

Typology of SQFs based on their relationship to the NQFs

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For further information on the project please consult: www.project-nqf-sqf.eu

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Short summary:

The objective of WP4 is to describe the way of referencing SQFs to the EQF.

SQFs are available in various aggregate states: sometimes there is only a draft available, sometimes “isolated” sectoral qualifications neither to be considered a part of a sectoral nor NQF, sometimes already elaborated systems exist which could work like full-fledged NQFs.

Although their relationship to the work process seems obvious according to their sector-orientation, it is not self-evident that this relationship is properly expressed in a way that the sectoral qualification becomes comparable with similar qualifications embedded in NQFs.

In order to decide how sectoral qualification approaches could best be referenced to the EQF – directly or over NQFs – it is also important to know what the relationship of sectoral systems to national systems is.

It has therefore to be investigated which stakeholders are supporting a SQF and if they are able and willing to fulfill quality assurance issues comparable to those mentioned in the list of referencing criteria provided by the EQF Advisory Group.

The aim of deliverable 14 is the development of a second classification of SQFs by analyzing their relationship to national qualification systems and frameworks.

(1) Working methodology

A template based on some key questions has been developed (Annex 1) for the collection of relevant information from the Partners, which in this work package had to select and gather required data by means of desk research or interviews with experts. The template focuses on relationships between SQF and NQF in the first four questions also investigating complementary and competing issues. Descriptors are also considered in terms of definition and specifications. Furthermore a specific questions is devoted to the comparison of SQF between national and European contexts. The last question deals with the SWOT analysis.

The strategy agreed on was to consider, for an analysis performed at a national level, four sectors (public services, logistics, retail and construction), and only one sector (ICT) at transnational level. The following table shows the sectors investigated and the corresponding Partner in charge for the activity.

Partner	Country	Short-name	Sector
P2	DE	DEKRA	ICT (Transnational perspective)
P4	FR	AFT	Logistics (National perspective)
P5	ES	FLM	Public services (National perspective)
P6	RO	ACPART	Construction (National perspective)
P8	FR	CREDIJ	Construction (National perspective)
P12	NL	Kenniscentrum	Retail (National perspective)

(2) Public Services sector (Spain)

(2.1) Overview

The NQF as far as VET only, has been recently published in Spain and formal and labour education have been adapted to this framework and to its qualification descriptions. In relation to SQF, there is no SQF to date referred to NQF. This will be a sensitive issue that will be dealt at collective agreement and will take years at least at the private company realm. The reason of these issues resides in the fact that to link SQF's to NQF could imply to reassess workers professional level, which could eventually lead to salaries rise at large. Moreover SQF's in general are described in "Professional Categories" NOT in Qualifications. These Professional Categories are pretty much related to Job positions rather than related to "competences". As NQF has been recently put in place, concerning VET only, and just now educational system and non-formal learning (VET ruled by Ministry of Labour) have been adapted to it, few initiatives, if any, have been carrying out to relate SQF to NQF. As expected the natural beginning of this process should be found at public service area where governments put no resistance to the change, which instead took widely place in the private sector. So, no "private" initiatives were detected trying to link SQF to NQF. The National Qualification Institute of Spain (INCUAL) likewise has no acknowledge about the existence of such initiatives in the territory.

Relationship between SQF and the NQF are depicted in the following table.

SQF Typology Matrix - relationship to NQFs		
Presence of SQF		
Yes	Under development	No
Presence of NQF		
Yes	Under development	No
Relationship between SQF and NQF		
SQF is integrated in NQF	SFQ is a supplement of NQF	SQF is not integrated in NQF

Table 1 - SQF Typology Matrix - relationship to NQFs

(2.2) SWOT analysis

Strengths, weaknesses, opportunities and threats about the relationship between SQF and the NQF are depicted in Figure 1.

Internal Origin	Helpful	Harmful
	Strengths	Weaknesses
	_ There are already initiatives, although simple, trying officially to link SQF to NQF.	_ The actors in this process foresee links between SQF and NQF, however NQF receives criticism from some sectors which believe it is not updated in the same pace of market changes, furthermore there are controversies on the levels adopted by the NQF and the shop floor reality. _ There are controversies also among companies, government and labour unions in relation to NQF structure (specifically levels) and updating process.
External Origin	Opportunities	Threats
	_ Currently there are other sectoral agreements being draft and all are considering to establish links between SQF and NQF.	_ Crises paralysed collective agreements processes and the resuming of activities will depend of economic recovery pace. Currently all ideas of putting in practice links between SQF-NQF are pending.

