

# Associate's or (Incomplete) Bachelor's Degree?

A Look at Three-year Postsecondary Programs from  
Around the World

International Educators of Illinois 2023

Brock Goldflies, Scholaro Inc.

# Introduction

Brock Goldflies

Credential Evaluator, Scholaro, Inc.

# Agenda

- I. Postsecondary level and associate's and bachelor's degrees in the US
- II. Common Examples: Indian Nursing Diploma, Chinese *zhuanke* programs, Francophone *Diplôme/Licence Professionnelle*, and Non-honors bachelor's degrees from Australia, New Zealand, and South Africa
- III. Outlier examples with practice: CARICOM, Latin America (Brazil), Ukraine, Vatican City

# I. Postsecondary level

# Postsecondary:

- Postsecondary as defined by Merriam-Webster: “of, relating to, or being education following secondary school”
- Federal regulation: a postsecondary institution is defined as “an institution that provides education to students beyond the secondary school level; secondary school level means the educational level (not beyond grade 12) at which secondary education is provided as determined under State law.”<sup>1</sup>
- Benchmarking methodology

1. Cornell Law School “[Electronic Code of Federal Regulations](#)”

# Higher Education Act of 1965

## **SEC. 101. [20 U.S.C. 1001] GENERAL DEFINITION OF INSTITUTION OF HIGHER EDUCATION.**

(a) **INSTITUTION OF HIGHER EDUCATION.**—For purposes of this Act, other than title IV, the term “institution of higher education” means an educational institution in any State that—

(1) admits as regular students only persons having a certificate of graduation from a school providing secondary education, or the recognized equivalent of such a certificate, or persons who meet the requirements of section 484(d);

(2) is legally authorized within such State to provide a program of education beyond secondary education;

(3) provides an educational program for which the institution awards a bachelor’s degree or provides not less than a 2-year program that is acceptable for full credit toward such a degree, or awards a degree that is acceptable for admission to a graduate or professional degree program, subject to review and approval by the Secretary;

(4) is a public or other nonprofit institution; and

(5) is accredited by a nationally recognized accrediting agency or association, or if not so accredited, is an institution that has been granted preaccreditation status by such an agency or association that has been recognized by the Secretary for the granting of preaccreditation status, and the Secretary has determined that there is satisfactory assurance that the institution will meet the accreditation standards of such an agency or association within a reasonable time.

## 2. Determining the Program Level Represented on U.S. Credentials: Benchmarking

### Methods for Evaluating Credentials

There are two methods for determining the level of credential: **year counting** and **benchmarking**.

When year counting, the years of education represented by the credential are matched against what those years would represent in the United States. For example, a *Baccalauréat* from France is awarded after completion of 12 years of primary and secondary school. In the United States, 12 years of primary and secondary represents completion of high school. Therefore, followers of the year counting methodology would consider a *Baccalauréat* comparable to a U.S. high school diploma

Benchmarking, on the other hand, involves reviewing the entrance requirements of the credential as well as what the credential can lead to in the home country, such as employment or further education. Benchmarks are important concepts for establishing basic levels of education across and within educational systems. Benchmarks represent assumptions about minimum standards for completion of a level of study.

The level at which an academic program is offered determines the anterior requirements for admission, the access afforded its graduates determines its purpose; both of these factors influence the program's content. You can more easily determine the content of a course taken by a student if you also know the level of the credential rather than solely by a detailed assessment of the syllabus. Most evaluators use a combination of year counting and benchmarking.

Major  
Educational  
Patterns

Determining  
Program Level

Understanding  
Units and  
Credits

Calculating  
Credits

Grades and  
Grade Point  
Average

# U.S. Associate's Degree

- Merriam-Webster: “a degree that is given to a student who has completed two years of study at a junior college, college, or university in the U.S.”
- Although rare, some associate's degree programs might be three years full-time.
  - This does not change the fact that an associate's degree is the specific credential awarded!
- Not considered a benchmark credential in the United States.
- Can act as a terminal credential.
- Typically for employment purposes or pursuing further higher education.



# Is an associate's degree always two years?

- Although two years is the most common length, there are some outlier programs that may exceed this.
- Most associate's degrees require a minimum of 60 credits.
  - Except, for example, Portland Community College and their [Paralegal AAS program](#), with 90 credits.

# U.S. Bachelor's Degree

- Merriam-Webster: “a degree that is given to a student by a college or university usually after four years of study.”
- If the standard length for a U.S. bachelor's degree is four years, then what does that mean for three-year degrees?
- The minimum required total of credits for a four-year bachelor's degree is typically 120.
- Completion of a bachelor's degree in the US can grant access to graduate education.

# Could a bachelor's degree be three years in length?

- Some schools claim to offer short programs.
  - A phrase often seen in advertisements: “Earn a bachelor’s degree in as little as three years” – but is this true?
- It depends on the total number of credits awarded.
- “Comparable to a bachelor’s degree” vs. “completion of undergraduate coursework toward a bachelor’s degree”

## II. Common Cases

# Indian Nursing Diplomas

# Context

- Typically awarded by state nursing boards/councils or the state directorate of medical education
  - Final marks sheets from just the school would not be sufficient
- Admission requirement tends to be completion of Standard XII (Senior Secondary Certificate or equivalent)
  - Always good to check because there exist nursing programs that require Standard X (Secondary Certificate) and only grant access to the first year of a BSc. in Nursing program.
- HEIs in India offer a “Post-Basic” Bachelor of Science degree program in Nursing for those who completed the three-year Nursing Diploma.

## CERTIFICATES AND DIPLOMAS


Undergraduate certificate and diploma courses (or “graduate certificates or diplomas” in traditional Indian terminology) are available in a wide range of specialized or vocational fields such as engineering and technology, teacher education, nursing, pharmacy, foreign languages, fine arts, hotel management and business. The programs vary in length from six months to three years. Entry is normally based on the completion of either secondary school (Class 10) or higher secondary school (Class 12).

Certificate and diploma programs are provided not only by universities and university affiliated colleges, but also by other institutions. For example, three-year diplomas in a range of engineering and technological fields, with entry usually based on the completion of secondary school, are available at polytechnics. Certificate and diploma courses in nursing and midwifery are mostly offered at institutions attached to hospitals.

Depending on the field of study, certificate or diploma holders may be admitted into a bachelor’s degree program with advanced standing. For example, an individual who holds a three-year polytechnic diploma in engineering and technology may be allowed lateral entry into the second year or third semester of a bachelor’s degree program in the same field.

Certificate No. KSDNEB / 828

GOVERNMENT OF KARNATAKA



DIRECTORATE OF MEDICAL EDUCATION

**DIPLOMA IN NURSING / MIDWIFERY / PSYCHIATRIC NURSING**

This is to certify that *Smt. / Sri* [redacted] Examination Board : School of Nursing  
Victoria Hospital : BANGALORE-560 002

Son of / Daughter of... [redacted] has completed the Prescribed

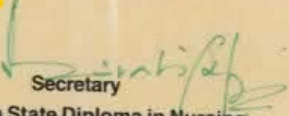
Diploma Course in General Nursing and Midwifery / Psychiatric Nursing in theoretical and


practical training as prescribed by I. N. C. from *1-9-1994* to *31-8-1997*

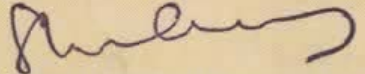
and has passed the Examination of *August 1997* with Register No [redacted]

at School of Nursing *M.M.R. & Diagnostics (P) Ltd, Kadri, Mangalore.*

[redacted] is qualified to undertake the duties of Trained Nurse / Midwife / Psychiatric Nurse.

  
Secretary  
Karnataka State Diploma in Nursing  
Examination Board, Bangalore

  
SUPERINTENDENT & DEPUTY CHAIRMAN  
Karnataka State Diploma in Nursing  
Examination Board : School of Nursing :  
Victoria Hospital, BANGALORE-560 002

  
Director of Medical Education & Chairman  
Karnataka State Diploma in Nursing  
Examination Board, Bangalore



SI. NO. 1941**DELHI NURSING COUNCIL**Roll No. [REDACTED]**DIPLOMA IN GENERAL NURSING AND MIDWIFERY**

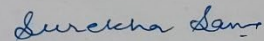
This is to certify that Miss [REDACTED] daughter of Sh. [REDACTED]  
\_\_\_\_\_ having successfully completed three year course in GENERAL  
NURSING AND MIDWIFERY at Tanak Rani Talwar School of Nursing, MCKR Hospital,  
from Oct. 2003 to Sep. 2007 and passed the prescribed examination conducted by the  
DELHI NURSING COUNCIL held in Sep., 2007 is awarded this  
DIPLOMA IN GENERAL NURSING AND MIDWIFERY and she is qualified to practise as NURSE  
AND MIDWIFE.



