

global
competence
certificate



global UP

AFS Global Competence Certificate



www.globalup.com



WHAT ARE THE AFS Global Up PROGRAMS?

The AFS Global Up Programs are a **series of digital education programs** by AFS Intercultural Programs aimed at fostering **intercultural understanding, global competence**, and **empathy** among participants from diverse backgrounds. Different versions of the GCC program meet the needs of: students, staff or faculty, professionals across a variety of disciplines from around the world whether or not they'll have a study abroad experience. Throughout the virtual exchange program, participants engage in live dialogue sessions, peer forums, and interactive activities, which help them develop skills for the future and become active global citizens.



[Global Up Programs](#)
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PARTNERS

More than 100 institutions and organizations worldwide have implemented the AFS Global Up programs



WHAT'S INCLUDED IN THE AFS Global Up PROGRAMS?

- **INDIVIDUAL ACCOUNT**

Get personalized access for online learning environment

- **EXPERT-LED FACILITATED DIALOGUE SESSIONS**

Learn from experienced instructors, and intercultural communication specialists

- **CUSTOMIZABLE MODULES**

Access to 14 to 20 online modules with video content subtitled in multiple languages

- **INTERACTIVE LEARNING ACTIVITIES**

Engage in discussions, apply new knowledge and develop practical skills

- **AFS GLOBAL COMPETENCE CERTIFICATE**

Upon successful completion, learners receive Global Competence Certificate and a *Digital Credential* issued by [Credly](#)

research-based

easy-to-use

global

scalable

flexible

global
competence
certificate



02 DIGITAL CREDENTIALS

WHAT IS A DIGITAL BADGE?

- A digital badge **is a trusted source of information** that certifies your newly acquired skills.
- Credly is the **leading Open Badge platform in the world** and is highly recognized in the International Education field.



WHAT ARE THE ADVANTAGES?

Did you know that **76% of employers say they are more likely to hire a candidate** who has earned a professional certificate or digital credential?

Becoming globally competent is a unique and essential achievement recognized by any employer, educational institution and organizations from the most diverse fields. **GCC Digital Badge can be shared in any professional network or social media platform.**

Earn it, use it and share it!

03 EDUCATIONAL GOALS

SELF-AWARENESS



- 1 *Increase cultural self-awareness by reflecting on personal and cultural experiences in various contexts.*
- 2 *Recognize how cultural groups shape unique emotions, perceptions, thoughts, and behaviors.*
- 3 *Analyze and reflect on power relations, privilege, and inequality.*

EMOTIONAL INTELLIGENCE



- 1 *Suspend judgment and be flexible in new and different cultural contexts at home and abroad.*
- 2 *Apply effective and appropriate strategies to deal with ambiguous situations.*
- 3 *Describe and manage responses to their own cultural biases and emotional triggers.*
- 4 *Be aware of personal limits and be open to seek support.*

AWARENESS ABOUT OTHERS



- 1 *Recognize and understand patterns of behavior and values of people from different cultural contexts.*
- 2 *Empathize with culturally different others.*

BRIDGES TO OTHERS



- 1 *Initiate and develop relationships with different others.*
- 2 *Communicate and interact effectively and appropriately in different contexts.*


acquire global skills
essential to live, work, and
make a real social impact



04 EDUCATIONAL APPROACHES

● DEVELOPMENTAL/MODULAR APPROACH


Each module builds on previous content and grows in complexity while learners progress through the program. In addition there are modifications for learners on very short programs.



The program is designed to provide flexibility as learners complete modules at their own pace.

● PEER LEARNING

Learners from all over the globe have a chance to engage with each other, share, and reflect on the content and their experiences. The forum spaces are open to the global community*.



** Custom environments are an option and allow for closed forum environments if desired.*

● BLENDED LEARNING AND FLIPPED CLASSROOM

By leveraging technology, we can increase our impact and meet learners where they are, both online and offline. We see the Global Up program as an additive model, making content more accessible and flexible to increase the impact of live facilitation.

05 RESEARCH BASED

Global Up Programs based on **international cultural research** plus **more than 70 years** of AFS Intercultural Programs' Experience.

