



# NATIONAL QUALIFICATIONS FRAMEWORKS

## A GLOBAL PHENOMENON

## CONTRIBUTION TO SYSTEMS AND TO PEOPLE'S SKILLS AND QUALIFICATIONS

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# NQF ARE HERE TO STAY...BUT ARE IN TRANSFORMATION

- ✓ Global development: 150 countries; several regional / transnational frameworks (EQF, SADCQF, ASEAN RF, ACQF...)
- ✓ Several NQFs – reforming: ex.: France, Australia
- ✓ Several NQFs – evaluation: ex.: Slovenia
- ✓ Comparing TVET qualifications: towards a European comparative methodology (Cedefop work underway)
- ✓ Knowledge base: analyses, evaluations, referencing reports, Global Inventory
- ✓ Benefits: although not yet many consistent evaluations, there is evidence of NQF's contribution to modernise education and training systems, contributing to transparency and skills development
- ✓ Potential not fully tapped: visibility and use by labour market, citizens at large



# ROLE OF NQF...

## NQF are:

- ...there to better describe existing systems (Transparency)
- ...tool for modernising education and training systems (Reform)
- Require:
  - ✧ Intellectual scrutiny
  - ✧ Adequate resourcing
  - ✧ Democratic participation
  - ✧ *“Made by walking reflectively, accountably and boldly” (SAQA)*

## NQF are not:

- Quick fixes for all issues of Education and training systems
- Stand-alone tools – disconnected from the “eco-system”
- “Documents”...without action and accountability

# NQF – SKILLS DEVELOPMENT: AT 3 LEVELS

## System level

- Transparency: panorama of qualification - levels, types, classification
- Innovate and fix: common principles: LO in key contexts
- QA of qualifications - development & renewal of qualifications, adaptation to demand

## Provision and award level

- Linkages QA: standards – qualifications – programmes – assessment LO (qualification)
- Pathways - articulation
- New types of qualifications

## End-users level

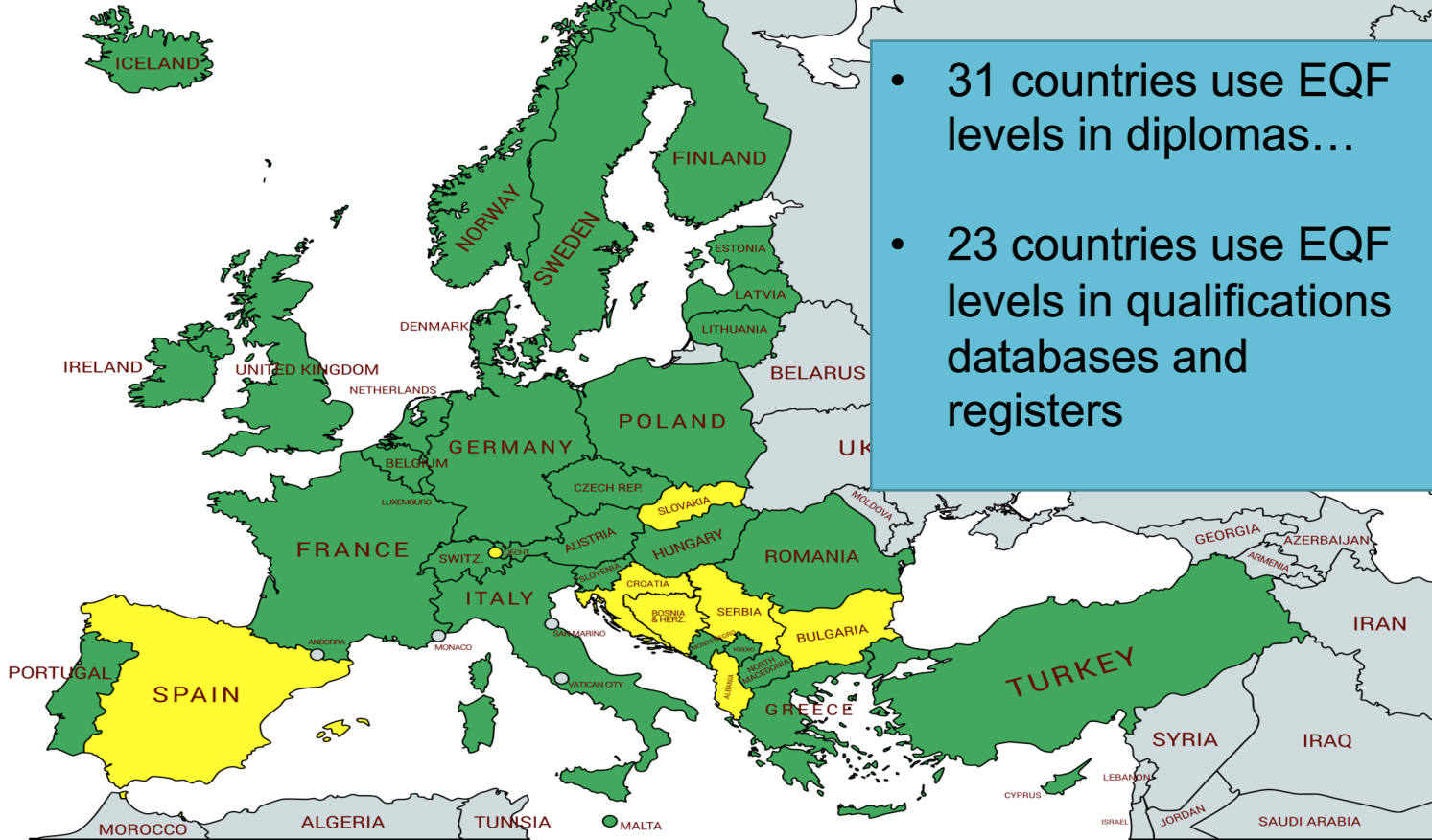
- Use of NQF levels in qualifications: graduates, job seekers - employers
- Online qualifications databases: comprehensive and open for public
- Use in career information and guidance; cross-border mobility
- Continuing training, LLL, VNFIL





