

# NATIONAL QUALIFICATIONS FRAMEWORKS CONTRIBUTION TO SKILLS DEVELOPMENT

**Workshop “Building partnerships for future skills”  
VII International stakeholders conference, Danube strategy**

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# NQF ARE HERE TO STAY...

- ✓ Global development: 150 countries; several regional / transnational frameworks (EQF, SADCQF, ASEAN RF, ACQF...)
- ✓ “4<sup>th</sup> generation” NQF...evolving purposes, changing contexts, lessons from previous experiences
- ✓ 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
- 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

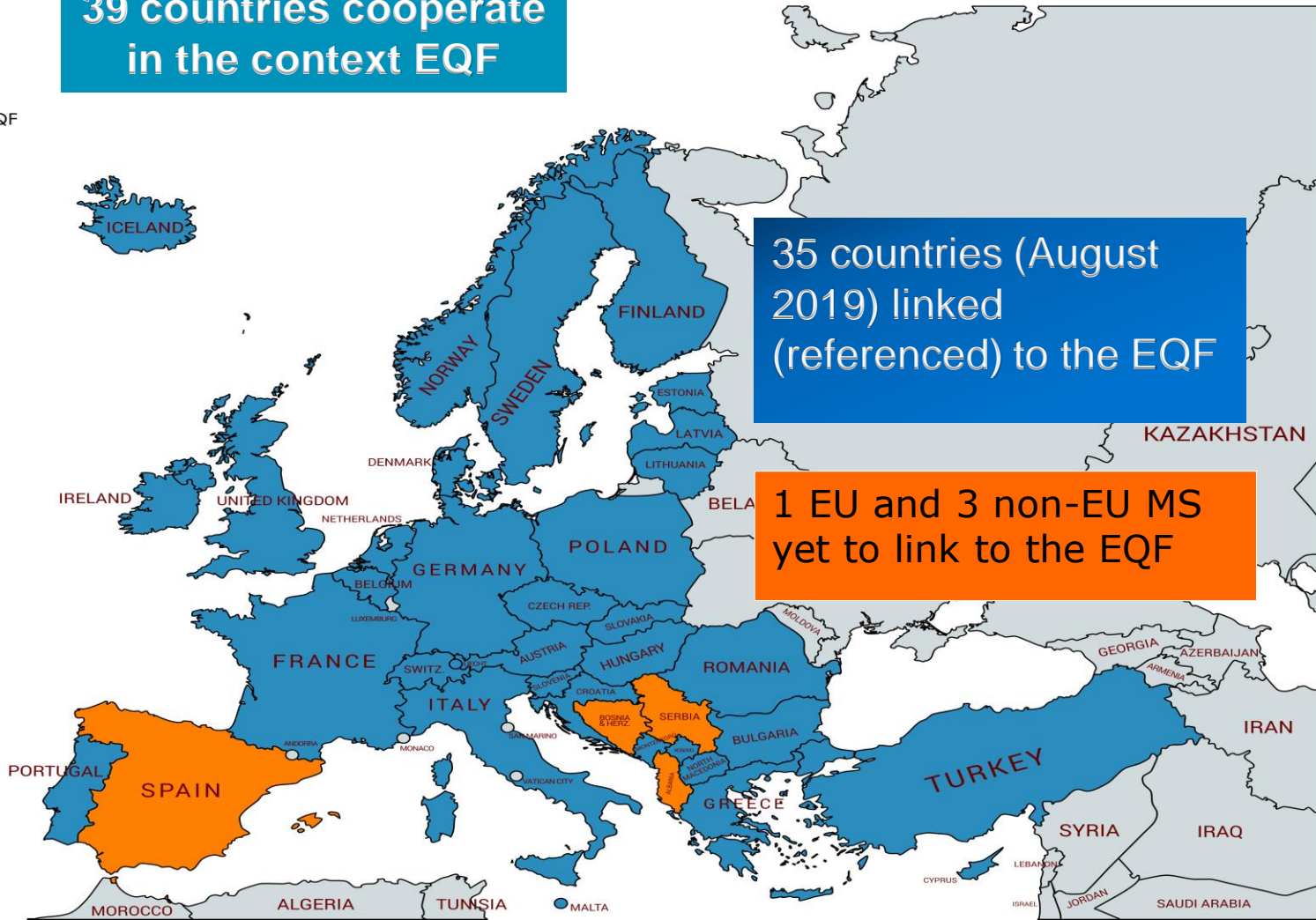
## 39 countries cooperate in the context EQF

