



Developing micro-credentials at the University of Geneva: from framework to implementation

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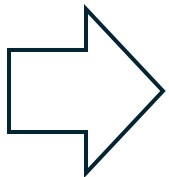
Microcredentials in the Czech Higher Education Environment: From Concept to System – What Do Microcredentials Need to Succeed? - 13 November 2025, Prague

Micro-credentials at the University of Geneva

Introduction

Why Micro-Credentials at the University of Geneva?

- Growing demand from the professional world for short, employability-focused training
- UNIGE integrated this demand into its strategic priorities
- European push for micro-credentials aligned perfectly with UNIGE's goals



Pragmatic, “learning by doing” approach allowed rapid implementation

Innovation and willingness to take risks were key drivers



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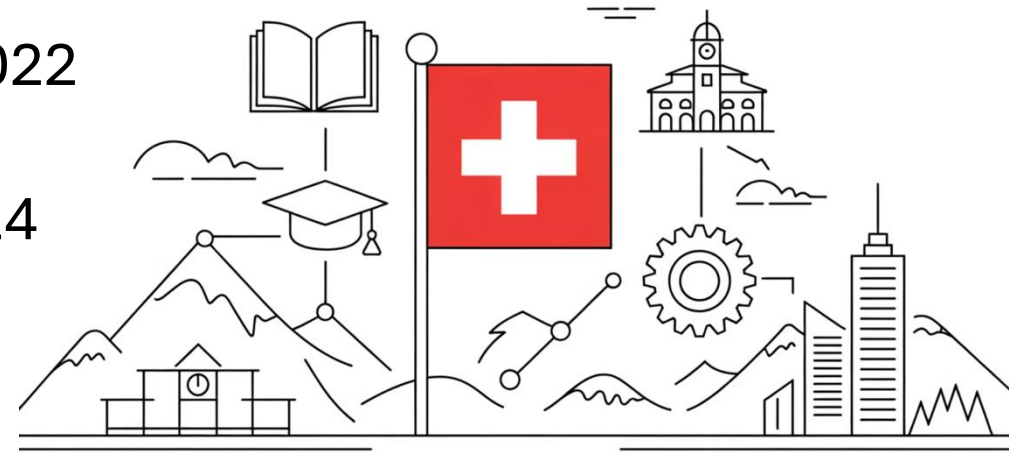
Presentation plan

1. Introduction
2. The Swiss context and the importance of the ecosystem(s)
3. Developing Micro-credentials at the University: Learning by doing
4. Conclusion

Micro-credentials at the University of Geneva

Micro-Credential Adoption in Switzerland (Since 2022)

- Swissuniversities' Position Paper – November 2022
- Swissuniversities [Working Document](#) – June 2024
- Higher Education Initiatives Since 2022
- Higher education institutions and other training providers have launched numerous **initiatives** in continuing education, as micro-credentials are seen as a tool to support employability and address skills shortages and gaps.



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The importance of the ecosystem(s)

Micro-credential development must consider multiple levels: **local**, **national**, and **international** levels (e.g. Geneva, Swiss context, 4EU+ Alliance, [MICI](#) project)

An ecosystem includes several actors: universities, professional sectors, the State, social actors, individuals

Key objectives of interaction:

- Identify training and skills needs
- Communicate and build understanding of micro-credentials
- Strengthen recognition and legitimacy



Micro-credentials at the University of Geneva

Micro-credentials launched at the University of Geneva from 2023

Vie de l'UNIGE

Les microcertifications se développent à l'UNIGE

L'Université de Genève étoffe son offre avec des formations courtes et flexibles qui aboutissent à un certificat.



Micro-credentials are being developed at the University of Geneva. The University is expanding its offer with short, flexible programs that lead to a certificate.



Des «microcertifications» comme solution contre la pénurie de personnel

Les certificats liés à des formations courtes, plus accessibles que des cursus longs, gagnent du terrain en Suisse. Mais des critères communs sur leur qualité manquent encore

Micro-credentials as a solution to staff shortages. Certificates linked to short, more accessible programs than full degree courses are gaining ground in Switzerland. However, common quality criteria are still lacking.



GENÈVE L'Uni propose depuis peu des cursus de quelques jours, couronnés d'une microcertification. Une nouveauté qui séduit les employeurs.

standard de qualité valables dans tout le pays.» La certification d'une «université de réputation mondiale apporte une valeur ajoutée», juge Raoul

The University has recently started offering short programs of a few days, culminating in a micro-credential. This new approach is attracting the interest of employers.