Key findings from the **Georgetown Consortium Research Project** (Vande Berg, et al, 2009), among other research, guided the development of the AFS Global Up Abroad, such as:

- the importance of effective cultural mentoring by skilled individuals;
- need to share culture-general frameworks and culture-specific content up-front;
- including time for regular reflection in program design;
- necessity of a developmental approach (like providing progressively more challenging intercultural growth opportunities).

The same research shows that one variable with the biggest impact on learners' developing intercultural competence is having intentional, guided, and facilitated reflections surrounding one's experience.

*This is a core part of all AFS Global Up programs offerings through the **live Facilitated Dialogue Sessions** delivered by Qualified Facilitators.*

REAL STORIES, REAL IMPACT

"I'm happy to share that I have completed the AFS Global Up certificate, which has deepened my understanding of **intercultural competence** and **global engagement**. This program has equipped me with **valuable skills** to navigate cultural differences and collaborate effectively in diverse, global settings. Looking forward to applying these learnings to my career and continuing to grow in this interconnected world!"

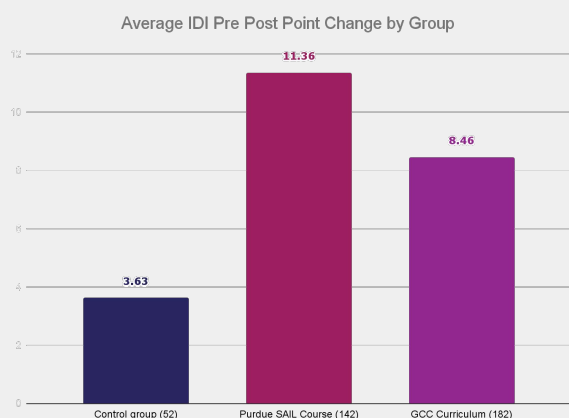


- Mountbatten Program Participant (March 2025)

05 WHAT ARE THE RESULTS?

Research studies confirm that students who participate in the AFS Global Up program **achieve significant gains** in the Intercultural Development Inventory (IDI).

Intercultural Learning in Semester Abroad Programs: A Comparative Analysis of Mentoring Programs



Purdue University conducted a study on two different interventions to develop students' global competence: one-to-one mentoring and the Global Up Abroad.

Students who went through the AFS Global Up Abroad and received group mentoring as part of the program, developed on average a 8.46 point increase as measured by the Intercultural Development Inventory (IDI).

[Learn more here](#)

PURDUE
UNIVERSITY

An Instructor's Experiment: Adding Intentional Global Competency into a Pre-Existing Short-Term Study Abroad Program

Pedagogy Approach	# of Students	Mean IDI gain
Culture-general but no-GCC	79	12.97 points
Florence 2018 Program (as described)	23	13.54 points
GCC + instructor on-site throughout program	52	15.36 points

Benchmarking to Other Purdue 2018 Short Programs that Used Culture-General Approaches

This study describes efforts to add a one-credit "culture-general" certificate program to a popular six-week summer study abroad program in Florence, Italy

Effectiveness was measured via pre and post-program administration of the Intercultural Development Inventory (IDI). With the help of the GCC, the 2018 cohort of this 6-week program in Florence attained an astonishing mean increase of 13.54 IDI points, moving from Polarization (judging difference) well into Minimization (finding common ground).

[Learn more here](#)

Explore more research studies showcasing how Global Up helps learners develop their Global Competence

afs.org/research

 [Global Up Programs](#)
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 10
YEARS
OF TRANSFORMATION

 AFS
Intercultural
Programs

global ^{Abroad} UP

Global Competence Certificate

PROGRAM OVERVIEW

The AFS Global Up Abroad program is designed **for learners** to develop global competence **before, during, and after their international experience**. Through 14 to 19 online modules, learners enhance their global competence through *reflection, live dialogue sessions, and peer forums, using experiences* to bring intercultural theories to life. Upon completion, learners gain skills to bridge differences in new contexts and bring this knowledge upon returning home.

