

# The EEG - Part 9

## European Diploma Supplement & Example of the Award

**An Example of a Master's-level European Diploma Supplement for MBM and Example of the Award (specialisation Human Resource Management)**



31 August 2023

## Contents

An Example of the Master of Science Degree Awarded .....	3
The European Diploma Supplement.....	4
What are the benefits? .....	4
1 Information identifying the holder of the qualification.....	5
2 Information identifying the qualification .....	5
3 Information on the level and duration of the qualification .....	5
4 Information on the programme completed and the results obtained.....	5
5 Information on the function of the qualification .....	5
6 Additional information.....	5
7 Certification of the supplement .....	5
8 Information on the national higher education system .....	5

## An Example of the Master of Science Degree Awarded



## **The European Diploma Supplement**

Master of Business Management, specialisation in Digital Marketing & Communication

The [Diploma Supplement](#) is produced by higher education institutions according to standards agreed by the Commission, the Council of Europe and the United Nations Educational, Scientific and Cultural Organization (UNESCO). It is also part of the [Europass framework transparency tools](#).

The Diploma Supplement is designed as an aid to support the [recognition of academic qualifications](#). The Diploma Supplement is an important tool of the European Higher Education Area for graduates to ensure that their degrees are recognised by higher education institutions, public authorities and employers in their home countries and abroad. It does, however, not represent a Curriculum Vitae or a substitute for the original qualification.

The Diploma Supplement contains eight sections providing information regarding:

- the holder of the qualification
- the qualification type and its originating institution
- the qualification level
- the content of the course and results gained
- function of the qualification
- certification of the supplement
- details of the national higher education system concerned (provided by the [National Academic Recognition Information Centres \(NARICs\)](#))
- other relevant details

Graduates in all countries taking part in the [Bologna Process](#) have the right to receive the Diploma Supplement automatically, free of charge and in any major European language.

### **What are the benefits?**

The Diploma Supplement renders qualifications and programmes of study more easily comparable for students between countries across Europe. It offers a detailed description of the studies completed and provides an indication of the competences acquired to complete the course.

The supplement may also facilitate access to its holders to employment and further study opportunities abroad by boosting the recognition of academic qualifications by both higher education institutions and employers internationally.

For higher education institutions, it offers enhanced recognition of the academic qualifications they provide. It improves the visibility of institutions, both by other higher education institutions and employers. The supplement also helps safeguard the institutional autonomy of higher education institutions by providing a common framework for the recognition of academic qualifications and helps to reduce the administrative burden faced by many institutions.

## The **Wittenborg University of Applied Sciences (WUAS)** European Diploma Supplement Contents:

- 1 Information identifying the holder of the qualification**
  - 1.1 Last name(s):
  - 1.2 First name(s):
  - 1.3 Date of birth (*day/month/year*):
  - 1.4 Student identification number or code (*if available*):
- 2 Information identifying the qualification**
  - 2.1 Name of qualification and (*if applicable*) title conferred (*in original language*):
  - 2.2 Main field(s) of study for the qualification:
  - 2.3 Name and status of awarding institution (*in original language*):
  - 2.4 Name and status of institution (*if different from 2.3*) administering studies (*in original language*):
  - 2.5 Language(s) of instruction/examination:
- 3 Information on the level and duration of the qualification**
  - 3.1 Level of the qualification:
  - 3.2 Official duration of programme in credits and/or years:
  - 3.3 Access requirements(s)
- 4 Information on the programme completed and the results obtained**
  - 4.1 Mode of study:
  - 4.2 Programme learning outcomes:
  - 4.3 Programme details, individual credits gained and grades/marks obtained: (*This information at WUAS includes a student's TRANSCRIPT added at the end of the Diploma Supplement as an ANNEX 4.3a*)
  - 4.4 Grading system and, if available, grade distribution table:
  - 4.5 Overall classification of the qualification (*in original language*):
- 5 Information on the function of the qualification**
  - 5.1 Access to further study:
  - 5.2 Access to a regulated profession (if applicable)
- 6 Additional information**
  - 6.1 Additional information:
  - 6.2 Further information sources:
- 7 Certification of the supplement**
  - 7.1 Date:
  - 7.2 Signature:
  - 7.3 Capacity:
  - 7.4 Official stamp or seal:
- 8 Information on the national higher education system**

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

### **1.1 Last name(s):**

James

### **1.2 First name(s):**

Wittenborg

### **1.3 Date of birth (day/month/year):**

21 / 09 / 1987

### **1.4 Student identification number:**

s00000

## **2 INFORMATION IDENTIFYING THE QUALIFICATION**

### **2.1 Name of qualification and title conferred**

**Programme Name:** Master of Business Management (MBM) registered in the central register of programme under CROHO number 49149

**Title Awarded:** Master of Science (MSc)

### **2.2 Main field(s) of study for the qualification:**

Business & Management

Specialisation in: Digital Marketing & Communication

### **2.3 Name and status of awarding institution:**

Wittenborg University of Applied Sciences BV (WUAS)

WUAS is a non-funded, privately owned entity of higher education in the Netherlands, recognised by law, and registered at the Dutch Ministry of Education under BRIN number 25AY.

