



**INTEGRATED
QUALIFICATIONS
SYSTEM**

Sectoral Qualifications Framework for the Fashion Industry (SQF FI)



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This publication is based on:

Eurokreator T&C Sp. z o.o., Związek Przedsiębiorców Przemysłu Mody Lewiatan. (2018). *Raport z tworzenia projektu Sektorowej Ramy Kwalifikacji dla Przemysłu Mody [Report on developing the Sectoral Qualifications Framework for the Fashion Industry]*. Kraków: Eurokreator T&C Sp. z o.o..

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ISBN 978-83-952395-4-0

Publisher:

Instytut Badań Edukacyjnych

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This publication is co-financed by the European Social Fund of the European Union through the *Support to central government administration, awarding bodies and quality assurance institutions in implementing stage I of the Integrated Qualifications System Project*.

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Introduction

An indispensable condition for modern, knowledge-based socio-economic development is the continuous improvement and adaptation of employees' skills for a dynamically changing labour market. In 2014, 80% of surveyed employers conducting recruitment activities reported problems in finding workers who met their expectations for the job positions offered (Kocór et al., 2015). School and university education is not enough to keep up with the pace of change, which is why lifelong learning is so important today. Its main principles include: an appreciation of learning in various forms and places at every stage of life; the validation of learning outcomes regardless of the way, place and time of their achievement; effective investments in learning opportunities; and, making such activities generally available (*Perspektywa uczenia się przez całe życie*, 2013). This is the context for implementing Poland's Integrated Qualifications System (IQS), governed by the Act of 22 December 2015 – the IQS Act (Journal of Laws of 2016, item 64, with later amendments).

One of the main tools of the IQS is the Polish Qualifications Framework (PQF).

The PQF has eight levels of qualifications, like the European Qualifications Framework (EQF). Each PQF level is characterised by general statements about the learning outcomes required for a given qualification level'. In determining a qualification's PQF level, it does not matter whether its required learning outcomes are attained within a structured education system or in another way. PQF descriptors describe the full range of qualifications' required learning outcomes in the categories of knowledge, skills and social competence. The descriptors of successive PQF levels reflect the increasing requirements in these areas (Chłoń-Domińczak et al., 2017, p. 4).

The Integrated Qualifications System enables the various qualifications in Poland to be gathered into one system and ordered. Until now, it was difficult to compare qualifications according to uniform criteria because they are awarded by different entities, institutions and organisations on the basis of various regulations and laws. The IQS is especially valuable in its ability to now include in the system those qualifications operating in the free market. Such “non-statutory” market qualifications must now be described in the language of learning outcomes and comply with the regulations on validation² and quality assurance, which enables them to be guaranteed by the state (through compliance with the regulations on the inclusion and functioning of qualifications in the IQS). The functioning of the IQS should therefore intensify implementation of lifelong learning policies in Poland, thereby making it easier to develop competences in line with one's own interests or the needs of the labour market.

Art. 11 of the IQS Act provides for the further elaboration of PQF descriptors through the development of sectoral qualifications frameworks (SQF). A sectoral qualifications framework is defined in the Act as a description of the levels of

¹ Translator's note: These general statements are called “descriptors”.

² Validation is the process of verifying whether a person attaining a given qualification has achieved a distinct set or all of the learning outcomes required for the qualification, regardless of how the learning took place.

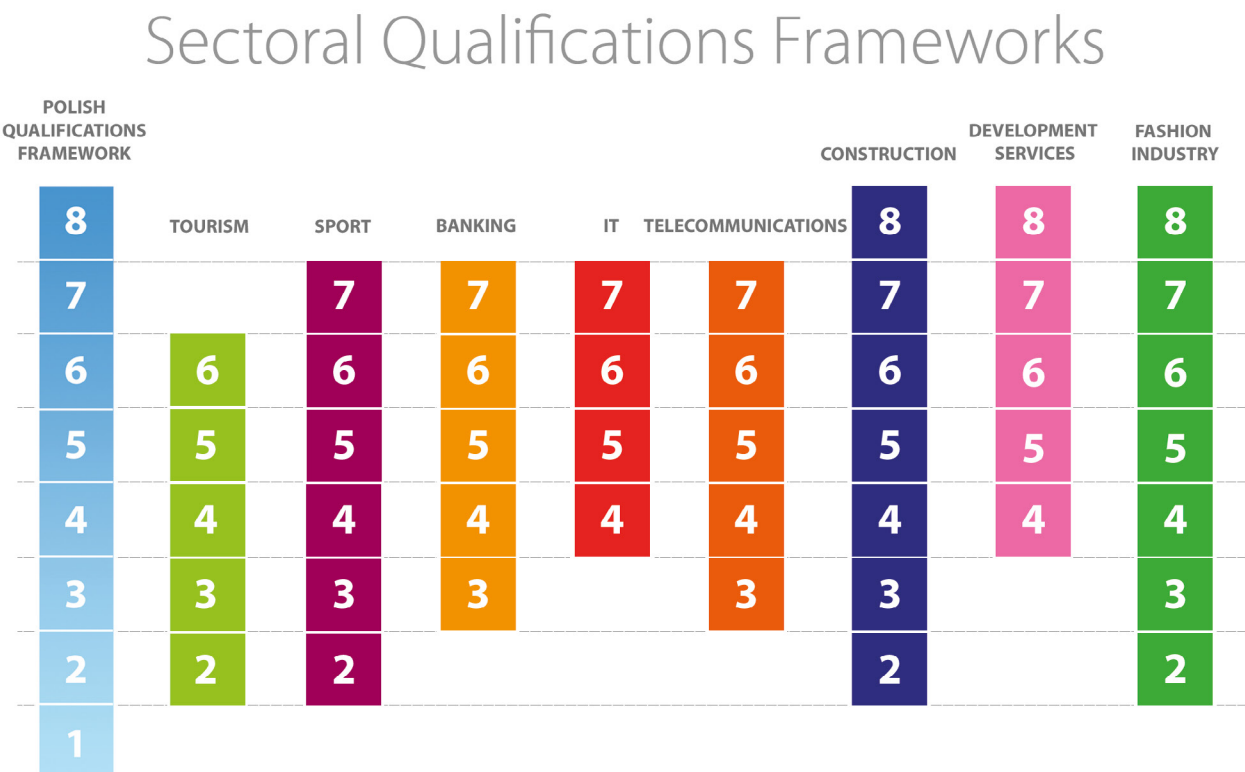
qualifications functioning in a particular sector or industry. SQFs are developed at the initiative of specific sectors when such a need arises. They can serve to further elaborate both first stage and second stage PQF descriptors.

The main principle adopted in developing sectoral qualifications frameworks is that they are created by the sector for the sector. This means that the widest range of stakeholders are involved – companies from the sector, industry chambers and organisations, representatives of higher education and professional bodies, as well as regulatory authorities. Developing a framework starts with discussions about the competences and standards of a given sector, enabling industry representatives to exchange information. Industry stakeholders are therefore both the creators as well as the recipients of the solutions of the resulting sectoral framework. A team of sectoral experts develops a draft SQF, which is then consulted with their professional community. One of the most important elements of the work on an SQF is defining the key areas of the sector’s activities, known as the sectoral determinants, which present the competence areas that are important for the given sector. This then helps in determining the descriptors of each level, which (as in the PQF) can be organised into clusters.

SQF levels must match specific PQF levels, but the descriptive elements of the entries should be sector specific. While it is theoretically possible for a sectoral framework to cover all PQF levels, past work indicates that the number of described levels depends on the specific nature of the industry.

As of April 2018, proposed SQFs have been developed for banking, IT, sport, tourism, telecommunications, construction, development services and the fashion industry. The levels of these frameworks are presented in Figure 1.

Figure 1. Levels of the Sectoral Qualifications Frameworks



Sectoral qualifications frameworks are incorporated into the IQS by means of a regulation issued by the Minister-Coordinator of the IQS (Minister of National Education). The SQF inclusion process is begun by the minister with jurisdiction over the sector, either at his/her initiative or at the request of an interested party. In mid-2017, the sectoral qualifications frameworks for sport and tourism were officially included in the IQS. In April 2018, the IQS Stakeholders Council approved the decision to include the sectoral qualifications frameworks for construction, development services and banking in the Integrated Qualifications System.

There are many benefits to developing a sectoral qualifications framework. First and foremost, the framework is the result of dialogue among industry representatives, allowing many universal solutions to be developed. The framework also facilitates work on describing and including qualifications in the IQS, as it translates the language of the PQF into a language specific to the sector. With an SQF, it is easier to understand how to relate PQF descriptors to a particular sector. This in turn makes it easier to accurately assign a PQF level to a specific qualification functioning in the sector.

