

## Microcredentials FAQs

### What are microcredentials?

Microcredentials are small, focused credentials that verify competency in a discrete skill. They originated in the technology sector and are intentionally narrower in scope than a degree or formal license. In medical education, microcredentials are used to clearly define, assess, and recognize essential educator skills.

### Why should I earn a microcredential?

Microcredentials represent competency in core educational skills identified by the ACGME as essential for clinician educators. They define the minimum standard needed to teach, assess, and mentor learners responsibly. Earning a microcredential provides assurance—to learners, programs, and yourself—that your educational practices meet that standard.

### Are microcredentials required?

No. At this time all microcredentials are voluntary.

### Who can earn a microcredential?

Microcredentials are open to all NGHS faculty and residents. They are especially recommended for program leadership, core faculty, and chief residents.

### What microcredentials does NGHS currently offer?

- Direct Observation and Feedback
- Evaluation Writing (in development, anticipated summer/fall 2026)
- Responding to Microaggressions (planned, 2027)

### How can I earn a microcredential?

Microcredentials are earned through a demonstration of competency. In other words, you have to show that you can perform the skill to a minimum level of competency. The Direct Observation and Feedback assessment is like an OSCE, but instead of an observed structured clinical examination, it will be an observed structured teaching

examination. The Evaluation Writing assessment requires writing a series of evaluations.

### How can I prepare for a competency demonstration?

A preparatory course is available for each microcredential. The course includes asynchronous content as well as opportunities for synchronous meetings to practice and ask questions. You may complete none, some, or all course content before taking the assessment.

### How much time will it take to complete a microcredential?

Microcredentials are competency-based, not time-based. The only required time is the assessment itself.

- Direct Observation and Feedback: approximately 30 minutes
- Evaluation Writing: approximately 1-2 hours

If additional skill development is needed prior to assessment, that preparation time is in addition to the assessment. Preparatory courses are designed to be completed in 8-10 hours, if needed.

### How are microcredentials scored?

Microcredentials are scored by rubric. All rubrics:

- Have all undergone content validation
- Are aligned with ACGME Clinician Educator Milestones
- Applied by trained and normed raters

### Who evaluates the assessments?

Assessments are reviewed by trained, calibrated raters using validated rubrics to ensure fairness, consistency, and defensibility.

### What happens if I don't pass the assessment?

You may retake the assessment after additional practice or coursework. There is no penalty for multiple attempts.

### What will I receive if I earn a microcredential?

You will earn:

- A paper certificate
- A lapel pin
- A digital badge that can be displayed on social media platforms, CVs, and email signatures

### Can I earn CME credit?

Yes. CME credit is available for all completed course modules as well as for the assessment.

### What's the difference between the feedback and evaluation microcredentials?

- Feedback Microcredential: Assesses the ability to observe a learner's clinical performance (e.g., history taking, physical exam, clinical reasoning) and deliver effective oral feedback on that observed event.
- Evaluation Writing Microcredential: Assesses the ability to write a holistic, end-of-rotation narrative evaluation that synthesizes performance over time.

How do microcredentials differ from certificates of attendance?

Certificates of attendance document participation. Microcredentials document competency.

Are microcredentials portable?

Microcredentials are aligned with nationally recognized ACGME Clinician Educator Milestones, making them understandable beyond the institution, though recognition outside NGMC cannot be guaranteed.