CURRICULUM

BEFORE

1. Planning Your Journey
2. Learning How you Learn Best
3. Understanding Culture, Understanding Ourselves
4. Suspending Judgment
5. Understanding Cultural Values
6. Understanding Communication Styles
7. Preparing to Leave your Comfort Zone
8. Packing your Intercultural Suitcase

DURING

9. Settling into a New Environment
10. Diving into a New Environment
11. Recognizing Spiritual Diversity
12. Navigating Conflict
13. Seeing Beyond "Us vs Them"
14. Recognizing Inequality
15. Understanding Power & Privilege
16. Applying your Learning

AFTER

17. Returning Home
18. Taking Action
19. Skilling Up for the Future

PROGRAM ASPECTS

<u>Participants</u>	18+, Adults
<u>Total Modules</u>	14-19
<u>Modules Time Estimate</u>	10-12 hours
<u>Total Facilitated Dialogue Sessions</u>	4
<u>Total Estimated Time</u>	15-25 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

global ^{Inbound} UP

Global Competence Certificate

PROGRAM OVERVIEW

Introducing our newest version of Global Up that is designed **specifically for inbound students**. Through *reflection, live dialogue sessions, and peer forums*, Global Up Inbound prepares incoming international students to engage with the local culture, learn beyond the classroom, and bridge across differences. This version includes topics such as **belonging** on campus, **building a support system**, making friends, and **recognizing personal strengths** now and into the future.

CURRICULUM

INWARD

1. Planning Your Journey
2. Learning How You Learn Best
3. Understanding Culture, Understanding Ourselves
4. Stereotypes & Generalizations
5. Understanding Cultural Values
6. Understanding Communication Styles
7. Leaving your Comfort Zone

OUTWARD

8. Observe Your Context
9. Empathy & Listening
10. DIVE - Suspending Judgment
11. Navigating Conflict
12. Getting Involved in Your New Community
13. Seeing Beyond "Us vs. Them"
14. Recognizing Spiritual Diversity
15. Recognizing Inequality
16. Microaggressions
17. Power & Privilege

FORWARD

18. Applying Your Learning
19. Skilling Up for the Future
20. Looking Towards the Future

PROGRAM ASPECTS

<u>Participants</u>	18+, Adults
<u>Total Modules</u>	17-20
<u>Modules Time Estimate</u>	12-15 hours
<u>Total Facilitated Dialogue Sessions</u>	4
<u>Total Estimated Time</u>	15-25 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

global UP

At Home

Global Competence Certificate

PROGRAM OVERVIEW

AFS Global Up At Home is a **virtual interactive program that creates a global learning experience within the home environment.** The program raises awareness that *culture surrounds us, even within our local communities.* Upon completion, learners gain skills to *bridge differences* while working in diverse teams, studying with peers, or being *active community members.*

CURRICULUM

INWARD

1. Roadmap
2. Learning Styles
3. Who Am I?
4. Leaving your Comfort Zone
5. Observe Your Context

OUTWARD

6. Stereotypes & Generalizations
7. Empathy & Listening
8. When Differences Collide
9. DIVE - Suspending Judgment
10. Cultural Value Dimensions
11. Communication Styles
12. Dealing with Conflict
13. Polarized Societies
14. Spiritual Diversity
15. Understanding Inequality
16. Microaggressions
17. Power & Privilege
18. Coping Strategies

FORWARD

19. 21st Century Skills
20. Taking Action

PROGRAM ASPECTS

<u>Participants</u>	18+, Adults
<u>Total Modules</u>	9-20
<u>Modules Time Estimate</u>	10-15 hours
<u>Total Facilitated Dialogue Sessions</u>	4
<u>Total Estimated Time</u>	15-25 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

global At Work

Global Competence Certificate

PROGRAM OVERVIEW

AFS Global Up At Work is designed **for professionals** to navigate cultural differences, promote inclusive leadership, and **drive positive change in their organizations**. The program focuses on developing the *skills and strategies* necessary to *work effectively in diverse teams*. Upon completion, employees and employers enhance their *cultural awareness* and build a more *cohesive and collaborative work environment*.

