



Ubiquity
University



Ubiquity **AIESEC** **Credentials Handbook**

Welcome

AIESEC and Ubiquity University have come together to form a major strategic partnership to change the way young people learn. Gone are the days when all you needed was a college degree and then you went out and found a job. That world is rapidly disappearing. Now you need to *create* your job and show potential employers what you can actually do with the skills you have. Degrees are being replaced with micro-credentials. Academic study is being superseded by direct life competencies. What AIESEC and Ubiquity have done is to combine both – getting micro-credentials while getting degrees and developing competencies while earning academic credit. It is leadership development in action - a revolutionary approach to learning which AIESEC and Ubiquity are the first to pioneer.

Working together, we can change the world.

Jim Garrison, Ubiquity University President
Mohamed Fadel, AIESEC International President 2018-19

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Introduction

We learn all the time - at work, at play, in our families. Learning when framed like this is life-long learning, not limited to a formal learning environment. Books and courses can help us develop a competency, but they are only one of many ways. Often it is through practice that we learn the most. The question is: how do we help each other recognise what we have learned through all the activities in our life, and share that information in such a way that it is useful to someone else anywhere in the world?

Ubiquity University has the answer to that question. Our UbiCert Global Standard Credentials® are credentials that anyone can gain by submitting evidence of competence from any domain of life. In other words, if you show us that you are capable of doing something, we credential you for it. These credentials are a formal acknowledgement of your skills in a certain area and will be recognized by employers and partners the world over. To ensure that these credentials are globally recognized, they have been designed to be composed of internationally recognised competency stacks, which means they can easily be related to existing credentials anywhere in the world. Ubiquity's partner Skillsbook has developed a database of over 70,000 competencies mapped to 330 professions and globally recognised credentials, together with the Australian government.

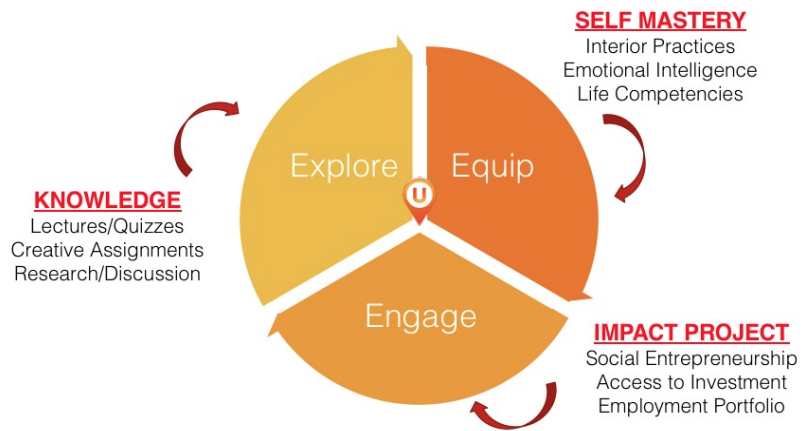
That is not the only thing that makes them global. All Ubiquity credentials are mapped to the United Nations' Sustainable Development Goals, meaning anyone with a UbiCert Global Standard Credential® can now demonstrate to the world how well equipped they are to deal with the major challenges facing humanity and our planet today.

AIESECers now have the unique opportunity to access UbiCert Global Standard Credentials through the competencies they develop during their everyday work at AIESEC combined with a selection of online courses. AIESEC staff are assessed at intake, given a competency profile and matched to the appropriate job. Then a learning and development pathway is mapped out for AIESECers to develop the appropriate competencies so they can perform their work optimally for AIESEC. As a person develops and demonstrates competence, they can build towards a UbiCert Global Standard Credential®, from competency-based badges to an Advanced Diploma, MA and MBA. AIESEC's commitment to leadership development and the UN's Sustainable Development Goals will be made all the more real as AIESEC members start to show the world how employable they are and what they can do to solve our biggest global challenges.

How Does It Work?

Integral Design

At Ubiquity we believe you learn through your head, your heart and your hands. That is why our learning experiences are designed to combine knowledge development with self-mastery and impact projects.



For AIESECers, that works out in this way:

Knowledge: develops through the competency knowledge you learn while you work with AIESEC and take the appropriate online courses.