■ Referenced to EQF

- Preparing to reference to EQF

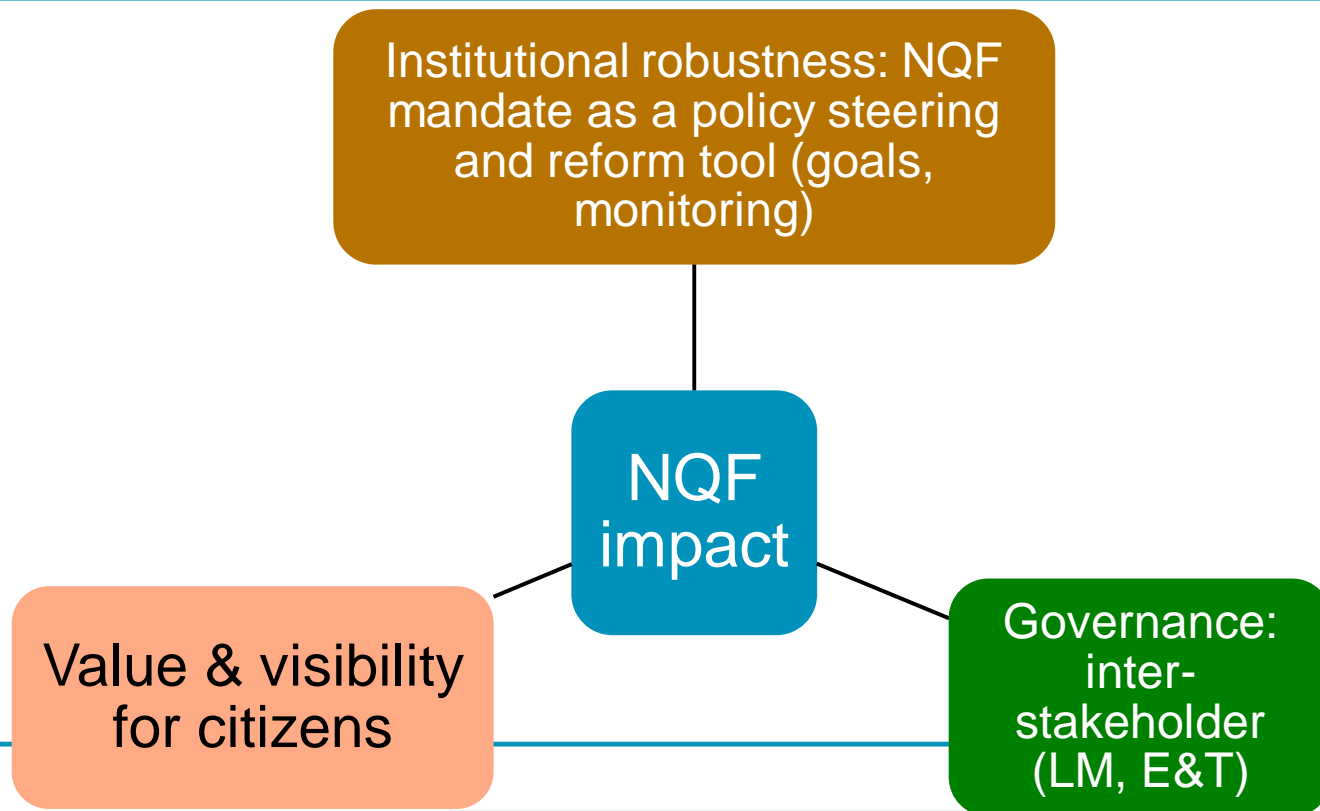
35 countries (August 2019) linked (referenced) to the EQF

1 EU and 3 non-EU MS  
yet to link to the EQF





# ENABLERS OF NQF IMPACT



# CONTRIBUTION OF EQF - NQF

NQF: facilitators  
of change?  
More than  
classifications?