Its degree programmes are accredited by [Netherlands & Flemish Accreditation Organisation \(NVAO\)](#), a member of [The European Association for Quality Assurance in Europe \(ENQA\)](#).

Last accreditation status gained at issue date of this document: **8<sup>th</sup> November 2020**

### **2.4 Name and status of institution (if different from 2.3) administering studies: N/A**

### **2.5 Language(s) of instruction / assessment / examination:**

English

### **3 INFORMATION ON THE LEVEL AND DURATION OF THE QUALIFICATION**

#### **3.1 Level of the qualification:**

European Qualifications Framework Level = 7

A master's degree awarded within the realm of a University of Applied Sciences: the research carried out in the programme is 'applied research' and the programme is orientated towards professional development and employability.

The qualification and competence goals of the master are in line with those of a master's degree from a University of Applied Sciences (HBO) in the Netherlands: through a combination of knowledge gained from textbooks, scientific research literature, exposure to business practice and the application of understanding and knowledge, students reach a stage at which they can start their (international) careers or continue their studies in the Netherlands or abroad.

"holders of HBO Master's degrees have obtained the qualifications for the level of independent and/or management level professional practitioner in an occupation or spectrum of occupations, and have reached the level needed to work in a multi-disciplinary environment in which a HBO degree is either required or would be of use."

#### **3.2 Official duration of programme in credits and/or years:**

1.5 year full-time / 2< years part-time. Optional ½ year work-placement possible.

The programme is valued at 90 European Credits, according to ECTS. European Credits are valued according to law in the Netherlands at 28 study hours per credit.

#### **3.3 Access requirements(s)**

The admission requirements (criteria) for the Master of Business Management programmes (all specialisations) are as follows:

- A bachelor's degree or equivalent recognised qualification.
- Applicants are requested to provide their curriculum vitae, motivation letter and two academic reference letters from their previous education institute.
- It is necessary to have obtained a bachelor's degree from the domains of business management, economics or trade. In their bachelor's degree, applicants must have completed an academic piece of work (final project or dissertation) that demonstrates a degree of academic writing and research experience. No professional experience is required for these master's programmes.
- English Language Requirements: IELTS 6.5 or TOEFL equivalent. The English language proficiency level requirement is ½ a point higher than the minimum national requirements in the Netherlands.

Selection procedure: There are no specific selection criteria for students wishing to enter the master's programmes at WUAS; however, all students are interviewed and must demonstrate motivation.



#### **4 INFORMATION ON THE PROGRAMME COMPLETED AND THE RESULTS OBTAINED**

##### **4.1 Mode of study:**

Full-time (Part-time is optional for students not on a study visa)

##### **4.2 Programme learning outcomes:**

**The programme final qualifications and programme outcomes are drawn from the ‘Professional Profile’:**

*“An international business administration (management) professional will develop into a career person who is able to organize, develop products, services and policies, instigate and execute policies, perform under stress, control processes, analyse organisation traits, utilise human resources and plan their management, motivate staff and personnel, manage financial information, use information effectively, plan and organise campaigns, understand internal and external markets, interact with the surroundings, network, manage chains, communicate effectively, show leadership skills, manage meetings, present ideas, sell ideas and products, speak and write at least the English language, participate in company and organisation decision making and understand local and international cultures and the effects these have on the organisation and the individual.”*

*“Business Administrators (Managers) can operate in financial or technical environments but also management and leadership settings and a combination of these. They must understand the need for leadership, motivating people and the importance of ethical decision making. They must understand the impact of change and the need for innovation. The Business Administrator will understand the need for good communication skills and have a good understanding of society, economics and sustainability. Understanding the need for stable and solid management within a company, large or small is important. A business person in modern day Europe needs to be able to communicate with people across the continent and across the world, and requires the ability to understand the effects of national and international governments on the business ventures they are involved in.”*

*“An MBM qualified Business Administrator is specifically able to manage a number of complex and integrated business operations within an international or a local setting, at both a tactical and strategic level, using skills and competencies that require a capability of inter-disciplinary thinking. They will show the ability to combine solid research and critical analysis skills to develop an organisation’s corporate strategy within its business and cultural domain.”*

**The (5) Core Final Qualifications and the (26) Programme Outcomes (clustered) of the Master of Business Management degree programme**

- (1) Understand the MBM body of knowledge and apply its concepts and theories to the current business practice in an international and intercultural context, including:
- supporting an effective and efficient human resources policy, supporting and optimizing business relationships and networks
  - conceiving and developing effective marketing strategies and policies and making informed strategic decisions with regard to market research, branding and market penetration
  - knowledge of the global economy structures and professional skills to apply economic knowledge
  - supporting the role of accounting principles and principles of corporate finance in the decision-making process (including investment opportunities, capital requirements, risk minimization, financial reporting)
  - supporting supply chain and quality management in order to increase efficiency and competitiveness
  - supporting new technologies, business automation processes, big data and analytics that are shaping the economy as whole
- (2) Adopt appropriate management and leadership roles to strategic policy issues and decision-making processes in an international and intercultural context, including:
- making informed strategic decisions with regard to the positioning of the organization within its (local/national/global) business environment
  - distinguishing between formal strategic processes and the needs for change processes
  - being able to manage small to medium sized business, companies in the non-profit sector, or government organisations
  - supporting the concept of corporate sustainability and the transformation process towards an ethical, sustainable business
  - being able to identify and/or create new business opportunities and reduce restrictions in the existing external business environment
  - being able to reorganize growing or stagnating organisations depending on environmental factors
  - supporting business innovation and idea generation within the constraints of internal and external influences
- (3) Use communication skills and critical analysis skills in order to improve effectiveness of business processes, including:
- being aware of cultural differences and diversity in the workplace
  - implementing effective problem-solving, team-work and team-building skills
  - being able to assess others' linguistic communication skills at business and governmental level
  - being able to position, defend, and communicate a company's policies (e.g. on sustainability) to internal and external stakeholders
  - being able to review analytical reports and plans