Figure 1 - SQF/NQF

(3) Construction sector (Romania)

(3.1) Overview

The Construction Sectoral Qualifications Framework is not fully developed in Romania. At the same time, Romania is developing its National Qualifications Framework whose referencing to the EQF is anticipated for 2012. Because the structures of the sectoral framework and of the national framework are based on the same principles and philosophy, it would probably be easy to map sectoral qualifications against the national framework. There is no reason for competition between the two instruments, since they both foster employability of workforce and comparability of qualifications at European level.

Furthermore, the Romanian National Qualifications Framework related to the EQF principles will encompass all sub-national qualifications obtained by formal, informal and non-formal learning. That's why it is possible to consider the SQF as a part of the NQF.

Relationship between SQF and the NQF are depicted in the following table.

SQF Typology Matrix - relationship to NQF		
Presence of SQF		
Yes	Under development	No
Presence of NQF		
Yes	Under development	No
Relationship between SQF and NQF		
SQF is integrated in NQF	SFQ is a supplement of NQF	SQF is not integrated in NQF

Table 2 - SQF Typology Matrix - relationship to NQFs

(3.2) SWOT analysis

The SWOT analysis about the relationship between SQF and the NQF wasn't developed because it's rather difficult to make a SWOT analysis in the context of a non-existing coherent SQF.

(4) Logistics sector (France)

(4.1) Overview

Logistics qualifications in France are addressed by the Transport and Logistics Branch, which defines policy mainly through collective agreements (e.g. Branch National Agreement of November 25th 2004, extended in 2005, on vocational training in Road Transport & auxiliary activities). Bearing in mind these facts, it can seem surprising, albeit not incoherent, that there are three main sub-systems in the French Logistics qualifications system, each serving different purposes accordingly with their sources. Qualifications are formalised though Diplomas which are

created at the initiative of the Ministry of Education, through “Professional Titles” emanating from the Labour Ministry and through Professional Qualification Certificates (CQPs) which are elaborated on the basis of collective agreements directly decided upon by social partners representing Logistics companies and workers. However, even though three distinct paths for qualification exist in the French system, it is to be noted that, in whichever path considered, social partners are at the core of the actual qualification framework building. They are the ones who ultimately fill in the qualification standards.

With the exception of CQPs, these qualifications are referenced to the National Registry of Professional Certifications (RNCP), which is composed of five levels, Level I being the highest and Level V being the lowest, and which is managed by the CNCP (National Commission for Professional Certification). Therefore, in France, the logistics qualification framework is integrated in the NQF and the descriptors used in both frameworks are the same, notably because, formally, the competent bodies for building the Logistics qualification framework are national public bodies.

Relationship between SQF and the NQF are depicted in the following table.

SQF Typology Matrix - relationship to NQFs		
Presence of SQF		
Yes	Under development	No
Presence of NQF		
Yes	Under development	No
Relationship between SQF and NQF		
SQF is integrated in NQF	SQF is a supplement of NQF	SQF is not integrated in NQF

Table 3 - SQF Typology Matrix - relationship to NQFs

(4.2) SWOT analysis

Strengths, weaknesses, opportunities and threats about the relationship between SQF and the NQF are depicted in Figure 2.

Internal Origin	Helpful	Harmful
	Strengths	Weaknesses
Internal Origin	<p>_ It is assumed that the distinction between the National Qualifications System and the Sectoral Qualifications System lies not in the identity of their creators but in the job positions they relate to, so both qualifications systems appear to be supplementary, if not complementary .</p>	<p>_ The main concern is that, since it is integrated in the NQF, there is no specific custom-tailored qualification framework for the Logistics sector in France.</p>
External Origin	Opportunities	Threats
External Origin	<p>_The presence of social partners in instances deciding upon policy and action as regards SQFs ensures the sectoral particularities and necessary adaptation to the economic environment and change in work processes will be taken into consideration.</p>	<p>_ If should there be a custom-tailored qualification framework someday, it is foreseen that only the NQF be referenced to the EQF. Therefore, any SQF can only indirectly be linked to the EQF.</p>

Figure 2 - SQF/NQF

(5) Retail sector (Netherlands)

(5.1) Overview

In the Netherlands till 1996 two kind of VET existed, fulltime school education and dual pathway. Then, a new act unified those systems into one, the WEB. That is the WEB is in charge to regulate VET qualifications. SQFs and the NQF (regulated by the Minister of Education) are yet developed, but are not complete. In the Netherlands, the NQF has to relate secondary education, vocational education & Higher education and the adult education to EQF. However, only in some cases SQFs are linked to NQF through the formal WEB qualification. It is an indirect link, so, there is not a clear link between SQFs and the NQF.