PRESIDENT

DATE 5 FEB 2008

dnce-20-9-2006/500



REGISTRAR

DATE 5 FEB 2008

No. 31438

# RAJASTHAN NURSING COUNCIL

## Diploma In General Nursing & Midwifery

We, the member of the Rajasthan Nursing Council hereby  
certify that \_\_\_\_\_  
\_\_\_\_\_ have undergone the  
prescribed course for not less than 3 1/2 years in Nursing of  
Men, Women, Children, \_\_\_\_\_, Midwifery and Obstetrical  
Nursing in a Duly Recognised Institution Udaipur Inst.  
of Nursing. Udaipur. Rajasthan  
from 2006 to 2010 and  
having passed the prescribed examination held in 2009  
\_\_\_\_\_ is granted this Diploma in General Nursing and  
Midwifery is qualified to practise as a  
**NURSE/MIDWIFE**



She obtained honours at the  
examination

Signed on behalf of the  
Rajasthan Nursing Council

REGISTRAR 23/2/11  
Rajasthan Nursing Council  
JAIPUR

PRESIDENT  
Rajasthan Nursing Council  
JAIPUR

Dated 23-07-2010

# Associate's or Incomplete Bachelor's?

Could be interpreted as being equivalent to an Associate of Applied Science degree in Nursing plus one year of additional undergraduate coursework in nursing.

Or....

Could be interpreted as being equivalent to completion of three years of undergraduate coursework toward a bachelor's degree.

# Tips and Tricks

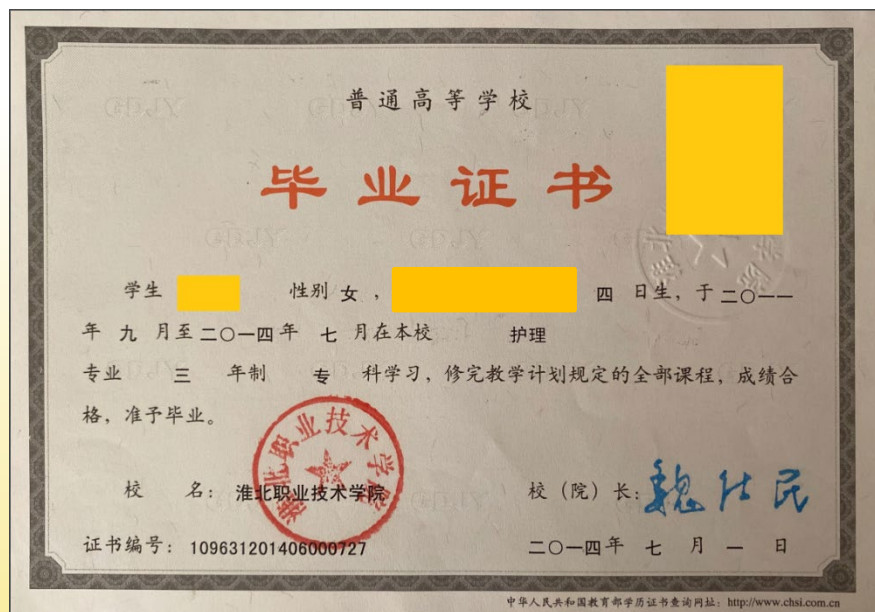
- Always check the admission requirements—is Standard X or XII required for entry?
- If facing a post-Std. X nursing program, differentiate secondary units from undergraduate credits (like an engineering diploma)
- Consider the purpose for evaluating a nursing diploma.
  - Admissions into a bachelor's degree program? Applying for licensure?
- Check with your institution for equivalency recommendations.

# Chinese *zhuanke* Programs

# Context

- Offered by both universities and colleges at the state or national level
- Programs are typically 3 years. There are also 2 and 2.5-year programs.
- *Zhuanke* is not a **degree**, but can be treated like one
- There exist “Top-up” programs for *zhuanke* graduates who enter a *benke* program with advanced standing.
- [TAICEP 2019 webinar](#) indicates that *zhuanke* diplomas only grant access to the 3<sup>rd</sup> and 4<sup>th</sup> year of a *benke*.
  - Consensus of attendees at this webinar: it is not recommended to admit those with a *zhuanke* into graduate programs.
  - Attendees also consider the *zhuanke* to be equivalent to an associates, but they do not consider it the same thing as one.
- Upon graduation, students are awarded a Graduation Certificate (毕业证书) and a corresponding transcript.





## Regular Institution of Higher Education CERTIFICATE OF GRADUATION

This is to certify that [redacted] born on [redacted] was a student majoring in **Nursing** at Huabei Vocational & Technical College from **September 2011 to July 2014**. She has completed all the courses prescribed in the **three-year diploma** program, passed all the examinations, and is granted graduation.

Institution Name: Huabei Vocational & Technical College (Sealed)

President: Wei Shimin (Signed)

Certificate No.: 109631201406000727

July 1, 2014

The Certificate Verification Website of The Ministry of Education of the People's Republic of China: <http://www.chsi.com.cn>

I, Pan Zhen, President of Huabei Vocational & Technical College, confirm this is a true and correct document.  
 Translation: [redacted] Contact: +86-0571-88599989  
 Qualification: [redacted] English Major, School A, Certificate No. EN181010121  
 Organization: [redacted] Huabei Vocational & Technical College, Ltd.  
 Organization: [redacted] Huabei Vocational & Technical College, Ltd.  
 Signature: [redacted] Date of Translation: 2014-08-23



**\*\*Notice the Chinese character for “three years”**



# Associate or Incomplete Bachelor's?

- It depends entirely on the field of study. If there exists an associate's degree in the same field in the US, then equivalent to an associates.
- Otherwise, treated as an incomplete bachelor's degree
- Not uncommon to see these paired with a top-up bachelor's degree for graduate admission



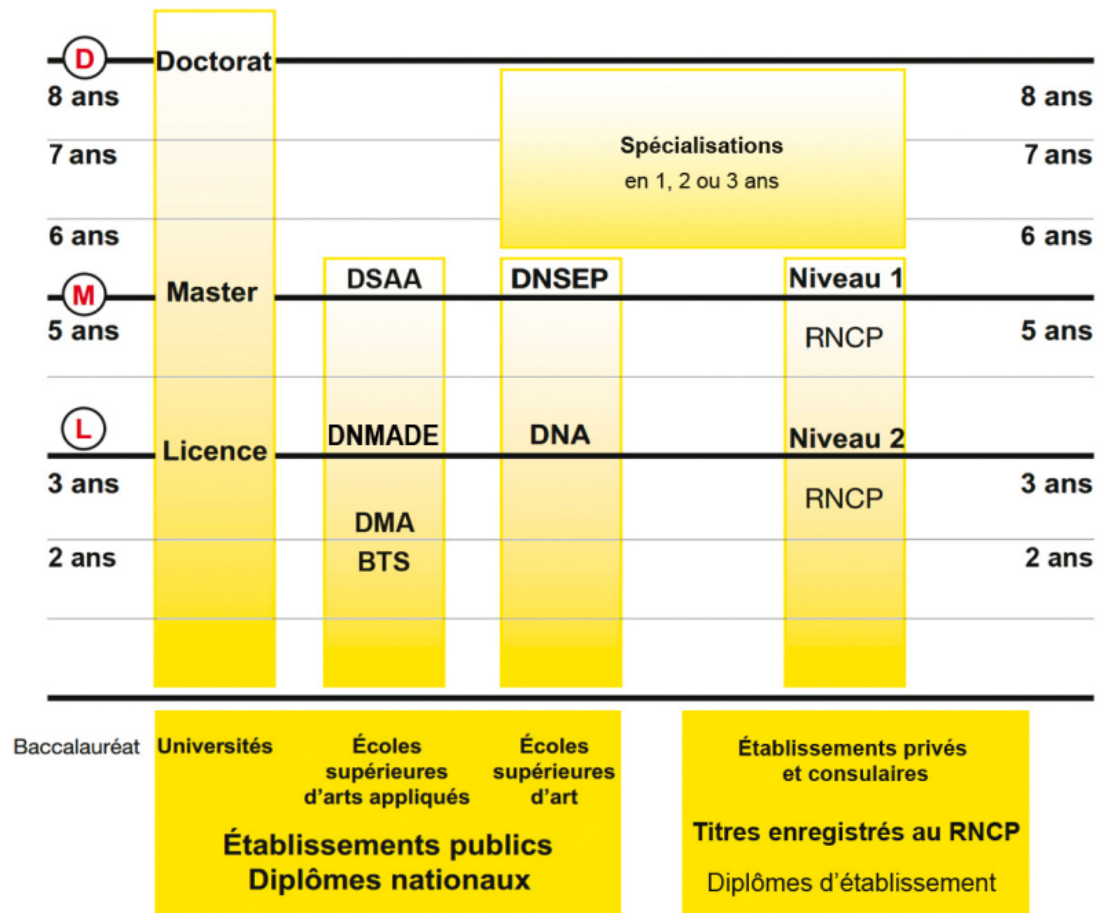
- ❖ In these situations, do you treat three years of undergraduate coursework in a zhuanke as being equivalent to two years of credit? Or award three years of credit and then the total for their top-up (typically two years)?