Self-Mastery: gained through leadership development coaching with your team leader plus any extra Ubiquity self-mastery modules and mentoring.

Impact Project: this is your everyday work at AIESEC towards peace and the fulfilment of human potential.

What are competencies and what are credentials?

At Ubiquity we define competencies as coming from a broad spectrum of the human experience:

Ubiquity's Integral Competency Framework



If you are competent at something it means you can do something successfully and efficiently. A competence can just as well be about emotional intelligence (an inner quality) as it can be how to create a budget (professional expertise). [See here for the AIESEC competence framework.](#)








A credential is something that formally acknowledges your competency. A credential makes you believable in the world. It can be as small as a badge that shows that you have mastered one level of a specific competence, that you can add to your CV and share on LinkedIn and other social media. It can be as big as a PhD.

We want AIESECers to build critical competencies and showcase them to the world.

UbiLearn - On the Job Learning

We continuously hear from AIESECers how much more they learn through their AIESEC experiences than during their university studies - and how much more useful it is than pure classroom learning. The original impulse behind the Ubiquity/AIESEC partnership was to be able to offer AIESECers formal recognition for the competencies they develop while working with AIESEC. With a formal credential, from a badge right through to an MBA, your experience at AIESEC can now become of recognisable value for future employers, partners or learning institutes.

This is how it works:

-  1 Candidate sees the register option in their EXPA account, hits the register button and completes the form to enrol into the initial Candidate Assessment course.
-  2 Upon completing the Candidate Assessment quizzes, a senior AIESEC member interviews the candidate and completes the remaining assessment with questions from the Question Pool (accessible to interviewers only).
-  3 The assessor reviews the candidate's assessment outcome, and chooses which area the candidate can progress into (e.g. Talent Management, Marketing, Sales etc).
-  4 Candidate undertakes tasks provided to them in accordance with their chosen field and position, and relevant training.
-  5 Along the journey, the candidate receives badges and points for completing various position tasks, and for completing any micro credential courses along the way.
-  6 Candidate completes all their position tasks, and either finishes their journey with AIESEC, or applies for new registration and a next level role with AIESEC.
-  7 Candidate completes requirements for the credential of their choice and is awarded a formal UbiCert academic or professional qualification from Ubiquity University.

While you are carrying out your work in AIESEC, there are certain tasks you complete that demonstrate you have developed a particular competence (e.g. write a marketing plan). Once completed, these tasks are reviewed by an appropriate supervisor who then assesses whether your tasks were performed at a level that demonstrates a particular competence. If so, you then have the option to turn that competence into a credential, points towards a bigger

credential and a special badge you can share on LinkedIn and other social media as proof to the world that you have demonstrated that competence.

A generally accepted definition of competence is the combination of both the knowledge required to do something and the ability to do it. What this means in practice are the following iterative steps (for phases 4 and 5 in the graphic above):

- You complete a competence-related task in your everyday work with AIESEC. In order to have fully demonstrated you can actually do that task, you need to complete this task three times. Each time you mark a task completed, your AIESEC supervisor (*team leader*) signs off on it. A certain competence may require one or more tasks to be completed.
- You can then choose if you want a badge with points towards a credential for that competence. If you do, then you take an industry-standard knowledge quiz.
- You are then asked to upload any (extra) evidence of the competence where appropriate (e.g., *recruitment report, marketing plan*); the system has suggestions for evidence.
- An assessor audits your application and approves or disapproves the competence.
- If approved, you are awarded your badge and points for the competence.

The competences you demonstrate this way and the points you gain can be topped up with points from internal AIESEC courses, Ubiquity courses or courses elsewhere that support the development of the appropriate competencies.

United Nations Sustainable Development Goals

Ubiquity, like AIESEC, is committed to supporting progress on the UN's Sustainable Development Goals. Our learning content is linked to UNESCO's SDG competence framework meaning that learners can show the world how well equipped they are to contribute to the SDGs. Ubiquity has a Global Creativity Challenge built around the SDGs, including a \$25,000 Prize for the best projects designed to solve one or more of the SDGs. AIESECers are welcome to participate in the competition.