Opening-up  
to private,  
NF  
qualifica-  
tions

Inter-  
connected  
qualifications  
DBs

Vocationally  
oriented  
qualifications  
higher levels

Catalyst  
develop  
NQFs

Stakeholder  
involvement

Shift to  
learning  
outcomes

Supports  
common  
language  
labour market-  
education and  
training

Validation  
NFIL

Review &  
renewal  
qualifications



# 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 this area, notably influenced by the Netherlands and Sweden
- 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

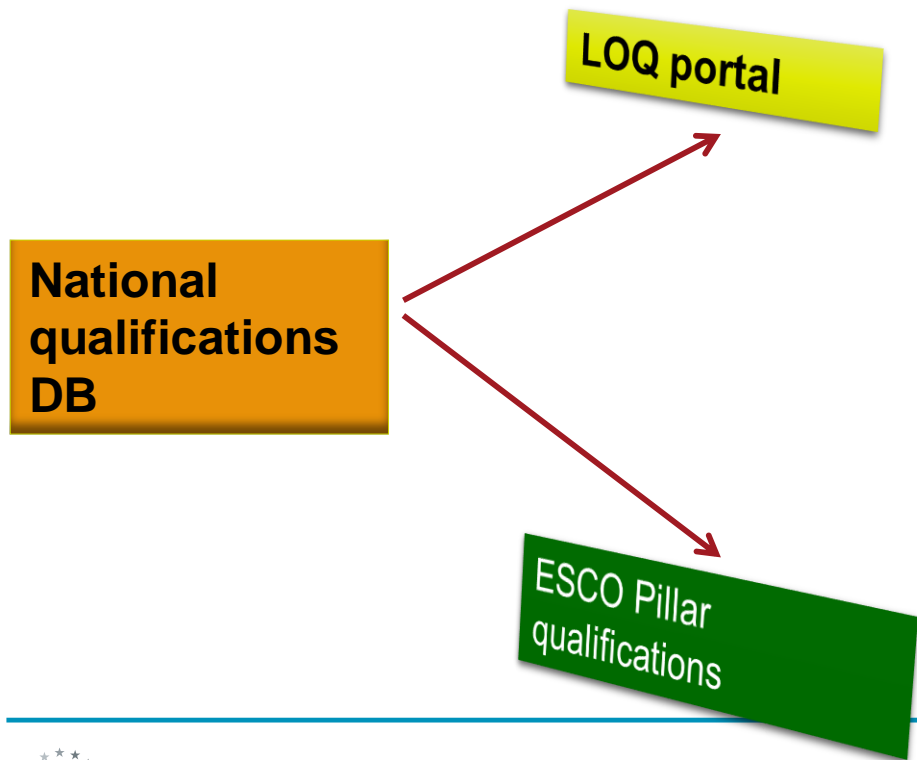


# STAKEHOLDERS' INVOLVEMENT IN NQF

- 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

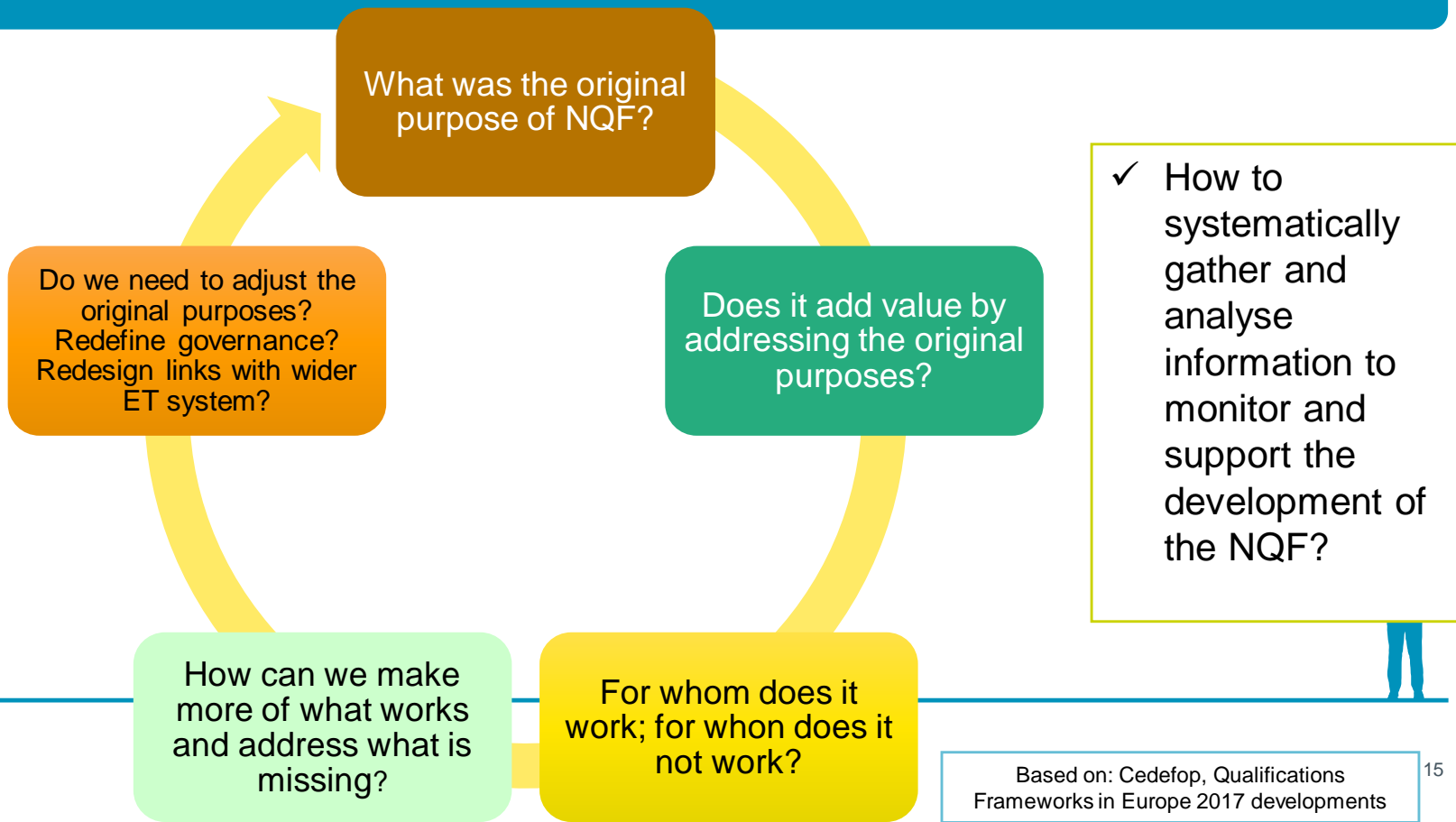