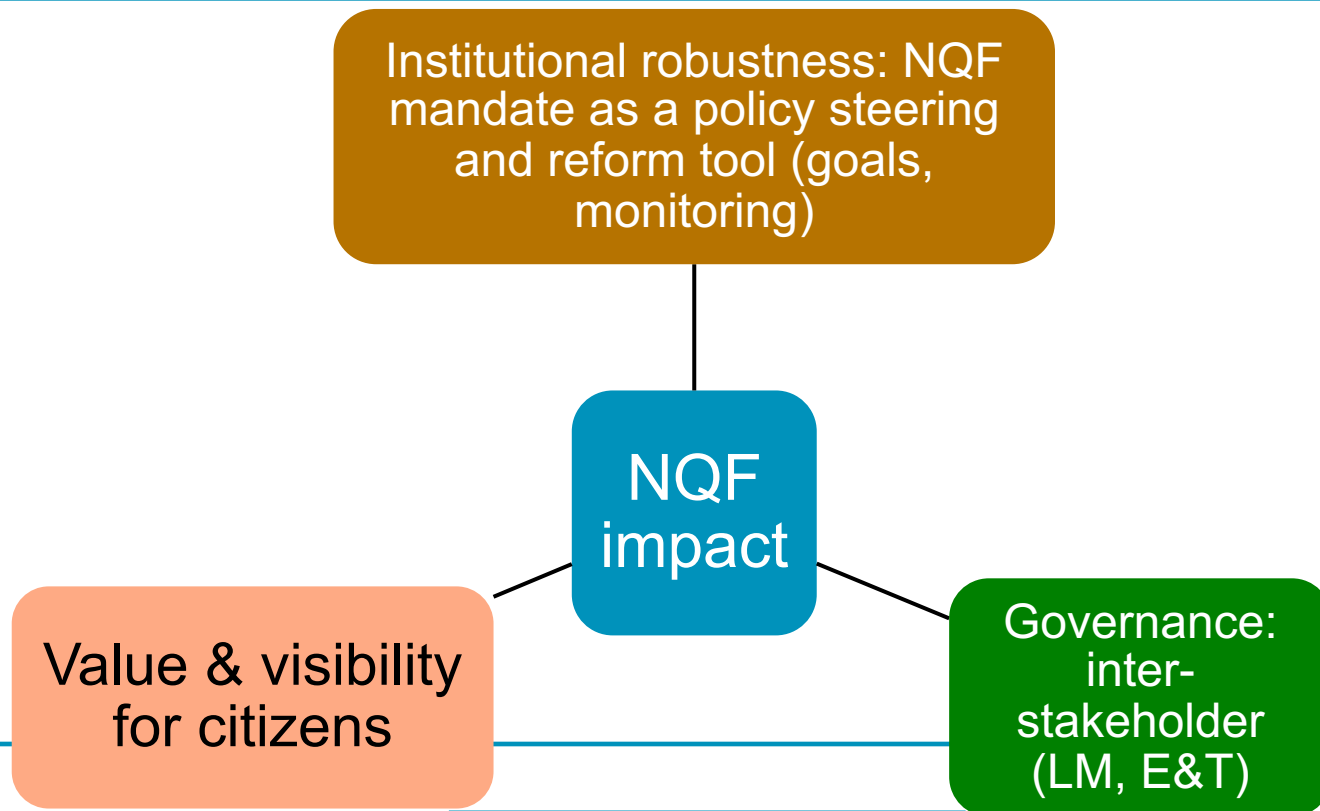
## 39 countries cooperate in the context of EQF