Work is currently underway at the Educational Research Institute (IBE) to develop additional sectoral frameworks. In the first half of 2018, work began on sectoral qualifications frameworks for trade and public health. SQFs are also planned for such sectors as the automotive industry, industrial production/chemical industry, agriculture and education. It is worth pointing out that the concept of developing many sectoral qualifications frameworks and integrating them into a national qualifications system is unique in Europe. Soon, SQFs could be an attractive way to promote a given sector in the European market.

This publication presents information on the project of developing the Sectoral Qualifications Framework for the Fashion Industry (SQF FI). It consists of several sections presenting the general premises of the SQF FI, a description of project implementation and methodology, the structure of the framework and recommendations on its implementation and use. A glossary of key concepts is also provided. The SQF FI level descriptors are presented in the annex.

1. The context of developing the Sectoral Qualifications Framework for the Fashion Industry

The Sectoral Qualifications Framework for the Fashion Industry (SQF FI) is a response to the following needs of the sector:

- increase the transparency of the qualifications awarded in the sector;
- provide a better match of qualifications to the needs of employers;
- develop education and training programmes responding to the needs of the labour market.

The fashion industry is an area of the economy with great potential. According to PMR, the clothing and footwear market in Poland is currently worth nearly PLN 36 billion, and in 2022 it will reach PLN 43.2 billion (PMR, 2017). Over 180,000 people work in the fashion industry in Poland (GUS, 2016). The number of employees is definitely smaller than a dozen or so years ago, but despite the progression of automated production in all branches of the economy, it is slightly but steadily growing.

The fashion industry exhibits characteristic phenomena that reflect both its specificity and changes in the economy. We have companies operating on the market offering clothing and footwear at very affordable prices (fast fashion), and at the same time – producers and sellers focused on the individual approach to a customer (slow fashion). Online sales, after-sales services and the activities of fashion industry bloggers and vloggers – a specific field with a significant potential for impacting the market – are becoming increasingly important. In addition, the fashion industry has very innovative companies using highly advanced technologies. All these changes give rise to a demand for qualified staff and the formation of novel, previously unknown professions, in which new competences are required.

Despite the presented prospects for the sector's development and various career development opportunities, employers state that one of the most serious problems they face today is the difficulty in finding employees. We see staff shortages in a majority of positions, most commonly in finding persons willing to work in production as seamstresses, shoemakers or tanners.

Staff shortages are not the only problem. Employers also believe that recent school graduates are not sufficiently prepared to work in the profession. In their opinion, despite the fact that they passed examinations confirming vocational qualifications, recent graduates lack competences. At the same time, employers, even those hiring experienced workers, expect them to have additional competences in management, marketing, psychology or fashion sociology, to meet the market's challenges.

The education system and its curricula are not educating a sufficient number of workers with the competences expected by employers. New fields of study are developing for the needs of the fashion industry, and opportunities for non-formal education are becoming available. The Sectoral Qualifications Framework for the Fashion Industry defines the key competences for the sector, and with the help of the sectoral determinants, indicates their most important aspects. The SQF is a tool that serves to organise the competences used in the sector and its qualifications so that they better match the needs of employers. The SQF FI is also intended to respond to the current expectations of employers and help in elaborating adequate education and training programmes to meet labour market needs, as well as to support employee recruitment, selection and plan their professional development. Thus, SQF FI can help in solving the problems listed above that are characteristic of the fashion industry.

2. Implementing the SQF FI development project

2.1. Stages of developing the draft and organisation of the work

The development of the proposed SQF FI took place in four stages:

1. Developing the substantive concept of the proposed SQF FI and assembling a team of experts;
2. Conducting an analysis of the competences in the sector;
3. Preparing an initial draft of the SQF FI;
4. Consulting the initial SQF FI draft in the broadly understood professional community of the industry and completing the final version of the framework.

The stages of activities are discussed in more detail later in this publication.

The SQF FI project was developed by a consortium of Eurokreator T&C Sp. z o.o. and the Association of Employers in the Fashion Industry Lewiatan, a leading organisation of employers in the sector.

The substantive work was performed by a team of experts under the direction of a substantive coordinator. As the work progressed, additional persons were invited to the team who were industry experts, i.e. representatives of companies and educational institutions, as well as methodological experts, i.e. persons with knowledge and experience in working with the Integrated Qualifications System.

The responsibilities of each member of the expert team included:

- preparing for meetings of the expert team (in person and on-line);
- actively participating in the work of the team and in seminars;
- maintaining ongoing communication with other experts, the substantive coordinator, project coordinator and representatives of the Educational Research Institute;
- preparing individual parts of the proposed SQF FI, including descriptions of sets of key competences, sectoral determinants and SQF FI level descriptors;
- submitting the materials in accordance with the work schedule.

Members of the Sector Skills Council for the Fashion and Innovative Textiles Industry³ played a significant role in developing the SQF FI, both at the stage of preparing the initial proposal and its consultations.

2.2. Expert team members

A team of experts participated in the work on the SQF FI, with specialised knowledge in:

- the individual branches of the fashion industry (three main branches – clothing, textiles and leather);
- describing qualifications;
- education and training programmes in the professions of the fashion industry;
- the Polish Qualifications Framework and premises of the Integrated Qualifications System.

The team of experts included representatives of:

- four fashion industry companies, including one large firm (Norman Sp. z o.o.) and three SMEs (Sewing Contractor Spółka Jawna Dominika Siuda, Sakho Sp. z o.o. and Vesta PHU Jadwiga Nocoń);
- two industry organisations (Institute of the Leather Industry *Instytut Przemysłu Skórzanego* and the Polish Textile Association *Stowarzyszenie Włókienników Polskich*);
- two employers' organisations (the Association in Employers of the Fashion Industry *Lewiatan [Związek Pracodawców Przemysłu Mody Lewiatan]* and PIOT – Federation of Apparel and Textiles Industry Employers [*Związek Pracodawców Przemysłu Odzieżowego i Tekstylnego*]) and one organisation of industry employees (Independent Self-governing Trade Union of Light Industry *Federacja NSZZ Pracowników Przemysłu Lekkiego*);
- three formal education institutions – two universities (Łódź University of Technology and Katowice School of Technology) and a vocational school (Complex of Schools in Clothing Design and Styling – Centre for Vocational Training and Continuing Education in Sosnowiec [*Zespół Szkół Projektowania i Stylizacji Ubioru – Centrum Kształcenia Zawodowego i Ustawicznego w Sosnowcu*]);

³ The aim of the Council is to enable entrepreneurs from the sector to cooperate with providers of education and development services, both through formal and non-formal education, and to build a partnership between industry entrepreneurs and labour market institutions. The founding and operation of the Council in 2016–2023 is co-financed from the Operational Programme Knowledge, Education, Development (PO WER). The leader of the Council is the Association of Employers in the Fashion Industry *Lewiatan*, and the partner is – PIOT (Federation of Apparel and Textiles Industry Employers [*Związek Pracodawców Przemysłu Odzieżowego i Tekstylnego*]). More information about the Council see: <http://www.modakompetencje.prywatni.com.pl>.

- two non-formal education institutions (Łódź Centre for Teachers' Training and Practical Education [*Łódzkie Centrum Doskonalenia Nauczycieli i Kształcenia Praktycznego*] and Chic Warsaw Sp. o.o.).

Despite the initial premise, the team did not include representatives of supervisory or regulatory institutions because there is no institution functioning in this way for the fashion industry.

An additional criterion that the experts had to meet was a minimum of five years of service in the fashion industry or on its behalf. It was assumed that this condition should be met by at least 80% of the expert team members. In addition, the list of selected candidates to act as experts were forwarded to the Sector Skills Council for the Fashion and Innovative Textiles Industry and received a positive recommendation. The list of experts is presented in Table 1.