## Benefits:

- ✓ 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 - consistent application across sectors
- ✓ Inclusion Qualifications other sectors, non-formal
- ✓ Visibility for end-users
- ✓ Communication
- ✓ Articulation - permeability

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



# FUTURE SKILLS AND QUALIFICATIONS

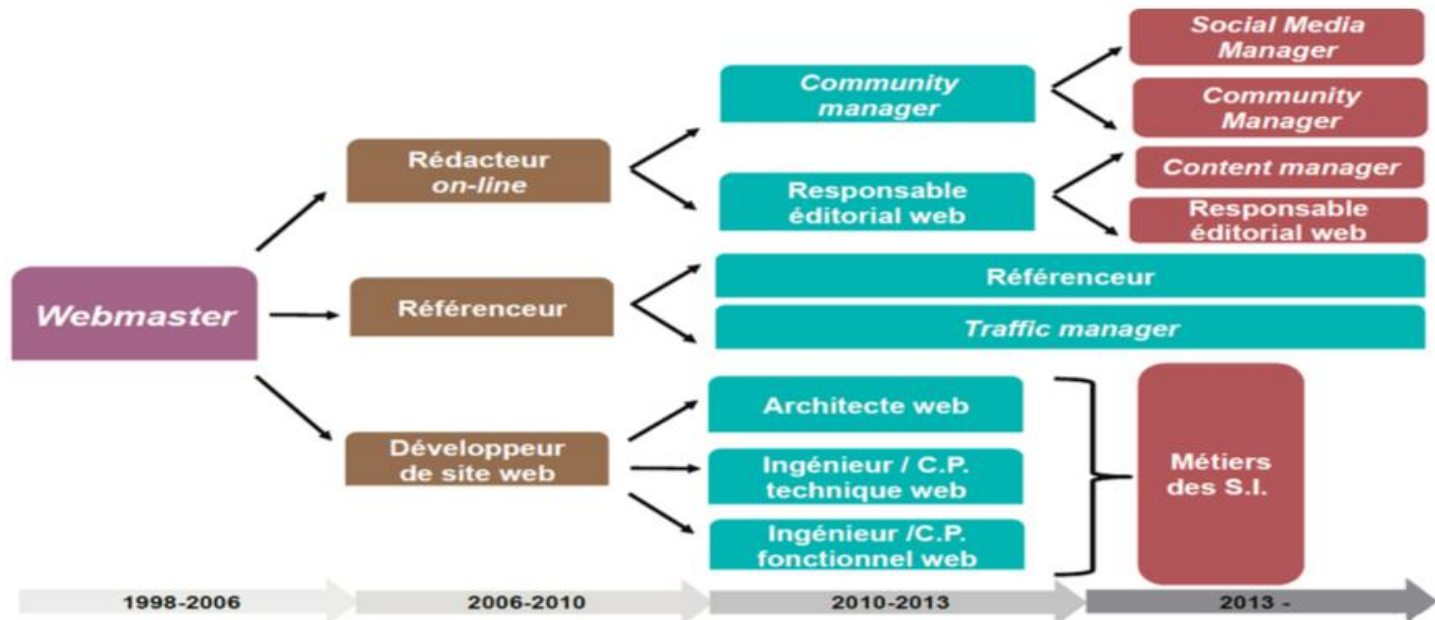
- ✓ Automatable tasks in occupations – greater role of non-automatable tasks (skills)? Symbiosis human workers with AI?
- ✓ Greening of tasks – skills
- ✓ Hybrid skills
- ✓ Skills vs qualifications – distinguishing features in companies' recruitment?
- ✓ New forms of acquiring skills and certifying them
- ✓ Multiplication, diversification of training offer: reskilling, upskilling
- ✓ **From schooling era to lifelong learning era**





