RECRUITING EX-MILITARY PERSONNEL USING THE SCQF

Understanding Military Skills, Abilities and Qualifications

Although service personnel can bring a wealth of valuable skills, experience and qualifications to the workplace, these can often be difficult for employers outside of the armed forces to recognise.

Understanding the SCQF will help you to compare qualifications gained during service to ones which are more widely recognised.

Using SCQF levels in recruitment instead of specific qualifications will attract more ex-military applicants and others with a wide range of valuable skills, experience and qualifications.

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.

Service personnel undertake a wide range of qualifications, many of which are not readily recognised by employers outside of the armed forces. For example, Functional Skills courses in Maths, English and ICT at levels 1 and 2 are often undertaken as part of basic training. These are comparable to qualifications at SCQF levels 4 and 5, which means the level of difficulty is comparable to National 4 (or Standard Grade General) or National 5 (or Standard Grade Credit) qualifications.

In fact, there are a wide range of qualifications taken in service which are comparable in level of difficulty to SCQF level 4 up to SCQF Level 11 which has the same level of difficulty as a Masters Degree. These include subject areas such as leadership, management, logistics, training, medicine, healthcare, engineering, aviation, ICT, driving, hospitality, catering, business management, human resources, sport and adventurous training. To find out more about the types of qualifications that can be taken in service, have a look at the Military Skills and Qualifications Discovery Tool and choose roles in the Army, Navy or RAF.

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 **https://scqf.org.uk/support/support-for-individuals/support-for-veterans/**.

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