- EQF levels on diplomas, certificates, supplements
- Not using EQF levels on dipl, certif, suppl



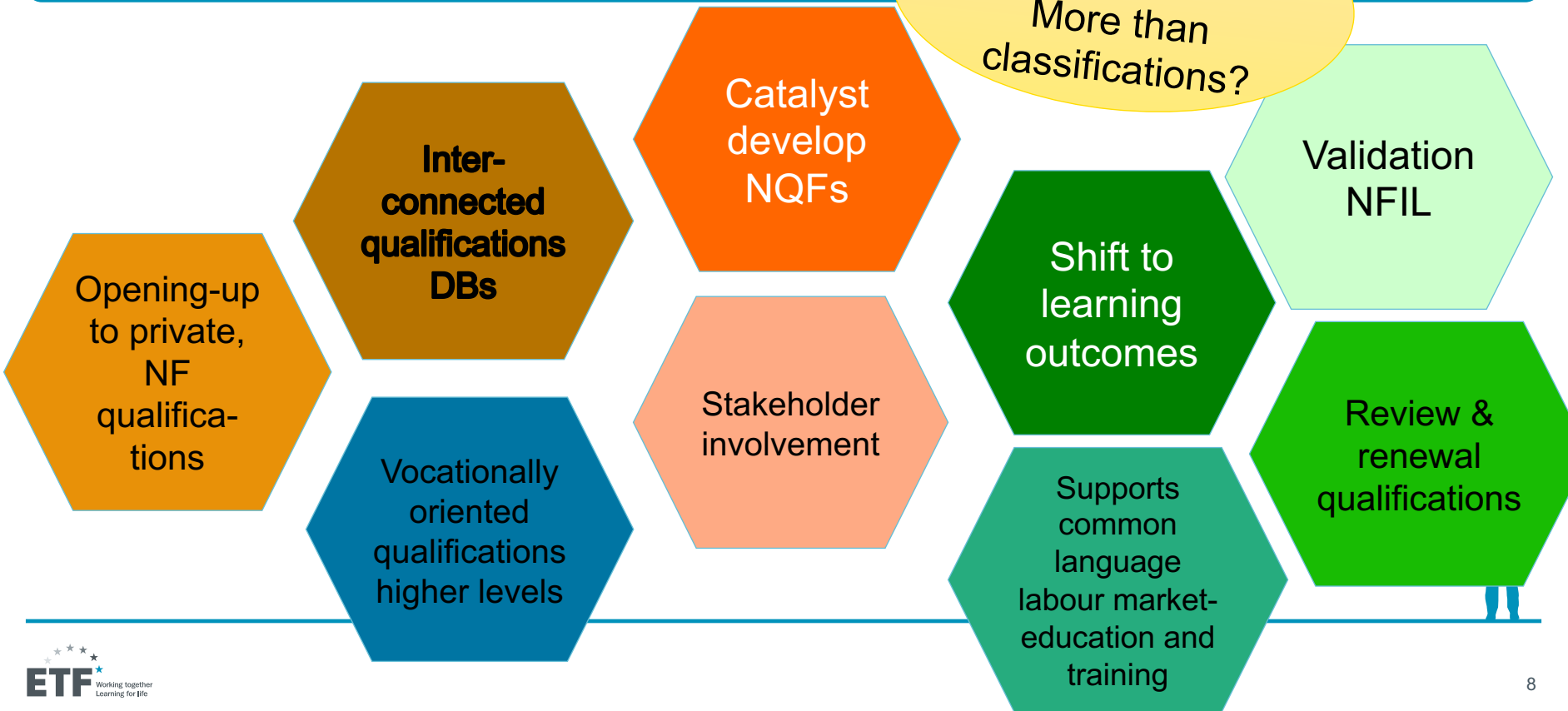
- 31 countries use EQF levels in diplomas...
- 23 countries use EQF levels in qualifications databases and registers

# ENABLERS OF NQF IMPACT



# CONTRIBUTION OF EQF - NQF

NQF: facilitators of change?  
More than classifications?