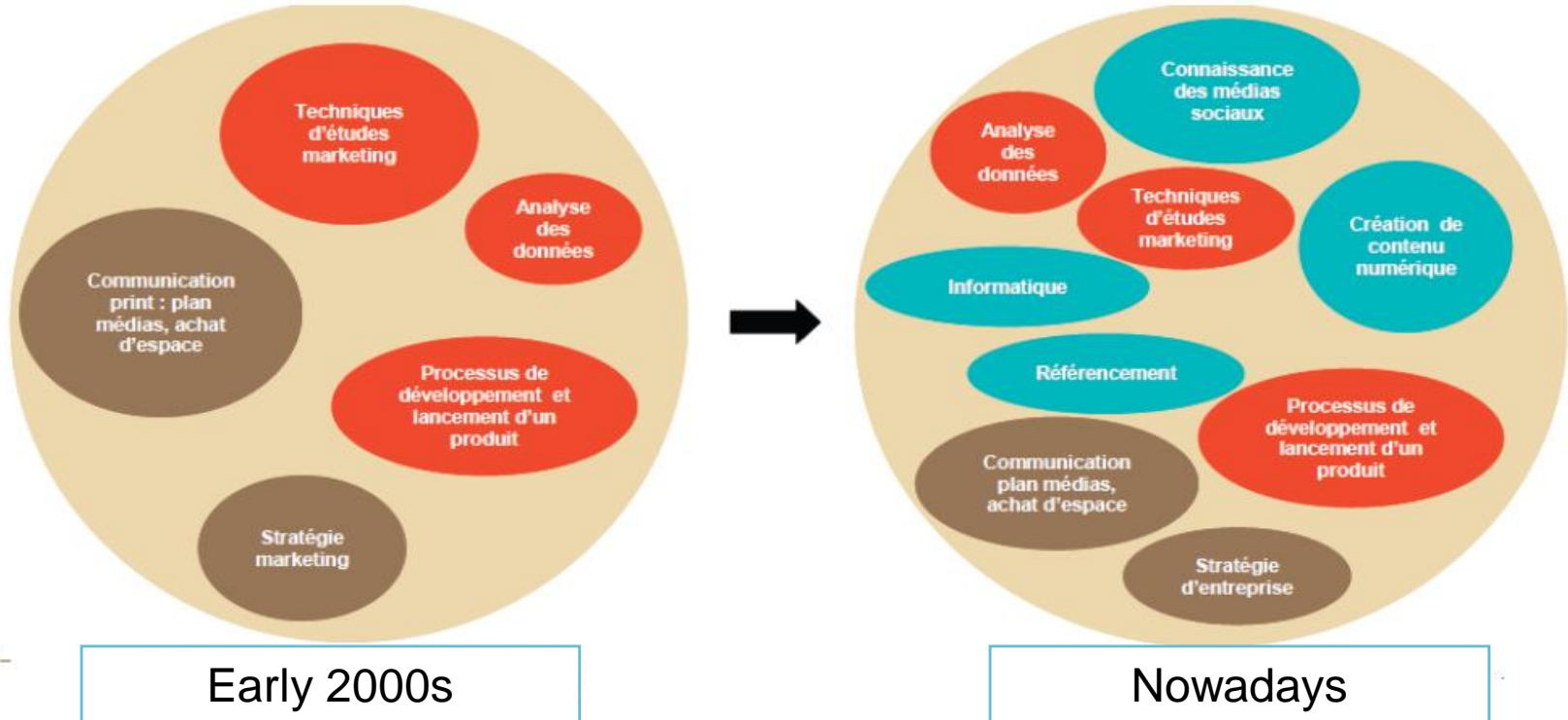
# Transformation/differentiation of the content of occupations

