RECRUITING YOUNG PEOPLE USING THE SCQF

Recruiting young people in a changing qualifications landscape

The range of qualifications that our young people have been taking in schools have changed significantly over recent years and there is more change to come. This is not only allowing our young people to find the type of learning and assessment that suits them best, but it is also helping them to develop the skills they need for future employment. This means, however, that the language we use in recruitment also needs to change if we are to recognise these differently named qualifications and attract applicants with these valuable skills.

The SCQF Partnership offers free support to help employers understand how to compare qualifications, know what SCQF level to ask for, and use SCQF levels in recruitment rather than specific qualifications. If you do this, you will benefit from a wider pool of applicants with the right types of skills you need.

Why should SCQF levels be included in recruitment?

When recruiting staff, how you specify the level of skill or competence that you need applicants to have is important. Job adverts often ask for applicants to have a degree or equivalent, or Highers or equivalent. Understanding what that 'equivalent' might be is essential to maximising the range and diversity of potential applicants.

For example, a Higher sits at level 6 on the SCQF, however only 7% of qualifications at SCQF level 6 are Highers. By using SCQF levels in your recruitment processes **instead** of specific qualifications, you can significantly widen your pool of applicants, who may have a wealth of skills, experience or qualifications at the required level. This ensures you get the best range of suitable candidates for your job roles. Ensuring people are working at the right level also helps with employee morale and retention.

How do I find out more?

If you would like to find out more about the SCQF and how it can be used to improve recruitment and workforce development, please contact Nicola Smith at **n.smith@scqf.org.uk** or visit **www.scqf.org.uk/support/support-for-employers**.

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