# NQF AND SHIFT TO LEARNING OUTCOMES

- ❖ A major shift to learning outcomes is taking place in many countries
- ❖ The NQFs are the single most important factor contributing to this shift – in many countries enabling a consistent national approach
- ❖ The long term effect of this shift to learning outcomes is important
  - For education and training as qualifications standards, curricula, assessment forms and teaching methods are influenced
  - For the dialogue education-training and the labour market as the learning outcomes can be seen as a common language



# ROLE NQF IN RENEWAL OF QUALIFICATIONS

- **Comprehensive NQF makes it possible to identify weak points in the national qualification system (as some countries have done for level 5).**
- **The learning outcomes based level of the NQF is increasingly used as a reference ('calibration') point for qualification developments, allowing stakeholders to**
  - **Align to the relevant level**
  - **Cover and balance the different learning domains (knowledge, skills and competence)**



# NQF'S OPENING UP TO QUALIFICATIONS OUTSIDE FORMAL EDUCATION SYSTEM

- The majority of NQFs have so far limited themselves to the qualifications covered by the formal (public) education and training system
- In the last 2-4 years increasing attention to include other types of qualifications – FR, ML, SE
- On a longer term basis an area where NQFs can make a difference – better integrate continuing education and training and facilitate lifelong learning
- Progress in this area important for the involvement and commitment of stakeholders outside the traditional education and training system

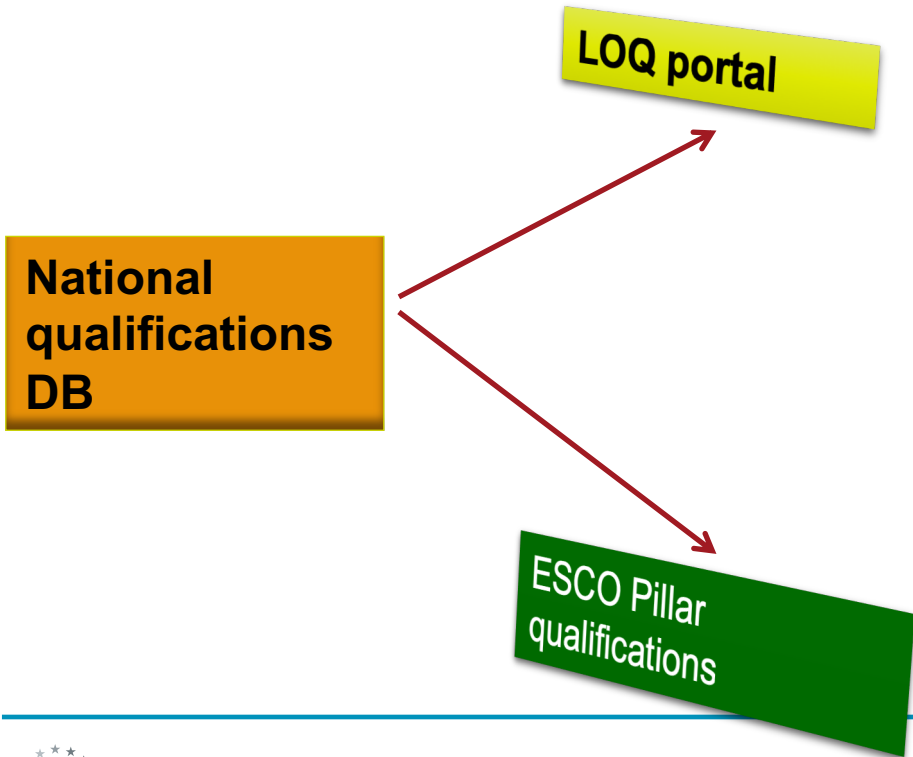


# STAKEHOLDERS' INVOLVEMENT IN NQF

- During the development and implementation stages of QFs we have observed the inclusion of a broad group of stakeholders – notably involving labour market and private stakeholders
- QFs can become platforms for dialogue and communication between different stakeholders, notably education and training and the labour market
- Depends on the willingness to open to qualifications outside the formal (public) systems
- A key question if this new dialogue can be sustained when the QFs becomes operational? **Review, renewal of qualifications and NQF's tools**



# NATIONAL QUALIFICATIONS ONLINE DATABASES



**LOQ DB:** 10 countries

[https://ec.europa.eu/ploteus/search/site?f\[0\]=im\\_field\\_entity\\_type%3A97#](https://ec.europa.eu/ploteus/search/site?f[0]=im_field_entity_type%3A97#)