Table 1. List of experts involved in working on the proposed SQF FI

	Name	Institution
1.	Elżbieta Czernik (substantive director)	Complex of Schools in Clothing Design and Stylization of Sosnowiec
2.	Bogusław Słaby	Association of Employers in the Fashion Industry Lewiatan
3.	Maria Michalak	Łódź Centre for Teachers' Training and Practical Education
4.	Aleksandra Krysiak	PIOT – Federation of Apparel and Textiles Industry Employers
5.	Edyta Cyganek	Centre for Vocational Training and Continuing Education in Sosnowiec
6.	Agata Zarzycka	Chic Warsaw Sp. z o.o.
7.	Elżbieta Tyc	Norman Sp. z o.o.
8.	Krzysztof Kowalczyk	Sakho Sp. z o.o.
9.	Bogusław Woźniak	Institute of the Leather Industry
10.	Stanisław Wolski	Vesta PHU Jadwiga Nocoń
11.	Elwira Zaręba	Polish Textile Manufacturers' Association
12.	Monika Bogusławska-Bączek	Katowice School of Technology
13.	Anita Iłska	Łódź University of Technology
14.	Wiesława Licha	Independent Self-governing Trade Union of Light Industry
15.	Piotr Nowicki	Sewing Contractor Spółka Jawna Dominika Siuda

2.3. Analysis of the competences in the fashion industry

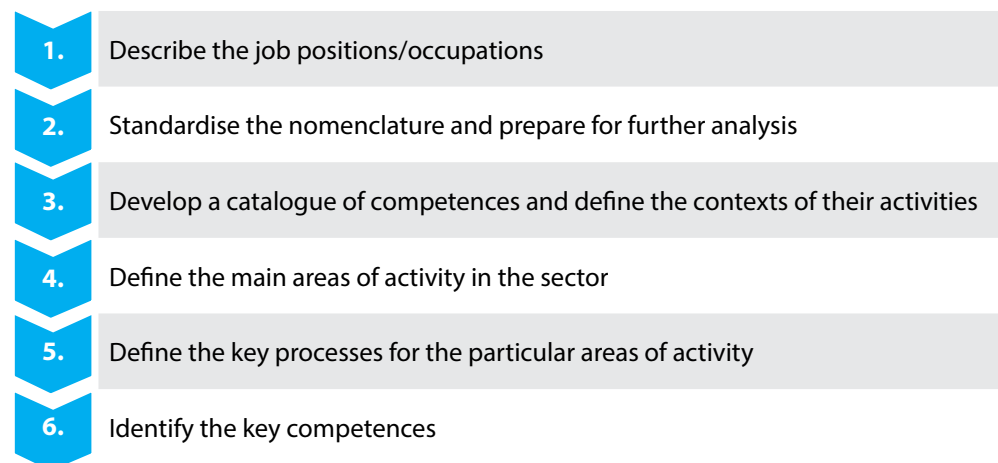
To distinguish the characteristic competences in the fashion industry, a competence analysis was conducted from October to November 2017. Based on the results of this analysis, the SQF FI level descriptors were developed.

Two methods of obtaining data were used for the competence analysis. Information was collected from experts and stakeholder representatives and from existing data sources (desk research). As a result, the analysed data complemented each other, and the identified competences could be clarified. The material being developed could also be consulted at all stages of the analysis.

The group of involved experts and stakeholder representatives were joined by representatives of entrepreneurs, employers' and employees' sectoral organisations, as well as formal and non-formal education institutions, including higher education. All branches of the sector were represented, and entrepreneurs were diversified by SMEs and large enterprises.

The desk research included information contained in the core curricula of vocational education, professional competence standards, professional qualifications standards, as well as the educational programmes and examination standards of the Polish Craft Association. Their inclusion was important to verify that the sets of competences assigned to professional tasks are complete. The competence analysis consisted of the stages shown in Figure 2.

Figure 2. Stages of analysing the competences in the fashion industry



The starting point for the analysis was the preparation of descriptions of selected positions/occupations according to the developed template. In the description phase, the professional tasks performed at a given job position were distinguished, and then for each task, a list was made of the required competences for its performance, categorised by knowledge, skills and social competences. The analysis of fashion industry competences took into account the job positions found in companies, characteristic of particular industry branches – clothing, textiles and leather. They were described on the basis of interviews with experts and stakeholders representing the sector. In addition, the analysis included job positions at higher education institutions, mainly relating to performing and

commercialising scientific research. The analysis also took into account the job positions/professions described on the basis of desk research, i.e. vocational education core curricula, professional competence standards, professional qualifications standards, education programmes and the examination standards of the Polish Craft Association.

The collected materials were ordered and augmented. When comparing the descriptions of corresponding positions from different sources, the completeness of the competences required to perform particular professional tasks was verified.

The context of the impact of all the distinguished competences was analysed, regardless of their attribution to particular branches. This enabled five contexts specific to the entire fashion industry to be defined. The proposed contexts were presented to the experts, who specified it further and decided that it was adequate for the sector. The distinguished contexts are presented in Figure 3

Figure 3. Impact contexts identified during the competence analysis of the fashion industry

Organisational and legal issues
Methods, techniques, technologies (machines, tools, equipment, software), parameters and the course of the process
Materials
Documentation (drawings, technical drawings, workshop instructions, reports)
The market

In accordance with the adopted definition, the fashion industry encompasses the activities of the clothing, leather and textile branches – such a division was adopted at the stage of data collection. However, the analysis of the collected material in terms of the final product of individual processes and the similarity of the tasks performed allowed the following main areas of activity in the sector to be defined:

- production of clothing and functional and decorative elements from leather, fur and textile materials;
- footwear production;
- textile manufacturing;
- leather manufacturing.

The final stage of the competence analysis was distinguishing the key competences, which was done on the basis of the key work processes in each of the specific areas of activity. A key process was defined as a logical sequence of tasks (or sub-processes) that has a significant impact on obtaining a specific product/end result. Determining the key processes was inextricably linked to assigning

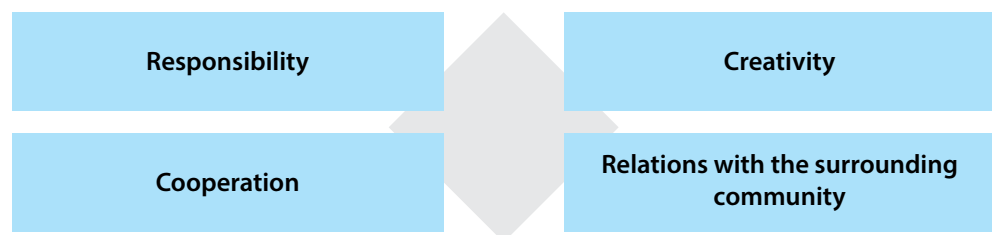
them their key tasks. These are the tasks required to complete the process, i.e. to obtain a specific product/intermediate effect.

For each key task within an individual process, competences were assigned from the catalogue of all competences defined in the earlier stage. Only those competences required for implementing each task were attributed to it (i.e. it would be impossible to complete the task without the attributed competences). This process was repeated several times during consultations with the expert team. As a result, the set of required competences was augmented and irrelevant or insignificant competences for a given task were eliminated (i.e. those whose absence would not significantly affect the ability to complete the task). At the same time, the completeness of the material was verified, because analysing individual tasks made it easier to add competences to the set that still had to be taken into account. The competences deemed sufficient and necessary to perform the tasks were considered the key competences for the fashion industry.

The activities described above were undertaken only for the competences relating to knowledge and skills. Social competences were not verified in this way, because depending on the adopted approach, all or none could be considered key. However, the experts and representatives of stakeholders were unanimous that many of the identified social competences are specific to the fashion industry. It was decided, therefore, to analyse them separately.

The social competences were first ordered, that is, their nomenclature was unified and all social competences identified in the initially adopted areas (clothing, textile and leather branches) were compared. They were then analysed in terms of the frequency of their occurrence and universality from the point of view of all the above-mentioned areas, which allowed groups of social competences for the fashion industry to be distinguished and described (Figure 4).

Figure 4. Groups of social competences distinguished during the analysis of competences in the fashion industry



Each identified group of social competences has ones that can be further elaborated. This is because they are associated with increasingly complex tasks, requiring a growing level of autonomy, or also associated with the management of a subordinate team, for example. At lower levels, competences relate to a single job and the tasks performed directly by an employee. At higher levels, they are manifested in a readiness to behave in an expected manner in areas of a similar nature as at the lower level, but in relation to a larger part of the production process, the work of a team, or the workplace. Some of the distinguished competences are often, with most of the tasks performed, in all areas of activity in the sector.

Some of them are characteristic only for specific activities. The specifics of each group of social competences are described below.

Responsibility. Responsibility applies to all described positions and occupational tasks. At the production stage, it pertains to responsibility for entrusted material and equipment. When performing many professional tasks, even less complicated ones, the structure of the material is being changed (raw material or intermediate product, e.g. fabric or leather), which could be destroyed if the operations are performed improperly (e.g. cutting). Given the often high cost of these materials, a great degree of caution and a sense of responsibility is required. Another aspect of this group of competences relates to the fact that the final product is the result of a process involving many successive operations. To ensure the quality of the product, each person must be ready to critically assess their work and analyse its effects on an ongoing basis in order to eliminate possible errors. In the opinion of many experts, the group of competences relating to responsibility determines the specificity of the sector. During interviews and consultations, they pointed to accuracy – a competence that results precisely from caring for quality and critically evaluating the effects of the work performed.

At the stage of designing, preparing and organising production, responsibility is associated with a careful and well thought-out approach to one's duties, to avoid errors and additional costs in the manufacturing stage. This is also connected with the need to comply with prevailing legal regulations as well as social and ethical standards.