Relationship between SQF and the NQF are depicted in the following table.

SQF Typology Matrix - relationship to NQFs		
Presence of SQF		
Yes	Under development	No
Presence of NQF		
Yes	Under development	No
Relationship between SQF and NQF		
SQF is integrated in NQF	SFQ is a supplement of NQF	SQF is not integrated in NQF

Table 4 - SQF Typology Matrix - relationship to NQFs

(5.2) SWOT analysis

Strengths, weaknesses, opportunities and threats about the relationship between SQF and the NQF are depicted in Figure 3.

	Helpful	Harmful
Internal Origin	Strengths _ SQF is linked to the formal WEB qualification and this is within the NQF. Even though it works as an indirect linking, nonetheless it operates as a tool to facilitate citizens mobility for work or study in the country.	Weaknesses _ National documents describing qualifications are not easy to be interpreted in the logic supported by NQF/EQF. Assignment to levels could be difficult since national concepts do not necessarily cope with those descriptors.
External Origin	Opportunities _ The process of applying SQF-NQF in its current indirect form carries a value in itself and might contribute to develop a common understanding of qualifications and learning outcomes within the country and across Europe.	Threats _ The implementation of EQF might have minimal impact over NQF.

Figure 3 - SQF/NQF

(6) Construction sector (France)

(6.1) Overview

In France, SQF is included in the NQF (same descriptors and same regulation) and it doesn't compete with it. In terms of descriptors SQF doesn't differ from the NQF, but the sectoral qualifications have no level. Certificates only deal with/assess professional abilities/skills/competencies and are only recognized only by one sector/one branch. Furthermore, the French sectoral qualifications don't ensure the transferability of skills/competences. So, they can't be taken into account on the NQF. This point is dealt with at the moment by experts and stakeholders in France.

Relationship between SQF and the NQF are depicted in the following table.

SQF Typology Matrix - relationship to NQFs		
Presence of SQF		
Yes	Under development	No
Presence of NQF		
Yes	Under development	No
Relationship between SQF and NQF		
SQF is integrated in NQF	SFQ is a supplement of NQF	SQF is not integrated in NQF

Table 5 - SQF Typology Matrix - relationship to NQFs

(6.2) SWOT analysis

Strengths, weaknesses, opportunities and threats about the relationship between SQF and the NQF are depicted in Figure 4.

Internal Origin	Helpful	Harmful
	Strengths	Weaknesses
	_ SQF is included in NQF.	_ French national qualifications have no levels. They can't be taken into account on the EQF. This point is dealt with at the moment by experts and stakeholders in France.
External Origin	Opportunities	Threats
	_ The logic of SQF derives from NQF. It's the same logic in France, in terms of descriptors.	The French QF does not ensure the transferability of skill/competences

Figure 4 - SQF/NQF

(7) ICT sector (Transnational analysis)

(7.1) Overview

At the moment, there is no relationship between the ICT sector framework and the NQFs. The implementation of the eCompetence Framework has already been started before the EQF came up, independently from any NQFs.

Relationship between SQFs and the NQFs are depicted in the following table.

SQF Typology Matrix - relationship to NQFs		
Presence of SQFs		
Yes	Under development	No
Presence of NQFs		
Yes	Under development	No
Relationship between SQFs and NQFs		
SQFs are integrated in NQFs	SQFs are a supplement of NQFs	SQFs are not integrated in NQFs

Table 6 - SQF Typology Matrix - relationship to NQFs

(7.2) SWOT analysis

The SWOT analysis about the relationship between SQF and the NQF wasn't developed because it's rather difficult to make a SWOT analysis in the context of a non-existing relationship between the ICT sector framework and the NQFs.

