



# **ROADMAP FOR MICRO-CREDENTIALS IN ARMENIA'S HIGHER EDUCATION SYSTEM**

**“MICRO-GEAR MICRO-CREDENTIALS FOR HIGHER EDUCATION  
SYSTEMS OF GEORGIA AND ARMENIA: SOUTH CAUCASUS  
LIGHTHOUSE PROJECT”**

**Yerevan, 2025**



# Contents

---

<b>Introduction.....</b>	<b>2</b>
<b>Context and Rationale.....</b>	<b>2</b>
Identify the Urgent Skills Gaps in Armenian Higher Education .....	2
Alignment with Armenian Higher Education Reforms.....	2
<b>Roadmap .....</b>	<b>2</b>
2. Quality Assurance Mechanisms .....	3
3. Integration into National Qualifications Framework and recognition .....	3
4. Digital solutions .....	4
5. Pilot Curriculum Development .....	4
6. Awareness and Capacity Building .....	5
7. Monitoring and Evaluation .....	5
<b>Conclusion .....</b>	<b>5</b>
<b>Appendix.....</b>	<b>7</b>

This project has been funded with support from the EC.  
This publication reflects the views of the authors only, and the EC cannot be held responsible for any use which may be made of the information contained therein.

---

## Introduction

---

A micro-credential is a certified small volume of learning, which is designed to provide the learner with specific knowledge, skills, and competences that respond to societal, personal, cultural or labour market needs. Micro-credentials are emerging as a flexible and scalable solution to address skill gaps and enhance lifelong learning. They provide targeted, verified learning achievements tailored to the labor market's needs. This document outlines a comprehensive roadmap for developing and implementing a micro-credential framework within Armenia's higher education system. It is designed to:

- Address local higher education structures, regulations and strategic priorities by aligning with international best practices.
- Support ongoing education reforms in Armenia.
- Enhance employability and lifelong learning opportunities.

Thus, roadmap outlines objectives, activities, milestones, and expected outcomes for each phase of implementation.

---

## Context and Rationale

---

The road map is developed with a purpose:

### Identify the Urgent Skills Gaps in Armenian Higher Education

- Align micro-credentials with Ministry of Education Science, Culture and Sports strategic priorities (e.g. 2021–2026 Government Program, the 2030 Education Development State Program of RA, etc).
- Map how micro-credentials can contribute to improving employability, upskilling, and reskilling of the workforce.

### Alignment with Armenian Higher Education Reforms

- Incorporate micro-credentials into ongoing higher education reforms, especially those aligned with the Bologna Process.
- Ensure compatibility with Armenia's National Qualifications Framework (NQF).
- Ensure that micro-credentials help fulfil institutions' objectives for flexible learning pathways, including lifelong learning, and continuing education options.

## Roadmap

---

### 1. Policy Development and Stakeholder Engagement

#### Activities

1. **Contribute to the establishment of the National Micro-credentials Framework** with a goal to provide greater clarity and understanding within the HE sector and amongst learners as to the value and recognition of micro-credentials. The framework should also facilitate transparency, consistency and objectivity in the sector around credit recognition arrangements and the portability of micro-credentials.
  - Form a **working group**(Ministry representatives, HEIs, employers, QA agency, ArmEnic).

- Draft **policy recommendations** on the scope of the micro-credentials, their implementation and alignment with EU approaches.
- Contribute to the ongoing reforms in higher education by drafting policy recommendations on micro-credentials.

## 2. Engage Stakeholders

- Conduct **consultative workshops** with HEIs, employers, and policymakers.
- Develop **consensus** on the strategic value of micro-credentials and formalize **implementation strategies**.

### Milestones

- **Month 3 (or Quarter 1):**
  - **Working Group Formed;**
  - **Draft Policy Recommendations** finalized and circulated to key stakeholders.
- **Month 12 (or Quarter 4):**
  - **Policy Framework/ Recommendations** submitted to the Ministry for further consideration.
  - **Stakeholder Consensus Document** published, outlining shared goals and timelines.

## 2. Quality Assurance Mechanisms

### Activities

#### 1. Develop Standards

- Adapt European best practices to create QA guidelines specific to micro-credentials.
- Define minimum requirements (learning outcomes, credit/workload, assessment) and establish transparent descriptors.

#### 2. Implement External and Internal QA

- Pilot the QA framework in selected institutions, using external accreditation and internal reviews.
- Publish revised QA guidelines for wider adoption.