At the stage of individual tasks, responsibility is taken for one's own activities and readiness to assess one's own work. With more complex tasks and those relating to team coordination and management, this group of competences also includes readiness to assume responsibility for the actions of subordinate workers.

Creativity. Creativity is the readiness to creatively think and search for non-standard solutions, reflected in many professional tasks identified in the sector. It is inseparably linked to the design process and refers to the creation of both new materials and finished products. It was indicated by experts as specific to the sector because it determines the success of a company and the development of the industry.

The competences of having a flexible approach to changing circumstances, a readiness to search for information, as well as to develop and implement new solutions are needed in all areas of activity in the sector, in both the design and production stages. They are manifested in processes relating to the search and implementation of new solutions and improvements at the enterprise scale, as well as in the development of new technologies, materials or applications. With less complex tasks, these competences mean being flexible, responsive to changing conditions and open to change.

In turn, competences relating to the creative process (such as creative thinking) were attributed in the analysis to the tasks of designing – not so much to the search for new technologies, but rather to the artistic potential and imagination

needed to create fashion trends. At the stage of developing the proposed SQF FI, descriptors relating to creative activities were assigned to skills.

Cooperation. The competences relating to a readiness to cooperate were indicated as important for tasks in all areas of activity. Their importance was emphasised, among others, because of the multistage technological processes that require team work. As the tasks become more complex, at increasingly higher levels in the workplace structure, these competences also concern a readiness to act independently and make decisions, and then to manage a team.

Relations with the surrounding environment. This group includes social competences in the field of communication, focused on business relations and contact with the client – the user of manufactured products. The competences relating to client relations, according to the experts, determine the specificity of the sector. The finished products resulting from subsequent processes – clothing, footwear and accessories – perform not only functions of utility, i.e. protective functions, but also shape the identity of the person wearing them. Therefore, one must be sensitive and attentive to the needs of the user. Competences in this area are manifested at the product design stage, but they have a special dimension in direct customer services, in such job positions as tailor or custom shoemaker, stylist, consultant or personal shopper. Needed here are highly developed interpersonal and communication skills, openness, readiness to listen and support the client in making decisions. In combination with professional knowledge about materials and products, these are unique competences specific to the sector.

The analysis allowed the competences for all specific areas of activity in the fashion industry to be distinguished. The final consultations with experts confirmed the accuracy of the adopted premises and the correctness of the methodology. The vast majority of the distinguished competences were key competences. This may have been a derivative of the adopted methodology. In describing successive job positions, the experts – practitioners in the particular branches – usually indicated only those competences relevant to their field, omitting those that were not considered necessary. In addition, the nomenclature was standardised, based on, among others, merging some competences, which resulted in the elimination of overly detailed descriptions at this stage.

The collected material was used for further work on the SQF FI draft. The competences deemed not critical were used to support the work of developing the SQF FI level descriptors.

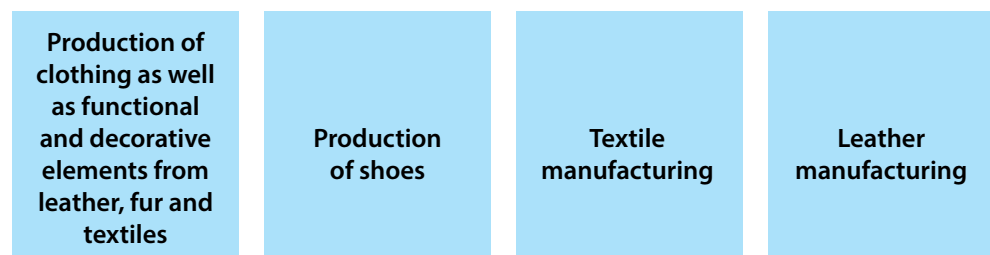
Regardless of the previously adopted division into the clothing, textile and leather branches, the competence analysis made it possible to identify four areas of activity in the sector. The issue of grouping and merging them appropriately, or perhaps treating them separately, was left to the stage of developing the SQF FI level descriptors.

2.4. Further stages of developing the draft SQF FI

Based on the results of the competence analysis, further expert work was conducted, supported by consultations with representatives of the industry's branches. This resulted in the final adoption of the definition of the fashion industry and description of sectoral determinants, used to subsequently develop the SQF FI level descriptors. The descriptors define the requirements in terms of knowledge, skills and social competences that adequately reflect the specificity of the fashion industry.

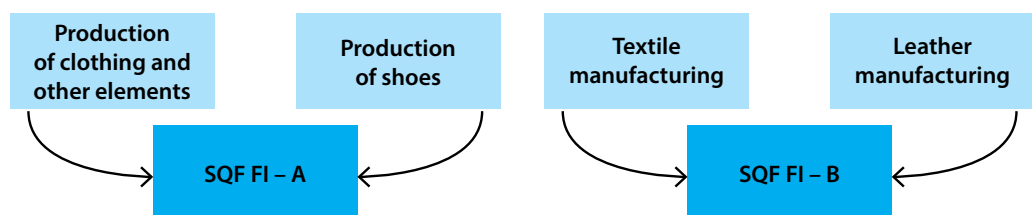
At the stage of developing the substantive concept of the SQF FI, it was assumed that the fashion industry includes the clothing, leather and textile branches. This definition was the starting point for experts' work. The analysis of competences identified, however, four main areas of activity in the sector when the final product of individual processes and the similarity of the tasks performed were taken into account (Figure 5).

Figure 5. Main areas of activity in the fashion industry



Finally, in order to develop the SQF FI, the sector was divided into two areas based on the nature of the results of the work. The production of clothing, functional and decorative elements as well as footwear production was combined in SQF FI – A, the area in which finished goods are produced and delivered to end users. Textile and leather manufacturing is reflected in SQF FI – B, the area describing activities undertaken to process leather and textile raw materials in order to obtain materials for further production (Figure 6).

Figure 6. Assigning the main areas of activity in the fashion industry to SQF FI areas



The specific characteristics of the SQF FI areas are presented in Chapter 3.

Separating the framework into SQF FI – A and SQF FI – B was done to allow competences to be grouped, to avoid the excessive construction of the framework, as well as to facilitate its use. Both areas complement each other, creating one SQF FI describing all key competences identified in the sector. This means that when determining sets of competences based on one of the areas, it is possible to supplement it with the competences distinguished in the second area.

As mentioned in the stage of elaborating the substantive concept of the SQF FI, a definition of the fashion industry in Poland was adopted, which was the starting point for performing the work (the definition of the sector is discussed in Chapter 3).

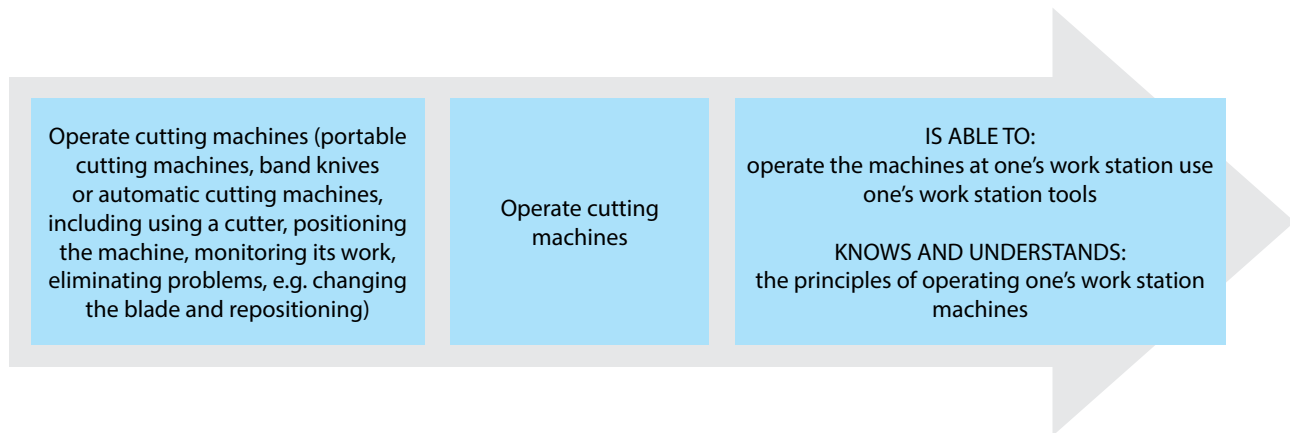
In addition, at the stage of the preliminary work and developing the concept of the proposed SQF FI, the basic characteristics of the fashion industry were specified:

- limited shelf-life of the manufactured product;
- the possibility of extending the product life cycle through repairs and alterations;
- the aesthetic (image) significance of the product;
- the existence of complex professional tasks within the production process;
- the need for the continuous improvement of qualifications;
- progressing automation of the production process and increasing role of ICT;
- the diversity, variability and differentiation of patterns and models.