**NQF agencies, Qualifications Registers:**

<https://ec.europa.eu/ploteus/en/referencing-reports-and-contacts>

- 9458 qualifications from 10 EQF countries
- <https://ec.europa.eu/esco/portal/qualification>

# NQF: MAKING A DIFFERENCE, STILL MIXED RESULTS

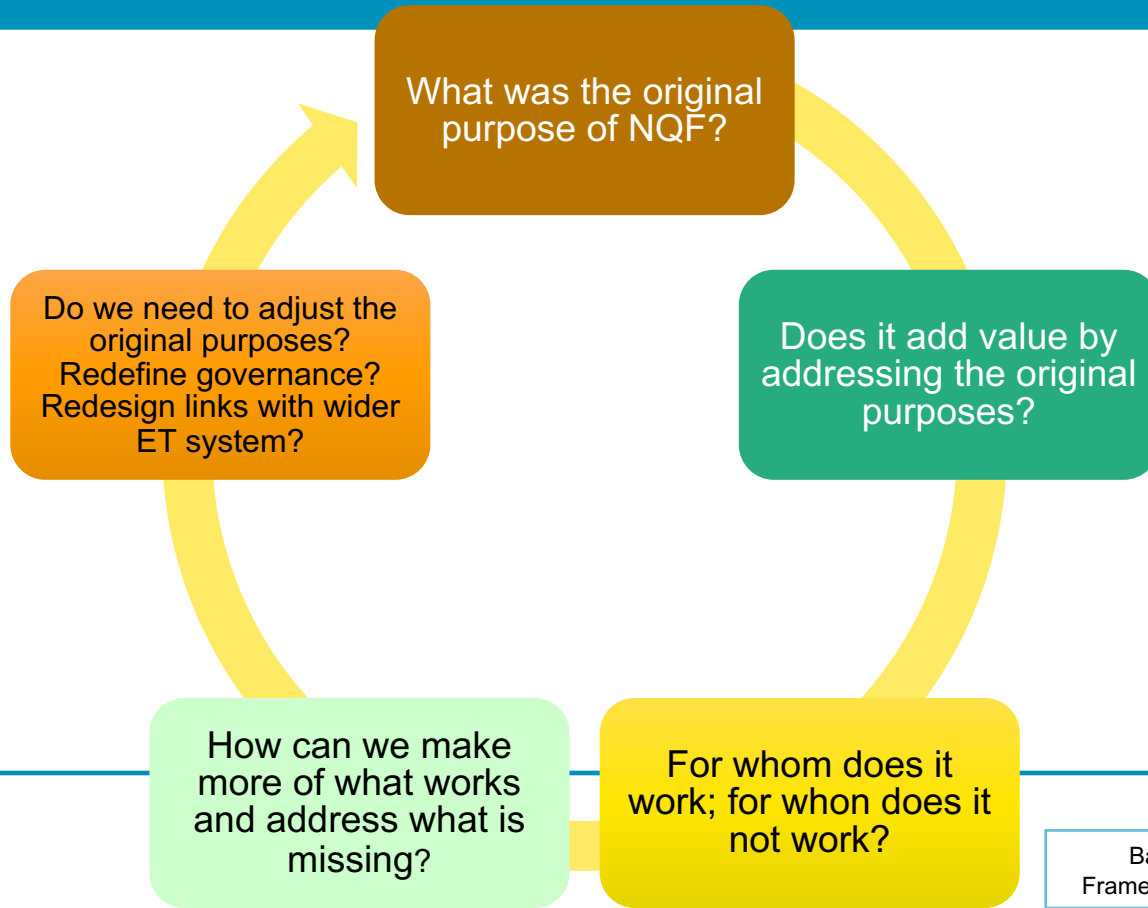
## Benefits:

- ✓ Learning outcomes orientation
- ✓ **GREATER CLARITY OF PANORAMA OF QUALIFICATIONS - MAP**
- ✓ + Transparency, comparability, trust; facilitate recognition qualif.
- ✓ Stakeholders' involvement
- ✓ Visibility of learning from different contexts / forms
- ✓ **NQF INSTRUMENTS: DIGITAL DATABASES OPEN FOR USERS (NATIONAL, INTERNATIONAL PLATFORMS)**
- ✓ **INFORMATION ON SKILLS AND QUALIFICATIONS FOR END-USERS: DIGITAL PLATFORMS, INTEROPERABILITY**

## Weaknesses / mixed status:

- ✓ Learning outcomes – issues on consistent application across sectors
- ✓ Inclusion Qualifications other sectors, non-formal
- ✓ Visibility for end-users
- ✓ Communication
- ✓ Articulation - permeability

# NQF CANNOT BE STATIC...ANALYSE, MONITOR THEM



- ✓ How to systematically gather and analyse information to monitor and support the development of the NQF?