(8) Conclusions

Concerning the relationship between SQFs and the National Qualification Systems and Frameworks, it has been found out only France has SQFs integrated in its NQF. Spain, even though SQF and NQF being available, they are not integrated, while Romania is still working on the subject. Netherland has both SQF and NQF, but they are not integrated and their relationship passes through the WEB formal institutionalized tool.

By the way, in many countries this is a sensitive issue that will be dealt at collective agreement and will take years at least at the private company realm. One reason for that resides in the fact that link SQFs to the NQF could imply to reassess workers professional level which could eventually lead to salaries rise at large. Often SQFs are described in "Professional Categories", not in "Qualifications" and these Professional Categories are pretty much related to "Job positions" than related to "Competences".

ICT shows a specificity due to the fact that the implementation of the eCompetence Framework had already been put in place before EQF coming and independently from any NQFs. On the pressure of the international framework nearly all the countries took eCompetence as a reference point to build their own SQF. But, even for those countries which have formally stated their NQF, no integration has been declared between SQF and NQF at the national level.

Furthermore, it came also out that in the majority of cases it is widely preferable an indirect link between SQFs and EQF built through NQFs. Depending on the various standpoints this can be a strenght or a weakness: a strenght if when thinking in terms of decreasing the complexity of the overall system of referenceability, a weakness when thinking in terms of opportunities for the valorization of the sectoral international visibilities and interactions.

The following SWOT analysis shows the main strenghts, weaknesses, opportunities and threats found out on the SQFs' relationship with NQFs and to the need of an indirect link between SQFs and EQF through NQFs.

Internal Origin	Helpful	Harmful
	Strenghts	Weaknesses
	<ul style="list-style-type: none"> _ Referencing SQFs directly to NQFs is the correct way not only politically speaking, because it decreases complexity of the overall system of referenceability. _ Making mobility in the European Countries take place becomes easier, since any NQF addresses a single reference framework (EQ) through which mutual trust can be enforced. 	<ul style="list-style-type: none"> _ Some NQFs are not only oriented to work processes, but also on wage levels. These orientations lead to conflicts in daily life work and practice, especially when interests of employees and employers diverge. _ Referencing the SQFs directly to the NQFs is politically correct, but enterprises usually find huge problems to link their own qualifications to NQFs. _ Applying NQFs, may make conflicts arise from several standpoints, e. g. stemming when Labour Union states somebody has a Level 3 qualification, while companies assume it is level 2. _ Promoting mobility in the European Countries might not be so easy: a level 4 qualification in a country may not imply a Level 4 in another country.
External Origin	Opportunities	Threats
	<ul style="list-style-type: none"> _ Enterprises often change their work requirements, hence a VET-system should react on time to changing labour market conditions. Since curricula usually change only every 5 years, learners may loose the advantage given by learning outcomes kept up-to-date with market needs. Therefore it is important to widen the role of a successful implementation of SQF-INQF-EQF in order to overcome obsolescence. 	<ul style="list-style-type: none"> _ Work orientation is valid for NQFs, but not suitable for companies because of their fear that levels might change and influence salaries of employees. _ Levelling polyvalent jobs embracing different levels when referenced to EQF could cause problems with Labour Unions. _ Mutual recognition of European Qualifications may find obstacles because of protectionist behaviour of Labour Unions.

Annex 1

Template for the collection of material from Partners

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

- Please describe strengths, weaknesses, opportunities and threats related to the described relationships.

Annex 2

Questionnaires provided by the Partners

Annex 2.1

"Public services" sector (Spain)

Along your questionnaire we will mention NQF meaning NQF VET ONLY, seeing Spanish NQF is not completed. University levels are still in progress.

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

The NQF as far as VET only, has been recently published in Spain and formal and labour education have been adapted to this framework and to its qualification descriptions. In relation to SQF, there is no SQF to date referred to NQF. This will be a sensitive issue that will be dealt at collective agreement and will take years at least at the private company realm. The reason of these issues resides in the fact that to link SQF's to NQF could imply to reassess workers professional level which could eventually lead to salaries rise at large. Moreover SQF's in general are described in "Professional Categories" NOT in Qualifications. These Professional Categories are pretty much related to Job positions than related to "competences". As NQF has been recently put in place (VET only) and just now educational system and non-formal learning (VET ruled by Ministry of Labour) has been adapted to it, few initiatives, if any, have been carrying out to relate SQF to NQF. As expected the natural beginning of this process should be found at public service area where governments put no resistance to the change as oppose to private sector. So, no "private" initiatives were detected trying to link SQF to NQF. The National Qualification Institute of Spain (INCUAL) likewise has no acknowledge about the existence of such initiatives in the territory.