# Francophone *Diplôme Nationale/Licence Professionnelle*

# History and Context

- France and former colonial states follow a similar system, based on legislation.
- Terminology tends to be very specific to legal standings.
- Schools in France can award a *Diplôme Nationale*, which may vary in length (Bac + 3, 4, or 5).
- The Professional Licentiate (*Licence Professionnelle-Licence Pro*) is newer in France and tends to be geared more toward vocational endeavors.
- Individual countries may have specific provisions in place for their credentials, but they may also follow the specifics of the French system, such as grading.

## Le système LMD et les diplômes d'art et de design

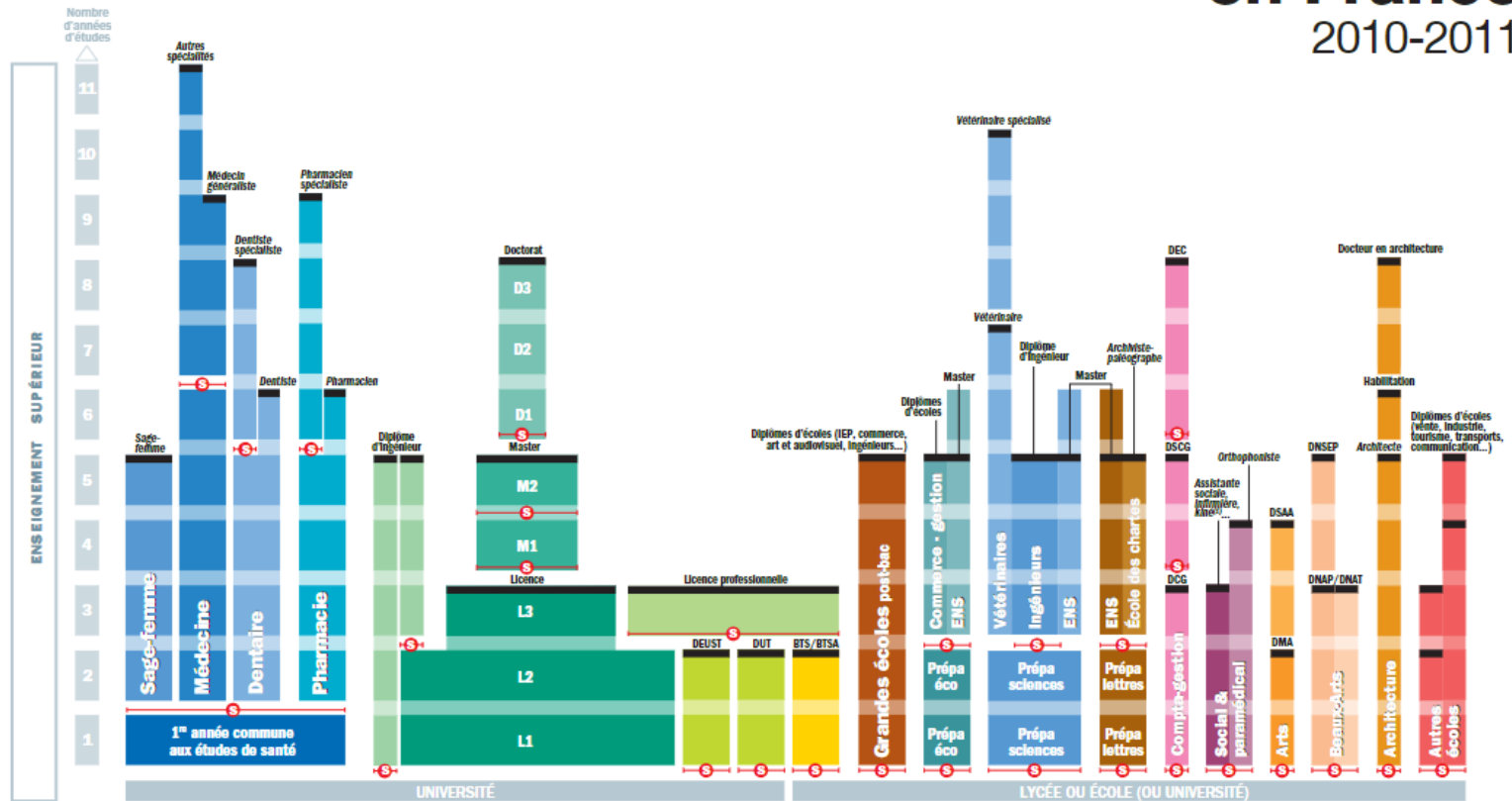


BTS : Brevet de Technicien Supérieur  
 DMA : Diplôme des Métiers d'Art  
 DNA : Diplôme National d'Art  
 DNMADE : Diplôme National des  
 Métiers d'Art et du Design

DSAA : Diplôme Supérieur des Arts Appliqués  
 DNSEP : Diplôme National Supérieur  
 d'Expression Plastique

- Source: [https://ressources.campusfrance.org/esr/diplomes/fr/LMD\\_art\\_fr.pdf](https://ressources.campusfrance.org/esr/diplomes/fr/LMD_art_fr.pdf)

# L'enseignement en France 2010-2011



- Source: ONISEP, Government of France

III	<b>BM</b> Brevet de maîtrise	Avec un diplôme de niveau IV dans la spécialité	2 ans	• Apprentissage : CFA	• Insertion professionnelle	• Compétences techniques et de management de l'entreprise • Débouche sur la fonction de chef d'entreprise artisanale • Plus de 60 spécialités	
III	<b>BTMS</b> Brevet technique des métiers supérieur	Avec un diplôme de niveau IV dans la spécialité	2 ans	• Apprentissage : CFA ou lycée (UFA*)	• Insertion professionnelle	• Niveau de compétences élevé pour un nombre restreint de métiers • 3 spécialités	
III	<b>BTS/BTSA</b> Brevet de technicien supérieur Brevet de technicien supérieur agricole	Après le bac (ou équivalent) (année de mise à niveau exigée dans certains cas)	2 ans	• Statut étudiant : lycée • Apprentissage : CFA ou lycée (UFA*)	• Insertion professionnelle • Poursuite d'études	• Acquisition de compétences dans une spécialité pointue • Environ 130 spécialités	Licence pro, écoles de commerce ou d'ingénieurs, licence...
III	<b>DMA</b> Diplôme des métiers d'art	Après un bac STD2A, un BMA de la même spécialité ou une mise à niveau	2 ans	• Statut étudiant : lycée, écoles supérieures des arts appliqués • Apprentissage : CFA	• Insertion professionnelle • Poursuite d'études	• Allie création, tradition et nouvelles technologies • Formation d'assistants-concepteurs • 27 spécialités	DSAA
III	<b>DNAP</b> Diplôme national d'arts plastiques Options : Art, Communication, Design	Après le bac (ou équivalent)	3 ans	• Statut étudiant : écoles des Beaux-Arts	• Insertion professionnelle • Poursuite d'études	• Développe une attitude critique vis-à-vis de l'art • L'accent est mis sur l'aspect créatif	DNSEP, licence d'arts plastiques
III	<b>DUT</b> Diplôme universitaire de technologie	Après le bac (ou équivalent)	2 ans	• Statut étudiant, apprentissage : IUT	• Insertion professionnelle • Poursuite d'études	• Vise la polyvalence dans un champ professionnel • 44 spécialités	Licence pro, écoles de commerce ou d'ingénieurs, licence...
II	<b>DCG</b> Diplôme de comptabilité et de gestion	Après le bac (ou équivalent)	3 ans	• Statut étudiant : lycée, IUT, écoles ou instituts... • Apprentissage : CFA, lycée (UFA*), écoles ou instituts...	• Poursuite d'études • Insertion professionnelle	• Premier niveau de la filière expertise comptable • Confère le grade de licence	DSCG, master (ou équivalent)
II	<b>DNAT</b> Diplôme national d'arts et techniques Options : Design d'espace, Design de produits, Design graphique	Après le bac (ou équivalent)	3 ans	• Statut étudiant : écoles des Beaux-Arts	• Insertion professionnelle • Poursuite d'études	• Permet de se familiariser à diverses formes d'expressions artistiques. Formation d'assistants-concepteurs	DNSEP

- Source: ONISEP, Government of France (2012)

R É P U B L I Q U E F R A N Ç A I S E

MINISTÈRE DE L'ÉDUCATION NATIONALE, DE LA RECHERCHE ET DE LA TECHNOLOGIE  
UNIVERSITÉ DE BESANÇON

IUT DE BESANÇON-VESOUL

# DIPLÔME UNIVERSITAIRE DE TECHNOLOGIE

*Vu le décret n° 84-573 du 5 juillet 1984 modifié relatif aux diplômes nationaux de l'enseignement supérieur*

