



Co-funded by
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Caritas
Czech Republic



"AGATE"
RIGHTS DEFENSE CENTER
FOR WOMEN WITH DISABILITIES



Training of Trainers: Building Digital Skills Capacity for Persons with Disabilities

From Expert Curriculum to Grassroots Delivery

Coalition for Independent Living – Georgia

09.10.2025

Upskilling digital competences and career management skills of disadvantaged youth in Georgia, Armenia and Moldova

- **Donor:** European Union, under the EU4Youth Program, administered by the Central Project Management Agency (CPVA).
- **Implementer:** Caritas Czech Republic (CCR)
- **Partners:**
 - Coalition for Independent Living (Georgia)
 - “Agate” Rights Defense Center for Women with Disabilities (Armenia)
 - “MilleniuM” Training and Development Institute (Moldova)
- **Project duration:** July 22, 2023 – January 22, 2025

Project Objectives and Main Directions:

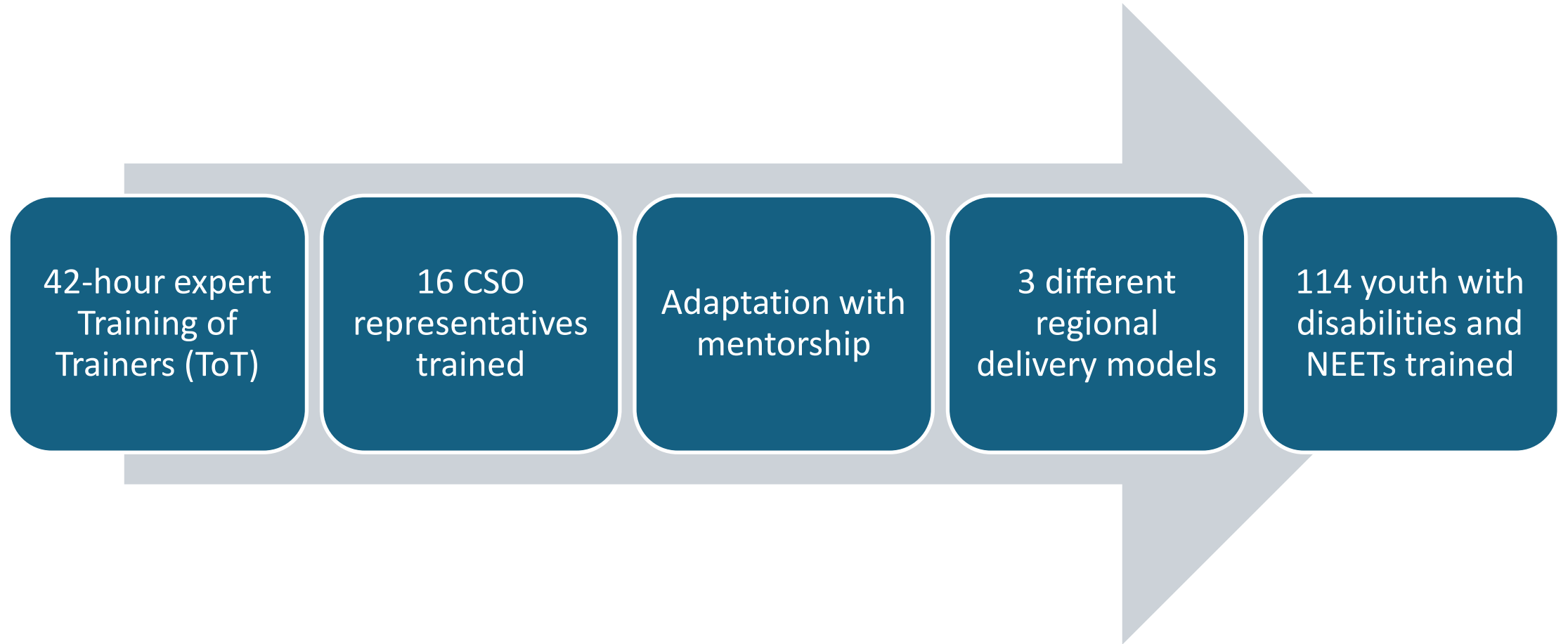
Objectives:

- **Build the capacity of youth-focused CSOs** to deliver digital skills and career counselling.
- **Train and support career advisors** from both state and civil society sectors.
- **Empower disadvantaged youth**, including NEETs and youth with disabilities, to increase their employability and confidence through direct support.

Main Directions:

- **Development of digital career counselling guidelines**
- Capacity building for CSO and state career advisors
- Career consultations and mentorship programs
- Digital skills training sessions for youth
- Awareness-raising activities on digital threats and labor market trends
- National and international networking and experience-sharing events.

