</p> <p>The final session is an individual debrief - which may be virtual or in-person, focused on the student's reflection on their learning journey - future action plans and key enablers / barriers.</p> <p>This course will be delivered on campus and on Blackboard.</p>
<p>MC assessment components</p>	<p>[1] Individual self-/other-awareness assessment (LO1, LO4) - 10% (Formative)</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>2) Organisational Assessment / Action Plan 50% (LO1, LO2, LO3, LO5) (Summative).</p> <p>- Written report: Max. 3000 words</p> <p>3) Presentation of cohort plans: 20% (LO1,LO2,LO3,LO5)</p> <p>- Presentation slide decks and peer reviews (+/- 10%) (formative)</p> <p>4) Learning Journal / Reflection: 20% (LO2, LO4, LO5) (summative)</p>
<p>State how the MC will be reassessed if failed</p>	<p>Failure is defined as a module grade of less than 50%. There is no compensation between components and the summative elements must be passed independently at a minimum of 50%. Students who fail to achieve a minimum of 50% overall may resubmit a supplemental assignment with a deadline for resubmission of one month from the publication of the initial results.</p> <p>Only one resubmission will be allowed, and the maximum mark awarded for the resubmitted assignment is 50%.</p>
<p>Pass standard & any special requirements for passing the MC</p>	<p>Resources: Calendar II and Calendar III</p> <p>Marked as Pass/Fail/Distinction: 50% required for pass; 70% for Distinction</p>
<p>Penalties for late submission</p>	<p>Students must observe all published deadline dates, which are final and have the status of examination dates. Coursework submitted beyond the final deadline will be penalised at 5% of the mark awarded per day past the submission date, up to a maximum of two weeks, after which a mark will not be awarded for the work unless permission by the Course Director has been given for late receipt of work. This penalty for submissions past the final deadline does not apply once the mark has fallen below the pass threshold of 50%.</p>
<p>Core reading (if applicable)</p>	<p>Ruggie (2017) "The Social Construction of the UNGPs on Business & Human Rights"</p> <p>BHR Resource Centre: Introduction to Business & Human Rights</p> <p>OECD (2018) "Due Diligence Guidance for Responsible Business Conduct"</p> <p>CHRB/WBA (2021) "2021 Corporate Human Rights Benchmark"</p> <p>Hogan et al (2020) "Irish Business & Human Rights: Benchmarking Compliance with the UN Guiding Principles"</p>



Are there subject experts in other Schools/disciplines?	No 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 €1,850

Faculty Dean and School Executive Approval:

Date of approval of the proposed micro-credential by the School Executive:

Date of approval of financial information by Faculty Dean:

Signed by Head of School:

Faculty Dean:

Date:

Date:

Checklist

Is the following attached with the micro-credential descriptor:

- Financial template
- Signature of Head of School
- Signature of Faculty Dean

Have you consulted with:

- other Schools/Disciplines where there may be related disciplinary expertise
- Academic Registry
- Have you checked if there are similar modules/MCs on offer in the School

Return of completed form:

- Via SharePoint link to Academic Affairs account

If any issues, contact moduleproposals@tcd.ie