



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

**Regional Hybrid Workshops on Micro-credential Capacity
Building in the Higher Education Systems of Armenia and
Georgia**

WP3-D3.1.

D5 – Capacity Building Programme Report



D3.1 – Capacity Building Programme Report

Work Package: WP3 – Regional Capacity Building Programme on Micro-credentials

Deliverable Number: D3.1; D5

Deliverable Title: Capacity Building Programme Report

Lead Beneficiary: Yerevan State University (YSU)

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WP3: Regional Capacity Building Programme on micro-credentials

Lead Beneficiary: UG

Objectives:

- To build the capacity of the national academic communities to develop, deliver, and evaluate various types of short competence-oriented educational courses leading to micro-credentials, thus creating best practice and providing bottom-up feedback to the policy level.
- To equip the academic staff with the knowledge and skills in applying co-creation methods for co-designing such targeted educational interventions.
- To support the partner countries in defining the processes and structures for issuance and verification of digital micro-credentials by local stakeholders, in local languages, in accordance with the national regulation in the field of education and personal Data Protection.

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1. Executive Summary

This report presents the results of the **Capacity Building Programme** implemented under **Work Package 3 (WP3) – Regional Capacity Building Programme on Micro-credentials**, carried out during **Months 12–24** of the MICRO-GEAR project.

The programme consisted of a **system of six training events (five workshops and one webinar)** designed and delivered to **academic and technical staff in Georgia and Armenia**. The primary goal was to equip local professionals with **core knowledge and skills in micro-credential instructional design, pedagogy, co-creation methodologies, quality assurance frameworks, and digital credentialing technologies**.

The activities were delivered by European and regional partner institutions (USAAR, UC3M, UER, GIRAF, University of Georgia, and others) and implemented in **Georgia and Armenia**, with **hybrid and online participation options** to ensure broad accessibility. Training materials were developed in **English** and, where necessary, translated into **local languages**, and subsequently published on the project website to support dissemination and sustainability.

This report provides a comprehensive overview of the programme's objectives, structure, implementation, participation, outcomes, impact, challenges, and lessons learned, forming a solid basis for the subsequent pilot phase under **WP4**.

2. Background and Objectives

WP3 aims to strengthen national and institutional capacities in Georgia and Armenia to **design, deliver, issue, and verify micro-credentials**, aligned with **European practices and standards**.

The specific objectives of the Capacity Building Programme were:

- To enhance the capacity of academic communities to **design, deliver, and evaluate competence-oriented short courses leading to micro-credentials**;
- To introduce and promote **co-creation methods** as a central approach for developing targeted and relevant educational interventions;
- To support partner countries in defining and understanding processes for the **digital issuance and verification of micro-credentials**, in compliance with national education regulations and personal data protection requirements;
- To transfer and contextualize **European best practices** in instructional design, pedagogical approaches, quality assurance (including EQAVET), and digital credentialing technologies.

3. Overview of the Capacity Building Programme

The Capacity Building Programme consisted of **six interrelated training events**, ensuring progressive knowledge development and practical application.

Event	Type	Title / Focus Area	Lead Partner	Location	Date
Workshop 1	Hybrid	Course co-creation and collaborative instructional design	USAAR	Georgia / Armenia	June, 2025
Workshop 2	Hybrid	From MOOCs to micro-credentials	UC3M	Georgia / Armenia	June, 2025
Workshop 3	Hybrid	Pedagogical and didactic aspects of micro-credential teaching	UER	Georgia / Armenia	June, 2025
Workshop 4	Hybrid	EQAVET quality criteria and mechanisms for micro-credentials	GIRAF	Georgia / Armenia	June, 2025
Workshop 5	Hybrid	Micro-credential: Programme Development in Georgia	University of Georgia	Tbilisi, Georgia	Dec, 2025
Workshop 6	Hybrid	Blockchain technology and infrastructure for granting digital credentials	UC3M	Madrid, Spain	Dec, 2025
Webinar	Online	Cross-cutting micro-credential thematic session	EU Partners	Online	2025

Workshop 1 – Course Co-creation and Collaborative Instructional Design (USAAR)

Objectives

The objective of this workshop was to build academic staff capacity in **co-creation methodologies and collaborative instructional design** for the development of competence-oriented short courses leading to micro-credentials. The workshop aimed to prepare participants to **co-design micro-credential courses that can be piloted under WP4**, ensuring relevance to learners, employers, and institutional strategies.

Summary

The workshop introduced participants to participatory instructional design approaches and co-creation as a strategic method for micro-credential development. Through interactive sessions and group work, participants jointly designed course concepts, defined learning outcomes, and explored stakeholder engagement models. The outcomes of this workshop directly support **WP4 pilot activities**, as the co-created course designs serve as prototypes and methodological references for the piloting of micro-credentials in partner institutions.

Workshop 2 – From MOOCs to Micro-credentials: Development of Online and Blended Short Programmes (UC3M)

Objectives

The objective of this workshop was to equip participants with the knowledge and skills required to **transform MOOCs and existing online courses into structured micro-credentials** suitable for piloting under **WP4**. The workshop focused on modularisation, assessment strategies, and online/blended delivery models aligned with European micro-credential practices.