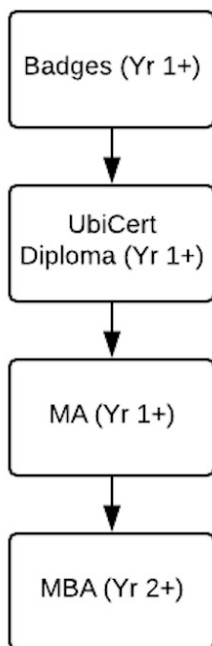


Ubiquity AIESEC UbiCert® Credentials

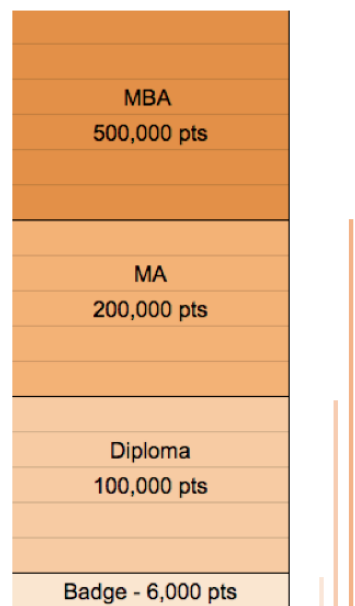
Through the AIESEC-Ubiquity global learning partnership, you can access the following UbiCert® credentials:

- Competency-based badges
- Professional graduate-level diplomas
- Master of Arts (MA)
- Master of Business Administration (MBA)
- BA Completion (BA)

Here you can see the possible learning pathways through the AIESEC-Ubiquity partnership:



Ubiquity's credentials can be stacked as you go along:



Below you can see a summary of how you get your points depending on the credential you want and the amount of time you spend in AIESEC engaged in the Talent Management activities. The longer you spend in AIESEC, the more points you can get from your competence development, the less courses you need to take and the cheaper the credential becomes.

Diploma (100,000 pts)	TM Competencies	Courses		Self-Mastery
Years in AIESEC				
1	60000	1	10000	30000

MA (200,000 pts)	TM Competencies	Courses		Self-Mastery
Years in AIESEC				
1	60000	6	60000	50000
2	120000	3	30000	50000

MBA (500,000 pts)	TM Competencies	Courses		Self-Mastery
Years in AIESEC				
2	120000	18	180000	200000
3	180000	12	120000	200000
4	240000	6	60000	200000
5	300000	4	40000	160000

Competency-based Badges

Any time you demonstrate a competence through your AIESEC-Ubiquity Talent Management process, you have the opportunity to unlock a competency badge which you can share on your LinkedIn profile and through other social media. You can also unlock points that build towards a bigger competence such as a diploma or degree.

Professional Graduate-level Diplomas

The AIESEC-Ubiquity Talent Management System is linked to the specific roles that exist in AIESEC: Marketing, Talent Management, Sales, Operations, Finance, and Information Management. The competencies identified for each of these functional roles have been mapped to industry standards and credentials. This means professional diplomas can be awarded as UbiCert Global Standard Credentials®, so they are recognised in countries and industries around the world due to the cross-border competency stacks underlying the diplomas.

Learning Track: Complete a UbiCert Diploma in one year at AIESEC

Every year that you work in a role at AIESEC, you can get a diploma related to that role and linked to global industry standards. The diploma will show which global industry-standard credentials it maps to. The diplomas are benchmarked to the Australian national framework which has official correlates to the frameworks of 26 other countries.

A diploma of this type would be made up of the following components:

Item	Diploma
Year in AIESEC	1
Equivalent to traditional courses	5
Ubiquity courses needed	1
Core Competencies needed	4
Functional Competencies needed	6
Points total	100000
Points from courses	10000
Points from on-the-job competencies	60000
Points from Self-Mastery (e.g. LDM)	30000

The points you earn for your diploma(s) can be stacked towards a degree (see below).

Masters of Arts (MA)

All of the points you collect by demonstrating competencies during your time at AIESEC can be put toward a degree. You can also get a diploma first, then build on top of that towards your MA. You can continue your work on your MA after you leave AIESEC as well.