- being aware of the importance of ethical considerations and being able to act in the interest of the key stakeholders that benefit people and planet

**(4) Conduct individual and group research in the area of international business or management practice.**

- being able to use and present (in tables and graphs) descriptive statistical data and indicators within the context of business planning and research
- being able to design a methodologically sound research proposal based on current conceptual models and quantitative & qualitative techniques

**(5) Apply skills for continuous personal development**

- Being able to self-reflect on one's personal and professional development, taking responsibility for the continuous development of his or her knowledge and learning skills, and being able to continue to undertake further studies with a high degree of autonomy

**Domain Specific Competencies.** In line with the all-round domain specific qualification and competence goals of a Netherlands HBO degree, WUAS graduates will show the following:

- ability to work independently;
- ability to develop or generate new ideas and communicate these and be proactive;
- ability to think ahead and actively change processes to improve them;
- develop an analytical capability based on experience;
- quickly ascertain the effect of change within organisations;
- ability to quickly prioritise;
- ability to quickly gain an overview of an organisation;
- ability to understand complex situations;
- has a broad understanding of business as well as a deeper understanding of work field specific issues (specialist);
- has good written and spoken presentation skills;
- has the ability to work in autonomous teams and values the input of peers;
- has developed a good understanding of the social – economic environment, and maintains this;
- has the ability to socialise with fellow graduates and academics;
- has the ability to take worthwhile decisions both long-term and short-term based on available facts and existing situations;

**Furthermore, master graduates,**

- have the ability to lead people and motivate teams;
- have the ability to communicate conclusions;
- are flexible and can cope with uncertain situations;
- show creativeness and innovation through the ability to introduce new thoughts alongside normal theory;

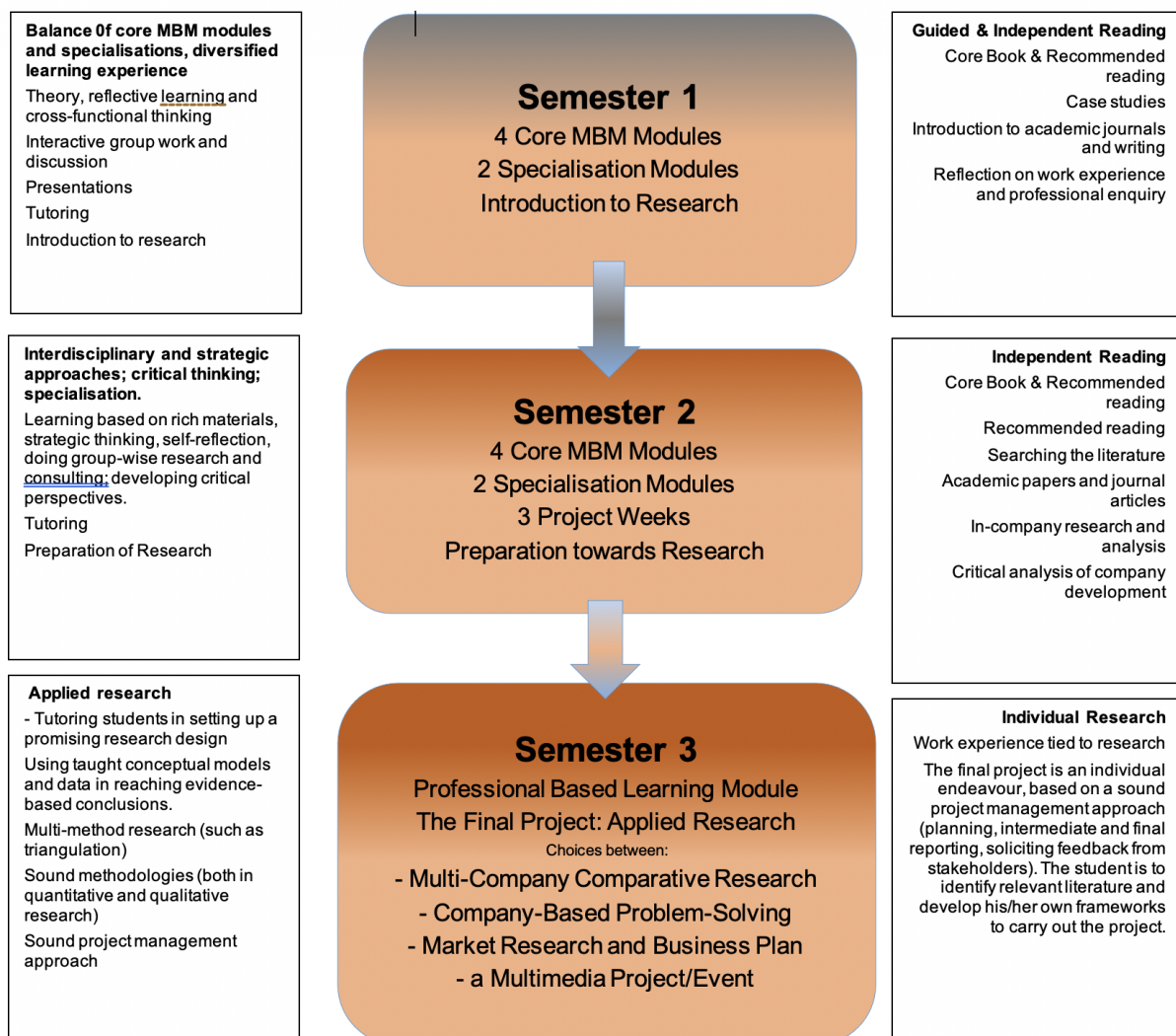
- show social competence, through self-reflection, cultural adaptability, and openness to other ways of thinking: is empathic;