The Journey of One Training Module:



Training Course Content



COURSE OBJECTIVES:



DEVELOP BASIC DIGITAL LITERACY SKILLS AND KNOWLEDGE OF ONLINE TOOLS



FACILITATE SKILLS DEVELOPMENT FOR ENTREPRENEURIAL PURPOSES



PROMOTE ABILITY TO USE DIGITAL ONLINE PLATFORMS



INTRODUCE DESIGN THINKING PRINCIPLES



INTEGRATE AI TOOLS ACROSS VARIOUS DISCIPLINES TO UNDERSTAND THEIR VALUE

• Main Course Themes:

- Introduction to digital literacy and entrepreneurship
- Productivity tools and basic digital instruments - general overview of applications
- Website creation and design fundamentals
- Basic digital tools - general overview of applications
- Google services
- Digital marketing and freelancing
- Social media fundamentals
- Freelancing
- E-learning and development

ToT Delivery Methodology and Participants

4-week intensive program:

Presentations and lectures

Group discussions

Practical activities

Dedicated Facebook group for communication

Sign language interpreter throughout

Evaluation:

Pre-tests and post-tests

50% increase in correct responses after training

16 CSO Representatives:

- 11 female, 5 male
- From 3 regions: Adjara, Imereti, Samegrelo-Zemo Svaneti
- Working with youth organizations
- Focus on persons with disabilities and NEETs

Selection criteria:

- Experience working with disadvantaged youth
- Basic digital skills
- Commitment to deliver training in their regions

Inclusive Training: Accessibility Guidelines

Ensuring Full Participation for All Learners



Visual Impairments

- Use high-contrast colors (white text on black background)
- Minimize visual elements to reduce distraction
- Allow extra time for information processing
- Ensure all materials are clearly visible on their screen
- Schedule regular 5-10 minute breaks



Hearing Disabilities

- Provide sign language interpretation services
- Enable captions/subtitles on platform
- Share materials in advance with participants and interpreters
- Provide training recordings for review
- Include more visual materials with clear explanations



Physical Disabilities

- Check if assistive computer devices are used
- Camera use is optional, not mandatory
- Allow extra time to complete activities
- Familiarize with platform in advance
- Include regular breaks throughout training



Key Principle: Consult with participants before training to understand individual needs

Regional Needs Assessment Results

Batumi (Adjara): "Most target groups struggled with basic computer skills and were unaware of important online platforms such as Zoom or Google services (most were familiar only with email)"

Zugdidi (Samegrelo-Zemo Svaneti): "More than half of participants only knew how to use computer technologies at a basic level." "Unfamiliar with using employment websites to search for vacancies"

Kutaisi (Imereti): "Majority have no or basic level of digital skills and need to start training from entry level"

The Mentorship Bridge



Individual orientation meetings with each CSO



Assess what the youth needs



Guide curriculum simplification



Support planning online/in-person delivery



Provide methodological support

Why the same person?

- Created the ToT module
- Already knew the CSO representatives
- Could guide what to keep vs. what to cut

What the mentor helped CSOs decide:

- 1. Sequencing:** What must come first vs. what's advanced
- 2. Language:** Simplifying technical terms
- 3. Pacing:** How much content per session is realistic
- 4. Format:** When online work vs. in-person work is needed
- 5. Assessment:** How to evaluate without intimidating

Comparison: ToT Content vs. What Was Actually Delivered

ToT Module	Batumi Kept	Zugdidi Kept	Kutaisi Kept
Digital literacy basics	✓	✓	✓ Phase I
Productivity tools	✓ (simplified)	✓	✓ Phase I
Website creation	X	X	✓ Phase III only
Google services	✓ (basics)	✓ (basics)	✓ Phase I
Digital marketing	X	X	✓ Phase II
Social media	✓ (basics)	✓	✓ Phase I
Freelancing platforms	X	X	✓ Phase II
E-learning	X	X	X
AI tools	X	X	X

Measuring Success: Not Just Numbers



Quantitative:

114 youth trained (target: 90)
Pre/post-tests showed significant improvement across all regions



Qualitative:

"Self-esteem of participants increased" (repeated in all reports)
Participants moved from hesitant to actively engaged
Created first CVs, searched first job postings
Some progressed to advanced content



Sustainability:

3 CSOs now have adapted materials
They can continue delivering independently
Materials proven in their regional contexts

The Replicable Process



Phase 1: Develop a comprehensive ToT

- Cover a full range of skills
- Train intermediary organizations/trainers
- Use multiple teaching methods
- Evaluate learning (pre/post tests)
- Involve different disability experts in the development process



Phase 2: Require needs assessment

- CSOs assess their actual beneficiaries
- Document baseline knowledge
- Identify access barriers
- Determine realistic scope