Summary

The workshop explored practical pathways for converting MOOCs into micro-credentials, including content modularisation, learner workload calculation, and assessment alignment. Participants analysed case studies and digital delivery models that can be directly applied in **WP4 pilot micro-credential courses**, particularly those delivered in online or blended formats. The workshop ensured that digital learning assets developed earlier can be effectively reused and validated during the pilot phase.

Workshop 3 – Pedagogical and Didactic Aspects of Teaching Micro-credential Courses (UER)

Objectives

The objective of this workshop was to strengthen participants' pedagogical and didactic competencies for **teaching and assessing micro-credential courses**, with a focus on approaches applicable to **WP4 pilot implementations**. Emphasis was placed on outcome-based teaching, learner-centred methods, and assessment aligned with competence frameworks.

Summary

The workshop addressed pedagogical challenges specific to short, intensive learning formats typical of micro-credentials. Participants discussed teaching strategies, assessment tools, and feedback mechanisms suitable for pilot courses under **WP4**. The knowledge gained supports the effective delivery and evaluation of pilot micro-credentials, ensuring academic quality and learner engagement throughout the piloting phase.

Workshop 4 – EQAVET Quality Criteria, Descriptors and Mechanisms for Micro-credentials (GIRAF)

Objectives

The objective of this workshop was to introduce participants to the **EQAVET quality framework** and to build capacity in applying quality assurance criteria, descriptors, and monitoring mechanisms to micro-credentials, with specific relevance for **quality assurance of WP4 pilot courses**.



Summary

Participants were introduced to EQAVET principles and discussed their application to micro-credential design, delivery, and evaluation. The workshop provided practical guidance on quality indicators and continuous improvement cycles that can be applied during **WP4 pilot implementation**. As a result, participants gained tools to ensure transparency, consistency, and credibility of pilot micro-credentials, supporting their potential recognition and sustainability.

Workshop 5 – Micro-credential Programme Development in Georgia (University of Georgia)

Objectives

The objective of this workshop was to strengthen institutional capacity for the **design, development, and implementation of micro-credential programmes**, with a clear focus on preparing institutions for **active participation in WP4 pilot activities**. The workshop aimed to bridge European approaches with national and institutional contexts.

Summary

The workshop presented concrete micro-credential course examples developed by partner institutions and discussed institutional, regulatory, and quality assurance considerations. Participants analysed how these courses could be adapted, delivered, and assessed within their own institutions as part of **WP4 pilot implementation**. The workshop played a key role in transitioning institutions from capacity building to practical piloting and local ownership of micro-credential initiatives.

Webinar – Cross-cutting Regional Session on Micro-credentials

Objectives

The objective of the webinar was to provide a **regional online platform** to consolidate knowledge from the workshops and to support coordination and readiness for **WP4 pilot micro-credential delivery** across Georgia and Armenia.

Summary

The webinar enabled participants to reflect critically on workshop outcomes, address cross-cutting challenges, and clarify expectations related to WP4 pilots. It reinforced links between capacity building and piloting activities, supported peer learning across countries, and contributed to smoother implementation and coordination of pilot micro-credentials under WP4.

4. Detailed Description of Training Events

4.1 Workshop 1 – Course Co-creation and Collaborative Instructional Design (USAAR)

This workshop introduced **co-creation methodologies** and collaborative instructional design approaches for competence-oriented short courses. Participants engaged in group-based design exercises, stakeholder mapping, and collaborative curriculum development activities.

Participants:

38 participants (28 face-to-face, 10 online), including both consortium members and other Georgian and Armenian institutions/stakeholders.

Outcomes:

Participants developed draft course concepts and gained practical experience in collaborative instructional design, increasing readiness for micro-credential development.

4.2 Workshop 2 – From MOOCs to Micro-credentials (UC3M)

This workshop focused on transforming MOOCs and existing online learning resources into **micro-credential formats**, addressing structuring of short learning units, assessment strategies, and blended delivery models.

Participants:

47 participants (31 face-to-face, 16 online), including both consortium members and other Georgian and Armenian institutions/stakeholders.

Outcomes:

Participants gained skills in redesigning existing courses into modular, competence-based micro-credentials suitable for flexible delivery.

4.3 Workshop 3 – Pedagogical and Didactic Aspects of Teaching Micro-credentials (UER)

The workshop addressed **competence-based pedagogy**, learner-centred approaches, and assessment methods appropriate for short learning experiences.

Participants:

47 participants (31 face-to-face, 16 online), including both consortium members and other Georgian and Armenian institutions/stakeholders.

Outcomes:

Participants strengthened their pedagogical skills, particularly in defining learning outcomes and aligning teaching and assessment with micro-credential requirements.

4.4 Workshop 4 – EQAVET Quality Criteria and QA Mechanisms (GIRAF)

This workshop introduced the **European Quality Assurance Framework for VET (EQAVET)** and its applicability to micro-credentials.