*Vu l'arrêté ministériel du 13 septembre 1966 modifié relatif à la liste des spécialités enseignées dans les instituts universitaires de technologie en vue du diplôme universitaire de technologie*

*Vu les pièces justificatives produites par* \_\_\_\_\_ *né le* \_\_\_\_\_ *à* \_\_\_\_\_ *(ALGERIE), en vue de son inscription au DIPLÔME UNIVERSITAIRE DE TECHNOLOGIE Information, Communication, option Information et Documentation d'Entreprise*

*Vu les procès-verbaux du jury attestant que l'intéressé a satisfait au contrôle des connaissances et des aptitudes et au stage prévus par les textes réglementaires*

*le DIPLÔME UNIVERSITAIRE DE TECHNOLOGIE INFORMATION, COMMUNICATION, option INFORMATION ET DOCUMENTATION D'ENTREPRISE*

*est décerné à*

*au titre de l'année universitaire 1998-1999.*

MAIRIE D'ANNECY  
(Haute-Savoie)

Photocopie certifiée conforme à l'original

ANNECY le 22 FEV. 2010



L'Agent Communal

Céline THOUZET

Fait à BESANÇON, le 18 octobre 1999

Le Recteur d'Académie,  
Chancelier des universités



Aleth MANIN

Le titulaire

N°



Le Président

*[Signature]*

Claude OYTANA

Le Directeur

*[Signature]*

Professeur M. TACHEZ

199801340

\*This is a two-year program (BAC + 2)





REPUBLIQUE DEMOCRATIQUE DU CONGO  
ETABLISSEMENT : INST. SUPERIEUR DES  
TECH. MEDICALES DE KINSHASA

**DIPLOME N° 403.0412.08**

Nous, Président, Secrétaire et Membres du Jury chargé de procéder aux examens de troisième graduat en  
tech. médicales, option : techniques de laboratoire, orientation :

Attendu que le (la) nommé(e) ré (e) à Kinshasa le  
est porteur d'un diplôme donnant accès aux études supérieures  
et du (des) certificat(s) de réussite de 1er et du 2ème graduat option : tech. de labo, orientation :

Attendu qu'il/elle a réussi avec la mention satisfaction en date du 22 octobre 2008  
les examens inscrits au programme de troisième graduat option techniques de laboratoire  
orientation :

Avons conféré et conférons à  
le grade de GRADUE EN TECHNIQUES MEDICALES option : tech. de labo, orientation :

En foi de quoi, nous lui avons délivré le présent Diplôme, attestant en même temps qu'il / elle a suivi régulièrement les cours et exercices prévus au  
programme et que toutes les prescriptions légales en vigueur ont été observées.

AU NOM DU PRESIDENT DE LA REPUBLIQUE,

Nous, Président, Secrétaire et Membres de la Commission d'Entérinement, attestons que  
le présent Diplôme a été délivré régulièrement et que toutes les conditions prescrites par la législation  
congolaise relatives à la collation des grades académiques ont été observées.

En foi de quoi, nous l'avons entériné le 04 mars 2010  
et enregistré sous le n° 13.260 folio CCLXXV

Pour la Commission d'Entérinement,  
Le Secrétaire



Le Ministre de l'Enseignement  
Supérieur et Universitaire.

Fait à Kinshasa le 12 janvier 2010

Le Secrétaire du Jury,

Le Porteur,

Le Président du Jury,

Le Directeur Général,







## CERTIFICAT DE REUSSITE

ATTESTATION OF SUCCESS

NoB616/LP/005 /UDS/FSEG/D/VDSSE/CSDPR

Les soussignés  
The Undersigned

Vu le procès verbal du jury en date du 25/10/2016  
Considering the jury's decision of 25/10/2016

certifient que:  
certify that

Mr., (Miss.)

Né (e) le:  
Born on:

à: BAMUNKA-NDOP  
at:

Inscrit (e) sur le matricule No:  
Registered under no:

A validé la totalité des unités d'Enseignement requis pour  
l'obtention du diplôme de  
Has validated all the Teaching Units required for the award of the

: Licence Professionnelle  
: Professional Bachelor's Degree

Filière: Business Studies  
Discipline:

Cycle: Licence  
Cycle:

Option: ACCOUNTING  
Option:

Spécialité:  
Speciality:

Année académique : 2015/2016  
Academic Year:

Mention : GOOD (BIEN)  
Grade:

En foi de quoi la présente attestation est délivrée pour servir et valoir ce que de droit.  
This attestation is meant to serve when and where necessary.

23 MARS 2017

Fait à Dschang, le  
Done at Dschang, on

Le Chef de Département  
The Head of Department

Doyen  
The Dean

REPUBLIQUE DU CAMEROUN  
Paix-Travail-Patrie  
MINISTRE DE L'ENSEIGNEMENT SUPERIEUR  
UNIVERSITE DE DSHANG

REPUBLIC OF CAMEROON  
Peace-Work-Fatherland  
MINISTRY OF HIGHER EDUCATION  
THE UNIVERSITY OF DSHANG

Faculté des Sciences Economiques et de Gestion  
Faculty of Economics and Management  
Tel: +237 33 45 16 86  
Fax: +237 33 45 13 81  
<http://www.univ-dshang.org>

BP 110 Dschang, Cameroun  
Année académique : 2015/2016

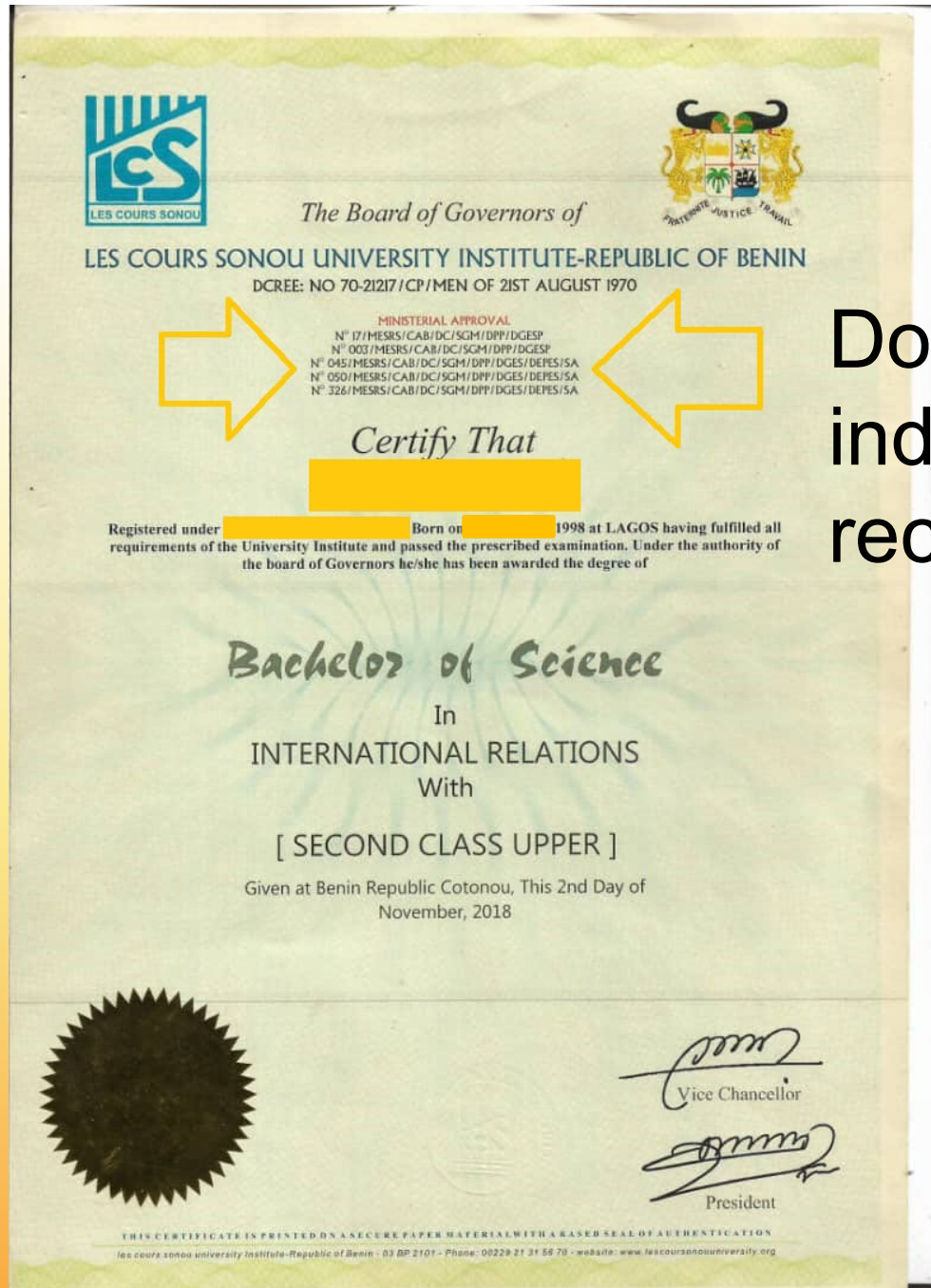
**RELEVÉ DE NOTES/MARKS TRANSCRIPT**

Nom et prénoms: [REDACTED]  
N° (e) le: [REDACTED] s: **BAMUNKA-NDOP**  
Niveau: 3  
Cycle: **Licence Professionnelle**  
Vu le procès verbal du jury no. en date du

