INQAAHE
Since 1991

INTERNATIONAL NETWORK FOR QUALITY
ASSURANCE AGENCIES IN HIGHER EDUCATION

REALCUP
Red de Asociaciones Latinoamericanas y
Caribeñas de Universidades Privadas

SECOND EDITION 2025

TRAINING PROGRAMME

DESIGN AND IMPLEMENTATION OF MICRO-CREDENTIALS
With International Quality Standards

SCOPE

This programme is developed within the framework of a cooperation agreement between INQAAHE and REALCUP (the network of associations of Latin American and Caribbean private universities).

OBJECTIVE

Develop a training programme aimed at enhancing the capacity of higher education institutions to develop, implement, and ensure the quality of micro-credentials.

PROGRAMME DIRECTORS

Dr. Susanna Karakhanyan

INQAAHE 7th (PAST) PRESIDENT (2016-2021).
DIRECTOR AT THE ABU DHABI DEPARTMENT OF
EDUCATION AND KNOWLEDGE
IN THE UNITED ARAB EMIRATES.

Dr. Anna Prades

MEMBER OF THE INQAAHE BOARD OF DIRECTORS.
DIRECTOR OF INTERNATIONAL RELATIONS
AND KNOWLEDGE DEVELOPMENT AT THE AQU
CATALUNYA AGENCY, SPAIN.

Dr. Ariana De Vincenzi

MEMBER OF THE INQAAHE BOARD OF DIRECTORS.
ACADEMIC VICE-RECTOR OF THE INTER-AMERICAN
OPEN UNIVERSITY (UAI), ARGENTINA.
COORDINATOR OF CAPACITY BUILDING AT THE
LATIN AMERICAN NETWORK OF PRIVATE'S
UNIVERSITIES (REALCUP)

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TARGET AUDIENCE

The programme is designed for leaders of higher education institutions with a postgraduate academic background, university teaching experience, and management roles (such as rectors, vice-rectors, deans, directors of curriculum design, non-formal education, or similar areas).

PROFESSORS

Dr. Anna Prades

MEMBER OF THE INQAAHE BOARD OF DIRECTORS. DIRECTOR OF INTERNATIONAL RELATIONS AND KNOWLEDGE DEVELOPMENT AT THE AQU CATALUNYA AGENCY, SPAIN

Dr. Romita Iucu

PRESIDENT OF THE BOARD OF TRUSTEES AT THE UNIVERSITY OF BUCHAREST, COORDINATOR OF UNICA EDULAB, CO-CHAIR OF THE FOREU SUBGROUP ON EUROPEAN DEGREES

Dr. Susanna Karakhanyan

INQAAHE 7th (PAST) PRESIDENT (2016-2021). DIRECTOR AT THE ABU DHABI DEPARTMENT OF EDUCATION AND KNOWLEDGE IN THE UNITED ARAB EMIRATES

Dr. Martí Casadesús Fa

FORMER DIRECTOR OF THE CATALAN AGENCY FOR QUALITY ASSURANCE (AQU), SPAIN. FORMER INQAAHE SECRETARY. FULL PROFESSOR AT THE DEPARTMENT OF BUSINESS MANAGEMENT AND PRODUCT DEVELOPMENT AT THE UNIVERSITY OF GIRONA

VISITING PROFESSOR

Magister Alexandru CARȚIȘ

COORDINATOR OF THE UNIT OF CIVIS EUROPE (CIVIC UNIVERSITY ALLIANCE)

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CURRICULUM DESIGN

Module 1:
Exploring the Potential of Micro-credentials in Higher Education

Learning outcomes, module 1

1. Analyze the diversity of short-term training programmes and define the specificities of micro-credentials.
2. Evaluate the use of micro-credentials in various contexts.
3. Analyze necessary adaptations to contextualize international experiences in national contexts.
4. Identify the use of micro-credentials as flexible learning structures that can articulate with macrocredentials.
5. Design a micro-credential strategy for a higher education institution aligned with the key components for its design.