Just one 'PUBLIC' initiative where identified this is a collective agreement between public employees and Cantabria Government. This collective agreement was negotiated by labour unions and government and was published in February of 2010 with annual reviews foreseen. In this agreement each professional category of the public SQF is linked to an official qualification described in NQF (which in Spain is already related to EQF). No other Public initiative was detected as well.

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

No.

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

You may find NQF descriptors along SQF Professional Profiles and Categories however they are not

specified and organized as in the NQF structure. In simple words they are there but describe in different ways and sometimes not explicitly.

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

SQF as far as descriptor information it is not a supplement seeing it contains (although partially and not organized in the same way) the same information of NQF.

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

This specific initiative (agreement) is regional there is no other initiative in the entire country. General speaking SQF are bottom-up national evolution process towards European schemes.

- **Please describe strengths, weaknesses, opportunities and threats related to the described relationships.**

Strengths: There are already initiatives, although simple, trying officially to link SQF to NQF.

Weaknesses: SQF are defined through collective agreements which are a lengthy process so the pace companies enter into EQF realm, via this officially way, would be as lengthy as the agreements evolution are.

Other aspect is that SQF is trying to be linked to the NQF (reaching EQF as a consequence not as an end). In some way the EQF perspective in this process is lost by the actors involved.

There are controversies among companies, government and labour unions in relation to NQF structure (specifically levels) and updating process.

Opportunities: EU demands of homogenising education frameworks and improve mobility added by the lack of workforce in many sectors in Europe may help companies to get on board on the qualification subject (SQF-NQF-EQF).

Threats: crises paralysed many collective agreements processes and the resuming of activities will depend of economic recovery pace. In this way all ideas of putting in practice links between SQF-NQF will be pending.

Annex 2.2

“Construction” sector (Romania)

1) Categorize SQFs by analyzing their relationship to NQFs

- **What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?**

As indicated above before, this sectoral framework is not a fully developed one for Romania, but a contribution within a larger project. At the same time, Romania is developing its national qualifications framework whose referencing to the EQF is anticipated for 2012. But since the structures of the sectoral example and of the national framework are based on the same principles and philosophy, it would probably be easy to map the sectoral qualifications against the national framework.

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

There is no reason for competition between the two instruments, since they both foster employability of workforce and comparability of qualifications at European level.

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

While the descriptors may not be identical, the underlying structure and principles are the same.

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

As we said before, the Romanian National Qualifications Framework related to the EQF principles will encompass all sub-national qualifications obtained by formal, informal and non-informal learning, that's why we could consider the SQF as a part of the NQF.

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

In terms of the Qualifications Framework in Construction Sector, Romania is interested in referencing national qualifications to the European level. The project mentioned before (« Developing and introducing Sectoral Qualifications Framework for the European construction Industry ») is such an example, the Romanian partner- House of Vocational Builders, becoming a member of the Transnational Network SQF-CON partners to continue its work in the project in the frame of the Social Dialogue in construction at European level as well as on national levels in participating member states.

- **Please describe strengths, weaknesses, opportunities and threats related to the described relationships.**

Any SWOT analysis would be hardly accurate based on the information we have so far.

Annex 2.3

“Logistic” sector (France)

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

Logistics qualifications in France are addressed by the Transport and Logistics Branch which defines policy mainly through collective agreements (e.g. **Branch National Agreement** of November 25th 2004, extended in 2005, on vocational training in Road Transport & auxiliary activities). Bearing in mind these facts, it can seem surprising, albeit not incoherent, that there are three main sub-systems in the French Logistics qualifications system, each serving different purposes accordingly with their sources. Qualifications are formalised through diplomas which are created at the initiative of the Ministry of Education, through “Professional Titles” emanating from the Labour Ministry and through Professional Qualification Certificates (CQPs) which are elaborated on the basis of collective agreements directly decided upon by social partners representing Logistics companies and workers.

However, even though three distinct avenues for qualification exist in the French system, it is to be noted that, in which ever avenue considered, social partners are at the core of the actual qualification framework building. They are the ones who ultimately “fill in” the qualification standards.