Fillere: **BUSINESS STUDIES**  
Option: **ACCOUNTING**  
Spécialité: /

T.U CODE	Code De	Intitulés cours	Credit	Note	Mention	Credits	Session
<b>FIRST SEMESTER</b>							
PBACC51	PBACC511	OHADA Accounting Systems	4	14,40			
	PBACC512	Company Accounting	4	15,80			
			<b>8</b>	<b>15,10</b>	<b>G</b>	<b>8</b>	<b>NORMAL</b>
PBACC52	PBACC521	Computerised Accounting	3	14,00			
	PBACC522	Specific Accounting (OHADA/CIMA/COBAC)	4	13,60			
			<b>7</b>	<b>13,77</b>	<b>FG</b>	<b>6</b>	<b>NORMAL</b>
PBACC53	PBACC531	Auditing	3	17,10			
	PBACC532	Taxation	4	12,80			
			<b>7</b>	<b>14,64</b>	<b>G</b>	<b>8</b>	<b>NORMAL</b>
PBACC54	PBACC541	Management Accounting	4	14,00			
	PBACC542	Financial Management & Analysis	4	9,34			
			<b>8</b>	<b>11,67</b>	<b>P</b>	<b>8</b>	<b>NORMAL</b>
<b>Earned credits for Semester One: 30/30</b>			<b>Semester Average:</b>		<b>13,77</b>	<b>Grade: FAIRLY GOOD (AB)</b>	
<b>SECOND SEMESTER</b>							
PBMGT61	PBMGT611	Organizational Behaviour	3	11,70			
	PBMGT612	Entrepreneurship	3	13,40			
			<b>6</b>	<b>12,55</b>	<b>FG</b>	<b>6</b>	<b>NORMAL</b>
PBMGT62	PBMGT621	Computerised Banking	2	11,10			
	PBMGT622	Quantitative Techniques	3	12,00			
			<b>5</b>	<b>11,64</b>	<b>P</b>	<b>5</b>	<b>NORMAL</b>
PBMGT63	PBMGT631	Professional French	2	11,60			
	PBMGT632	Scientific Reporting	2	13,00			
			<b>4</b>	<b>12,30</b>	<b>FG</b>	<b>4</b>	<b>NORMAL</b>
PBMGT64	PBMGT641	Industrial Experience/Report	10	18,00			
	PBMGT642	Tutored Project	5	16,50			
			<b>15</b>	<b>17,50</b>	<b>VG</b>	<b>15</b>	<b>NORMAL</b>
<b>Earned credits for Semester Two 30/30</b>			<b>Semester Average:</b>		<b>14,84</b>	<b>Grade: GOOD (B)</b>	
<b>Earned credits for Level Three 60/60</b>			<b>General Average:</b>		<b>14,30</b>	<b>Grade: GOOD (B)</b>	

Fait à Dschang le: 23 MARS 2017



Does this  
indicate  
recognition?





# Les Cours Sonou University Institute Cotonou - Benin

03 BP 2101 Cotonou / Tél : +229 21 03 75 62 / +229 95 05 31 91  
SITES : CABOMA - ZONGO - MARO MILITAIRE - PORTO NOVO E-mail: [coursonou@yahoo.fr](mailto:coursonou@yahoo.fr)  
Site web: [www.coursonuniversity.org](http://www.coursonuniversity.org)

## REGISTRAR'S OFFICE

Student Name:  
Matriculation Number:  
Entry Qualification: **WAEC**  
Program: Bachelor's Degree in International Relations  
Year of Entry: 2015  
Date of Graduation: 2018

Session: 2015 / 2016

### Year I - First Semester

Course Code	Course Title	Unit	Letter Grade	Unit Optained	Average
POS 114	INTRODUCTION TO POLITICAL SCIENCE	3	B	4	12
SOC 101	INTRODUCTION TO SOCIOLOGY	3	B	4	12
POS 112	CONSTITUTIONAL DEVELOPMENT	3	C	3	9
FRN 001	BASIC FRENCH	3	C	3	9
POS 115	ORGANISATION OF GOVERNMENT	2	B	4	8
INR 101	THE NATURE OF INTERNATIONAL SOCIETY	2	B	4	8
GNS 101	INTRODUCTION TO PHILOSOPHY	2	B	4	8
GNS 102	USES OF ENGLISH	2	A	5	10
<b>GPA</b>		<b>3,875</b>		<b>20</b>	<b>77,5</b>

### Year I - Second Semester

Course Code	Course Title	Unit	Letter Grade	Unit Optained	Average
FRN 002	BASIC FRENCH	2	C	3	6
CSC 112	INTRODUCTION TO COMPUTER AND SOCIETY	3	A	5	15
ECO 121	INTRODUCTION TO ECONOMIC	3	B	4	12
POS 111	INTRODUCTION TO POLITICAL SCIENCE	3	B	4	12
INR 114	FOREIGN POLICY	3	C	4	12
ECO 121	ECONOMIC INTEGRATION IN AFRICA	3	B	4	12
INR 112	THEORIES OF INTERNATIONAL RELATIONS	2	B	4	8
HIS 103	AMERICAN HISTORY	3	C	3	9
<b>GPA</b>		<b>3,875</b>		<b>22</b>	<b>85,25</b>

### Year I - Summer

Course Code	Course Title	Unit	Letter Grade	Unit Optained	Average
HIS 103	EUROPEAN HISTORY	2	B	4	8
GNS 121	BASIC STUDY SKILL	2	B	4	8
GNS 122	MAN TECH AND ENVIRONMENT	2	A	5	10
<b>GPA</b>		<b>4,33333333</b>		<b>6</b>	<b>26</b>

### SESSION: 2016/2017 Year II - First Semester

Course Code	Course Title	Unit	Letter Grade	Unit Optained	Average
INR 211	THEORIES AND TYPOLOGIES OF INTERNATIONAL ORGANISATION	3	A	5	15
INR 212	POLITICAL THEORIES AND IDEAS	3	B	4	12
INR 213	DIPLOMATIC HISTORY	3	A	5	15
INR 214	INTERNATIONAL AIDS AND DEVELOPMENT	3	B	4	12
INR 219	INTRODUCTION TO HUMAN RIGHT AND HUMANITARIAN LAW	3	B	4	12
INR 226	COMPARATIVE POLITICAL SYSTEMS	2	B	4	8
FRN 002	FRENCH COMMUNICATION 1	3	C	3	9
<b>GPA</b>		<b>4,142857143</b>		<b>20</b>	<b>82,85714286</b>

### Year II - Second Semester

Course Code	Course Title	Unit	Letter Grade	Unit Optained	Average
INR 202	INTRODUCTION TO RESEARCH METHODOLOGY	3	A	5	15
INR 221	CONSTITUTIONALISM AND POLITICAL DEVELOPMENT	3	C	3	9
INR 223	DIPLOMATIC THEORIES AND PRACTICES	3	C	3	9
INR 224	GLOBALISATION AND INTERNATIONAL POLITICS	3	B	4	12
INR 227	THEORIES OF INTERNATIONAL RELATIONS	3	B	4	12
INR 228	THEORIES AND PRACTICES OF ADMINISTRATION	3	C	3	9
ECO 222	ECONOMIC INTEGRATION IN EUROPE	2	C	5	10

# Tips and Tricks

- First things first: if the school is private, make sure that the individual program is accredited!
  - Especially the case in Benin and Senegal
- Become familiar with the individual country's education ladder and how it compares with France's system.
- If necessary, check legislation from the Government of France (When in doubt, trust [ONISEP](#)!) and/or the government of the country of origin.

# Non-honors degrees from Australia, New Zealand, and South Africa

# Associate's or Bachelor's?

- Based on the National Qualifications Frameworks (NQFs) of these countries, it seems that the levels of these degrees prevents them from being equivalent to an associate's degree.
- Non-honors bachelor's degrees are designed to gain access to honors programs, which tend to be only one year. Honors degrees can then grant access to graduate education.

