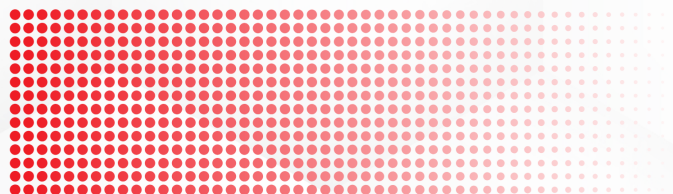## POLICY DIALOGUE:

EMBRACING DIGITAL ERA WITH MICRO-CREDENTIAL

2025

Policy Dialogue: Embracing Digital Era with Micro-credentials

2025

November 17, 2025
Tangerang, Indonesia

Policy Dialogue: Embracing Digital Era with Micro-credentials

Background

The 21st century is marked by rapid technological change, shifting labor markets, and growing demands for flexible and inclusive education systems. Higher education institutions are now called upon, not only to transmit knowledge but also to prepare graduates with skills directly relevant to society and industry. In the digital era—shaped by artificial intelligence, automation, big data, and global connectivity—the "half-life" of skills has become increasingly short. Knowledge and competencies risk becoming outdated within a few years, requiring individuals to continuously update their capabilities. In this landscape, micro-credentials have emerged globally as a promising innovation. They offer modular, flexible, verifiable, and competency-based learning opportunities that help bridge the gap between formal education and rapidly changing market needs.

The emergence of micro-credentials in Indonesia have brought a major transformation in higher education. A key milestone was the issuance of **Permendiktisaintek No. 39 of 2025 on Quality Assurance in Higher Education**, which requires education delivery to be adaptive, inclusive, and outcome oriented. The regulation emphasizes that standards must go beyond compliance with the *Standar Nasional Pendidikan Tinggi (SN Dikti) (National HE Standard)*, moving towards competency-based approaches and embedding lifelong learning principles. This policy direction signals a commitment to ensuring that graduates leave university not only with academic knowledge but also with transferable and industry-relevant skills.

Yet significant challenges remain. Discussions at the **Forum on Micro-credential Ecosystem Development** in May 2025 highlighted that Indonesia's gross enrollment rate (APK) in higher education remains at only around 32%. Meanwhile, nearly 5.9 million graduates of SMA/SMK are either unemployed or unable to continue to higher education. The conventional degree-centered model, heavily content-based, has proven insufficient to address these realities. Employers often observe that graduates are still underprepared for the workforce, particularly in areas such as digital literacy, communication, problem-solving, and critical thinking. This underlines the need to reorient curricula from content delivery to competency achievement, balancing industry relevance with academic rigor.

Micro-credentials provide a strategic response to these challenges. They allow learners to acquire specific skills through short-term, targeted, and stackable units of study. Such credentials can be combined into larger qualifications, aligned with both academic pathways and professional standards. Micro-credentials also promote inclusivity by enabling participation from groups who may not otherwise access traditional education, and they support lifelong learning by offering flexible reskilling and upskilling options throughout one's career. As emphasized during the **International Seminar on Strengthening the Micro-credential Ecosystem in Indonesia** in August 2025, micro-credentials help bridge education and labor market needs, extend opportunities to marginalized groups, and position Indonesian higher education within global recognition frameworks.

Policy discussions and institutional initiatives over the past several years have steadily shaped the micro-credential agenda. During the **Policy Discussion on Micro-credential Development** organized by ICE Institute in November 2024, stakeholders from universities, industry, and government agreed on the urgent need for a national definition and framework. Micro-credentials were recognized as validated, portable, and stackable skill sets that must be aligned with industry requirements as well as the *Kerangka Kualifikasi Nasional Indonesia (KKNI)*. While large-scale programs such as *Kartu Prakerja* have proven the feasibility of short-cycle training, the absence of standard guidelines for recognition, portability, and quality assurance remains a barrier to scaling micro-credentials within higher education.

In online micro-credentials ecosystem, quality assurance is a critical pillar of trust. Rigorous standards for learning outcomes, transparent assessment, and alignment with national and global frameworks are essential. The May 2025 forum stressed that achieving this requires coordinated roles across universities, industry, government, and accreditation bodies. Moreover, the August 2025 seminar recommended that quality assurance systems be enhanced with digital solutions—such as online learning platforms, blockchain verification, and e-certification—ensuring credibility, portability, and transparency. These measures are vital for gaining both employer confidence and learner trust.

The micro-credential movement in Indonesia also reflects a wider global trend. Across ASEAN and the Asia-Pacific, countries have developed policies to enable credit transfer, recognition of prior learning (RPL), and cross-border credentialing. For example, in the Philippines, Mapúa University integrates Coursera programs directly into degree pathways, while Australia has launched a national micro-credential registry to standardize and promote recognition. Furthermore, Malaysia offers three comprehensive guidelines to implement micro-credentials in the country. Such practices demonstrate that micro-credentials enrich traditional education and directly support employability. For Indonesia, active involvement in these regional and global initiatives offers opportunities to benchmark progress, foster mobility of learners, and secure international recognition of qualifications.