Micro-credentials at the University of Geneva

Adapting the Creation Process for Micro-Credentials

Starting point:

Existing procedure for continuing education programmes

Adaptations for micro-credentials:

1. Specific characteristics of micro-credentials
2. Fast and flexible process to meet concrete training needs
(*employability focus*)
3. Avoid overloading academic and teaching teams
4. Ensure academic quality and coherence

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Adapting the Creation Process for Micro-Credentials: formal documents



Exposé des motifs

Pour préavis

Création d'un programme de formation continue
(Session (avec OU sans microcertification)
- Certificate of Advanced Studies (CAS)
- Diploma of Advanced Studies (DAS)
- Master of Advanced Studies (MAS)
- Certificate of Open Studies (COS)

(Renseigner le nom de la/des Faculté / Institut / Centre
Université de Genève

Validation des instances	Date
Décanat / Direction	
Rectorat	

- Contexte du projet / Project context
- Pertinence et adéquation de la formation projetée / Relevance and adequacy of the planned training
- Positionnement de la formation projetée / Positioning of the planned training
- Projet de partenariat / Partnership initiatives
- Faisabilité du projet / Project feasibility
- Synthèse : Analyse des risques et opportunités / SWOT analysis

Optionnel / Optional

7. Demande FIA / FIA Grant Application
8. Informations spécifiques pour session avec microcertification (ECTS) / Information for sessions delivering a microcredential -(ECTS)

8. Informations spécifiques pour session avec microcertification (ECTS) / Information for session with microcertification (ECTS)

Session de formation continue en ...

Plan d'études

	Heures d'enseignement	Heures de travail personnel	Heures de formation à distance	Nombre d'heures total	Crédits ECTS
Titre de la session
Evaluation (spécifier le type*)	
Total					...

1 crédit ECTS = 25-30 heures volume travail formation

*Une évaluation est nécessaire pour décerner des crédits ECTS. Spécifier le type d'évaluation prévue (évaluation écrite, évaluation orale, contrôle continu, rédaction d'un travail personnel, etc.) ainsi que le nombre d'heures de travail pour la réalisation de cette dernière.

Niveau EQF* :	Niveau ...
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*adossé le niveau EQF au tableau de référencement EQF pour les microcertifications.

Informations pour l'attestation de microcertification / Information for the microcredential certificate

Informations pour l'attestation de microcertification / Information for the microcredential certificate

Les informations suivantes doivent figurer sur les attestations de microcertification. Veuillez renseigner celles que vous connaissez déjà. Une trame d'attestation doit être utilisée pour imprimer les microcertifications décernées par l'UNIGE. The following information must appear on microcredential certificates. Please fill in the ones you already know. The microcredential certificate template must be used to print microcredential awarded by UNIGE.

Format :	hybride, en cours d'emploi, formation courte (formation formelle) blended, part-time study while in employment, short course (formal education)
Durée : Duration :	X heures d'enseignement réparties sur 1 mois X teaching hours over 1 month
Nombre de crédits ECTS : Number of ECTS credits :	X X
Note : Mark :	-
Domaine :	Xxxx
Niveau EQF : NQF level :	niveau X level X
Langue de la formation : Language :	Xxxx
Conditions d'admission : Admission conditions :	si pertinent if relevant
Enseignant(s) : Faculty :	Xxxx
Type d'évaluation : Type of assessment :	surveillé/non-surveillé, avec/sans contrôle d'identité supervised/unsupervised, with/without identity check
Évalué par : Assessed by :	évaluateur indépendant/enseignant... independent assessor/teacher...
Format d'évaluation : Assessment format :	QCM, travail écrit... QCM, written paper...
Echelle de notation : Grading scheme :	de 0 à 6 (note minimale de réussite=4) / acquis/non-acquis From 0 to 6 (minimum passing grade = 4) Achieved/not achieved

Public visé : Target audience :	XX XX
Objectifs : Objectives :	XX XX
Compétences visées : Targeted skills :	XX XX
Partenariat (si applicable) : Partnership (if applicable) :	XX XX

Micro-credentials at the University of Geneva

The Creation Process for Micro-Credentials

1. Proposal

Initiated by a faculty or academic team and reviewed by the Continuing Education Centre