# Australian Qualifications Framework

Level	Level 1	Level 2	Level 3	Level 4	Level 5
<b>Summary</b>	Graduates at this level will have knowledge and skills for initial work, community involvement and/or further learning	Graduates at this level will have knowledge and skills for work in a defined context and/or further learning	Graduates at this level will have theoretical and practical knowledge and skills for work and/or further learning	Graduates at this level will have theoretical and practical knowledge and skills for specialised and/or skilled work and/or further learning	Graduates at this level will have specialised knowledge and skills for skilled/paraprofessional work and/or further learning
<b>Qualification Type</b>	Certificate I	Certificate II	Certificate III	Certificate IV	Diploma
Level	Level 6	Level 7	Level 8	Level 9	Level 10
<b>Summary</b>	Graduates at this level will have broad knowledge and skills for paraprofessional/highly skilled work and/or further learning	Graduates at this level will have broad and coherent knowledge and skills for professional work and/or further learning	Graduates at this level will have advanced knowledge and skills for professional highly skilled work and/or further learning	Graduates at this level will have specialised knowledge and skills for research, and/or professional practice and/or further learning	Graduates at this level will have systematic and critical understanding of a complex field of learning and specialised research skills for the advancement of learning and/or for professional practice
<b>Qualification Type</b>	Advanced Diploma Associate Degree	Bachelor Degree	Bachelor Honours Degree  Graduate and Vocational Graduate Certificate  Graduate and Vocational Graduate Diploma	Masters Degree	Doctoral Degree



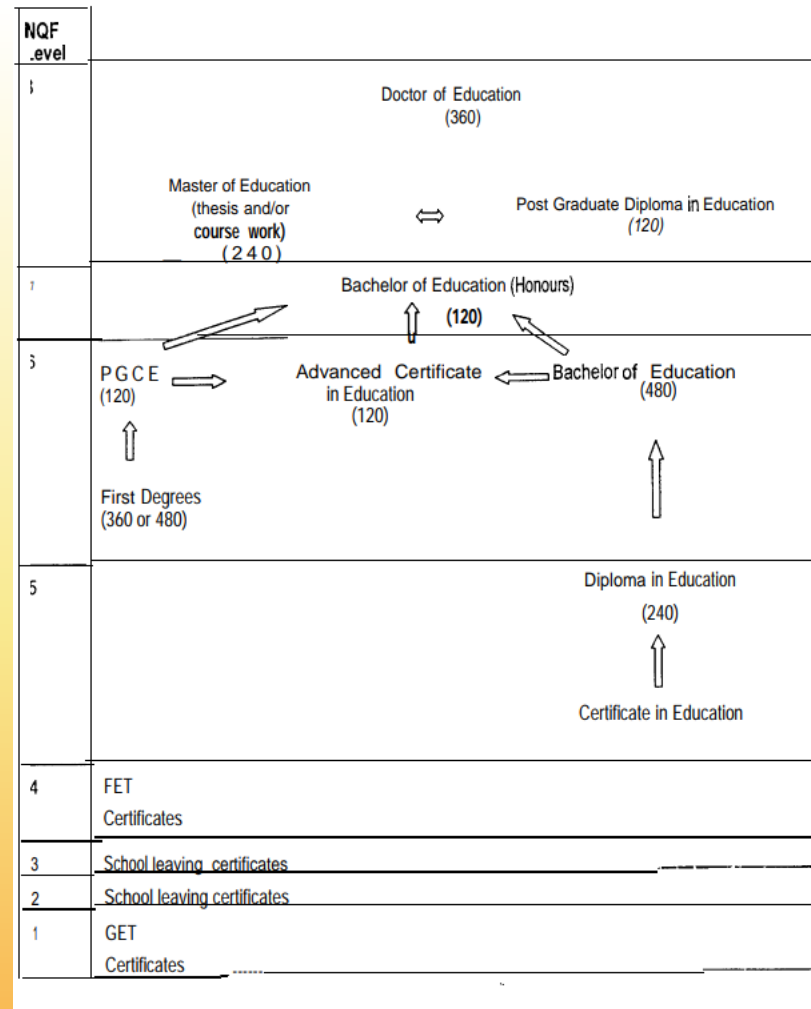
# New Zealand Qualifications Framework

## *Level descriptors and qualification types on the NZQF*

LEVEL	NAMING SEQUENCE
10	Doctoral Degree
9	Master's Degrees
8	Postgraduate Diplomas and Certificates, Bachelor Honours Degree
7	Bachelor's Degrees, Graduate Diplomas and Certificates
6	Diplomas
5	
4	
3	
2	
1	Certificates

Source: Nuffic

# South African Qualifications Framework



Source: Government of South Africa (2000)

# South African Qualifications Framework

NATIONAL QUALIFICATIONS FRAMEWORK		
LEVEL	SUB-FRAMEWORK AND QUALIFICATION TYPES	
10	DOCTORAL DEGREE DOCTORAL DEGREE (PROFESSIONAL)	*
9	MASTER'S DEGREE MASTER'S DEGREE (PROFESSIONAL)	*
8	BACHELOR HONOURS DEGREE POSTGRADUATE DIPLOMA BACHELOR'S DEGREE	*
7	BACHELOR'S DEGREE ADVANCED DIPLOMA	*
6	DIPLOMA ADVANCED CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 6)
5	HIGHER CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 5)
4	NATIONAL CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 4)
3	INTERMEDIATE CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 3)
2	ELEMENTARY CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 2)
1	GENERAL CERTIFICATE	OCCUPATIONAL CERTIFICATE (LEVEL 1)

\*Qualification types beyond level 6 on the QQSF have not been determined pending further advice.

## Key to sub-frameworks

Higher Education Qualifications  
Sub-Framework

General and Further Education and  
Training Qualifications Sub-Framework

Occupational Qualifications Sub-Framework

Source: Government of South Africa (2013)



UNIVERSITY  
OF WOLLONGONG  
AUSTRALIA



has this day been admitted by the Council to the Degree of

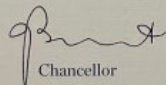

Bachelor of Commerce

Human Resource Management

The Common Seal of the University was affixed hereto on

22 September 2017

in the pursuance of a Resolution of the Council as witness the hands of

  
Chancellor

Secretary to Council  
in whose presence the seal was affixed



## Detail

This Bachelor's Pass degree, taught in English, normally takes four and half (4.5) to five (5) years of full-time study or the equivalent part-time study. Information about the Australian Qualifications Framework and the AQF level of this award, admission requirements and course rules are available online. Please refer to the links: <http://www.uow.edu.au/student/graduation/ahegs> and <http://coursefinder.uow.edu.au/coursefinder/>

The AQF has 10 levels, each with defined criteria based on a taxonomy of learning outcomes. Higher education qualifications are placed between level 5 (the Diploma) and level 10 (the Doctoral Degree). The Bachelor Degree is at level 7. Each AQF qualification has a set of descriptors which define the type and complexity of knowledge, skills and application of the knowledge and skills that a graduate who has been awarded that qualification has attained, and the typical volume of learning associated with that qualification type. The full set of levels criteria and qualification type descriptors can be found by visiting [www.aqf.edu.au](http://www.aqf.edu.au).

Bachelor's "Pass" degree at AQF level 7

\*NOT equivalent to a US bachelor's degree, despite being 4.5-5 years in length.

# Associate's or incomplete bachelor's

- Tend to be equivalent to incomplete bachelor's
- Not considered equivalent to associate's degree since they lead into honors degrees, which are a minimum of one year
- In these countries, there exist Diplomas at a lower NQF level that are more closely resemble US associate's programs.