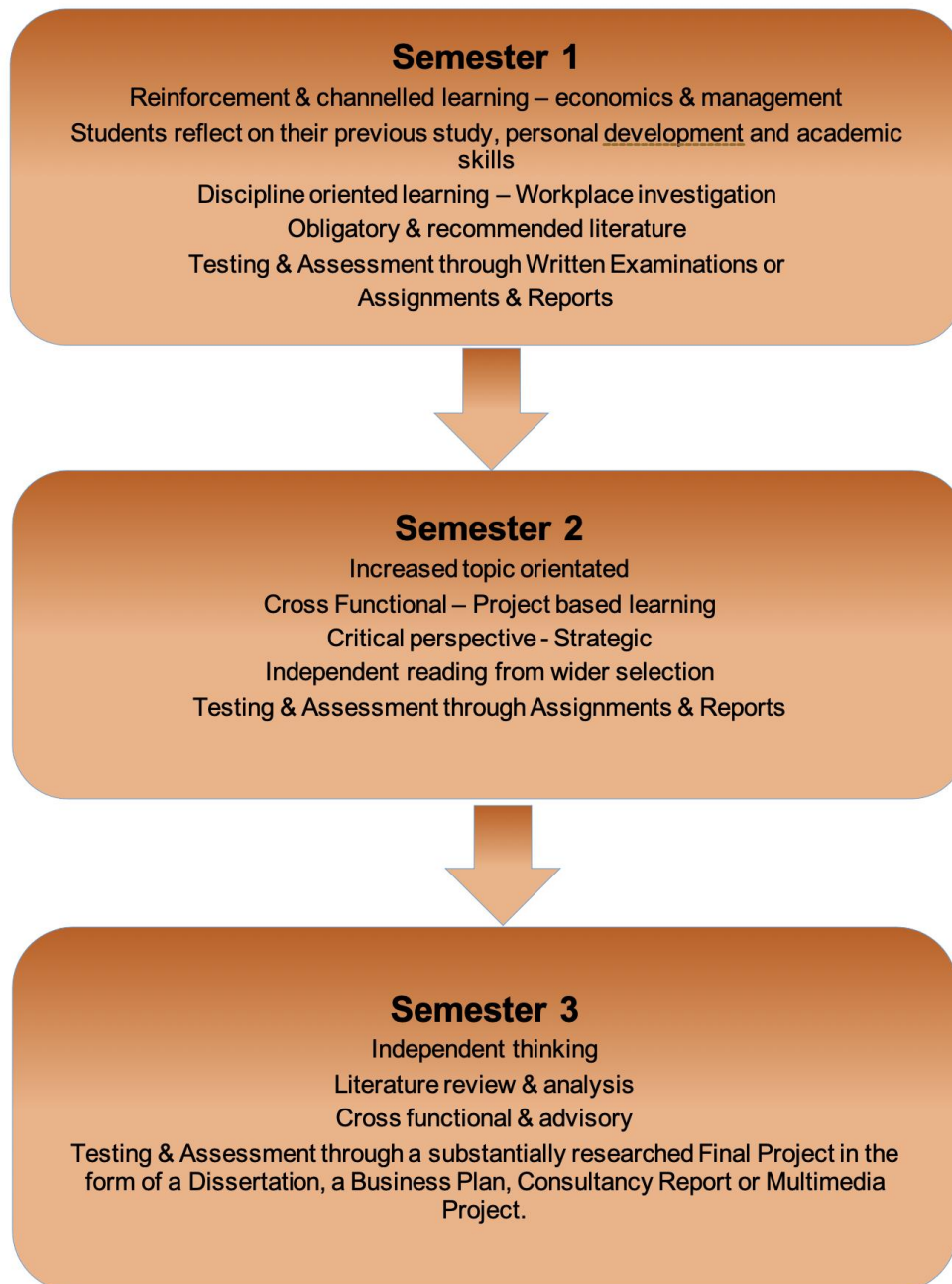
### 4.3 Programme details

For individual credits gained and grades see transcript at Annex 4.3a (at end)