2. Academic Validation

Review and approval by the Faculty Dean's Office and the Rectorate

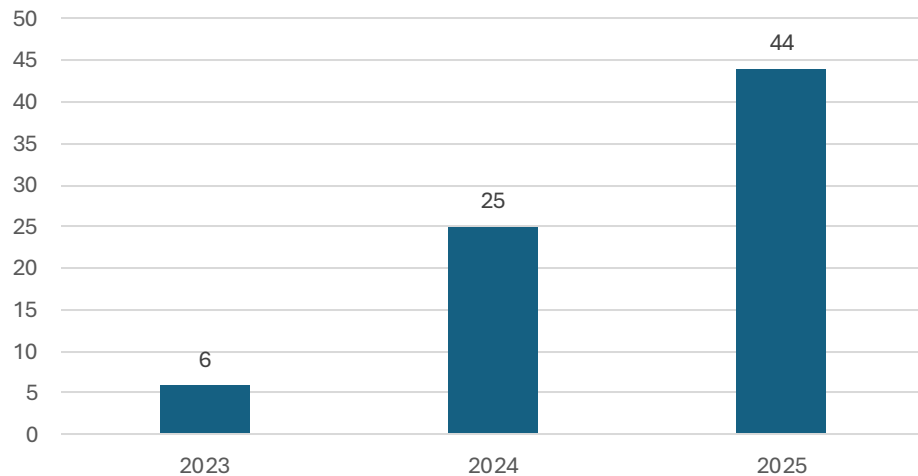
3. Implementation & Delivery

Communication, enrolment, and issuing of Micro-Credential Certificate

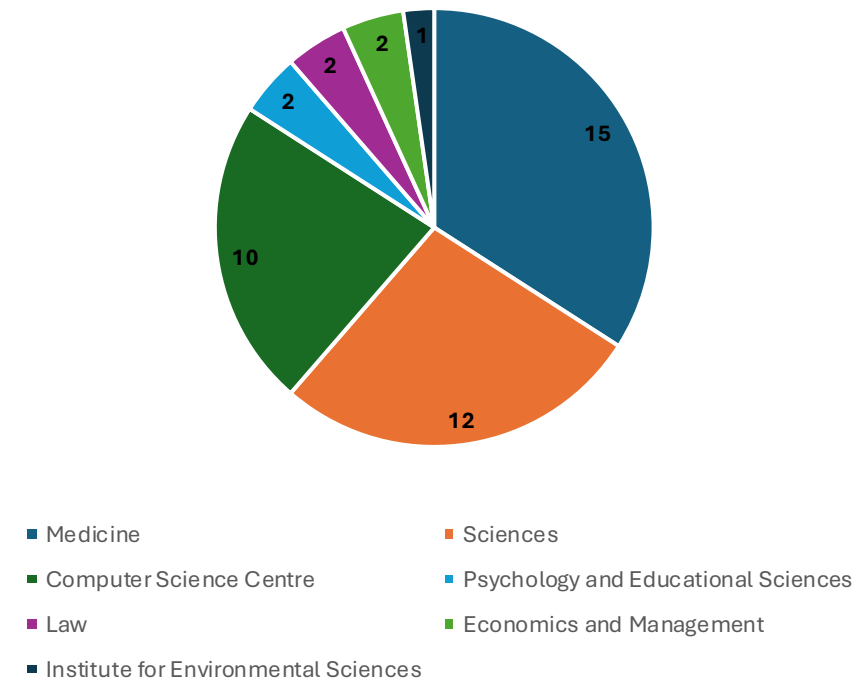
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Micro-credential in continuing education: Rapid Growth and Institutional Adoption

Micro-credential in continuing education



Micro-credentials by Faculty, Centres and Institutes (2025)



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Micro-credential in continuing education: a few examples



The Legal Protection of Water in Armed Conflicts

Short course 2025 Law

Enhancing understanding and implementation of regulations protecting water in armed conflicts

✓ Overview

✓ Registration



Download brochure



Geneva Course on Drug Policy, Public Health and Diplomacy

Short course 2025 Health

The course is highly participatory, drawing on the national and international experiences of participants through a multi-disciplinary learning process. It includes lectures by internationally-renowned experts and negotiators, case studies, working groups, and a negotiation simulation exercise.