# WORK, TASKS, SKILLS ARE IN TRANSFORMATION

**Social media manager, Airbnb host, influencer, SEO specialist, app developer, Uber driver, driverless car engineer, podcast producer and drone operator...**

- ❖ These are just some of the jobs that did not exist 10 years ago.
- ❖ What will happen in the future? What will today's 10-year-olds do when they are 25? What kind of jobs will disappear, what will be created and why?
- ❖ Which new skills will be valuable in the job market?
  - ❖ What new forms of work are emerging?



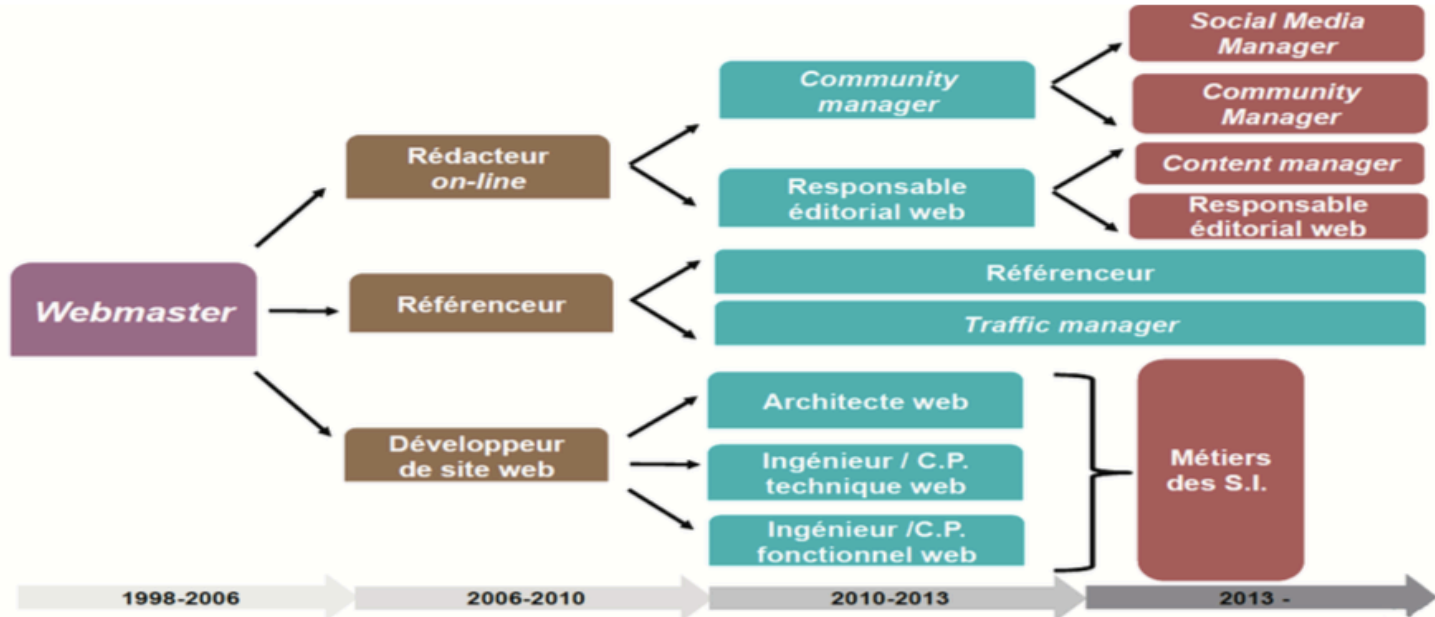
# TRANSFORMATION IN TASKS, SKILLS AND QUALIFICATIONS

- ✓ Automatable tasks in occupations – greater role of non-automatable tasks (skills)? Symbiosis human workers with AI?
- ✓ “Greening” of processes and tasks – what effect on skills?
- ✓ “Hybrid” skills
- ✓ Skills vs qualifications – is there a tension, or interconnection?
- ✓ Skills and qualification - distinguishing features in companies’ recruitment?
- ✓ New forms of acquiring skills and certifying them
- ✓ Multiplication, diversification of training offer: reskilling, upskilling
- ✓ **From schooling era to lifelong learning era**