**Master of Business Management (MBM): The MBM has 3 Semesters, and 502 hours of contact hours in modules comprising of**

- 396 lesson hours (11 modules x 6 days x 6 hours)
- 36 contact hours during project weeks (12 x 3 weeks)
- 46 tutoring hours Semesters 1, 2 & 3 (including Professional Enquiry & Professional Based Learning)
- 24 tutoring hours Final Project





**The Master of Business Management specialised in Digital Marketing & Communication**

***Curriculum***

Master of Business Management in Digital Marketing & Communication				
Year 1, Semester 1				
Block	Module / Subject	Contact Hours	ECs	Module Code
Sep / Feb (1) <sup>1</sup>	Globalisation, Society & Culture	36	5	MO44
Sep / Feb (2) <sup>2</sup>	Marketing Management	36	5	MA41
Sep / Feb (2)	Research Methods Introduction (Final Project)	9	(-)	GA41
Oct / Apr (1)	Micro & Macroeconomics - Global Perspectives	36	5	EC41
Oct / Apr (2)	The Future of Integrated Digital Marketing: Video, Mobile, & Artificial Intelligence	36	5	MA44
Dec / May (1)	Professional Inquiry	36	5	WP41
Dec / May (2)	New Media, Marketing & Analytics	36	5	MA45
Year 1, Semester 2				
Feb / Sep (2)	Research Methods (Final Project)	36	5	GA41
Feb / Sep (1)	Business Intelligence & Data Mining	36	5	IM42
Apr / Oct (1)	The World Economy	36	5	EC42
May / Dec (2)	Strategic Communication & Branding	36	5	CM41
May / Dec (1)	Financial & Strategic Management	36	5	SM45
Semester 2 (1 & 2)	Project Module (3 Project Weeks, linked to Final Project)	36	5	PW41
<b>Total Year 1</b>			<b>60 Credits</b>	
Year 2 (1 Semester / Term)				
1 Block (6 weeks)	Professional-Based Learning	N/A	5	WP42
2 Blocks (12 weeks)	Final Project	N/A	25	GA43
<b>Total Year 2</b>			<b>30 Credits</b>	
<b>Total Credits MBM</b>			<b>90 Credits</b>	

**All additional modules taken by the student during their study period at WUAS, will be exhibited in the transcript (Annex 4.3a).**

<sup>1</sup> (1) is Semester 1 for part-time students

<sup>2</sup> (2) is Semester 2 for part-time students

**ANNEX 4.3a - Transcripts of European Credits**

<b>Name of Student:</b>	<b>James Wittenborg</b>
<b>Student Number:</b>	<b>1111111</b>
<b>Course:</b>	<b>Master of Business Management</b>
<b>Specialisation:</b>	<b>Logistics &amp; Trade</b>

<b>Module / Subject</b>	<b>FINAL MARK</b>	<b>TOTAL ECs available</b>	<b>ECs awarded</b>
Work-Placement Module (additional module)	7	30	30
Professional Based Learning	8	5	5
Event Theory & Management (additional module)	9	5	5
International Trade, Law & Policy	8	5	5
Micro & Macroeconomics	8	5	5
The World Economy	7	5	5
Research Methods (Final Project)	8	5	5
Supply Chain- Operations & Strategy	8	5	5
Marketing Management	8	5	5
Operations Management	8	5	5
Globalisation, Society & Culture	7	5	5
Project Module	8	5	5
Strategic Management	7	5	5
International Joint Ventures	8	5	5
Professional Inquiry	8	5	5
Graduation Assignment	8	25	25
<b>Total Accumulated Credits</b>		<b>125</b>	<b>125</b>

**Chairperson**  
**Ms. Annemarieke Lente-Dutman**  
**Graduation & Examination Board**  
**Wittenborg University of Applied Sciences**  
**Apeldoorn, the Netherlands**  
**Date: 25-06-2021**

#### 4.4 Grading system and, if available, grade distribution table:

##### Grading system in the Netherlands

Dutch grades range from 1 (very poor) to 10 (outstanding); a 6 is a pass. It should be noted that 9 and 10 are rarely given. On final lists, grades are normally rounded off (above 0.5 is rounded up and below 0.5 is rounded down, thus, a 5.5 equals a 6 equals a pass, whereas a 5.4 equals a failure.) However, on exams and course work, it is customary to get a grade that has not been rounded off. The Dutch grading system is listed in the table below.

<u>Grade</u>	<u>Description</u>
10	Outstanding
9	Very good
8	Good
7	Very satisfactory
6	Satisfactory
5.5 – 6.0	(Minimum requirement for a pass)
5	Fail
4	Unsatisfactory
3	Very unsatisfactory
2	Poor
1	Very Poor

Grade Distribution Table	
Grade Range	Percentage
5,5-6,5	23%
6,5-7,5	37%
7,5-8,5	30%
8,5-9,5	9%
9,5-10,0	2%
	100%



#### **4.5 Overall classification of the qualification:**

Classification of degree: **'With honours'** and other classifications.