The specific features of the sector listed above significantly impacted the resulting competences. After verification by experts, they were organised according to five impact contexts during the analysis of the sector's competences. This provided a starting point to distinguish the sectoral determinants discussed in Chapter 3.

After establishing the sectoral determinants, the process of defining the level descriptors based on the collected material began. The first step consisted of organising the distinguished competences – a task already conducted during the competence analysis stage. At that time, we verified whether individual competences categorised by knowledge, skills and social competences were correctly described, and then eliminated the descriptions of sets of competences, replacing them with single competences. Next, the descriptions of competences were generalised, so that they would be adequate not to one single professional task, but to specific types of professional tasks. Uniform nomenclature, appropriate for the Polish Qualifications Framework, was also used. The transition process from the distinguished competences to the description of level descriptions is shown in Fig. 7.

Figure 7. An example of a transition from the description of distinguished competences to a level descriptor in the SQF FI



At the stage of developing level descriptors, work on the correct wording of the entries was continued. We repeatedly verified whether they are sufficiently general to be applicable to the entire sector, irrespective of the specific nature of the activities in the sector's branches or, for example, the size of a business. On the other hand, we took care not to stray too far from the specificity of the sector and maintain its most important aspects in the descriptors, despite the necessary generalisations.

Individual entries were then grouped into clusters, i.e. sequences of related statements, differing in the degree of complexity of the described learning outcomes. At this stage, the process of referencing the proposed SQF FI to the Polish Qualifications Framework (PQF) was begun. Each of the distinguished clusters was aligned with the appropriate SQF FI level, comparing its complexity with the second stage PQF level descriptors typical for vocational qualifications. In some cases, additional entries had to be formulated when the disparity between two consecutive statements within a cluster was too large and exceeded the difference of one level. Cross-verification was also performed, that is, independent of maintaining the logic and continuity of a single cluster, we compared knowledge and skills entries within the same determinant and analogous cluster. This resulted in complete and consistent descriptors.

At the same time SQF FI level descriptors were being developed, a glossary of applied concepts was produced (p. 37). It was written to clearly explain words that could be intuitively interpreted much more broadly than assumed for the needs of the SQF FI. This particularly pertained to concepts already used in the definition of areas A and B ("finished goods", "products"). In addition, a broader definition of the concepts often used in the SQF FI was included in the glossary, which shortened the descriptions of the level descriptors and increased their transparency.

The initial SQF FI draft was verified. The definition of the fashion industry as well as the structure and content of the framework itself, i.e. the identified sectoral determinants as well as the completeness and adequacy of the descriptions of level descriptors were checked. The language of the draft SQF FI was also checked – to ensure that the specialised terminology used is correct and the level descriptors are transparent. Taking into account the aim of the verification, CATI interviews

and CAWI surveys were planned and implemented, with additional consultations held in seminars. In accordance with the plan, about 100 CAWI surveys were completed, 20 telephone interviews were conducted using the CATI methodology and 5 seminars were held.

It was assumed that the respondents would represent the entire sector, i.e. the clothing, leather and textile branches, and include companies of various sizes. In addition, representatives of trade unions, higher and vocational education, training firms, industry organisations, chambers of commerce, employers' organisations and other labour market institutions were included in the study. At the same time, it was decided that expert team members developing the SQF FI would not be respondents in the process of verifying the initial draft.

As a result of the verification performed, the vast majority of respondents considered the proposed definition of the fashion industry and SQF FI entries as understandable. They also expressed positive opinions about the division of the framework into two areas and the identification of the proposed determinants. Level descriptors were assessed as adequate to the needs of the sector and described in accordance with the profession's terminology. In addition, they agreed that the main premises of the SQF FI project are correct.

On the other hand, respondents and seminar participants expressed the need to modify or supplement the entries. These comments were largely taken into account in the modification process, during which entries were clarified or augmented, or additional terms were added to the glossary.

Before proceeding with the development of the final framework proposal, it was reviewed again for:

- the proper alignment of individual entries to SQF FI levels;
- the correctness of assigning individual descriptors to the categories of knowledge, skills and social competences;
- similarities among the entries in knowledge, skills and social competences;
- the extent to which the entries reflect the branches.

The final stage of verifying the initial SQF FI draft was to analyse its compliance with the premises of the Polish Qualifications Framework. This was essential to enable the SQF FI to be included in the Integrated Qualifications System in the future. The compliance analysis consisted of matching a corresponding second stage descriptor of the Polish Qualifications Framework typical for vocational qualifications to each SQF FI descriptor.

3. Description of the SQF FI

3.1. Definition of the fashion industry

An indispensable element of working on a Sectoral Qualifications Framework is defining the sector to which it refers. The fashion industry is defined by the following definition, formulated in its final version during the work on developing the proposed SQF FI:

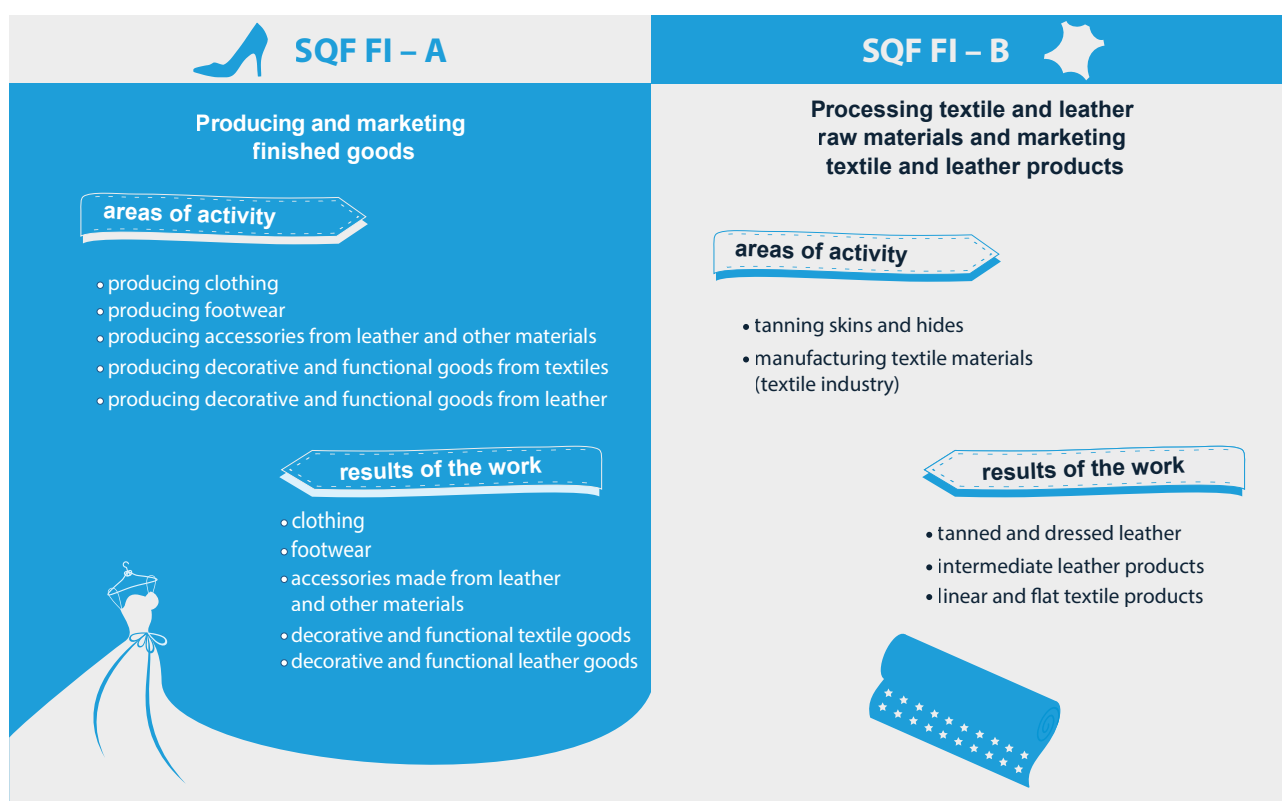
The **fashion industry** is a production and service activity that includes the branches of clothing, leather and textiles, i.e.:

- the manufacturing of textile and leather raw materials and the marketing of textile and leather products;
- the production and marketing of finished clothing, footwear and accessories made of various materials;
- the production and marketing of finished decorative and functional goods made of textile or leather materials.

3.2. Structure of the SQF FI

The SQF FI is divided into two areas based on the character of the resulting work. The features of both areas are shown in Figure 8.