Learning Track: Complete an MA in 1 year at AIESEC

Item	MA (1 yr)
Course equivalent	10
Points	200000
Years in AIESEC	1
UU courses	6
Points from courses	60000
Points from on-the-job competencies	60000
Points from Self-Mastery (e.g. LDM)	50000

Learning Track: Complete an MA in 2 years at AIESEC

Item	MA (2 yrs)
Course equivalent	10
Points	200000
Years in AIESEC	2
UU courses	3
Points from courses	30000
Points from on-the-job competencies	120000
Points from Self-Mastery (e.g. LDM)	50000

Master of Business Administration (MBA)

All of the points that you collect demonstrating specific competencies during your time at AIESEC can be put towards a full degree. You can get a diploma or an MA, then build on top of that towards your MBA. If you can't finish during your time at AIESEC, don't worry - you can continue your work on your MBA after you leave.

Learning Track: Complete an MBA during 3 years in AIESEC

Item	MBA (3 yrs)
Course equivalent	20
Points	500000
Years in AIESEC	3
UU courses	12
Points from courses	120000
Points from on-the-job competencies	180000
Points from Self-Mastery (e.g. LDM)	200000

All points earned over three years (Diploma and/or MA) would be included in these totals.

Learning Track: Complete an MBA during 4 years in AIESEC

Item	MBA (4 yrs)
Course equivalent	20
Points	500000
Years in AIESEC	4
UU courses	6
Points from courses	60000
Points from on-the-job competencies	240000
Points from Self-Mastery (e.g. LDM)	200000

All points earned over four years (Diploma and/or MA) would be included in these totals.

BA Completion

It may be you are in a BA program already but are disillusioned with it and would like to complete your BA at Ubiquity. That is also possible. We will accept all of your BA credits from your studies so far and allow you to import them to Ubiquity for free. It is possible to use your AIESEC experience credits towards your Ubiquity BA as well as courses of your choice to top up your credits to completion.

Overview of Credentials

This table lists all the credentials above so you can compare them.

Item	Diploma	MA (2 yrs)	MA (1 yr)	MBA (3 yr)	MBA (4 yr)
Course equivalent	5	10	10	20	20
Points	100000	200000	200000	500000	500000
Years in AIESEC	1	2	1	3	4
UU courses	1	3	6	12	6
Points courses	10000	30000	60000	120000	60000
Points DA competencies	60000	120000	60000	180000	240000
Points SM project / LDM	30000	50000	50000	200000	200000

Points, Credits and Grades

On your Ubiquity learning journey you can get points for nearly everything you do! If you would like to know more about why we are using a points system and our broader gamification strategy, [check out our Prezi](#).

- In a standard study course you can get up to 10,000 points.
- Every single assignment you do unlocks points.

This is how many points you get for each kind of assignment:

Assignment	Points	Assessed By
Creative Assignment	5,000	Course Facilitator
Peer Review of Creative Assignment	500	Course Facilitator
Peer feedback on Peer Review	100	Peer
Collaboration in Creative Assignment	500	Peers in team
Per Webinar Reflections (3)	150	Course Facilitator
Per Quiz	100	Platform
Per Reflection / Task	50	Course Facilitator
Per Group Discussion	50	Course Facilitator
Participation Evaluation	250	Course Facilitator

A few notes:

- Each course has one Creative Assignment which is the main assessment for the course. It is assessed by the Course Facilitator and counts for 50% of the total.
- You will review the Creative Assignment of one group of your peers (500 points) and they will give you feedback on the usefulness of your Review (100 points).
- Your teammates in your Creative Assignment team will give you feedback on your collaboration in the team (500 points).
- There are usually quizzes in the course. Each one counts for 50 points if you pass it on time.
- There are also likely to be Reflection Tasks, Impact Tasks and Self-Mastery Tasks, which count for 50 points each if you complete them on time.
- The faculty member delivers three live webinars per trimester. You are expected either to attend live or listen to the recording and then write a c. 300 word reflection piece.

- There are Group Discussions for each module which count for 50 points each if you complete them on time.
- At the end of the course, the Course Facilitator gives you a final score for your participation and engagement in the course Pod Group.

You can see how points for a course might relate to more traditional grades in the table below:

Grade	Points
A	9500+
A-	9000-9499
B+	8700-8999
B	8400-8699
B-	8000-8399
C+	7700-7999
C	7400-7699
C-	7000-7399
D+	6700-6999
D	6400-6699
D-	6000-6399
F	<5900

Pricing

This table illustrates the relative pricing of the different learning pathways and credentials related to how many years you spend working on it in AIESEC.

