

NQF-SQF - The Employability Grid

Gerald Thiel

DEKRA Akademie GmbH

Slema, 18.02.2010

Description of Employability Grid

- A **holistic model of abilities required for working as a professional** useable for assessing the sustainability of referencing procedures.

Starting Point: The Work Objective

- All work processes can be assembled to each other under the umbrella of a common goal: the **work objective**
- This can be understood as the intention *to create a specific product or to deliver a specific service*

The Reference Point: The Core Work Objective

- Work objectives might *differ* not only with regard to **content**, but also with regard to organisations who want to deliver the **difference from the work results of the competitor**
- Nevertheless, the work of all refers to a *core work objective based on the state of the art*

Requirements for Achieving the Work Objective

1. The specific **character of the work subject**
2. The **scope of the work subject** in relationship to other ones
3. The needs of **those who use products or services**
4. The **needs of the organisation** which arise from her specific character as an *enterprise* or a *public institution*.
5. Needs which arise from the **environment** within which the work objective has to be achieved
6. The way how work within an organisation is **organised**

The Way how Work is Organised

- „*Organising the work process*“ is a **tool to relate work processes best to the work objective** which implies that the specific character of the requirements 1 – 5 has to be taken in account for this purpose.
- The tool „organising“ relates work processes to each other via **hierarchical relationships between individuals**.

The Definition of an Individual's Work

- *A contribution to achieve the work objective according to the individual's position in the organisational structure.*

The Hierarchy between EQF Descriptors

- *Competence steers Skills and Knowledge*

The Ruling Category: *Competence*

- *Competence* allows for comparison of levels on the basis of a criterion which is related to a couple of complementary concepts relevant for the position of an individual's work in an organisational structure.

Key Terms of *Actions*

- Working as *object* of supervision
- Working *neither as object nor as subject* of supervision
- Working as *subject* of supervision
- Managing
- Transforming
- Creating

Key Terms of *Contexts*

- *Predictable*
- Changing
- *Unpredictable*
- To be changed

Competence Levels Described by Actions and Contexts: 1st Attempt

1. Work **supervised** in a work **process** determined context
2. Work **supervised** in a work **result** determined context
3. Work not supervised and not supervising in a work result determined context
4. **Supervise** work in a still predictable or predictably changing context
5. **Supervise** and **manage** work in an unpredictably changing context
6. **Manage** work in an **unpredictable** context
7. **Manage** **work** and **change** context
8. **Change** and redefine context

Competence Levels Described by Actions and Contexts: 2nd Attempt (1)

Approach:

- *Actions* and *contexts* are described by categories which allow for *oppositions* which allow for better limitation of levels .
- For *context* the opposition *change/non-change* is selected, for *action* the opposition *subject/object* which is related to *other individuals* and to *contexts*.

Competence Levels Described by Actions and Contexts: 2nd Attempt (2)

An interpretation of EQF levels:

1. C - , Ai - , Ac -
2. C - , Ai - , Ac -
3. C - , Ai 0, Ac -
4. C - and + , Ai +, Ac -
5. C +, Ai +, Ac -
6. C +, Ai +, Ac -
7. C +, Ai +, Ac +
8. C ++, Ai +, Ac +

What Still is Missing

- *A refinement of the grid structure which covers all differences of the EQF levels.*
- *A format for describing competences which allows for easy translation of available references*

Thank you!