✓ Overview

✓ Registration

✓ Curriculum



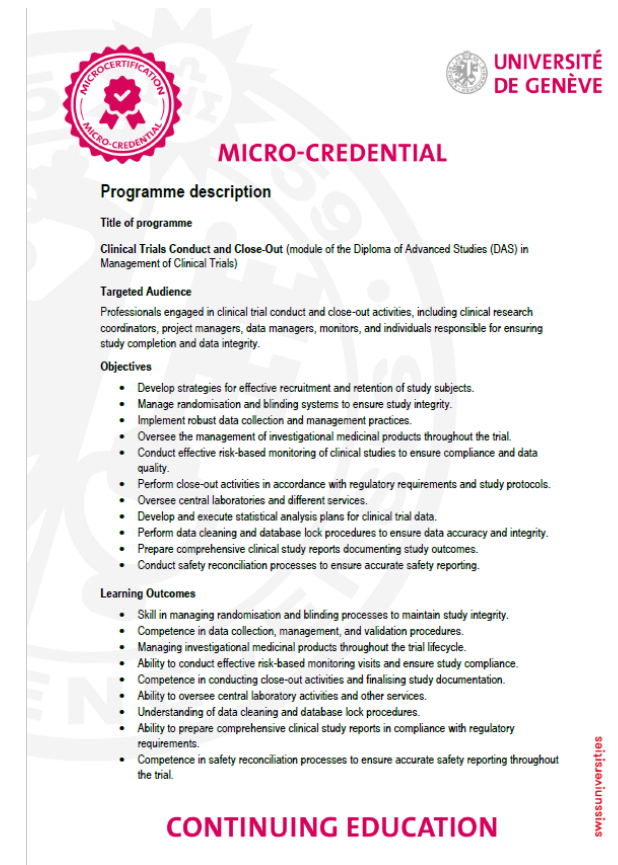
Information

Period
27 January 2025 - 30 January 2025

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Micro-credential in continuing education : Micro-Credential Certificate

- Proactive *learning by doing* approach
- Developed and issued digital certificates early
- All certificates are archived for traceability
- Will be updated once digital and secure systems are implemented



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Next Steps: Offering Micro-Credentials at the Undergraduate and Graduate Level

- Building on the success of continuing education micro-credentials
- *Learning by doing* approach — pragmatic and iterative
- First pilot launched in Spring 2025
- Two more planned for Spring 2026
- Adapting existing processes (creation, certificate, quality assurance) to degree-level environment



Cognition Sociale

Session 2025 Psychologie

Ce cours à distance traite de la cognition sociale, c'est-à-dire de l'ensemble des processus cognitifs et cérébraux impliqués dans les interactions sociales chez l'être humain. La notion de mise en contexte social sous-tend l'ensemble des thématiques abordées dans le cours.

✓ En bref

✓ Inscription

✓ Cursus



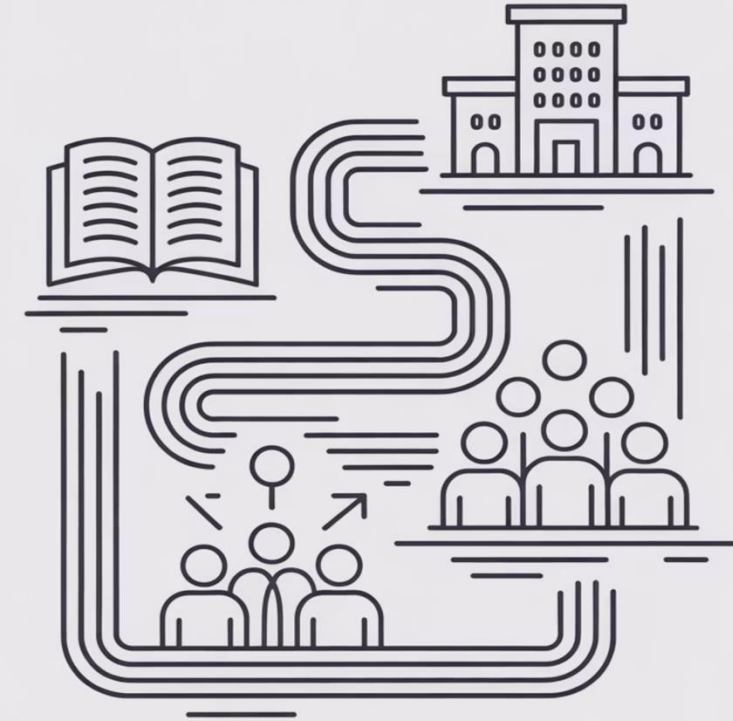
Informations

Période
17 février 2025 - 13 juin 2025

Micro-credentials at the University of Geneva

Conclusion: An ongoing journey

- Developing micro-credentials at UNIGE is a very interesting journey!
- Micro-credentials raise as many questions as they provide answers
- It is a transformational process for the institution
- Change management is one of our key challenges!



Micro-credentials at the University of Geneva



Thank you for your attention!



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University of Geneva

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