(a) "*With honours*" is written, when the candidate has:

- 1) For the educational units of each year (with exemption of the educational unit Graduation Assignment Module for bachelor's students and for the Final Project for master's students) at least an average of 8.0 and higher.
- 2) For the average of the Graduation Assignment for bachelor's students and for the Final Project for master's students at least 8.0 as a final mark.

(b) "*With distinction*" is written, when the candidate has:

- 1) For the educational units of each year (with exemption of the educational unit Graduation Assignment Module for bachelor's students and the Final Project for master's students) an average lower than 8.0 and higher than 7.0.
- 2) For the average of the Graduation Assignment for bachelor's students and for the Final Project for master's students at least 7.0 as a final mark.

(c) "*With credit*" is written, when the candidate has:

- 1) For the educational units of each year (with exemption of the educational unit Graduation Assignment Module for bachelor's students and the Final Project for master's students) an average lower than 7.0 and higher than 6.0.
- 2) For the average of the Graduation Assignment for bachelor's students and for the Final Project for master's students at least 6.0 as a final mark.

(d) "*With pass*" is written, when the candidate has:

- 1) For the educational units of each year (with exemption of the educational unit Graduation Assignment Module for bachelor's students and the Final Project for master's students) an average lower than 6.0 and higher than 5.5.
- 2) For the average of the Graduation Assignment for bachelor's students at least 5.5 as a final mark and for the Final Project for master's students at least 6.0 as a final mark.

## 5 INFORMATION ON THE FUNCTION OF THE QUALIFICATION

### 5.1 Access to further study:

Master of Business Management graduates can continue and progress their studies at doctoral level.

### 5.2 Access to a regulated profession (if applicable)

N/A

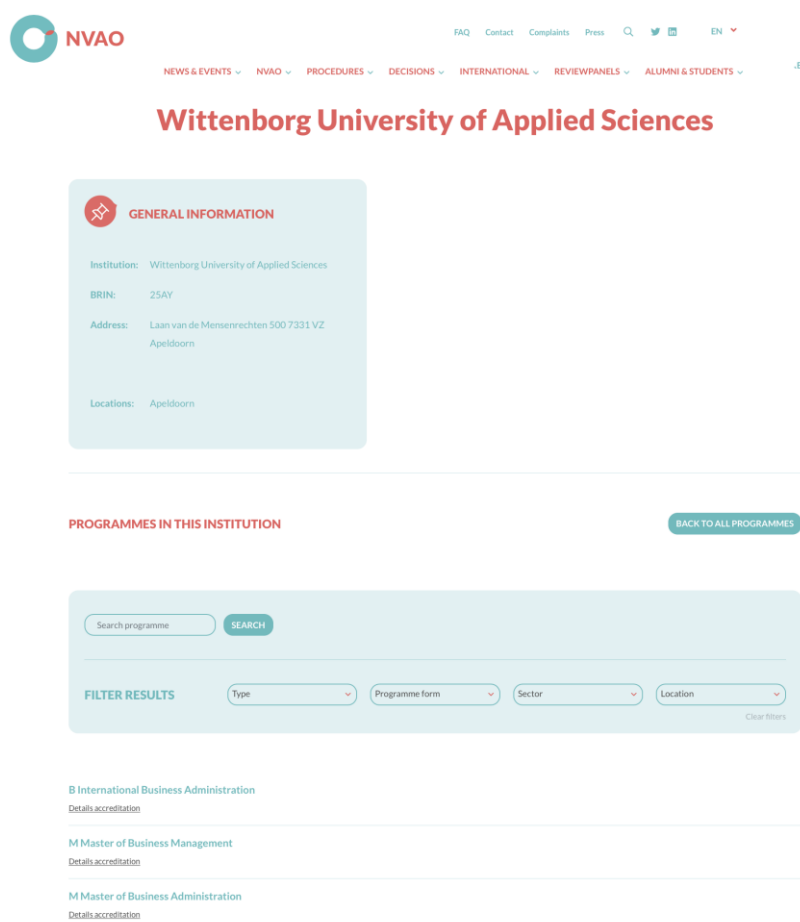
## 6 ADDITIONAL INFORMATION

### 6.1 Additional information:

Master students at Wittenborg University of Applied Sciences have the opportunity to complete a period of up to 6 months additional work experience as part of their studies between semester 2 and semester 3 (final project). Details are provided on the student's transcript.

### 6.2 Further information sources:

<https://www.nvaio.net/en/decisions/wittenborg-university-of-applied-sciences>



The screenshot shows the NVAO website interface. At the top, there is a navigation menu with links for 'NEWS & EVENTS', 'NVAO', 'PROCEDURES', 'DECISIONS', 'INTERNATIONAL', 'REVIEWPANELS', and 'ALUMNI & STUDENTS'. The main heading is 'Wittenborg University of Applied Sciences'. Below this, there is a 'GENERAL INFORMATION' section with the following details:

- Institution: Wittenborg University of Applied Sciences
- BRIN: 25AY
- Address: Laan van de Mensenrechten 500 7331 VZ Apeldoorn
- Locations: Apeldoorn

