(Sector) Qualification Strategies

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Background to Sector Skills Councils

- Set up to improve productivity through development of skills
- Employer-led: senior management and board of trustees
- Understanding future skill needs of employers
- Make sense of the qualifications jungle

Qualifications vs. Training

Training

- On-job/off-job
- Organisational/job specific Imparts knowledge/skills
- Could have assessment
- Certification and recognition of achievement (optional)

Qualifications

- On-job/off-job
- Industry/functional specific
- Normally includes broader skills and knowledge
- Underpins training
- Requires assessment and verification
- Certification and recognition of achievement

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What do we mean by qualifications?

Three main types of qualifications and learning programmes we can choose from:

- National/Scottish Vocational Qualifications (NVQs/SVQs)
- Vocationally Related Qualifications (VRQs)
- Apprenticeships
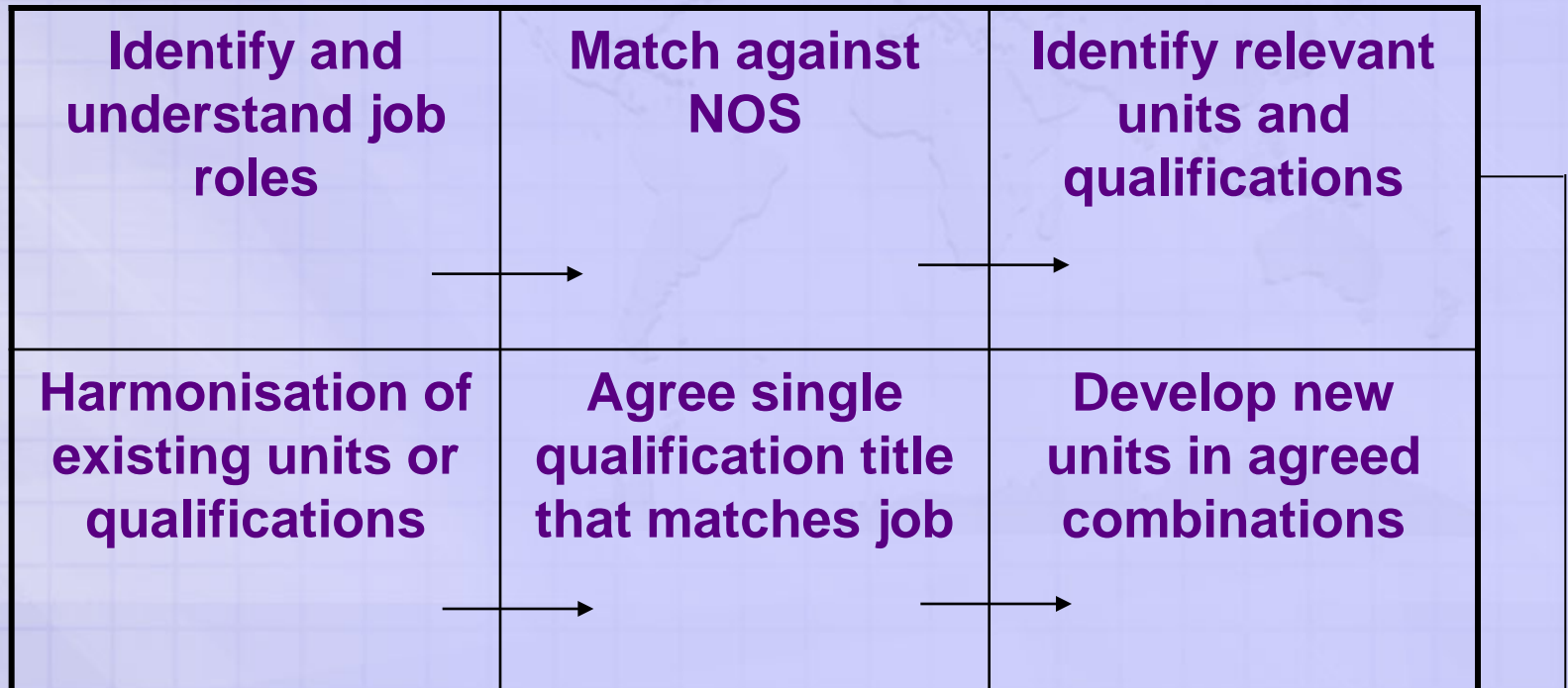
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How the Sector Qualification Strategy works

- We use the research that has already identified skills and training issues for employers

- We have used the SQS to set **out a clear statement of:**
  - **what skills and qualifications are required**
  - **which qualifications currently meet those needs**
  - **intent to put in place those qualifications required to meet the needs of the sector**

Action plan

- Work with awarding bodies to develop qualifications
- Co-ordinate with other initiatives

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The Blueprint

Identify and understand job roles	**Match against NOS**	**Identify relevant units and qualifications**
Harmonisation of existing units or qualifications	**Agree single qualification title that matches job**	**Develop new units in agreed combinations**

What employers want

- More clarity about available provision
- Better match to role requirements
- Smaller sized qualifications
- Delivery in the workplace
- More depth in assessment
- Accredit their own training

Qualification pathways

- Provide a route for entry though to progression
  - Industry specific
  - Aligned to vocational aspects of school-based provision

- Match to job opportunities and roles
  - Accreditation of company training schemes
- Career ladders
- Clarity for employers and learners
- Transferable skills and knowledge

A Qualifications Strategy Grid

Level / Role	Pre-entry	Safe and Legal	Trade/Craft Development	Progression
Manager			Management & Leadership	
Asst manager		Managing Food Safety	Accredited employer programme	Progression Award
Supervisor			S/NVQ	
Senior worker	Welsh Baccalaureate	Food Safety qualification	Apprentice	Foundation Degree
Worker	14-19 Diploma/ Occupational Studies		Customer Service units	

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Critical Areas in the UK

Management and leadership

Customer service

Craft Skills – especially Chefs

Aligning qualifications to training

- Evidence that qualifications can complement in-house training to:
  - Help retention
  - Raise and widen skills and knowledge
  - Get funding to support current provision

But:

- Qualifications need to be aligned to training so there is a limited mismatch
- Assessment needs to be relevant and flexible, whilst also being robust – so no unnecessary hoops
- Employers need supporting through the system

Qualifications issues

- Current work to turn training into qualifications

- Qualifications can be open to all or restricted

- Employers can become an awarding organisation

- Danger of proliferation of qualifications

The Challenge

- Raising the expectation and attainment of qualifications to reflect employee skills and knowledge

- Influencing the mechanism of funding

- Championing good practice of in-house and external training linked with qualifications

- Supporting the providers of the very best education & learning – Good Providers

- Supporting the Employers who train and develop their staff – Good Employers

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- Questions

- Thank You