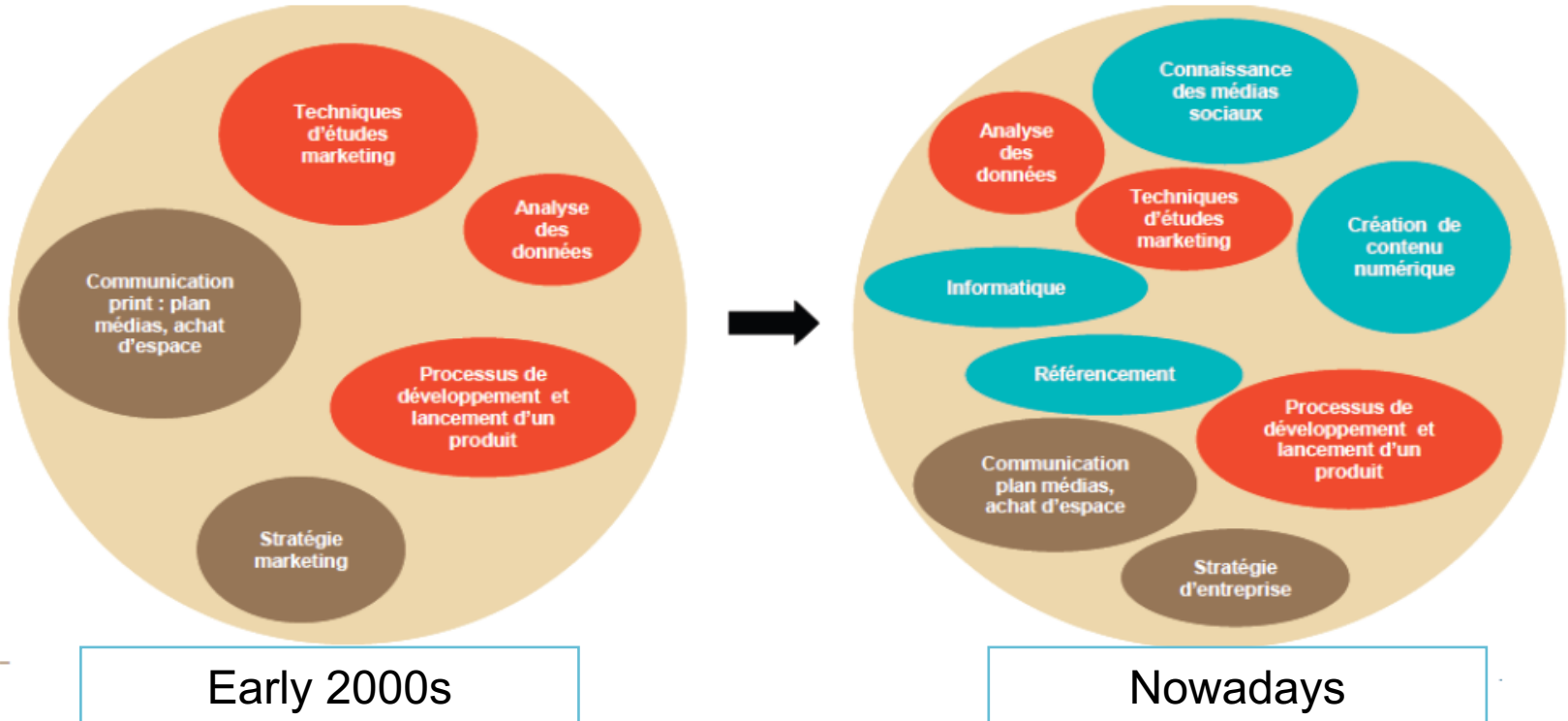
# Transformation/differentiation of the content of occupations

## Example : Fragmentation of occupation « webmaster »



# ...And of the skills by occupations

## Exemple : Evolution of skills of »Brand manager «

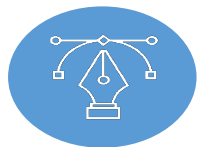


Early 2000s

Nowadays

# HYBRID SKILLS ARE REDEFINING THE MARKET

A key trend is jobs that combine skills from different fields, such as technology and marketing, or product management and data analytics