### Milestones

- **Month 4–6:**
  - Draft QA Standards completed, reflecting short-course needs and learning outcomes.
  - Pilot Institutions Selected for initial QA testing.
- **Month 9–12:**
  - Pilot QA Assessments completed; feedback integrated.
  - Final QA Framework published; guidelines made available to all HEIs.

## 3. Integration into National Qualifications Framework and recognition

### Activities

#### 1. Align with Existing ANQF

- **Map** micro-credentials to Armenia's NQF levels, ensuring consistent recognition and portability.
- Hold **technical sessions** with NQF experts to validate credit values and learning outcomes.
- Develop key elements for fair recognition of micro-credentials ensuring transparency and completeness of information provided by the HEIs in line with the main principles of the Lisbon Recognition Convention.

#### 2. Standardize Descriptions

- Develop a **common template** for pilot micro-credentials to describe micro-credentials: learning outcomes, workload (ECTS or comparable system), and credit values.
- Ensure **portability** by detailing how micro-credentials can **stack** into formal qualifications.

#### Milestones

- **Month 6–9:**
  - **NQF Mapping Document** created; micro-credentials assigned to appropriate levels.
  - **Standard Description Template** finalized, covering outcomes, workload, and credits.
- **Month 12–15:**
  - **Official Recognition** of micro-credentials within the NQF; published guidelines for institutional compliance.

## 4. Digital solutions

#### Activities

1. **Adopt Digital Credentialing Platforms**
  - **Assess** existing platforms or develop an **institutional/national solution** for digital badge issuance and verification.
  - Ensure **open standards** to support interoperability and international recognition.

#### Milestones

- **Month 18:**
  - **Platform Selection/Development** decided; basic functionality outlined (badge issuance, verification).
- **Month 24:**
  - **Pilot Launch of Credentialing Platform** in select institutions; feedback gathered on user experience and security.

## 5. Pilot Curriculum Development

#### Activities

1. **Design Relevant Micro-Credentials**
  - Identify **in-demand skills** (IT, agriculture, language proficiency, etc.) and design micro-credentials accordingly.
  - Ensure each course is **stackable**; learners can progress to larger qualifications (diploma, degree).
2. **Collaborate with Industry**
  - Engage **employers** or sector experts in curriculum design to align with **industry standards**.
  - Embed **practical components** (case studies, simulations) to strengthen employability outcomes.

#### Milestones

- **Month 6–9:**
  - **Initial Micro-Credential Prototypes** developed (short, competency-based units).
  - **Industry Review** sessions held to validate curriculum relevance.
- **Month 12–15:**
  - **Curriculum Finalized** for pilot micro-credentials (with industry endorsements).
  - **Stackable Pathways** documented, detailing credit transfers to formal programs.

## 6. Awareness and Capacity Building

### Activities

1. **Train Stakeholders**
  - Host **workshops and seminars with the involvement of HEIs and industry representatives** to showcase the benefits and mechanics of micro-credentials.
  - Train **educators**, administrative staff, and employers on development, issuance, and usage.
2. **Provide Guidance**
  - Create **online toolkits** (manuals, FAQs, video tutorials) for institutions and individuals.

### Milestones

- **Month 3–6:**
  - **Awareness Workshops** conducted for pilot institutions and early adopters.
  - **Initial Guidance Materials** (brochures) distributed.
- **Month 9–12:**
  - **Comprehensive Training Sessions:** Additional seminars for expanded HEI participation and industry partners.
  - **Toolkit Expansion** based on pilot feedback (case studies, success stories added).

## 7. Monitoring and Evaluation

### Activities

1. **Assess Impact**
  - Track **enrollment, completion rates, and employability outcomes** (job placement, promotions).
  - Use **surveys**, focus groups, and analytics from the digital platform to gather feedback.
2. **Continuous Improvement**
  - Hold **periodic review meetings** with stakeholders to interpret data and adjust policies or curricula.
  - Monitor **global trends** (e.g., European Commission updates) to keep micro-credential practices aligned internationally.

### Milestones

- **Month 6–9:**
  - **Baseline Data** collected on pilot micro-credentials (learner demographics, satisfaction levels).
  - **Mid-Term Review** scheduled to address emerging challenges.
- **Month 12–18:**
  - **Impact Reports** published, showing learning outcomes, employability metrics, and stakeholder feedback.
  - **Policy & Practice Refinements** are integrated into QA frameworks and institutional guidelines for ongoing improvement.

## Conclusion

---

This roadmap provides a comprehensive plan for implementing micro-credentials in selected Armenian Higher Education system, focusing on policy development, quality assurance, technological infrastructure,

curriculum design, stakeholder engagement, recognition, and sustainability. By addressing these areas systematically, Armenia can establish a robust system that aligns with international standards and meets national priorities.