Below the general information, there is a section for 'PROGRAMMES IN THIS INSTITUTION' with a 'BACK TO ALL PROGRAMMES' button. A search bar is present with the text 'Search programme' and a 'SEARCH' button. Below the search bar, there are filter options for 'Type', 'Programme form', 'Sector', and 'Location', along with a 'Clear filters' link. The search results list three programmes:

- B International Business Administration (Details accreditation)
- M Master of Business Management (Details accreditation)
- M Master of Business Administration (Details accreditation)

**7 CERTIFICATION OF THE SUPPLEMENT**

**7.1 Date:**

**1 July 2020**

**7.2 Signature:**

**7.3 Capacity:**

**Chair, Graduation & Examination Board**

**Wittenborg University of Applied Sciences**

**7.4 Official stamp:**

*< the official Wittenborg University of Applied Sciences Stamp must be placed here >*

## **8 INFORMATION ON THE NATIONAL HIGHER EDUCATION SYSTEM OF THE NETHERLANDS IN RELATION TO THIS DIPLOMA SUPPLEMENT**

### **Introduction**

The higher education system in the Netherlands is based on the European three-cycle degree system consisting of bachelor's, master's and doctoral degrees. The three-cycle system was officially introduced in the Netherlands at the beginning of the academic year 2002-2003. The Netherlands also has a binary system of higher education, which means there are two types of programmes: research-oriented education (Dutch: wetenschappelijk onderwijs, WO), offered by research universities, and applied-sciences education (Dutch: hoger beroepsonderwijs, HBO), offered by universities of applied sciences. For a schematic overview of the education system please refer to the diagram at the end.

### **Secondary education**

Secondary education, which begins at the age of 12 and is compulsory until the age of 16, is offered at several levels. The two programmes of general education that grant admission to higher education are HAVO (five years) and VWO (six years). Pupils are enrolled according to their ability and although VWO is more rigorous, both HAVO and VWO can be characterized as selective types of secondary education. The VWO curriculum prepares pupils for university and only the VWO diploma grants admission to WO. The HAVO diploma is the minimum requirement for admission to HBO. The last two years of HAVO and the last three years of VWO are referred to as the second phase or upper secondary education. During these years pupils focus on one of four subject clusters (profiles), each of which emphasizes a certain field of study in addition to satisfying general education requirements. Each cluster is designed to prepare pupils for programmes of study at the tertiary level. A student enrolled in VWO or HAVO can choose from the following subject clusters:

- Science and Technology
- Science and Health
- Economics and Society
- Culture and Society

### **Senior secondary vocational education and training**

Senior secondary vocational education and training (Dutch: middelbaar beroepsonderwijs, MBO) is offered in the areas of economics, technology, health, personal care, social welfare and agriculture by colleges of further education. These so-called 'MBO programmes' vary in length from one to four years as well as in level (1 to 4). Completion of these college programmes with a diploma after a 4-year programme, qualifies students for admission to a university of applied sciences.

### **Higher education**

Higher education in the Netherlands is offered at two types of institutions: research universities and universities of applied sciences.

Universities of applied sciences are primarily responsible for offering programmes of higher education that prepares students for specific professions or overall employability. These programmes tend to be more employability oriented than programmes offered by research

universities and the studies and research is applied. During accreditation of these programmes, universities of applied sciences are expected to prove the societal and economic need of the programme, by gaining support from employers. The degree programme is generally spread over 4 years however can be offered in 3 years. Most bachelor's at universities of applied sciences are 240 European Credits, however 180 credits is also offered in programmes

In addition to lectures, seminars, projects and independent study students are often required to complete an internship or work placement (stage) which normally takes up part of the third year of study, as well as a final project or a major (applied research) paper in the final year.

A research university bachelor's programme requires the completion of 180 credits (3 years) An Applied Sciences University Bachelor's programme requires the completion of 240 credits (4 years).

Bachelor's graduates from both types of higher education institute can generally obtain the degree Bachelor of Arts, Bachelor of Science or Bachelor of Business Administration (BA, BSc, BBA), depending on the discipline, and choice of programme management at accreditation.

A research university master's programmes mostly require the completion of 60 or 120 credits (1 or 2 years). Some programmes require 90 (1.5 years) or more than 120 credits. In engineering, agriculture and math and the natural sciences 120 credits are always required.

At a university of applied sciences master's programmes require the completion of between 60 to 120 credits, depending on the accredited programme.

Master's graduates in the Netherlands generally obtain the degree of Master of Arts, Master of Science or Master of Business Administration (MA, MSc, MBA).

The third cycle of higher education, leading to a doctoral degree (PhD), is offered only by research universities.

### **Requirements for admission to higher education**

The minimum admission requirement to enter a university of applied sciences bachelor's programme is either a HAVO diploma or a level-4 MBO diploma, or an international equivalent (such as UK 5 GCSE and 2 AS levels). The VWO diploma and all international equivalents (such as three UK A levels at level A& B) also grant admission to HBO.

To enrol in a research university bachelor's programme a student is required to have a VWO diploma or to have completed the first year (60 credits) of an applied sciences (HBO) programme.