Phase 3: Mentored adaptation

- Same trainer available as a consultant
- Guide what to keep/cut/simplify
- Help with sequencing decisions
- Support format choices (online/in-person)

The Replicable Process

Phase 4: Flexible delivery

- Allow different regional models
- Separate by disability type if -needed
- Progressive complexity options
- Online/in-person as appropriate

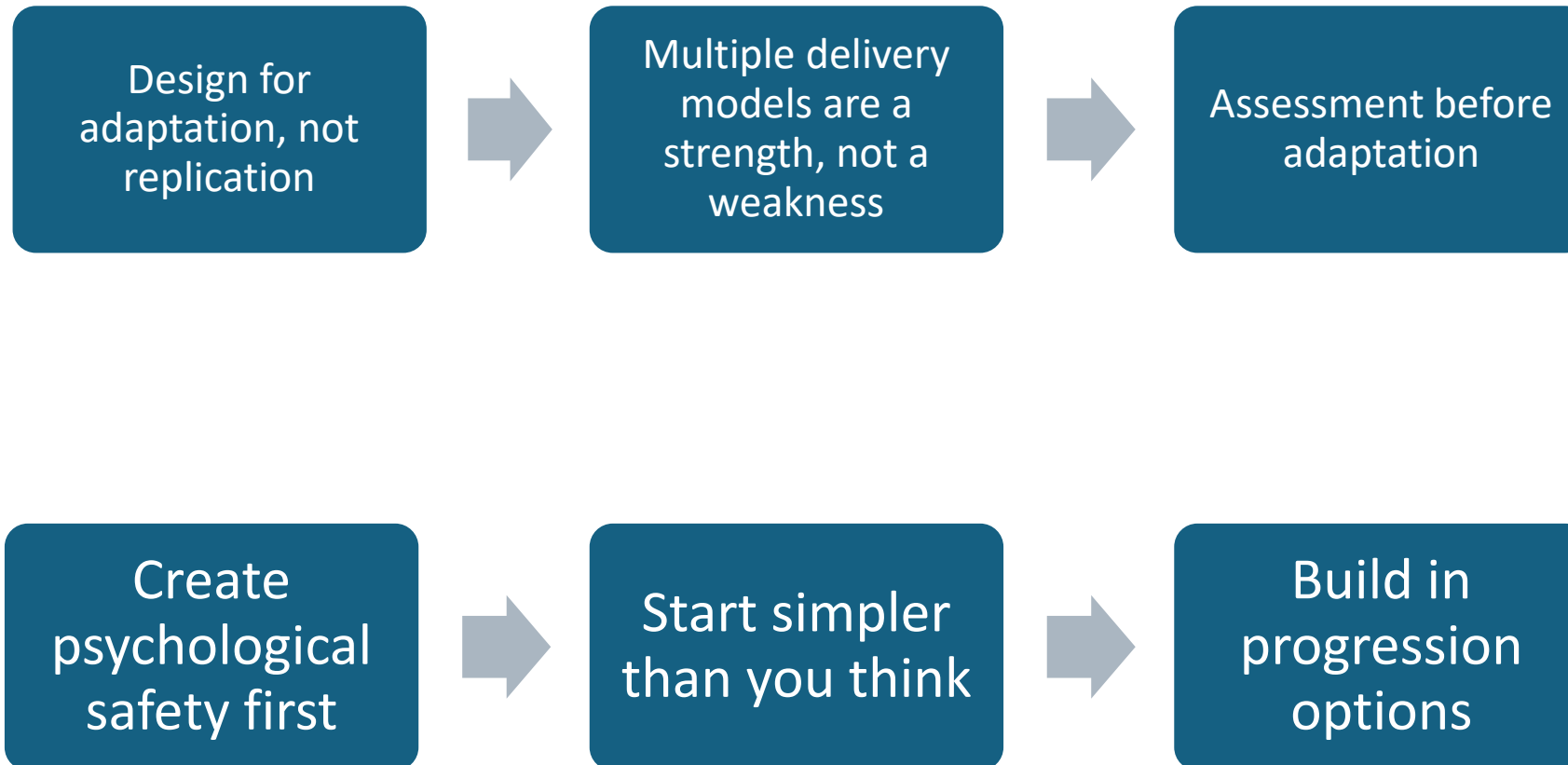
Phase 5: Sustainability mechanisms

- Communication channels (Facebook groups)
- Printed materials for reference
- Ongoing peer support among CSOs

Phase 6: Document adaptations

- What each region changed and why
- What worked/didn't work
- Share across implementing organizations

Lessons for Curriculum Developers and Trainers/Career Counsellors



Questions & Discussion