Central to this national transformation is the **Indonesia Cyber Education Institute (ICE-I)**, which serves as the designated hub for online learning and micro-credential development. ICE-I curates high-quality international courses and coordinates collaborative programs with partner universities, industries, and multilateral organizations. Over the past four years, ICE-I has advanced programs in digital literacy, AI in education, sustainable development, and vocational reskilling. Its role bridges national policy with practical implementation, supporting Indonesia's aspiration to build a future-ready workforce through modular, digitally enabled learning pathways.

The upcoming **Policy Dialogue: Embracing Digital Era with Micro-credentials**, scheduled for **17 November 2025 in Jakarta**, builds directly on these collective efforts. It will consolidate insights from previous national and regional events, review the implications of *Permendiktisaintek No. 39/2025*, and strengthen

collaboration among government, universities, industry, and international partners. Key topics will include regulatory clarity, quality assurance, recognition frameworks, funding mechanisms, and ASEAN-wide cooperation for cross-border portability.

Ultimately, the dialogue seeks to move micro-credentials from pilot projects to mainstream practice. By clarifying policies, strengthening recognition, and building sustainable partnerships, Indonesia can embed micro-credentials as a core feature of its higher education reform. This will ensure that the education system remains inclusive, adaptive, and globally competitive—equipping learners with the verifiable skills and credentials they need to succeed in an increasingly dynamic and uncertain world.

Objectives/Outcomes

The Policy Dialogue is designed for:

- **Policy Alignment** – Discuss regulatory frameworks for micro-credentials, with reference to *Permendiktisaintek 39/2025* and international practices to prepare guidelines for practices in Indonesia.
- **Recognition & Quality Assurance** – Establish strategies for recognition of micro-credentials within academic and professional systems, including transferability, RPL (Recognition of Prior Learning), and digital verification.
- **Educator Empowerment** – Explore pathways for professional development of lecturers and teachers through micro-credentials.
- **Talent Development** – Examine the role of micro-credentials in workforce readiness, reskilling, and leadership preparation in the digital economy.
- **Collaboration & Sustainability** – Foster ASEAN and global partnerships, encourage university–industry cooperation, and identify funding/scholarship mechanisms to scale micro-credential implementation.

Expected outcomes include:

- Draft **Guideline Recommendations** for integrating micro-credentials into higher education.
- Agreement on **recognition mechanisms** and quality assurance standards.
- Establishment of **collaborative initiatives** among universities, industries, and international bodies particularly aimed at empowering educators through professional development and advancing talent development strategies to meet future workforce needs.
- Identification of **funding models** and scholarship schemes to sustain ecosystem growth.

Time

- Monday, November 17, 2025

Location

- Universitas Pelita Harapan,

  Address: Auditorium D-501, Building D, M.H. Thamrin Boulevard Street No.1100, Kelapa Dua, Tangerang Regency, Banten.

Participants

- **Government Representatives:** Ministry of Higher Education, Science and Technology (Kemendiktisaintek), Directorate General of Higher Education, Directorate General of Vocational Education, LPDP, LAN.
- **Universities:** Universitas Terbuka, UGM, ITS, UI, UPH, Pradita, Telkom University, ICE Institute Consortium, ICE Institute Providers, and selected ASEAN partner universities.
- **International & Regional Bodies:** UNESCO-ICHEI, UNESCO Bangkok, UNESCO Jakarta, SEAMEO Secretariat, ASEAN Secretariat, ADB.
- **Industry & Platforms:** Coursera, edX, Sinarmas World Academy, KADIN, Professional Certification Bodies (LSPs).
- **Other Stakeholders:** NGOs, accreditation agencies, and professional associations.

The expected participants are 175 persons.

Format

- The language of the meeting is English.
- There will be 4 (four) keynote speakers and 3 (three) panel sessions on various topics focusing on micro-credentials.
- The meeting will be conducted in blended mode with limited online participation.
- Online live streaming will be provided. Streaming links to be shared.