Module 2:
Designing Robust, Credible, and Portable Micro-credentials

Learning outcomes, module 2

1. Design and validate a framework for integrating flexible learning paths into a specific context.
2. Generate critical elements of policies and procedures to ensure the development and implementation of robust, agile, credible, transferable, portable, stackable, and interoperable micro-credentials.
3. Analyze relevant systems for issuing reliable and robust micro-credentials.

Module 3:
Efficient Management of Micro-credentials: Internal and External QA

Learning outcomes, module 3

1. Design an efficient plan for managing micro-credentials that ensures their relevance to labor market needs and added value.
2. Design a model for continuously improving internal quality assurance mechanisms that comprehensively cover all parties involved in the development, issuance, and review of a micro-credential.
3. According to INQAAHE International Standards (ISG).
4. Prepare the institution for an external review of the micro-credential management process.
5. Carry out a self-evaluation of the institutional process for managing micro-credentials.

WORKING MODALITY

Language of the programme: Spanish and English.

Workload per module: 50 hours (2 credits).

- **For learning activities: 12 hours with pedagogical mediation**, divided into 6 hours for asynchronous learning activities and 6 hours for synchronous learning activities, plus **24 self-managed hours**.

- **For evaluation: 14 hours for the design of a final project**. Participants will have two weeks after each module to complete the project, and they may work in teams of up to 3 members.

Methodology:

The programme is developed through an active methodology focused on participants' actions. Instructors act as facilitators, guiding collaborative achievement of the proposed learning outcomes. The entire programme is delivered through the flipped classroom model, which involves prior analysis of readings, videos, and the completion of activities before the start of each week (whether synchronous or asynchronous), mediated by instructors.

Each module spans 4 weeks, following this structure:

- **Week 1: Asynchronous Learning Activities**
  The first week of each module is dedicated to involving participants in the module's scope through readings, audiovisual resource reviews, and collaborative activities such as forum discussions or posting experiences and contributions on a collaborative digital wall.

- **Week 2: Synchronous Session**
  The second week connects the newly acquired knowledge from readings and resource analysis with an interactive session facilitated by an instructor. During these sessions, application exercises will be conducted in small groups, considering real-life cases or problems situated in real-world contexts.

- **Week 3: Asynchronous Activities**
  This is a key week for a collaborative practical experience, which includes designing a micro-credential for a specific scenario, conducting a simulated review of a micro-credential programme, and developing a toolkit to promote best practices in micro-credentials, among other activities.

- **Week 4: Synchronous Session**
  This interactive feedback session summarizes the entire course, focusing on key aspects and next steps for implementation in participants' institutions.

For Module 2, the first week is also synchronous, as the expected learning outcomes require more real-time guidance and interaction.

ASSESSMENT

The assessment is formative and consists of a final project developed by groups of 3 participants at the end of each module. Teams will have two weeks to complete the project after each module concludes.

The outcomes of all three modules must be reflected in the final deliverable, which will be **a digital portfolio**.

The evaluation criteria consider:

- Timely and appropriate delivery.
- Critical thinking.
- Development capacity.
- Self-reflection.
- Adequacy to the context in which the micro-credential is situated.

CERTIFICATION

INQAAHE will issue certificates at the end of the programme to each participant who successfully completes the final project, aligned with the learning outcomes of each module. Certification is issued through the POK platform using blockchain technology.

Each certificate is an NFT, ensuring trust and security in the certifications, which will embed the final projects (portfolio) created by each participant.