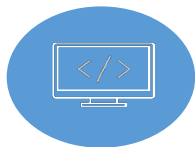


WEB  
DEVELOPMENT  
AND DESIGN

67,250  
JOB COUNT  
LAST 12 MONTHS

3%  
CHANGE SINCE 2011

\$87,217  
AVG. SALARY

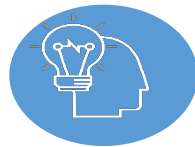


DIGITAL  
MARKETING &  
MARKETING  
AUTOMATION

45,991  
JOB COUNT  
LAST 12 MONTHS

145%  
CHANGE SINCE 2011

\$76,783  
AVG. SALARY



PROJECT  
MANAGEMENT

40,752  
JOB COUNT  
LAST 12 MONTHS

7%  
CHANGE SINCE 2011

\$106,471  
AVG. SALARY



USER EXPERIENCE /  
USER INTERFACE  
(UI/ UX)

29,825  
JOB COUNT  
LAST 12 MONTHS

15%  
CHANGE SINCE 2011

\$99,177  
AVG. SALARY

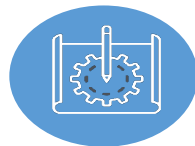


MOBILE  
DEVELOPMENT

41,032  
JOB COUNT  
LAST 12 MONTHS

135%  
CHANGE SINCE 2011

\$111,380  
AVG. SALARY



DATA ANALYTICS

41,000  
JOB COUNT  
LAST 12 MONTHS

372%  
CHANGE SINCE 2011

\$105,540  
AVG. SALARY



# Jobs are Mutating: the emergence of a Hybrid genome

## Accountant

### ACCOUNTING

Accounting  
Account Reconciliation  
General Ledger  
Financial Statements  
Generally Accepted  
Accounting Principles  
Financial Reporting  
Balance Sheets

### SOFT SKILLS

Communication Skills  
Detail-oriented  
Excel



**+23%**

Since 2013

## Data Scientist

### PROGRAMMING

Python  
SQL  
Hadoop  
R

### DATA SKILLS

Data Visualization  
Tableau  
Excel  
MapReduce

### BUSINESS SKILLS

Predictive Models  
Business Process  
Economics  
Strategic Planning

### SOFT SKILLS

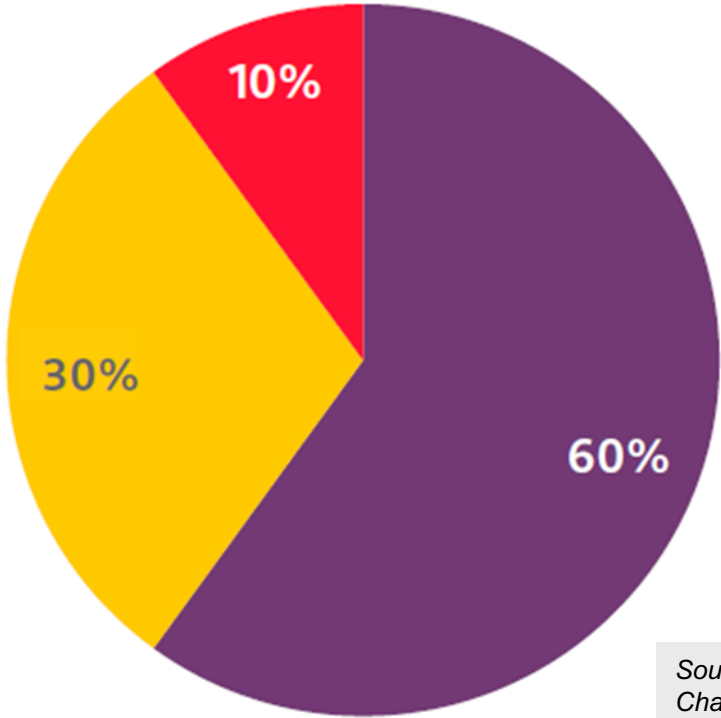
Problem Solving  
Writing  
Teamwork



**+598%**

Since 2013

# Growing importance of transversal skills!



Les compétences comportementales sont plus importantes que les compétences techniques



Les compétences techniques sont plus importantes que les compétences comportementales



Pas d'opinion tranchée dans un sens ou un autre

Source : enquête complémentaire BMO 2017, Pôle emploi, BVA et Crédoc.  
Champ : établissements ayant eu besoin de recruter en 2016.

# NQF TO EVOLVE FURTHER?

- ✓ Skills are the future in the changing context of work, dominated by uncertainty, tech-social implications of the digital revolution, automatisisation and greening of the economy and occupations.
- ✓ Qualifications systems and frameworks need to embrace the diversity of emerging learning modalities, of skills developed and certified throughout life, of emerging types of qualifications (smaller, digital), and of novel techniques to manage qualifications.
- ✓ Are education and qualifications systems prepared to support such change? To embrace and include qualifications of different types, MOOCs, LLL?



**Thank you!**

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