CURRICULUM

INWARD

1. Roadmap
2. Who Am I?
3. Observe Your Context

OUTWARD

4. Stereotypes & Generalizations
5. Empathy & Listening
6. When Differences Collide
7. DIVE - Suspending Judgment
8. Cultural Value Dimensions
9. Communication Styles
10. Dealing with Conflict
11. Polarized Societies
12. Spiritual Diversity
13. Understanding Inequality
14. Microaggressions
15. Power & Privilege
16. Coping Strategies

FORWARD

17. Taking Action

PROGRAM ASPECTS

<u>Participants</u>	18+, Adults
<u>Total Modules</u>	9-17
<u>Modules Time Estimate</u>	10-15 hours
<u>Total Facilitated Dialogue Sessions</u>	3
<u>Total Estimated Time</u>	15-20 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

global UP

Global Competence Certificate

PROGRAM OVERVIEW

The Global Up Educator program is designed to develop **the global competence of educators worldwide** and enhance their **teaching practices** to foster **intercultural competence** among students. The program equips students, faculty, and staff with the knowledge necessary to *integrate intercultural learning into their curricula*, promote *inclusive classroom environments*, and effectively engage with students and colleagues from *diverse backgrounds*.

CURRICULUM

INWARD

1. Roadmap
2. Learning Styles
3. Culture & Identity
4. Leaving your Comfort Zone
5. Observe Your Context

OUTWARD

6. When Differences Collide
7. Empathy & Listening
8. Stereotypes & Generalizations
9. Suspending Judgment
10. Cultural Value Dimensions
11. Communication Styles
12. Dealing with Conflict
13. Polarized Societies
14. Spiritual Diversity
15. Understanding Inequality
16. Microaggressions

FORWARD

17. 21st Century Skills
18. Teaching the SDGs
19. Taking Action
20. Globally Competent Teaching

PROGRAM ASPECTS

<u>Participants</u>	18+, Adults
<u>Total Modules</u>	20
<u>Modules Time Estimate</u>	10-15 hours
<u>Total Facilitated Dialogue Sessions</u>	3
<u>Total Estimated Time</u>	16-25 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

TEEN

global UP

Global Competence Certificate

PROGRAM OVERVIEW

The Global Up Teen program is a **one-of-a-kind, virtual program, open to teens (aged 14-17)** to develop key global skills for the emerging future and build bridges across cultures. The program inspire young participants to *embrace diversity, cultivate empathy, and take meaningful actions* to address global challenges. After completing the program, *learners are more self-aware, aware of other perspectives and can bridge across differences.*

CURRICULUM

DISCOVER

1. Welcome & Roadmap
2. Learning Styles
3. Metaphors of Culture
4. Who Am I?
5. Leaving your Comfort Zone
6. Exploring Perspectives
7. Stereotypes & generalizations

DELIVER

8. Empathy & Listening
9. Suspending Judgment
10. Cultural Value Dimensions
11. Communication Styles

DEEPEN

12. Dealing with Conflict
13. Coping & Being Resilient
14. Understanding Inequality

DEBRIEF

15. Microaggressions
16. Power & Privilege
17. Skilling Up for the Future
18. Taking Action

PROGRAM ASPECTS

<u>Participants</u>	14-17 Teens
<u>Total Modules</u>	18
<u>Modules Time Estimate</u>	10-12 hours
<u>Total Facilitated Dialogue Sessions</u>	3
<u>Total Estimated Time</u>	16-25 hours* depends on FDS
<u>Facilitated by</u>	Trained QFs

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For Individuals

Global Competence Certificate

PROGRAM OVERVIEW

A 6-week online blended learning program **designed to empower professionals, worldwide** with global skills and intercultural competence.

The program is also suitable for:

- learners seeking this education on their own
- who want the full learner experience before they facilitate for others
- faculty members
- higher education administrators
- undergraduate and graduate students
- members of non-profit organizations in the international education field

PRICE

The participation fee for the Global Up program for Individuals is **\$295 USD**.

We offer a 10% discount for higher education faculty and staff, students, and non-profit organizations. Send a certification of your current status to globalup.support@afs.org.