CALENDAR

Module 1 — Exploring the Potential of Microcredentials in Higher Education

WEEK	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
ASYNCHRONOUS		Start 25/2			
SYNCHRONOUS		4/3			
ASYNCHRONOUS					
SYNCHRONOUS			19/3	20/3	End 21/3
ASSESSMENT	Assessment 24/3				
ASSESSMENT					Delivery 4/4

The feedback will be provided on 9/5

Module 2 — Designing Robust, Credible, and Portable Microcredentials

WEEK	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
SYNCHRONOUS		8/4			
ASYNCHRONOUS					
SYNCHRONOUS		22/4			
SYNCHRONOUS		29/4			End 2/5
ASSESSMENT	Assessment 5/5				
ASSESSMENT					Delivery 16/5

The feedback will be provided on 20/6

Module 3 — Efficient Management of Microcredentials: Internal and External QA

WEEK	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
ASYNCHRONOUS		Start 27/5			
SYNCHRONOUS		3/6			
ASYNCHRONOUS					
SYNCHRONOUS		17/6			End 20/6
ASSESSMENT	Assessment 23/6				
ASSESSMENT					Delivery 11/7

The feedback will be provided on 1/8

SCHEDULE OF SYNCHRONOUS MEETINGS

ARGENTINA 11:00 A 14:00
COLOMBIA 9:00 A 12:00
COSTA RICA 8:00 A 11:00
ECUADOR 9:00 A 12:00
EL SALVADOR 8:00 A 11:00
PANAMÁ 9:00 A 12:00
PARAGUAY 11:00 A 14:00
PERÚ 9:00 A 12:00
REP. DOMINICANA 10:00 A 13:00

BIOGRAPHIES OF THE MANAGEMENT TEAM AND FACULTY

DR. ARIANA DE VINCENZI

Dr. Ariana De Vincenzi holds a PhD and a master's degree in education from the University of San Andrés, Argentina, as well as a bachelor's degree in educational sciences from the Argentine Catholic University. Currently, she serves as the Academic Vice-Rector at the Universidad Abierta Interamericana of Argentina. She also works as a consultant for international universities and is a member of the Board of Directors of the International Network for Quality Assurance Agencies in Higher Education (INQAAHE). From 2016 to 2023, she served as the Academic Secretary for the Network of Associations of Private Latin American and Caribbean Universities (REALCUP).

As a scholar, Dr. De Vincenzi contributes to the advancement of knowledge through her editorial role in several international scientific journals and her publications, which include articles, book chapters, and conferences on enhancing the quality of teaching and learning in higher education. She is international peer reviewer in external quality assurance processes and has served as an international evaluator for INQAAHE, assessing the compliance of Higher Education Quality Assurance Agencies with the Guidelines of Good Practices (GGP).

DR. ANNA PRADES

Dr. Anna Prades is the head of the Department of Internationalization and Knowledge Generation at AQU Catalunya, the Agency for the Quality of the Catalan University System, where she has been employed since 2001. She is a member of the Executive Council of the International Network of Quality Assurance Agencies in Higher Education (INQAAHE), serving as the organization's treasurer (2021-present). She holds a bachelor's degree in psychology (1996) and a PhD in Education (2005) from the University of Barcelona.

With over two decades of experience in quality assurance, Dr. Prades has participated in numerous external evaluations and the design of quality assessment methodologies, particularly in the context of joint international degrees and the evaluation of cross-border education. Furthermore, she has collaborated on various international projects related to micro-credentials, enhancing employability in higher education, diversity and equity in higher education, and assessing the impact of external quality assurance processes.

SUSANNA KARAKHANYAN, PHD

Currently, Dr. Karakhanyan is employed by the Abu Dhabi Government as Higher Education Regulation & Licensing Director at the Abu Dhabi Department of Education and Knowledge in the United Arab Emirates. She is also the 7 th (Past) President of the International Network of Quality Assurance Agencies in Higher Education (INQAAHE), which is a global umbrella network of tertiary education quality assurance providers, which brings together more than 350 members worldwide. She consults governments on policymaking, governance as well as external and internal QA systems in a diversity of contexts globally.