Organizers

Organized by:

- Indonesia Cyber Education Institute (ICE-I)
- Universitas Pelita Harapan (UPH)

Sponsored by:

- Binus University
- edX
- PT Mayora Indah Tbk (Mayora Indah)
- TUKU
- Holland Bakery

Agenda

Time	Duration	Activities
8:00-8:30	30 minutes	**Registration**
8:30-8:45	15 minutes	**Opening Ceremony** • Safety Induction • Indonesia Raya • Doa (*Moment of Silence*)
8:45-8:55	10 minutes	**Welcome Remarks** **Dr. (Hon.) Jonathan L. Parapak, M.Eng.Sc.** Rector of Universitas Pelita Harapan
8:55-9:05	10 minutes	**Welcome Remarks** **Prof. Dr. Ali Muktiyanto, S.E., M.Si.** Senior Advisor of ICE Institute
9:05-9:15	10 minutes	**Report from the Committee** **Prof. Dr. Paulina Pannen, M.Ls.** Senior Advisor of ICE Institute
9:15-9:25	10 minutes	**Micro-Credential Journey** **Wihendro, S.Kom., M.M.** Educational Technology Manager, Binus University
9:25-9:55	30 minutes	**Keynote Speaker 1:** **Prof. Dr.rer.pol. Heri Kuswanto, M.Si.** Director of Talent Development for Research and Development, Ministry of Higher Education, Science, and Technology of Indonesia. Micro-credentials in Indonesia Higher Education (Permendiktisaintek No. 39 Tahun 2025)
9:55-10:10	15 minutes	**Coffee Break**
10:10-11:30	80 minutes	**Panel Discussion 1:** Theme: Micro-credentials for Educators and Beyond **Moderator: Cahya Kusuma Ratih,** Director of SEAMOLEC • **Prof. Dr. Ir. Sri Suning Kusumawardani, S.T, M.T.,IPM (TBC)** Director of Resources, Directorate General of Higher Education • **Mr. Tarun Nallu** Director Key Accounts (APAC), Coursera • **Dr. Hiromichi Katayama** Education Specialist of Unesco Regional Office, UNESCO Jakarta • **Dr. Rijanto Purbojo, S.Psi., M.Sc.** Director of Center for Teaching and Learning, Universitas Pelita Harapan (UPH) • **Mr. Zian Cao** Chief of the Global Partnership and Programme Office, UNESCO-ICHEI

Time	Duration	Activities
11:30-12:00	30 minutes	**Keynote Speaker 2:** **Mr. Chen Wei** Board Member of XuetangX and Executive Committee Member of the Global MOOC and Online Education Alliance (GMA) Tsinghua University and Xuetang: Lesson Learned from China
12:00-13.00	60 minutes	**Lunch Break**
13:00-13:30	30 minutes	**Keynote Speaker 3** **Ms. Yumiko Yamakawa (TBC)** Asian Development Bank: Support and Implementation of Micro-credential Across Countries
13:30-14:50	90 minutes	**Panel Discussion 2:** Theme: Regulation, Policy, Recognition, and Practices of Micro-credentials in the Region **Moderator: Haemiwan Fathony,** Asian Development Bank (ADB) • **Dewi Wulandari, S.Si., M.Sc.** Head of the Learning Team, Directorate of Learning and Student Affairs, Directorate General of Higher Education • **Tatang Muttaqin, S.Sos., M.Ed., Ph.D.** Director General of Vocational Education • **Prof. T. Chan Basaruddin** Expert Staff of Higher Education, Science and Technology • **Prof. Ojat Darojat, M.Bus., Ph.D.** Deputy for Coordination of Education Quality Improvement • **Prof. Rahmat Budiman, S.S., M.Hum., Ph.D.** Vice Rector for Academic Affairs, Universitas Terbuka (UT) • **Dr. Anna Prades Nebot (*Online*)** Head of Internationalisation and Knowledge, AQU Catalunya
14:50-15.05	15 minutes	**Coffee Break**
15:05-16:35	90 minutes	**Panel Discussion 3:** Theme: Micro-credentials for Talent Development **Moderator: Kenan Sadhu,** Manager of Educational Technology UPH • **Dr. Muhammad Taufiq, DEA** Head of the National Institute of Public Administration (LAN) • **Dr. Reynaldo Vea** Chairman/CEO, iPeople Inc, Mapua University • **Prof. Dr. Diantha Soemantri, M.Med.Ed, Ph.D.** Director of Digital Education Development, Universitas Indonesia (UI) • **Prof. Ir. Bambang Pramujati, S.T., M.Sc.Eng., Ph.D. (TBC)** Rector of Institut Teknologi Sepuluh Nopember (ITS)

Time	Duration	Activities
		• **Dr. Irwan Endrayanto Aluicius, S.Si., M.Sc,** Head of Sub Directorate Academic Research, Universitas Gadjah Mada (UGM) • **A/P Erick Chua** Singapore Institute of Technology, edX
16:35-17:05	30 minutes	**Keynote Speaker 4** **Sudarto, S.E., M.B.A., M.Kom., Ph.D., CA, CGEIT** President Director of the Indonesia Endowment Fund for Education (LPDP) Funding Mechanism and Scholarship for Micro-credentials
17:05-17:15	10 minutes	**Wrap Up** : **Prof. Dr. Fatia Fatimah, S.Si., M.Pd.** Manager of Partnership Development, ICE Institute