Implementing a micro-credential framework in Armenia's higher education system requires careful alignment with national strategic priorities, existing regulations, and international best practices. By focusing on quality assurance, institutional capacity-building, stakeholder engagement, and a robust communication strategy, Armenia can create a sustainable and flexible ecosystem for short, targeted learning opportunities, as well as promote powerful tool for upskilling and reskilling the workforce. This will not only boost employability and competitiveness but also foster a culture of lifelong learning that benefits the country's socioeconomic development.

### **Key Outcomes**

- Policy improvement recommendations for micro-credentials developed and integrated.
- Quality assurance mechanisms established and piloted.
- Digital infrastructure for credentialing operationalized.
- Industry-relevant and modular micro-credential courses launched.
- Enhanced awareness and stakeholder collaboration achieved.
- Regular monitoring and evaluation processes established to drive continuous improvement.

Project #101127144

This project has been funded with support from the European Commission.

This publication reflects the views only of the authors, and the European Commission cannot be held responsible for any use which may be made of the information contained therein.

## Appendix

---

Timeframe	Key Activity	Milestone	Responsible Bodies
Month 1–3	<b>Policy Recommendations &amp; Stakeholder Engagement</b> - Form a Working Group	<b>Working Group</b>	
Month 3–6	<b>Quality Assurance Development</b> - Develop QA framework for micro-credentials (learning outcomes, workload, assessment). - Select pilot HEIs.	<b>Draft QA Standards Completed Pilot Institutions Selected</b>	
Month 3–6	<b>Awareness and Capacity Building</b> - Conduct awareness workshops for HEIs, policymakers, and employers. - Distribute initial guidance materials.	<b>Awareness Workshops Held Guidance Materials Published</b>	
Month 4–6	<b>Integration into National Qualifications Framework (NQF)</b> - Map micro-credentials to NQF levels. - Validate alignment with national education standards.	<b>NQF Mapping Document Completed Standardized Description Template Finalized</b>	
Month 6–9	<b>Baseline Data Collection for Monitoring &amp; Evaluation</b> - Track pilot program enrollment and completion rates. - Collect employer feedback on skill relevance.	<b>Baseline Data Report Published</b>	
Month 6–9	<b>Curriculum Development</b> - Develop micro-credential courses in priority fields (IT, Agriculture, etc.). - Ensure course stackability with existing programs.	<b>Initial Micro-Credential Prototypes Developed</b>	
Month 9–12	<b>QA Pilot Implementation &amp; Review</b> - Conduct QA audits in pilot HEIs. - Gather learner feedback. - Adjust QA guidelines as needed.	<b>Pilot QA Assessments Completed Revised QA Standards Finalized</b>	
Month 9–12	<b>Expanded Training &amp; Toolkit Development</b> - Conduct training sessions for additional HEIs and industry partners. - Expand online toolkit with case studies.	<b>Comprehensive Training Sessions Held Toolkit Expansion Completed</b>	
Month 12	<b>Draft policy recommendations for the implementation of micro-credentials.</b> - Conduct legal review and gap analysis.	<b>Established Draft Policy Recommendations Circulated</b>	



<b>Month 9–12</b>	<b>Launch of Pilot Micro-Credentials</b> - Implement courses in selected HEIs. - Issue first batch of digital badges/certificates.	<b>Pilot Micro-Credentials Running</b> <b>Credentialing Platform Operational</b>	
<b>Month 12–18</b>	<b>Impact Evaluation &amp; Refinement</b> - Conduct mid-term assessment of pilot programs. - Analyze learner/employer feedback.	<b>Impact Reports Published</b> <b>Adjustments to Policy &amp; QA Based on Findings</b>	
<b>Month 12–18</b>	<b>Scaling &amp; Institutional Adoption</b> - Expand micro-credential offerings to more HEIs. - Establish stackable pathways for long-term qualifications.	<b>Micro-Credentials Integrated into Degree Pathways</b>	
<b>Month 18–24</b>	<b>Continuous Monitoring &amp; International Alignment</b> - Review global trends and update policies accordingly. - Establish partnerships for international recognition of Armenian micro-credentials.	<b>Ongoing Global Best Practice Alignment</b>	
<b>Month 18–24</b>	<b>Technological Infrastructure Development</b> - Select or develop a digital credentialing platform. - Implement security and verification standards.	<b>Platform Selection Finalized</b> <b>Initial Security Measures Implemented</b>	