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**NEW SCQF TOOL AIMS TO HELP JOB SEEKERS AND EMPLOYERS**

This year marks 21 years of the Scottish Credit and Qualifications Framework (SCQF) supporting lifelong learning. Since its inception in 2001, the SCQF has been Scotland’s National Qualifications Framework, helping people of all ages and stages plan their learning journey.

The qualifications landscape and job market is constantly changing, particularly in the last two years, with some sectors struggling whilst others flourish. In this fast changing environment, it is now more important than ever for individuals and employers to not only understand the range of different qualifications that exist in Scotland and beyond, but also to recognise what that equivalent skills and experience might look like.

Many individuals have gained skills and experience which could be very valuable to an employer, though they may not hold a formal qualification to prove this. So, we have enhanced our interactive Framework to help job applicants understand what SCQF level best matches their abilities.

Using SCQF levels in job application forms and CVs helps to better describe skills to a prospective employer, helping job seekers find the right role for them. It can also help learners find the right level of course if they want to continue learning.

For employers, the SCQF helps to determine the level of skill or competence required for a particular role when recruiting. Whilst there are jobs that do require specific qualifications, such as those in healthcare or engineering, many are broader in their requirements. Despite this, employers often ask for specific qualifications such as a degree or equivalent, or a particular number of Highers or equivalent.

The [*Know Your Level* tool enables employers](https://scqf.org.uk/support/support-for-employers/know-your-level-job-roles/) to level job roles to the SCQF and complements our *SCQF Inclusive Recruiter* programme. By using SCQF levels in recruitment processes instead of specific qualifications, employers can significantly widen their pool of applicants, who may have a wealth of skills and experience, or alternative qualifications, at the required level. This allows employers to get the best range of suitable candidates for job roles. Ensuring that people are working at the right level and are fully utilising their skills also helps with employee morale and retention.

Lorena Little, Business Director at YouthLink Scotland says: *“This tool will really help us to uphold our values of equality and diversity at YouthLink Scotland. Finding the most suitable SCQF level and using this when recruiting allows more accessibility and inclusiveness to all candidates who apply for roles within our organisation.”*

Seonaid Mann, Talent Acquisition, Fair Work and Equality, South of Scotland Enterprise adds: *“I think this new tool is extremely helpful and gives a level of clarity that was possibly missing before now. The ability to be able to link advertisements to the SCQF website is another really positive step that we will start using from now on. I also think that the way you have set out the representative competencies of job holders at each level will be extremely helpful when it comes to writing and evaluating job descriptions.”*

This latest update to the Framework diagram online will benefit individuals seeking the right job role or course to best describe their skills and experience, as well as employers looking for the right people to help their organisation thrive. The tool is now live at <https://scqf.org.uk/about-the-framework/interactive-framework/>

Business leaders that would like to know more about understanding how using the SCQF in the recruitment process can help are encouraged to book a 1:1 session with our Employer Engagement Lead, Nicola Smith - <https://scqf.org.uk/support/support-for-employers/understanding-qualifications/>

Employers can also find a wealth of resources on our website at <https://scqf.org.uk/support/support-for-employers/>.

 **ENDS**

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 **Notes to editor:**

*Background to the SCQF and SCQF Partnership*

The Scottish Credit and Qualifications Framework (SCQF) supports individual learners and exists to sustain a vibrant lifelong learning culture in Scotland. It is our aim to include, where appropriate, all qualifications and assessed learning in Scotland into the SCQF so that learners can identify their current position in relation to the Framework and can plan their future learning pathways.

In November 2006 the SCQF Partnership Board was set up to manage the Framework. Our Directors are from:

* College Development Network;
* the Quality Assurance Agency for Higher Education;
* the Scottish Qualifications Authority; and
* Universities Scotland.

The SCQF Partnership Board is chaired by Rob Wallen and in addition to the Directors we also have two co-opted members, one who chairs our Quality Committee and one bringing an employer perspective.

The SCQF Partnership's aims are to:

* maintain the quality and integrity of the Framework;
* promote and develop the Framework as a way of supporting lifelong learning; and
* develop and maintain relationships with frameworks in the rest of the UK, Europe and the rest of the world.

The Framework helps people of all ages and circumstances to access the education and training that is appropriate to them over their lifetime. It can help learners to plan their learning and develop progression routes to follow, whatever their situation may be.

The SCQF is in the custody of, and managed by, the Scottish Credit and Qualifications Framework Partnership (SCQF Partnership). The Partnership is a company limited by guarantee and is a Scottish registered charity SCO37958.

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