# Tips and Tricks

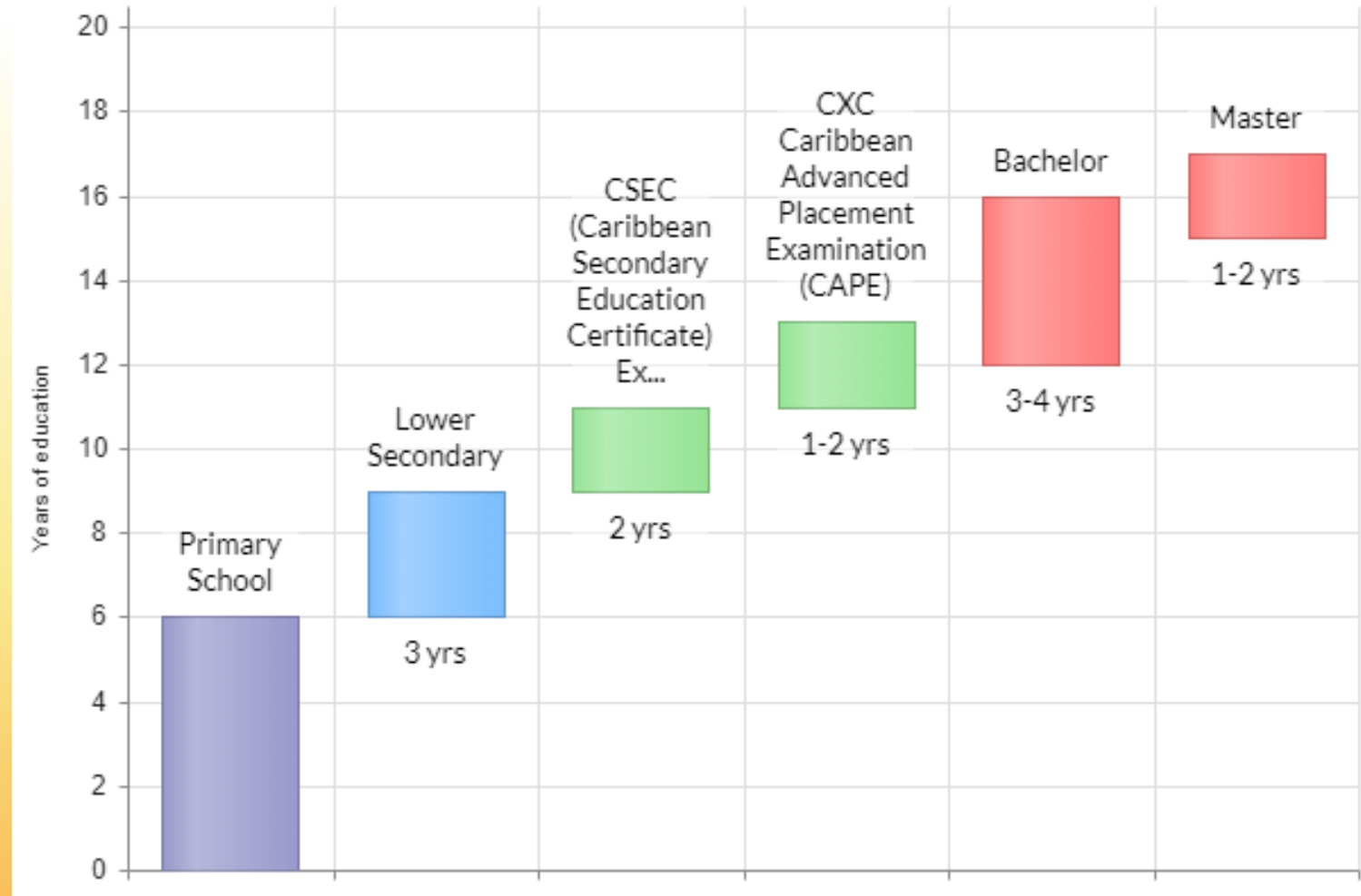
- Always pay attention to the honors or non-honors status!
- If unsure, check a country's national qualifications framework website for more information
- It is recommended to consider the NQF levels more so than year counting.

# III. Bonus Examples for Practice



# Caribbean Community (CARICOM) CXC Associate

- Education system of Guyana ([scholaro.com/db](http://scholaro.com/db))



# Caribbean Community (CARICOM)

- Credentials below the bachelor's degree level awarded by the Caribbean Examinations Council (CXC)-unless issued by a country's MOE or a similar government organization
- Caribbean Advanced Proficiency Examination (CAPE) = General Certificate of Education – Advanced Levels (A-levels)
- CXC issues the Associate's degree, indicating completion of two years of postsecondary ed following the CAPE.
- Total postsecondary years: 3 (1 + 2).
  - Or, if strict year-counting, it's two years of CAPE and two years of the associate's—4 years.

# CXC Associate Degrees

OVERVIEW

ASSESSMENT

**REQUIREMENTS**

ARTICULATION AGREEMENT


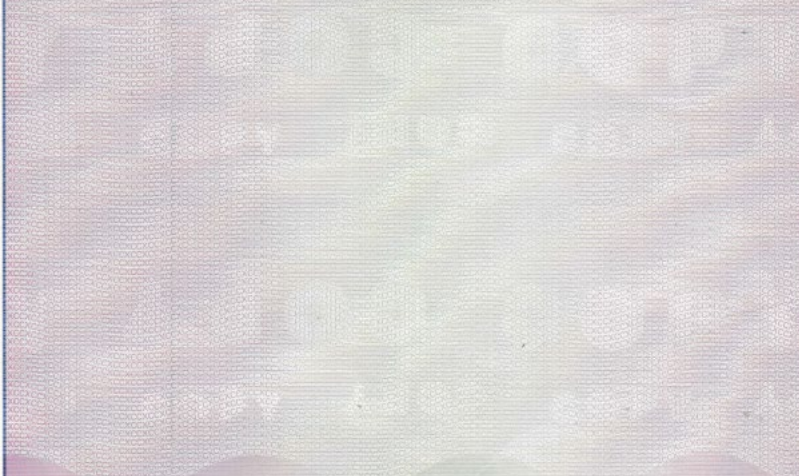


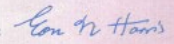
GRADE POINT SYSTEM

HANDBOOKS

The Caribbean Examinations Council (CXC) is awarding Associate Degrees based on performance at Grades I to V in clusters of ten Units for the Caribbean Advanced Proficiency Examination (CAPE). The clusters provide coherent programs of study, typically of two years' duration. Candidates, however, have up to five years to complete certification in the Units required to earn the Associate Degree

In ALL programs Caribbean Studies and Communication Studies are compulsory Units

- Source: [Caribbean Examinations Council](#)

 <b>CARIBBEAN EXAMINATIONS COUNCIL</b> <b>CARIBBEAN ADVANCED PROFICIENCY EXAMINATIONS</b>			
<i>This is to certify that</i> <div style="background-color: yellow; width: 100px; height: 15px; margin: 5px auto;"></div>			
INSH10000804		Registration Number <div style="background-color: yellow; width: 100px; height: 15px;"></div>	
Date of Birth <b>27 OCTOBER, 1988</b> subject(s) in the year <b>JUNE 2008</b>			
obtained the result(s) shown in the following 4			
SUBJECT	UNIT	GRADE	PROFILE
COMMUNICATION STUDIES	1	THREE	GATHERING & PROCESSING INFORMATION(C), LANGUAGE & COMMUNITY(C), SPEAKING & WRITING(D)
ENVIRONMENTAL SCIENCE	2	FOUR	SUSTAINABLE AGRICULTURE(C), SUSTAINABLE ENERGY USE(D), POLLUTION OF THE ENVIRONMENT(D)
GEOMETRICAL & MECHANICAL ENGINEERING DRAWING	1	FIVE	PLANE GEOMETRY(F), SOLID GEOMETRY(E), ENGINEERING DRAWING(D)
SOCIOLOGY	2	THREE	POPULATION STUDIES(D), SOCIAL ORDER, SOCIAL CONTROL & DEVIANCE(C), SOCIAL DEVELOPMENT & POVERTY(C)
*****			
			
Registrar: 			Chairman: 
THE COUNCIL WAS ESTABLISHED BY AGREEMENT BY FIFTEEN COMMONWEALTH CARIBBEAN COUNTRIES IN 1972 AND IS RECOGNISED AS THE EXAMINING BODY FOR THE AREA.			







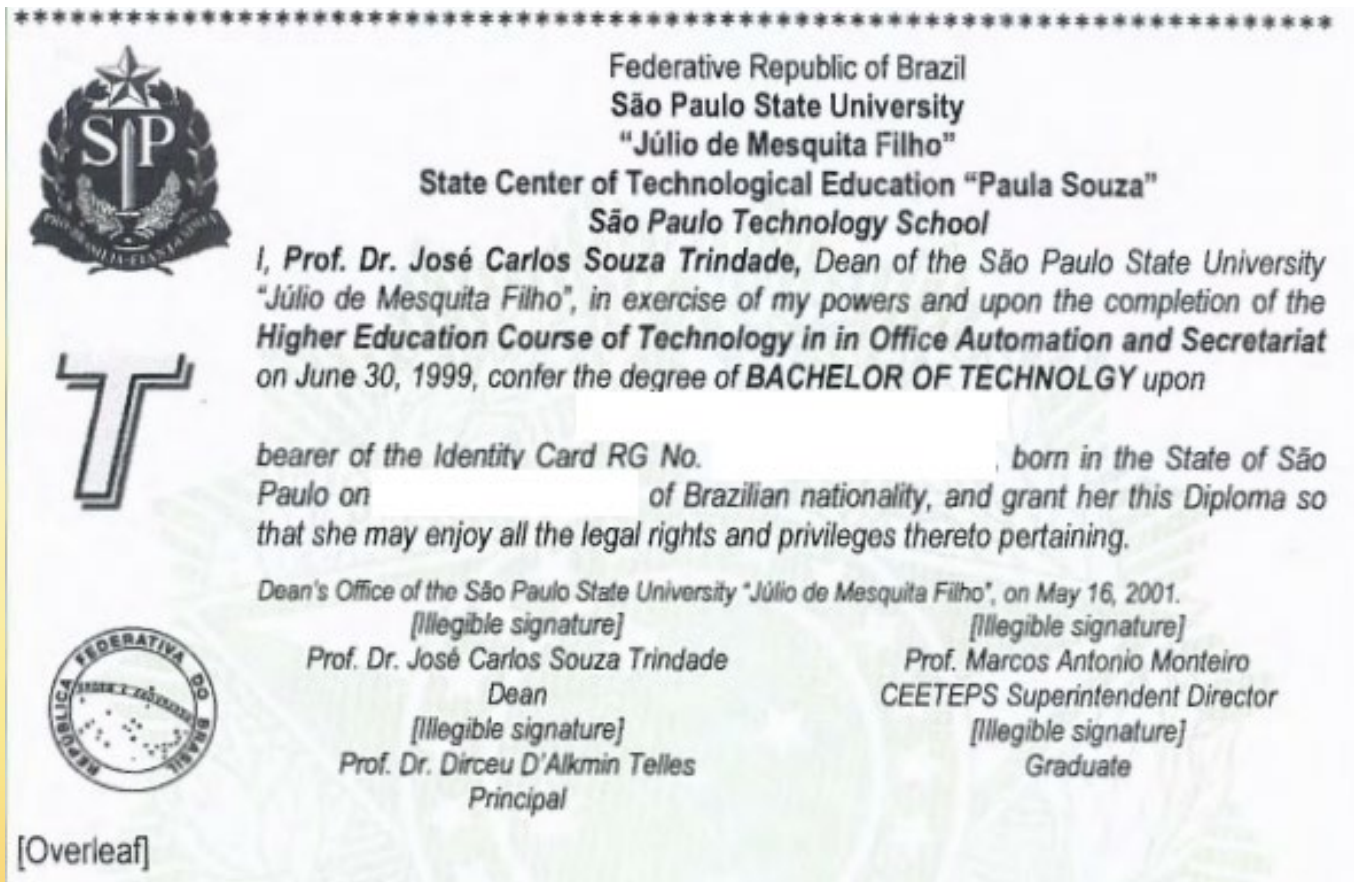
# Associate's or Incomplete Bachelor's?