For admission to both types of higher education bachelor's programmes pupils are required to have completed at least one of the subject clusters that fulfil the requirements for the higher education programme in question (or international comparisons). A quota (numerus fixus) applies to admission to certain programmes, primarily in the health sector, and places are allocated using a weighted lottery. Potential students older than 21 years of age who do not possess one of the qualifications mentioned above can qualify for admission to higher education on the basis of an entrance examination and assessment.

For admission to all master's programmes, a Bachelor's degree in one or more specified disciplines is required, in some cases in combination with other requirements, such as substantial work experience (MBA). Graduates with a university of applied sciences bachelor's degree may have to complete additional requirements for admission to a Dutch research university master's programme. This is not the case at most other universities in the world.

### **Credit system and grading**

A student's workload (including all contact hours and hours spent studying and preparing assignments) is measured in ECTS credits (known at WUAS as European Credits).

According to Dutch law one credit represents 28 hours of work and 60 credits represents one year of full-time study. The grading system has remained the same for several decades: the scale is from 1 (very poor) to 10 (outstanding). The lowest passing grade is 5.5; 9s are seldom given and 10s are extremely rare. Sometimes decimal points are used (e.g. 7.8). At WUAS, the bachelor's programmes are offered in 3 years for students who are motivated enough to gain 80 European Credits a year.

### **Accreditation and quality assurance**

A guaranteed standard of higher education, and alignment with the Qualifications Framework for the European Higher Education Area, is maintained through a system of legal regulation and quality assurance, in the form of accreditation. The Ministry of Education, Culture and Science is responsible for legislation pertaining to education.

Quality assurance is carried out through a system of accreditation, administered by the Accreditation Organisation of the Netherlands and Flanders (NVAO). According to the Dutch Higher Education Act, all degree programmes offered by research universities and universities of applied sciences must be evaluated according to established criteria. Programmes that meet the criteria are accredited: i.e. recognised for a period of six years. Only accredited programmes are eligible for government funding; students receive financial aid and graduate with a recognised degree only when enrolled in, and after having completed, an accredited degree programme. All accredited programmes are listed in the Central Register of Higher Education Study Programmes (CROHO).

As part of the accreditation system, higher education institutions can request the NVAO to conduct an 'institutional quality assessment' to determine the extent to which the institution is capable of guaranteeing the quality of the programmes it offers. Programmes offered by institutions that receive a positive evaluation still have to be accredited, but the accreditation procedure takes less time and is not as extensive.

Besides the accreditation of degree programmes, the Netherlands has a system by which the Ministry of Education, Culture and Science recognises higher education institutions by conferring on them the status of either 'funded' or 'approved'. "Funded" indicates the institution is fully financed by the government. "Approved" indicates that the institution does not receive funds from the government and has to rely on its own sources of funding. Whether a degree programme is offered by a 'funded' or an 'approved' institution, it must be accredited and registered in CROHO to be considered recognised.

Please note: if a bachelor's or master's degree programme is not registered in CROHO, the quality is not assured by the Dutch quality assurance system. The quality may however be assured by another system.

### National Qualifications Frameworks

An important tool to facilitate the recognition of foreign qualifications is using overarching qualifications frameworks as a translation tool through which qualifications awarded in one country can be compared to qualifications awarded abroad. A comprehensive overarching framework used in the European Economic Area is the European Qualifications Framework for Lifelong Learning (EQF-LLL). The EQF-LLL describes the learning outcomes associated with qualifications at eight different levels and is used as a common reference framework to assist in comparing national qualifications systems and their levels. The qualifications framework in the Netherlands is referred to as the Dutch Qualifications Framework (NLQF).

The NLQF was officially referenced to the EQF in 2012. The NLQF has a total of nine levels: an "entry level" which is below level 1 of the EQF-LLL and therefore not referenced to the EQF-LLL, and 8 levels which are referenced to the 8 levels of the EQF. Further information on the Dutch Qualifications Framework can be found on the website of the National Coordination Point NLQF, which is the organization responsible for the development and implementation of the NLQF.

See: <https://nlqf.nl/english>

#### Dutch Qualification Framework (NLQF)

The Dutch qualifications framework (NLQF) is a framework for the classification of all possible qualifications in the Netherlands. From basic education to a PhD doctorate. NLQF makes it possible to compare formally regulated qualifications to non-formal qualifications (often provided by private institutions).

The framework consists of eight levels and one entry level. Each of the 8 levels is defined by a set of descriptors indicating the learning outcomes relevant to qualifications at that level. The levels are based on descriptions of what someone knows and is able to do after completion of a learning process, regardless of where and, to an extent, in what timeframe this took place. These descriptions of the levels of knowledge, skills, autonomy and responsibility are referred to as learning outcomes.

The NLQF is useful for employers so that they can see what a (potential) employee knows and is able to do. Employees and students gain more insight in their level of education and at what level they learn and perform in the work field. This self-insight can give them a boost for further career development.

The National Coordination Point (NCP) NLQF supports and informs employers, employees, students and training institutes regarding the classification of qualifications.



## The Dutch education system (2020)

The higher education system in the Netherlands is based on a three-cycle degree system, consisting of a bachelor, master and PhD. Two types of degree programmes are offered: research-oriented degree programmes offered by research universities, and employment-orientated degree programmes offered by universities of applied sciences.

