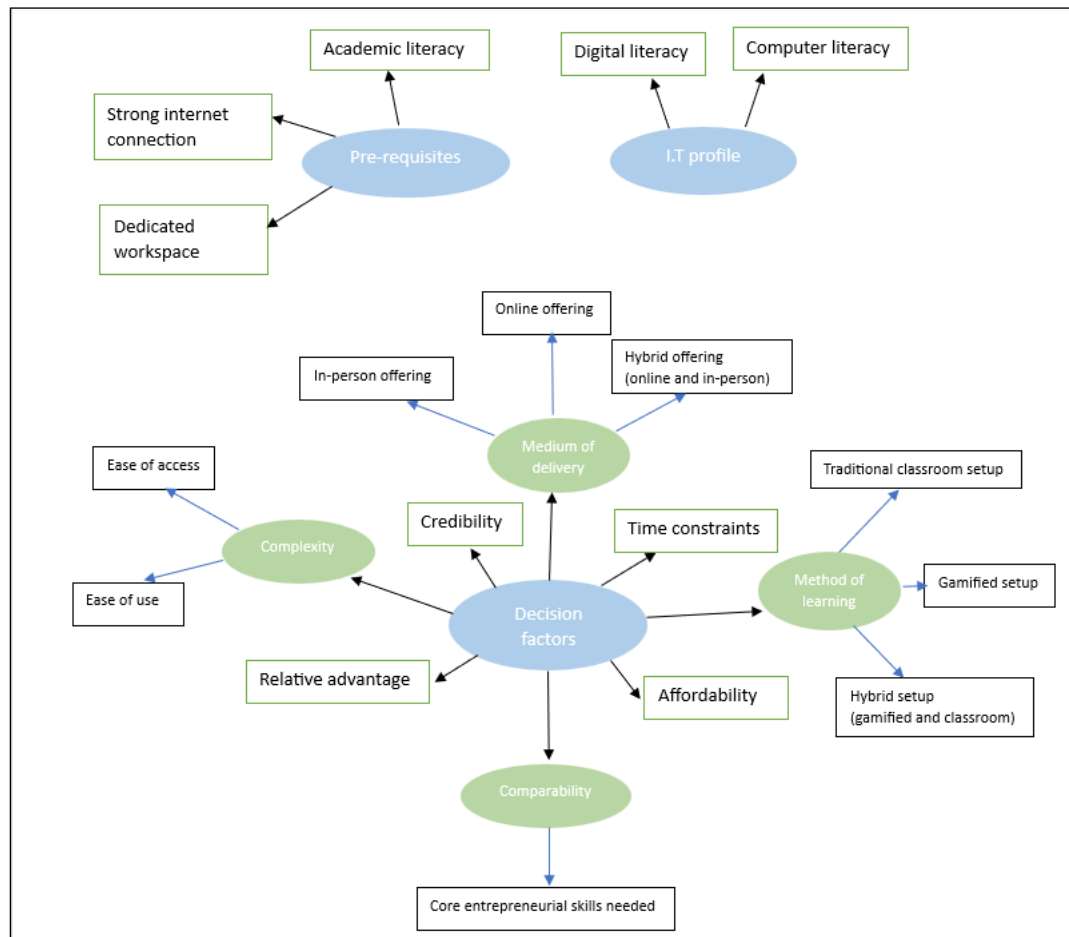
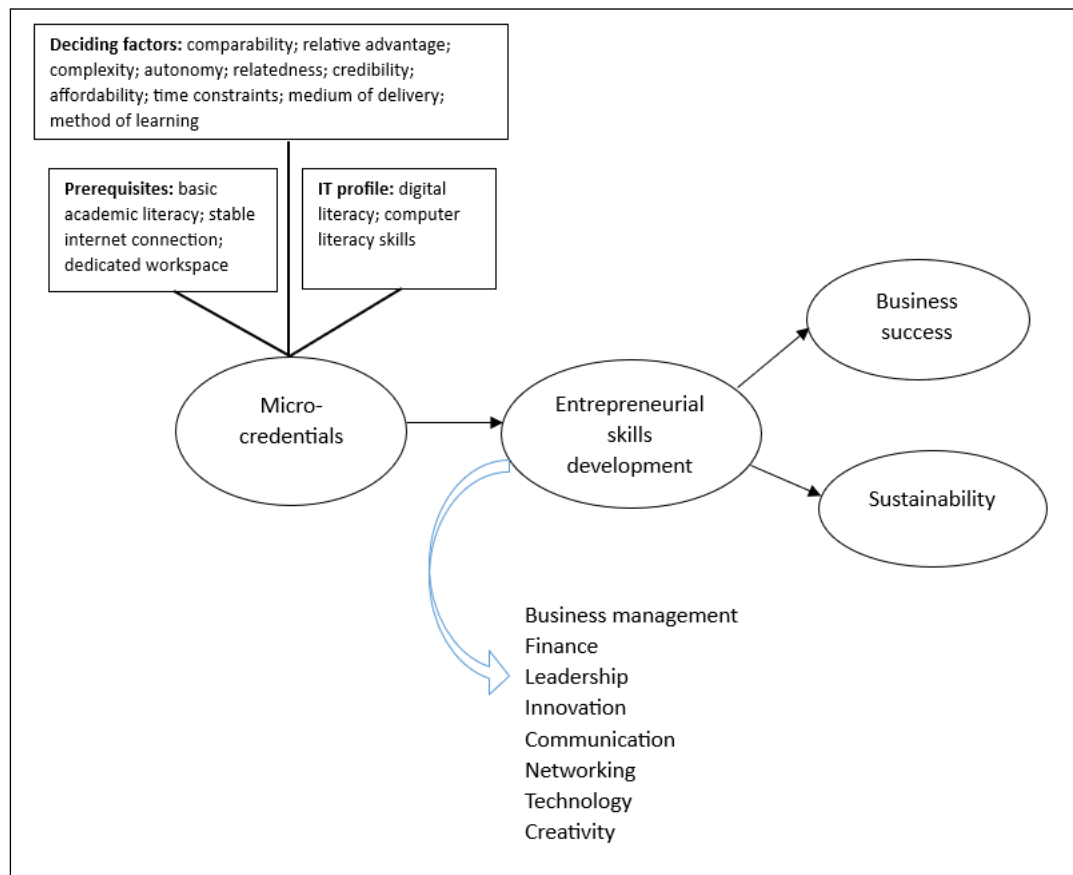


The figure below provides a detailed view of all the themes and sub-themes identified during the analysis. In blue are the main themes and the corresponding sub-themes are bordered in green. In green we have sub-themes and the related patterns; these patterns provide more information so that the overall structure of the themes can be easily understood.



### Final conceptual framework:



**Figure 11: Combined conceptual framework for micro-credential adoption**