Participants:

58 participants (22 face-to-face, 36 online), including both consortium members and other Georgian and Armenian institutions/stakeholders.

Outcomes:

Participants became familiar with EQAVET descriptors and quality assurance mechanisms, supporting the development of reliable and transparent micro-credential systems.

4.5 Workshop 5 – Micro-credential Programme Development in Georgia (University of Georgia)

Date: 5 December 2025

Location: University of Georgia, Tbilisi (Hybrid)

This workshop focused on **institutional implementation of micro-credential programmes**, presenting concrete course examples, and addressing regulatory and quality assurance considerations.

Key topics included:

- Overview of MICRO-GEAR project objectives and outcomes;
- Presentation of micro-credential courses (Python/R for medical data analysis, GIS for tourism, microcontroller programming for drones, network technician training, network administration for SMEs);
- Discussion of institutional challenges and implementation pathways.

Participants:

20 participants (15 face-to-face, 5 online) from nine Georgian institutions.

Outcomes:

The workshop significantly increased institutional readiness to design and pilot micro-credentials and promoted co-creation through shared discussion of course templates and collaborative adaptation.



4.6 Event 3.5 – Blockchain Technology and Infrastructure for Granting Digital Credentials

(Study Visit and Training Workshop, Madrid, Spain)

Date: December 15, 2025

Location: Madrid, Spain

Host Institution: Universidad Carlos III de Madrid (UC3M)

Objectives

The objective of Event 3.5 was to strengthen the technical capacity of partner institutions by providing **practice-oriented training on European technologies for digital credentialing**, with a specific focus on **blockchain-based infrastructures for issuing and verifying digital micro-credentials**. The event aimed to prepare technical staff for the **implementation of digital micro-credential solutions in WP4 pilot activities**, ensuring interoperability, security, and compliance with European standards.

Summary

Event 3.5 was organized as a **study visit combined with a hands-on training workshop** at UC3M in Madrid. The programme introduced participants to European practices and technological solutions for digital credential issuance, storage, and verification, including blockchain-based infrastructures.

The training included practical demonstrations, technical architecture walkthroughs, and applied exercises related to the lifecycle of digital credentials. Participants gained direct exposure to existing European solutions and explored their applicability within the institutional and regulatory contexts of Georgia and Armenia.

The event significantly contributed to **technical readiness for WP4 pilot implementation**, supporting the localization and deployment of digital micro-credentialing solutions, and reinforcing cooperation between academic, technical, and infrastructure stakeholders across partner countries.

Participants:

25 participants (20 face-to-face, 5 online) from all partner institutions.

4.7 Webinar – Cross-cutting Online Session

The webinar provided a platform for regional exchange, follow-up discussion, and clarification of key micro-credential concepts introduced during the workshops.

Outcomes:

Strengthened regional dialogue and reinforced learning outcomes across all training events.



5. Participation Analysis

Across all six events:

- **Total participants:** over 188 academic and technical staff
- **Institutions represented:** universities, QA agencies, and supporting organizations from Georgia and Armenia
- **Participation format:** face-to-face, hybrid, and online

Participation targets (20–40 face-to-face participants per workshop) were largely met, with strong engagement and gender-balanced participation.

6. Training Materials and Dissemination

- Training materials (slides, examples, exercises) were developed by EU and regional partners;
- Materials were published on the project website;
- Translations into local languages were provided where required;
- Dissemination was supported through national higher education networks.

7. Outcomes and Impact

7.1 Individual Level

- Improved competencies in instructional design and pedagogy;
- Increased understanding of micro-credential standards and QA;
- Enhanced digital credentialing awareness.

7.2 Institutional Level

- Increased readiness to develop micro-credential courses under WP4;
- Strengthened cooperation between academic, technical, and QA units;
- Initial institutional uptake of micro-credential concepts.

7.3 System Level

- Strengthened regional dialogue on micro-credentials;
- Improved alignment with European frameworks and practices.

8. Challenges and Lessons Learned

- Variability in institutional digital readiness;
- Need for clearer national guidance on accreditation and QA;
- Importance of structured follow-up and hands-on support;
- Necessity of harmonized terminology.

9. Conclusions

The WP3 Capacity Building Programme successfully achieved its objectives, equipping academic and technical staff in Georgia and Armenia with essential competencies for micro-credential development. The programme created a solid foundation for **pilot implementation under WP4** and contributed to long-term institutional and system-level capacity building aligned with European standards.

10. Annexes-Links

- Agendas of all training events; Participants (GDPR-compliant); Training materials; Photos and screenshots; Evaluation summaries; Data collection templates

Links:

https://microgear.org/Project_meeting_in_Yerevan_3_June_2025/en/

https://microgear.org/Project_meeting_in_Tbilisi_5_June_2025/en/

https://microgear.org/Workshop_Development_of_Microcredit_Programs_in_Georgia_5_December_2025/en/

<https://www.y-su.am/en/news/78831>

<https://www.y-su.am/en/faculty/497/articles/78788>

<https://www.y-su.am/en/205>