This includes a 10% discount for AIESEC members off normal prices (which you continue to get if you leave AIESEC). And your first badge is a free gift from us!

AIESEC International and your home AIESEC entity also receive 5% each of all sales through Ubiquity, as a symbol of our desire to see AIESEC thrive and grow.

Competence Badge (6,000 pts)	TM Competencies	Courses	Self-Mastery	Cost
	6000	0	0	\$25

Diploma (100,000 pts)	TM Competencies	Courses	Self-Mastery	Cost
Years in AIESEC				
1	60000	1 10000	30000	\$750

MA (200,000 pts)	TM Competencies	Courses	Self-Mastery	Cost
Years in AIESEC				
1	60000	6 60000	50000	\$3,450
2	120000	3 30000	50000	\$1,950

MBA (500,000 pts)	TM Competencies	Courses	Self-Mastery	Cost
Years in AIESEC				
2	120000	18 180000	200000	\$9,950
3	180000	12 120000	200000	\$7,150
4	240000	6 60000	200000	\$4,150
5	300000	4 40000	160000	\$3,250

Frequently Asked Questions

Q. I can afford the tuition. I am wondering if I need to make one payment?

A. You pay as you go. We are dedicated to ensuring our students graduate debt-free.

Q. What forms of payment do you accept?

A. All courses must be paid for in advance through our online payment system which is accessible worldwide. Any other forms of payment may be coordinated through [our Registrar](#).

Q. What are other expenses associated with my studies besides the tuition?

A. Our goal is to be globally affordable. We do not have any hidden fees so what you see for tuition is exactly what you will need to pay. Our application process is free. Resources are either freely available on our learning platform or elsewhere on the internet, or through our online library.

Q. What is my time commitment? Per week? Per class?

A. If you are doing the program full time, with 5 courses per trimester, you would spend about 10 hours a week engaging the learning material and about another 20 hours engaged in exploring other materials and working on your main assignment.

Q. How much class work do I have to do?

A. About 2 hours per module.

Q. How much homework do I have to do?

A. About 4 hours per module.

Q. How will I get my points?

A. You can see them on your student dashboard and you can always check with your personal Course Facilitator.

Q. How do I submit my homework?

A. Through the online platform - as quizzes for example, or blog posts.

Q. How flexible is the homework deadline schedule?

A. You can work on the homework when you want but it is advisable to complete tasks and assignments on time so you can move on with your peers.

Q. How do I collaborate with my classmates?

- A. You will collaborate on one Creative Assignment per course. You select the team you will work with. During the course you will also be part of a Pod of 8-12 students with a Course Facilitator where you can have deeper exchanges on the content of the course. Ubiquity's social learning platform also enables you to like and comment on other student's posts.

Q. How do I communicate with my faculty?

- A. For each course you will have a Course Facilitator in your Pod of 8-12 students, and you can communicate easily and directly with them. There are also monthly live calls with the core faculty member of a course where you can ask questions and interact.

Q. How do I learn? Do I watch videos?

- A. There are usually videos to watch that communicate the main content, as well as articles to read. However, much of your learning also happens in interaction with your classmates and Course Facilitators, as well as through the Integration Tasks, such as quizzes, blogging and discussions. Your Impact Project (social enterprise start-up or change project) is where you will learn through practice.

Q. What if I want to take a break in between?

- A. That's fine. You can come back to the course at the start of any Trimester in January, May or September.

Q. What if I don't complete my entire program?

- A. You will still have all the competency-based badges you unlocked that you can put on your CV or LinkedIn profile, for example.

Q. What if I get stuck and I need help?

- A. You can always ask your Course Facilitator for help. If it is a technical question, they will make sure you are directed to the right person.

Q. How tech savvy do I need to be to attend the classes?

- A. The platform has been designed to be very user-friendly. If you are an average user of computers and the internet then you will find it very easy. If you are less used to working online, then it may take a bit of getting used to, but with all the support options, you should be off and running in a flash!

Q. What if I need technical support?

A. There is an easy feedback system for technical challenges you may run into and the tech team will respond to you as soon as they can. You can also always ask your Course Facilitators for help.

Q. If I get stuck, will someone login to the class with me and walk me through how to navigate?

A. Yes, your Course Facilitator will arrange this.