- Regardless of total postsecondary years completed, a CXC associate's program would only grant access to upper division coursework in a bachelor's degree program at universities in the CARICOM region.
- A common field for this program is General Studies, which exists in the US as well
- Most fields offered for the CXC associates are also offered in the US.

# *Tecnico* and *Tecnologo* programs in Latin American countries

# Brazil





*Tecnologo* = Bachelor's Degree?  
How?!?

Answer: mistranslation

# Ukrainian Junior Specialist/Bachelor

- Based on the Soviet Union professional secondary diploma.
- Awarded by technical schools/colleges (*teknikum/uchilishte*).
- Served as a replacement to the Diploma of Professional Secondary Education.
- Last Junior Specialist was awarded in 2016, following the discontinuation of this credential in Ukraine.
  - Schools are now beginning to issue the Junior Bachelor diploma.
- Junior Specialist programs grant access to upper division in a bachelor or specialist degree program.
- Most programs are 2 years, but 3-year programs do exist despite their rarity.

# Vatican *Baccalaureatus* & *Licentia*

- *Baccalaureatus in Diritto Canonico, Baccalaureatus in Filosofia, Baccalaureatus in Scienze Religiose* are all three years.
  - Typically, equivalent to three years of undergraduate coursework, comparable to a bachelor's degree
- *Baccalaureatus in Teologia* is five years.
  - Typically, equivalent to a US bachelor's degree
- *Licentia* is actually the second-cycle (master's level) degree...
- ...while the *Magistero* is a four-year degree, considered equivalent to a US bachelor's degree.



# Denmark

## 5. INFORMATION ON THE FUNCTION OF THE QUALIFICATION

- 5.1. Access to further study: *A completed Diploma degree in Leadership (NQF/EQF Level 6) referring to First Cycle in the Bologna QF gives access to the Master Degree Programmes (NQF/EQF Level 7) within the field of the programme referring to a Second Cycle in the Bologna QF in Denmark and abroad. Admission is subject to individual evaluation of qualifications.*
- 5.2. Professional status: *The programme qualifies current and future leaders' personal and professional competencies to independently carry out functions within the fields of leadership and organization in private as well as public companies and institutions and to develop own practice. The graduate will be able to evaluate, reflect and apply the elements included in the management process from the strategic to the operational level. Furthermore, the programme qualifies the graduate to participate independently in interdisciplinary and intersectoral cooperation in a company.*

## OPEN EDUCATION SECTOR: MEDIUM-CYCLE

**n** Diplomuddannelse (Diploma program); awarded after studies at Professional Bachelor level; requires credential D, E, F, G or m and at least two years' professional experience for admissions; comparable to credential Q or k.

**Q** Bachelorgrad or Bachelorgraden (Bachelor of Arts/Bachelor of Science); represents three years of university studies; requires credential D, E, F, or G for admissions; equivalent to 180 ECTS credits. This credential represents the first level of the new Bologna-compliant degree structure.

## DIPLOMA SUPPLEMENT Diploma Degree in Leadership

This Diploma Supplement model was developed by the European Commission, Council of Europe and UNESCO/CEPES. The purpose of the supplement is to provide sufficient independent data to improve the international "transparency" and fair academic and professional recognition of qualifications (diplomas, degrees, certificates etc.). It is designed to provide a description of the nature, level, content, content and status of the studies that were pursued and successfully completed by the individual named on the original qualification to which this supplement is appended. It should be free from any value judgments, equivalence statements or suggestions about recognition. Information in all eight sections should be provided. Where information is not provided, an explanation should give the reason why.

### 1. INFORMATION IDENTIFYING THE HOLDER OF THE QUALIFICATION

- 1.1. Family name(s): Jessica  
1.2. Given name(s): Leisner  
1.3. Date of birth: 13.02.1983  
1.4. Civil registration number: 130283-2494

### 2. INFORMATION IDENTIFYING THE QUALIFICATION

- 2.1. Name of qualification and title conferred (in Danish): Diplomuddannelse i Ledelse  
Name of qualification and title conferred (in English): Diploma of Leadership  
2.2. Main fields of study: Leadership, Communication, Strategy, Learning and Organization  
2.3. Name and status of awarding institution: Copenhagen Business Academy is a state-recognised and state-funded public institution offering undergraduate, professional business and IT study programmes according to the Ministry of Higher Education and Science Act No. 850 of 08.09.2005 + amendments.  
The programme was accredited November 2008 by the Danish Evaluation Institute (ACE Denmark).  
2.4. Name and status of institution administering the studies: As above  
2.5. Language(s) of instruction/examination: Danish

### 3. INFORMATION ON THE LEVEL OF THE QUALIFICATION

- 3.1. Level of qualification: Diploma Degree at NQF/EQF Level 6 referring to First Cycle in the Bologna QF. The Diploma Degree is an Adult/Continuing higher education degree programme  
3.2. Official length of programme: 60 ECTS equivalent to 1 year of full time study  
3.3. Access requirements: Relevant education at least at the level of short cycle higher education or comparable followed by minimum 2 years' relevant work experience.

### 4. INFORMATION ON THE CONTENTS AND RESULTS GAINED

- 4.1. Mode of study: part-time study programme, equivalent to 60 ECTS (online delivery available)  
4.2. Programme requirements: The graduate is able to:  
• Handle complex and development-orientated situations in leadership context  
• participate independently in professional and interdisciplinary cooperation and assume leadership responsibility within the framework of professional ethics  
4.3. Programme details and individual grades/marks/credits obtained: The Leadership Programme complies with the Curriculum for Diploma Degree of Leadership of 1 January 2013 according to the Executive Order No. 768 of 02.07.2012 on Diploma Degree Programmes of the Danish Ministry of Higher Education and Science.  
The programme combines theory and practice. The teaching methods alternate between theoretical tuition, lectures, exercises, cases and projects coupled with individual tutoring.  
lists of compulsory elements (30 ECTS), elective modules (15 ECTS) and a final 15 ECTS)

Leadership	5 ECTS
1 Communication leadership	5 ECTS
1 Employees Dynamic Relations	5 ECTS
1 Telecommunications of Learning and	5 ECTS
1 Organization and Environment	5 ECTS
	5 ECTS
	5 ECTS
	15 ECTS

inscript of Records of Examination Results.

□ Please refer to the attached Information on the

ish qualifications.

AICE Credential Forum consensus:  
equivalent to a bachelor's degree  
because of the year counting

# Questions?

# The End

Brock Goldflies  
[brockg@scholaro.com](mailto:brockg@scholaro.com)

# Recap

- Associate's degree is not considered a benchmark credential in the US.
- Three-year postsecondary programs should be evaluated based on their entry criteria and what the final credential grants them access to.
- The equivalency of an associate's is only provided when there is a US-equivalent program.

# Sources

1. Scholaro Database
2. NAFSA
3. AICE
4. AACRAO EDGE
5. WES WENR
6. WHED
7. TAICEP
8. ECE
9. ICAS
10. Nuffic



# Appendix

- Alberta international education guides ([IQAS](#))
- [ONISEP](#)
- [Nuffic Education Systems](#)
- [The ECE Connection](#)
- [WHED](#)
- TAICEP's [At Your Desk Series](#)
- ENIC-NARIC's [Country Pages](#)
- [Australian Qualifications Framework](#)
- [New Zealand Qualifications Framework](#)
- [South African Qualifications Framework](#)