With the exception of CQPs, which, although they are referenced to the NQF are not referenced to a particular level of this framework, these qualifications are referenced to the National Registry of Professional Certifications (RNCP) and to its five levels, Level I being the highest and Level V being the lowest, and which is managed by the CNCP (National Commission for Professional Certification). Therefore, in France, the logistics qualification framework is integrated in the NQF and the descriptors used in both frameworks are the same, notably because, formally, the competent bodies for building the Logistics qualification framework are national public bodies.

- Please describe strengths, weaknesses, opportunities and threats related to the described relationships.

The main concern is that, since it is integrated in the NQF, there is no specific, custom-tailored qualification framework for the Logistics sector in France.

However, should there be one someday, it is foreseen that only the NQF be referenced to the EQF.

Therefore, any SQF can only indirectly be linked to the EQF.

Annex 2.4

“Retail” sector (Netherlands)

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

See answers provided for deliverable 13.

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

In the Dutch situation VET is sectoral. Some branches in retail have some own qualifications related to the VET qualifications. See answers provided for deliverable 13.

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

See answers provided for deliverable 13.

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

See answers provided for deliverable 13.

For transnational analysis, please give an overview of the relations between the sectoral qualification

frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

Until now no relations exists between retail frameworks, unless you say that the project results of TIPTOE have related some existing national systems. In the project 8 countries participated and the profiles of a sales assistant and shop manager have been researched.

- Please describe strengths, weaknesses, opportunities and threats related to the described relationships.

At a European level retail there are few examples. TIPTOE is probably the only project that focused on relating to EQF.

Some remarks on a transnational level

At a transnational level there are not many examples of referencing to EQF.

At an transnational level in the project Tiptoe the partner countries VET systems were linked to EQF by testing a KSC articulated profile. Partners found that one of the outstanding results was the creation of a common terminology which allowed partners to think to EQF in a pragmatic and comprehensible way. Some of the partners will use results to improve their activity in the economic sector, while others with explicit reference to European VET policy implementation.

Some conclusions of the TIPTOE project concerning transfer and adoption.

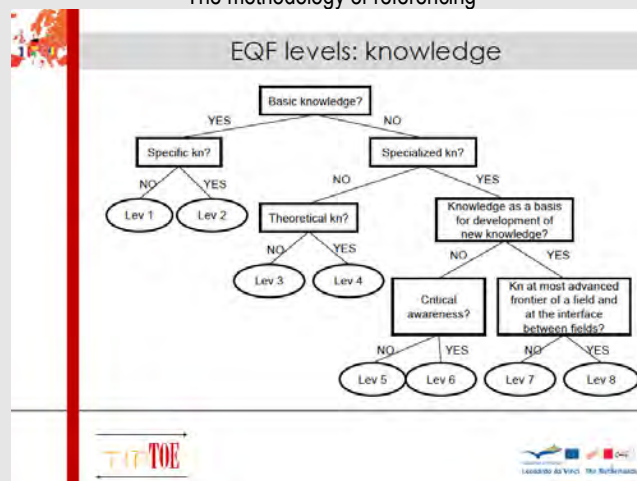
From a broader point of view, some conditions should be satisfied to realise the transfer:

- _ Translation of maps and profiles in national languages;
- _ Recipient countries should show progress in realising their NQF. The adoption of an open and convinced attitude towards the EQF system is a precondition for transforming the way VET is implemented and qualifications are delivered.
- _ Cooperation between National Institutions, VET system, and enterprises should be effective. As TIPTOE clearly showed, VET operators alone cannot complete the job. There is need for cooperation from Institutions, economical actors, sectoral key bodies, awarding bodies,...
- _ Involvement of Qualification Authorities is very much advisable to secure future use of profiles and their insertion in national (local) profile repertoires.

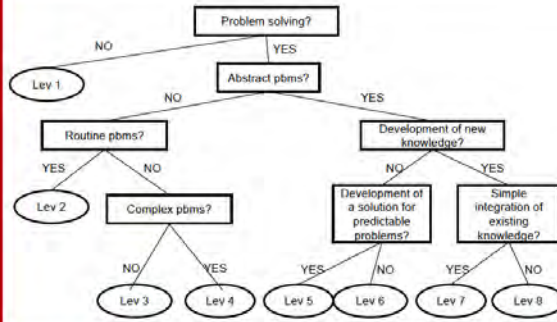
The tested common profile EQF referenced can be considered an industry driven qualification. This allows great potential for transferability of the TIPTOE approach to other sectors and may further developed by other VET systems in the light of EU policy for 2020.