Figure 8. Comparison of the SQF FI areas



3.3. A tailor-made framework

3.3.1. Presenting the structure of the SQF FI

In order for the Sectoral Qualifications Framework to be useful to the sector, it should be adapted to the industry's specific character resulting both from the nature and complexity of its processes.

The fashion industry is, as already mentioned, a production and service activity that includes the branches of clothing, leather and textiles, i.e.:

- the processing of textile and leather raw materials and the marketing of textile and leather products;
- the production and marketing of finished clothing, footwear and accessories made of various materials;
- the production and marketing of finished decorative and functional goods made of textile or leather materials.

The sector defined in this way includes many different processes, both due to the nature of the activities (including production, marketing, services, research and development), the end result of the process (finished products, leather, textile materials), as well as the complexity of the tasks performed (from simple supporting activities in the production process to the development and implementation of innovations). The multidimensional nature of the sector required the adoption of solutions ensuring the transparency of the descriptor entries while maintaining their appropriate level of industry characteristics. The solutions applied are:

1. Dividing the SQF FI into two areas;
2. Including universal PQF descriptors;
3. Categorising the entries for knowledge and skills into sectoral determinants;
4. Maintaining the arrangement by competence clusters;
5. Developing a glossary of terms used in the SQF FI.

3.3.2. One framework, two areas

As mentioned in Chapter 2, due to the multiple branches included in the fashion industry, two areas were distinguished in the SQF FI so that the descriptors would not be too general. The character of the resulting work was adopted as the criterion for the division. In the area of SQF FI – A, these are finished goods delivered to end users, i.e. clothing, footwear, and accessories as well as utilitarian and functional goods. In turn, SQF FI – B covers business areas relating to the processing of leather and textile raw materials in order to obtain materials for further production (leather tanning and textile manufacturing).

Distinguishing the areas of SQF FI – A and SQF FI – B served to group competences to avoid an excessively constructed framework, to facilitate its use and to ensure an adequate level of detail in the entries. Each area has key competences required to achieve the results appropriate for the given area. Both areas complement each other, creating one SQF FI describing all key competences distinguished in the sector. As mentioned earlier, this means that when developing sets of competences based on one area, it was possible to supplement them with competences identified in the second area.

3.3.3. Referencing to the Polish Qualifications Framework

The SQF FI includes competences corresponding to the Polish Qualifications Framework descriptors of levels 2–8 (Fig. 9). These levels are described in both SQF FI – A and SQF FI – B.

Figure 9. Referencing the SQF FI to the Polish Qualifications Framework

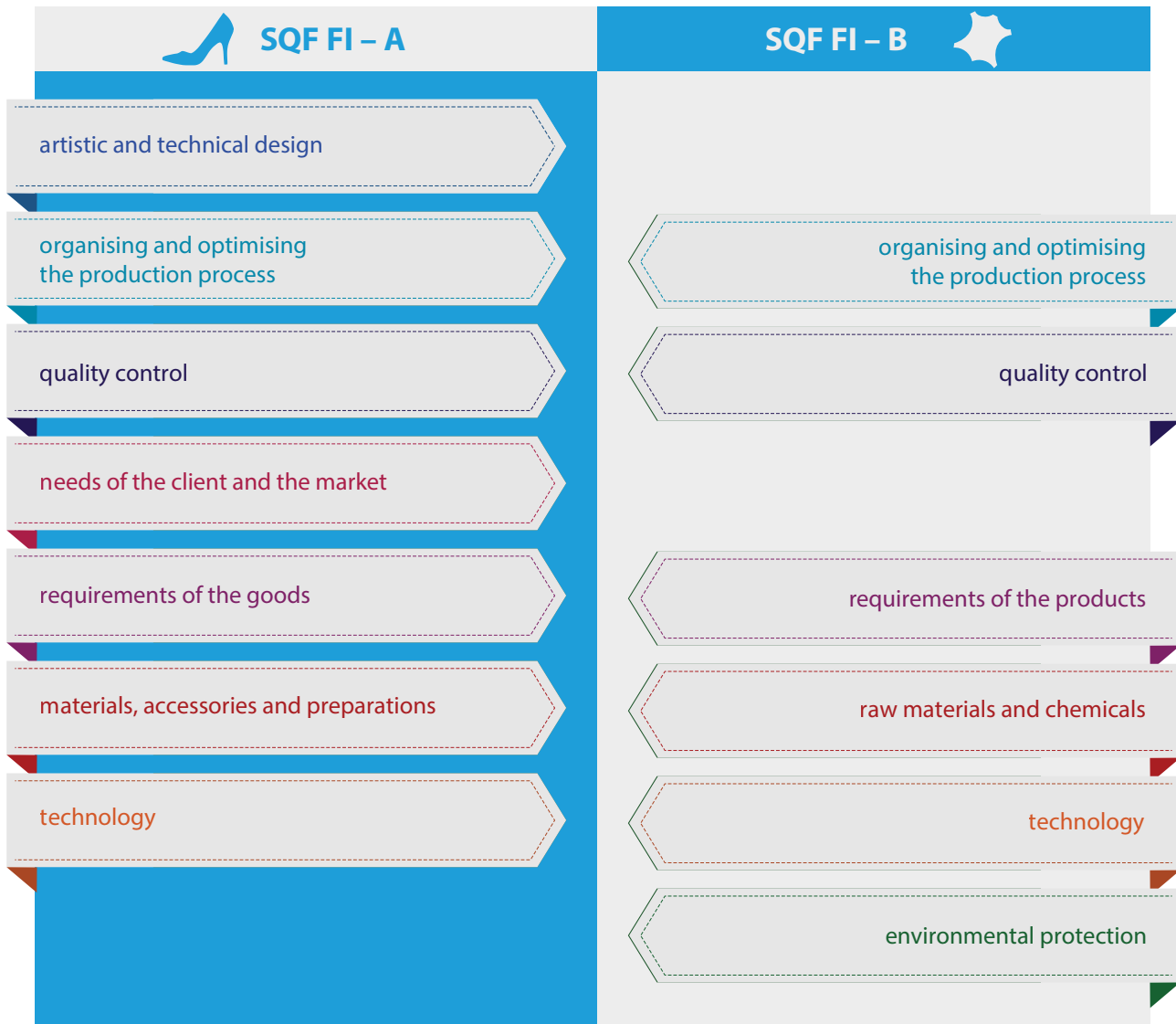


For purposes of comparison, the presented SQF FI includes the PQF first stage, universal descriptors. This also facilitates using the Sectoral Qualifications Framework.

3.3.4. Sectoral determinants

The sectoral determinants discussed in Chapter 2 order the SQF FI entries. They also group the descriptors according to common features and in relation to a specific aspect of the occupational tasks being performed in the sector. During the work on the SQF FI, determinants were distinguished, which the experts believed describe the fashion industry in an optimal way (Figure 10).

Figure 10. The sectoral determinants defined for each SQF FI area



1. Artistic and technical design

Due to the high image-related significance of fashion industry products and dynamically changing fashion trends, activities in the field of developing new products are crucial for the growth of businesses operating in the sector. The specificity of fashion design is based on paying particular attention to designing as well as value in terms of aesthetics and the image of the designed products. For this reason, the competences associated with artistic design and art skills are important. Technical design is equally important, as it enables the designed products to meet users' requirements concerning functionality, safety and quality.

The determinant "artistic and technical design" describes the requirements for knowledge, skills and social competences needed to perform tasks in artistic and technical design. Artistic design involves the conceptualisation and visualisation of goods, while technical design includes the construction and formation of the goods, gradations of the templates and the design of template layouts. Design in the fashion industry also applies to arranging sets of finished products, so-called

styling, whose requirements are also reflected in the level descriptors of the “artistic and technical design” determinant.

The “artistic and technical design” determinant was distinguished only for SQF FI – A. This does not mean, however, that there are no tasks associated with design in processes relating to leather tanning and textile manufacturing. Often, however, they are closely linked to the production of finished goods, i.e. textile or leather materials are designed in conjunction with the entire product. As both areas (A and B) comprising SQF FI and can be used together, it was determined that for the sake of transparency, the descriptors for the determinants in SQF FI – A will not be duplicated in SQF FI – B. They can be used, however, when describing qualifications relating to tanning or textile manufacturing, for example.

2. Organising and optimising the production/manufacturing process

Most of the tasks performed within the sector relate to production/manufacturing. The dynamic development of the sector in the field of changing technologies and materials, the automation of production processes and the volatile nature of fashion trends require quick responses and the adaptation of production processes to the changing environment. Therefore, competences relating to the efficient organisation and optimisation of production processes are crucial for the sector.

The requirements relating to organising one’s own work, the work of a subordinate team and planning, organising and optimising the entire production process are described in the „organisation and optimisation of the production/manufacturing process“. The determinant also includes descriptors relating to planning, standardising and optimising material consumption, both in serial production and in the provision of single services for individual orders.