Dr. Karakhanyan's expertise evolves around tertiary education in general and policymaking, governance and quality assurance in particular. Her expertise has been widely sought after by a diversity of systems and cultures. She has worked with around 40 governments, authored, and delivered capacity building events and external reviews of governance structures, legal and policy frameworks, and QA systems worldwide. She has led a variety of projects under the auspices of the Council of Europe, UNESCO, the World Bank, the Asian Development Bank, Open Society Institute, IREX, to name but a few. All the projects address higher education reforms in general and diversity of aspects in legal and policy frameworks, policymaking, governance, quality assurance, core values of higher education, combatting corruption and fraudulent practices, in particular. Her service has been acknowledged in a diversity of contexts and systems globally. Dr. Karakhanyan holds M.S.Ed in Educational Administration/Leadership from the University of Pennsylvania, the USA and PhD in Social Sciences from Radboud University Nijmegen, the Netherlands. Her research interests focus around higher education governance and administration, reforms, policymaking, policy diffusion and transfer, and external and internal quality assurance. She is the lead initiator and author/editor of the INQAAHE flagship project – Global Trends in Higher Education Quality Assurance. Her research background has helped her tremendously in the establishment of new and evaluation/review of existing tertiary education systems in a diversity of contexts at the global level with aim of promoting relevance, efficiency in operations and transformative power of tertiary education.

PROFESSOR ROMIȚĂ IUCU, PH.D.
University of Bucharest, Romania

Professor Romita IUCU is the President of the Board of Trustees at the University of Bucharest and a professor of higher education and Pedagogy at the Faculty of Psychology and Educational Sciences. With an important experience in international cooperation in the field of education, professor Iucu is, currently, the Coordinator of UNICA EduLAB Group, the Co-Chair of the FOREU European Degree subgroup of European Universities, and a former member of the European University Association (EUA) Learning & Teaching (L&T) Steering Committee. He has been appointed as a Magna Charta Observatory Ambassador from April 2022 and broaden rewarded as a member of The International Adult and Continuing Education Hall of Fame (IACEHOF).

Professor Iucu held several university-management positions (former Acting Rector of the University of Bucharest, and Vice-Rector for Academical Affairs for more than 16 years), with an important role on designing, managing, and validating higher education and adult education policies at different level. He is a former President of ENTEP (European Network on Teacher Education Policies) and was the national's representative in the BFUG (Bologna Follow-up Group). Professor Iucu had worked for many years at the European Network of Country Experts in Education (ENCEE), and as a member of the Expert Group on Improving the Education of Teachers & Trainers. He also worked for the European Commission, Eurydice, World Bank, and UNICEF in several educational programmes. As a recognition of his professional activity, he was inducted as a member of The International Adult and Continuing Education (IACE) Hall of Fame (UO-OCCE).

DR. MARTÍ CASADESÚS FA

Dr. Martí Casadesús Fa is a Full Professor at the Department of Business Management and Product Development at the University of Girona. He studied Industrial Engineering (UPC) and holds a Doctorate in Industrial engineering (UdG).

He is currently co-director of the research group GREP (Research Group in Product, process and production) at the University of Girona, devoted to the design of new planning and management of production systems, as well as quality management.

His research is focused on quality management. Several publications in research journal as: Total Quality Management, International Journal of Quality & Reliability Management, The TQM Magazine, International Journal of Operations & Management, …. More than 50 articles in JCR (h-index (Web of Science): 25; h- index (Scopus): 31; h-index (Google Scholar): 47.) He has been also one of the Spanish experts on the Technical Committee 176 of ISO (International Organization for Standardization), which is dedicated to the creation of new standards of management systems.

He has been Vice-rector for Planning & Quality at the University of Girona (2009- 2013), director of AQU Catalunya (2013-2021), secretariat and board member of INQAAHE (International Network for Quality Assurance Agencies in Higher Education) (2013-2021), visiting professor at the Politecnico di Torino (2021) and Board member of the Chair of Corporate Social Responsibility (CSR) of the University of Girona (from 2017).