Learn more about the modules, requirements and program details on our website



[Global Up for Individuals](#)

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GCC QUALIFIED FACILITATOR TRAINING PROGRAM

● FOR WHOM?

Staff or faculty of the organizations and institutions who implemented the Global Up programs and are interested in facilitating those programs and delivering the AFS Global Competence Certificate for their learners.

“Global Up”
your Institution

● WHAT ARE THE BENEFITS?

- Learn tips for intercultural learning facilitation sessions (online or in person).
- Get key professional development skills and become a guide for others.
- Grow your organization's offerings in virtual learning and community building.
- Join a Qualified Facilitators community on LinkedIn with over 500 professionals.

● WHAT'S INCLUDED?

- A full access GCC account.
- Training program with handbook for Qualified Facilitators.
- Credly Digital Credential attached to your LinkedIn profile and invitation to online community of GCC Qualified Facilitators.
- Curriculum for delivering live reflection sessions for learners in the Global Up program.
- Verified Certificate of Completion.

PRICE

Starts at **\$150 USD** per person
+ the cost of a GCC Account

** Custom training for groups of 6 or more available*



Learn more about the modules, requirements and program details on our website



Become a QF
#GlobalUp

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competence
certificate



WHY TOP INSTITUTIONS CHOOSE TO PARTNER WITH US



"At the University of Dayton we utilize the AFS Global Up program in a variety of ways. We integrate it into existing programs whether it be mini-courses, credit-bearing courses, or programs designed to engage students preparing for an experience abroad. By doing this, we are making this certificate more accessible and inclusive."

Sangita Gosalia

Sr. Director, Global and Intercultural Affairs



**University
of Dayton**

"Global Up wasn't just about appreciating our different cultures – it brought us together as a team. Going through this program with colleagues that I worked with, but didn't necessarily see daily fostered a real sense of connection. We saw each other as people first, not just staff or faculty positions. Facilitating for the first time, I gained immense respect for the role. It takes courage to open up discussions, and I learned that vulnerability is key. Sharing my own experiences, even if it meant risking judgment, encouraged others to do the same. It was a powerful lesson in building trust and understanding."

Mary S. Johnson

Director of the Center
for Teaching & Learning



Brenau
UNIVERSITY



"Customizing the GCC allowed me to integrate it into our semester-long Intercultural Communication course for students studying in Mexico. We use modules before departure and during the semester, sequencing them to support readings and help students reflect upon their experiential learning. For example, completing the Spiritual Diversity module right before a rural community visit helped students be more open. The GCC's flexibility was key to fully integrating it into our experiential academic program abroad."

Dr. Ann Lutterman-Aguilar

Mexico Site Director & Global Faculty, CGEE

AUGSBURG
UNIVERSITY

CENTER FOR
GLOBAL EDUCATION
AND EXPERIENCE



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A LOOK INTO OUR PROGRAM



**USED BY PROFESSIONALS
FROM ALL FIELDS, ALL
OVER THE WORLD**

**A TRANSFORMATIVE,
GAME-CHANGING
LEARNING EXPERIENCE**



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**A Decade of
Global Competence
Development
2014 - 2025**



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REQUEST A DEMO NOW

- **ACCESS A PROGRAM DEMO**

Get a first-hand experience of any of the 5 versions of our program

- **SCHEDULE A CALL WITH US**

Connect with one of our team members to share more about how you would like to use our program

- **ASK FOR A LICENSING AGREEMENT**

Your license will allow you to enroll learners at any point during a full year and in any version of the program

- **CONSIDER A CUSTOM ENVIRONMENT**

Get your own domain, add your brand into our Learning Management System and customize the program according to your learners needs

gcc@afs.org

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CONTACT US

Linda Stuart

Director, Global Education Innovation
Head of Global Competence Certificate

Molly Stern

Global Up Manager
molly.stern@afs.org

Pablo Cornejo

Global Up Engagement Lead
pablo.cornejo@afs.org

Carolina Cortés Jiménez

Educational Products Associate
carolina.cortes@afs.org



[Get a Demo!](#)



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[**gcc@afs.org**](mailto:gcc@afs.org)