



scottish credit and
qualifications framework

GIVE YOUR STAFF THE CREDIT THEY DESERVE

HOW THE SCQF CAN BENEFIT EMPLOYERS



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Clarity approved by
Plain English Campaign



GIVE YOUR STAFF THE CREDIT THEY DESERVE AND PLAN THEIR SKILLS DEVELOPMENT EFFECTIVELY

The Scottish Credit and Qualifications Framework (SCQF) is designed to help both employers and employees understand and compare the range of qualifications available in Scotland.

HOW CAN THE SCQF BENEFIT ME AS AN EMPLOYER?

The Scottish Credit and Qualifications Framework promotes skills development and lifelong learning in Scotland. It can help you to:

- recruit the right team with the right skills needed for the job;
- avoid costly mistakes in recruitment and training;
- recognise what further skills your employees need and plan this effectively;
- recognise the formal and informal learning your employees have taken part in and help them to make further progress; and
- gain credit for your own in-house training programmes which raises the profile of your organisation and attracts potential employees with the skills you need.

HOW DOES THE SCQF WORK?

The SCQF has 12 levels and the level of a qualification shows how difficult the learning is.

Credit points for each qualification are simply a way of describing the amount of learning, knowledge, skills or competence needed to achieve the qualification.

Each level on the Framework also has a set of 'descriptors' or competencies to help employers understand the range of skills an employee might demonstrate at that particular level.

For instance, you may need to recruit someone at degree level or equivalent. By using the SCQF levels in your job description and advertisement, you can better understand the skills you need. A potential employee can also map out their skills and competencies by referring to the SCQF level descriptors available on our website at www.scqf.org.uk



THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK



SCQF Levels	SQA Qualifications			Qualifications of Higher Education Institutions	Scottish Vocational Qualifications
12				DOCTORAL DEGREE	
11				INTEGRATED MASTERS DEGREE MASTERS DEGREE POST GRADUATE DIPLOMA POST GRADUATE CERTIFICATE	SVQ5
10				HONOURS DEGREE GRADUATE DIPLOMA GRADUATE CERTIFICATE	
9			PROFESSIONAL DEVELOPMENT AWARD	BACHELORS / ORDINARY DEGREE GRADUATE DIPLOMA GRADUATE CERTIFICATE	SVQ4
8		HIGHER NATIONAL DIPLOMA		DIPLOMA OF HIGHER EDUCATION	
7	ADVANCED HIGHER	HIGHER NATIONAL CERTIFICATE		CERTIFICATE OF HIGHER EDUCATION	SVQ3
6	HIGHER				
5	INTERMEDIATE 2 CREDIT STANDARD GRADE				SVQ2
4	INTERMEDIATE 1 GENERAL STANDARD GRADE	NATIONAL CERTIFICATE	NATIONAL PROGRESSION AWARD		SVQ1
3	ACCESS 3 FOUNDATION STANDARD GRADE				
2	ACCESS 2				
1	ACCESS 1				



DON'T JUST TAKE OUR WORD FOR IT

Public-sector and private-sector employers of all sizes are experiencing a range of benefits in using the Framework

Aberlour Child Care Trust

We have found the SCQF Framework invaluable in implementing our job evaluation exercise. Our job descriptions now refer to qualifications at particular SCQF levels, allowing us scope to recognise a variety of relevant qualifications and skills, which would otherwise have been difficult to detail in a meaningful, easy to understand way. It has also helped us understand how different qualifications, for example, HNC, SVQ, relate to each other, and to include all professional qualifications within our own framework

ALASTAIR SMEATON
HEAD OF LEARNING AND DEVELOPMENT

Scottish Police College

From the outset we saw the opportunities presented by the SCQF and have been enthusiastic in embracing all that the Framework offers. As an employing organisation the service wished to adopt a flexible approach to qualifications whether vocational or academic and the Framework provided that.

ASSISTANT CHIEF CONSTABLE
JOHN GEATES
DIRECTOR

Federation of Small Businesses

The Federation of Small Businesses has long been a strong supporter of the SCQF and is keen to highlight the Framework as a vital tool for supporting Scotland's SMEs – helping employers to recognise the skills of their employees and promote the development of skills in their business.

ANDY WILLOX
SCOTTISH POLICY CONVENER

GET MORE INFORMATION ON THE SCQF

If you are interested in having an in-house training programme credit rated or want to see further examples of how the SCQF is currently being used, please contact us.

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