See also the TIPTOE ppt showed during the Malta Meeting. IT shows the referencing EQF on the subjects SKC. The key EQF subjects – and thus of the employability grid - are integrated in the approach and help to decide on the levels.

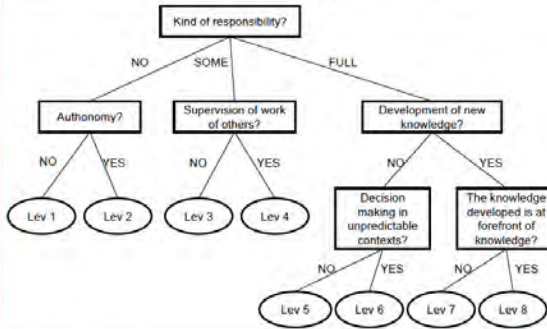
TIPTOE The methodology of referencing



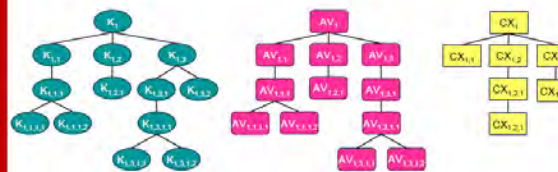
EQF levels: skills

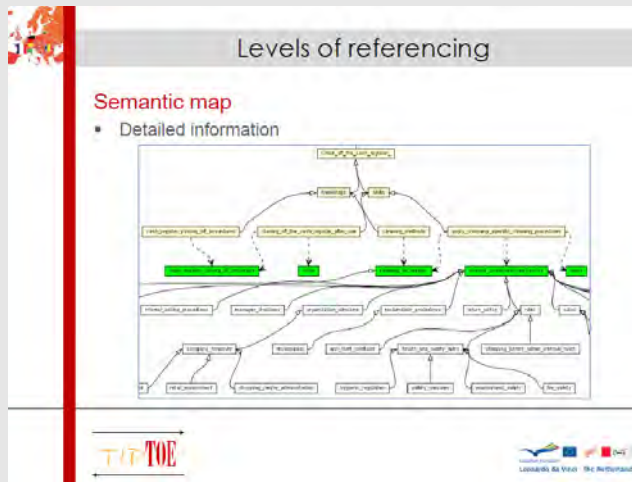


EQF levels: competence



Basic knowledge in context





Annex 2.5

“Construction” sector (France)

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

The SQF is included in the NQF in France.

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

The SQF is included in the NQF in France. It doesn't compete with it.

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

It doesn't differ.

The French sectoral qualifications have no levels. So, they can't be taken into account on the EQF.

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

Not a supplement, it's included (same descriptors, same regulation).

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to European or vice versa? Do they pursue a bottom-up or a top-down strategy?

The SQF is included in the NQF in France.

- Please describe strengths, weaknesses, opportunities and threats related to the described relationships.

The French sectoral qualifications have no levels. SQ certificates only deal with/ assess professional abilities/ skills/competencies and are only recognized only by one sector/ one branch. Furthermore, the French sectoral qualifications don't ensure the transferability of skills /competences.

They can't be taken into account on the EQF. This point is dealt with at the moment by experts and stakeholders in France.

Annex 2.6

“ICT” sector (Transnational analysis)

1) Categorize SQFs by analyzing their relationship to NQFs

- What is the relationship between the sectoral qualification framework analyzed and the national qualification framework?

Does the sectoral framework explicitly compete with the national framework as far as it concerns the sectoral area? If yes, why?

How far does the SQF differ from the NQF in terms of descriptors? If they are not the same: Why?

Does the sectoral framework build on the NQF and can it be considered a supplement of the NQF?

For transnational analysis, please give an overview of the relations between the sectoral qualification frameworks defined at the national level and at the EU level. Are they an evolution from national to

European or vice versa? Do they pursue a bottom-up or a top-down strategy?

- Please describe strengths, weaknesses, opportunities and threats related to the described relationships.
At the moment, there is no relationship to NQFs. The implementation of the eCompetence Framework has already been started before the EQF came up, independently from any NQF.