The determinant of „organising and optimising the production process“ was distinguished for both SQF FI areas. Greater emphasis was placed on competences relating to the rational and economical management of material intended for technological processing in SQF FI – A. This is due to the fact that technological operations in the production of goods involve a high risk of material damage. In SQF FI – B, the risk of the human factor in processing raw materials is lower, therefore the possibility of materials being damaged is reduced. However, large quantities of chemicals are used, and most of the tasks involve machine operations. In this area, the importance of safety in organising manufacturing was emphasised.

3. Quality control

The quality of products is crucial due to their role and the requirements set by users in terms of fashion, safety and functionality. For this reason, quality control at every stage of making the product in the fashion industry is an important part of the work. This applies to both the processing of raw materials into leather and textile products as well as the production of finished goods.

The level descriptors assigned to the “quality control” determinant in both SQF FI areas specify the requirements for knowledge, skills and social competences needed to perform tasks relating to the quality assurance of raw materials,

materials, products and the production/manufacturing process. They concern broadly understood quality management, including planning, organising and implementing inspections of raw materials, in-process inspections and inspections of the final goods.

4. The needs of the client and the market

The necessity to take into account the needs of the users of products and goods is an aspect of the knowledge, skills and social competence requirements characteristic of the fashion industry. The determinant of „client and market needs“ includes requirements relating to determining the needs of clients – users of goods, competently providing them with information about the goods and their properties, presenting goods, consulting to help clients with their choices, and knowing about fashion trends. Some of the competences, such as, for example, determining individual client needs or consulting, most often refer to finished goods, so this belongs to the SQF FI – A area. The remaining ones, pertaining to knowing about, analysing and forecasting trends, are common for both areas. For the sake of clarity, all requirements relating to this determinant are included in SQF FI – A and are not duplicated in SQF FI – B.

5. Requirements of the goods/products

The determinant for SQF FI – A „requirements of the goods“ refers to assessing the compliance of goods with norms and standards, including testing and certifying the goods. The determinant defined for SQF FI – B “requirements of the products” is similar, with the proviso that it applies to manufactured leather and textile products that are used in further production. The competences assigned to this determinant also apply to specifying the requirements of recipients in terms of the parameters and properties of leather and textile materials, conducting research, as well as developing and introducing products with innovative properties corresponding to market needs.

6. Technology

The fashion industry covers areas of activity in which specific techniques and methods are used. The determinant „technology“ includes the competence requirements relating to machine operation, the use of tools and equipment, as well as the use of specific methods and techniques. This determinant was distinguished in both SQF FI areas, but in each of them, the level descriptors describe different competences, reflecting the technologies used in the given area. For the sake of the transparency of the SQF FI, the determinant „technology“ refers to machines, tools, techniques and methods, whereas entries relating to „materials/raw materials“ – the competences used in the production of goods and the manufacturing of leather and textile products – are included in other determinants.

7. Materials, accessories and preparations (SQF FI – A)

The descriptors for the determinant „materials, accessories and preparations“ refer to competences relating to knowledge about physicochemical and performance

properties, as well as to the use of materials in the production of goods. They also refer to the knowledge and skills of selecting and using accessories and preparations for technological processes. The proper selection of materials, accessories and preparations for the production of goods and the technologies used are crucial to ensure the expected quality and performance properties of the finished goods.

8. Raw materials and chemicals (SQF FI – B)

The descriptors in the determinant “raw materials and chemicals” refer to competences relating to knowledge about the properties and intended use of various types of leather and textile raw materials. Due to the specificity of the technological processes in the processing of hides, skins and textiles, many competences refer to knowledge and skills relating to developing procedures, undertaking preparations, as well as using and measuring proper doses of the chemicals used in the technological processes. The competences specified in the determinant also apply to developing and implementing innovative formulas or uses of new raw materials.

9. Environmental protection

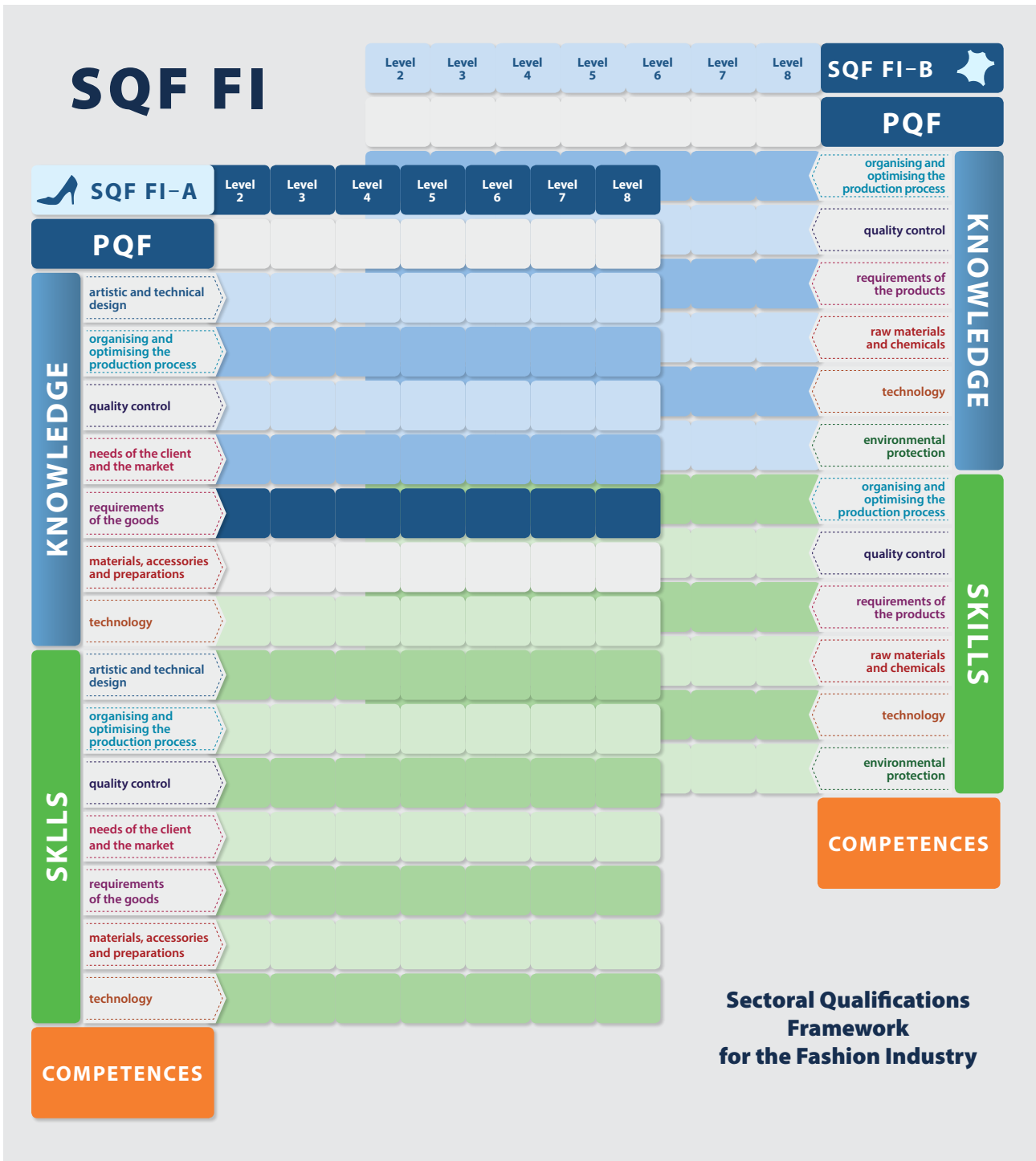
Due to the technologies used, the textile industry and leather processing emit many substances that negatively impact the natural environment. The reason for this is the use of very large amounts of chemicals at various stages of manufacturing, which is, however, essential for the proper implementation of the technological processes. Ensuring environmental protection and reducing the impact of the industry on climate change through the responsible handling of production waste and effluents is one of the key requirements of the sector’s work and technology. These requirements apply both to the application of appropriate standards and procedures by persons implementing the production process, to developing standards and principles, as well as new technologies to neutralise and treat harmful substances. The competence requirements in this area also apply to conducting research and implementing technologies that minimise the negative impact on the natural environment, including climate change.

The processes of producing finished goods do not negatively impact the natural environment to the extent that textile manufacturing and tanning do, for this reason the competences relating to the “environmental protection” determinant in the SQF FI – A area are not key and this determinant was distinguished only for SQF FI – B.