## Example : Fragmentation of occupation « webmaster »



# ...And of the skills by occupations

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



# 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



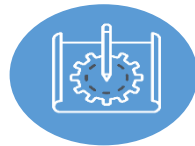
USER  
EXPERIENCE /  
USER  
INTERFACE

**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

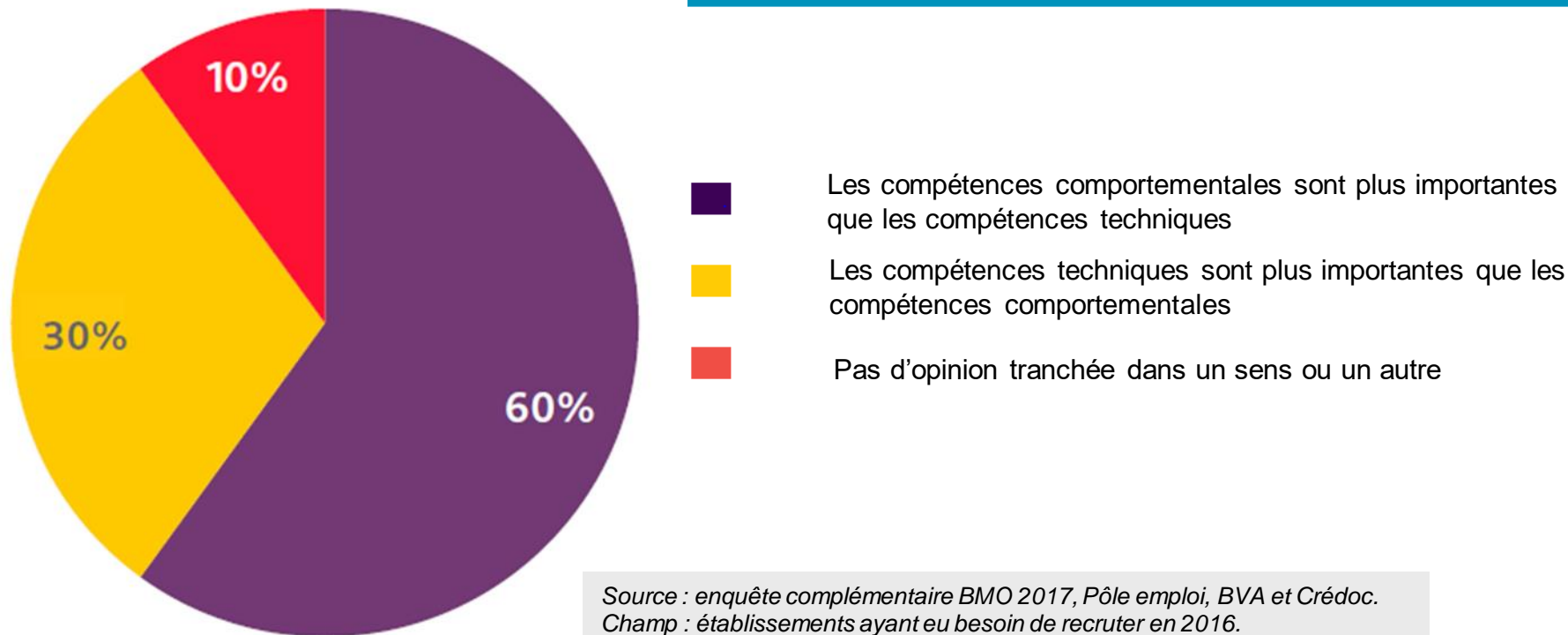


**+598%**

Since 2013



# Growing importance of transversal skills!



# 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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