3.3.5. SQF FI level descriptors

The level descriptors included in SQF FI contain statements pertaining to the knowledge, skills and social competences required for a given level, relating to the professional activities and tasks in the fashion industry. They are grouped by the sectoral determinants described in section 3.3.4., and distinguished for SQF FI – A and SQF FI – B. Figure 11 shows the general concept of SQF FI’s structure. The level descriptors for both areas are included in Annex 1 of this publication.

Figure 11. Structure of the SQF FI



4. Recommendations on implementing and using the SQF FI in Poland

This chapter presents recommendations on implementing the SQF FI, its use by the industry, dissemination, as well as its updating and further development. Table 2 contains a summary of the proposed activities together with the entities that should implement them according to the experts developing the SQF FI.

Table 2. Recommendations on implementing and using the SQF FI in Poland

Recommendation	Implementation	Responsibility
SQF FI should be included in the Integrated Qualifications System.	Submit an application for the inclusion of the SQF FI in the IQS.	Sector Skills Council for the Fashion and Innovative Textiles Industry
	Implement the process of inclusion in the IQS.	Relevant ministry for education, relevant ministry for economic affairs
SQF FI should be used in assigning levels to qualifications.	After the inclusion of the SQF FI in the IQS, use it to assign levels to qualifications being processed for inclusion in the system. More information on the usefulness of the SQF FI in assigning levels is provided below.	Relevant ministry for education, relevant ministry for economic affairs
SQF FI should be used to describe non-statutory qualifications that are reported as needed by entities from the sector. More information on the usefulness of the SQF FI in describing qualifications is presented below.	Develop a map of the qualifications in the sector and the links between them; specify the qualifications that should be described first.	Sector Skills Council for the Fashion and Innovative Textiles Industry
	Describe non-statutory qualifications with the help of the SQF FI and submit them for inclusion in the IQS.	Sector Skills Council for the Fashion and Innovative Textiles Industry, interested parties
	Provide support in describing qualifications, submitting applications to have qualifications included in the system and the inclusion process.	Educational Research Institute
	Conduct (contract) research on competence needs in the sector, forecast the directions of the sector's development when undertaking the periodic verification of the SQF FI.	Sector Skills Council for the Fashion and Innovative Textiles Industry
	Compare the descriptions of qualifications with SQF FI entries by, among others, analysing the map of qualifications and the links between various qualifications.	Sector Skills Council for the Fashion and Innovative Textiles Industry

<p>Involve entities from the fashion industry to play an active role in the IQS.</p> <p>Including the SQF FI in the IQS will stimulate interest in describing qualifications and becoming awarding bodies (AB) or external quality assurance entities (EQAE).</p>	<p>Plan to appoint an external quality assurance entity for SQF FI-related qualifications from amongst the organisations in the sector.</p> <p>Plan to prepare entities to become EQAEs, ABs and conduct informational activities addressed to entities interested in playing an active role in the IQS.</p>	<p>Sector Skills Council for the Fashion and Innovative Textiles Industry, branch organisations</p>
<p>The qualification descriptions developed on the basis of SQF FI entries or the SQF FI entries themselves can lead to the development or adaptation of training programmes that will respond to the needs reported by employers.</p>	<p>Conduct informational activities addressed to training institutions and authorities responsible for developing core curricula, education programmes; prepare guidelines for developing training programmes based on the SQF FI entries.</p>	<p>Sector Skills Council for the Fashion and Innovative Textiles Industry, relevant ministry for education</p>
<p>SQF FI entries can be used in recruiting employees (writing job descriptions), planning their development (training programmes, competence development programmes), employee assessment activities.</p>	<p>Conduct informational activities addressed to entrepreneurs; prepare guidelines for using the SQF FI in employee recruitment and selection as well as in planning employee development.</p>	<p>Sector Skills Council for the Fashion and Innovative Textiles Industry, branch organisations, such as, the Association of Employers in the Fashion Industry Lewiatan, PIOT – Federation of Apparel and Textiles Industry Employers, Polish Textile Association, Polish Chamber of the Leather Industry and others</p>
<p>Conduct a multifaceted dissemination strategy for the SQF FI to reach various professional communities.</p>	<p>Develop informational materials about the possible applications of the SQF FI and the benefits of its implementation for specific groups of recipients (entrepreneurs, education institutions, training institutions, vocational counsellors, etc.).</p>	<p>Sector Skills Council for the Fashion and Innovative Textiles Industry, Educational Research Institute</p>
	<p>Provide information on the creation of the SQF FI and its subsequent inclusion in the IQS, as well as on how its entries can be used; information can be disseminated during events and through the media, websites and newsletters of industry organisations; organise regional seminars.</p>	<p>Branch organisations, such as the Association of Employers in the Fashion Industry Lewiatan, PIOT – the Union of Clothing and Textile Industry Employers, Polish Textile Manufacturers' Association, Polish Chamber of the Leather Industry and others</p>
	<p>Provide information on the key competences of the fashion industry based on the SQF FI entries to career counsellors and education-vocational guidance counsellors.</p>	<p>Relevant ministry for education, country and voivodeship labour offices</p>

SQF FI entries should be periodically verified and, depending on the need, updated (augmented, changed) to ensure that they reflect the present as well as forecasted needs for competences in the sector.	Monitor the competence needs in the sector; update and augment the SQF FI entries.	Sector Skills Council for the Fashion and Innovative Textiles Industry, relevant minister for economic affairs
	Review the SQF FI five years after its inclusion in the IQS and set a date for the next review.	
	Introduce new areas depending on the directions of the fashion industry's development.	






The following sections present examples of how the SCQ FI can be used.

4.1. Taking the measurement, or, how to use the SQF FI to determine the level of a qualification

The SQF FI is a further elaboration of the Polish Qualifications Framework level descriptors written in the language of the sector, which means that by using the industry's language, the framework is close to market practices and understandable to entities from the fashion industry. It is therefore a friendly and easy-to-use tool for determining the level of non-statutory qualifications described and included in the IQS.

Determining a qualification's level is done on the basis of comparing the learning outcomes required for the qualification with the SQF FI level descriptors. Each learning outcome is compared separately with the appropriate SQF FI level descriptors. The adopted structure of the SQF FI, divided into areas and presented by determinants, allows one to quickly find the appropriate components of the level descriptors. Figure 12 presents the process of comparing learning outcomes with the SQF FI level descriptors.

Figure 12. Assigning SQF levels

6 STEPS of determining the level of a qualification in the fashion industry		
1	CHOOSE THE AREA SQF FI – A SQF FI – B 	In comparing the learning outcomes with the SQF FI, start by selecting the appropriate area. <ul style="list-style-type: none"> • SQF FI – A – Producing and marketing finished goods • SQF FI – B – Processing textile and leather raw materials and marketing textile and leather products
2	FIND THE DETERMINANT 	Find the determinant that best matches the learning outcome being compared.
3	FIND THE CLUSTER 	Find the cluster within the chosen determinant whose subject area best matches the learning outcome being compared.
4	FIND THE RIGHT ENTRIES 	Read the entries in the chosen cluster and identify those that describe the requirements for knowledge and skills, which best match the requirements contained in the learning outcome being compared.
5	CHECK THE LEVEL 	Check the SQF FI level of the selected entries, and on this basis, assign the level to the learning outcome.
6	REPEAT THIS PROCESS FOR THE REMAINING LEARNING OUTCOMES	Repeat steps 1-5 for each learning outcome of the given qualification. Select the key learning outcomes, and based on their levels, assign a level to the entire qualification.

It should be noted that the learning outcomes required for qualifications do not have to reflect all of the descriptors of a given level or cover all of the entries within an area or determinant. The qualification may refer only to several of the entries contained in the SQF FI level descriptors.




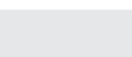


The SQF FI only has competences that are specific to the sector, which does not mean that other competences are not used in the sector. Examples of such competences are skills relating to the use of IT technologies, management skills, sales skills or the ability to conduct research. Learning outcomes relating to such competences may appear in the descriptions of the sector's qualifications. These learning outcomes should be compared with the descriptors of other sectoral qualifications frameworks (relevant to the given type of activity, if they exist) or the Polish Qualifications Framework descriptors.

Individual learning outcomes can be assigned to different levels, but when determining the level of the entire qualification, the levels of the key learning outcomes for the given qualification are particularly taken into account..

4.2. Following the thread..., or, how to use the SQF FI to describe a set of competences

Because the SQF FI entries have been adapted to the specificity of the sector, the framework is a tool for developing sets of competences that can be the basis for describing qualifications, job positions or a training programme. The construction of the SQF FI allows the required competences to be selected in a very simple, intuitive way. The entire process of describing competence sets using the SQF FI is done in several simple steps, shown in Figure 13.

Figure 13. Diagram of developing sets of competences using the SQF FI

7 STEPS of describing sets of competences in the fashion industry		
1	CHOOSE THE AREA SQF FI – A SQF FI – B 	In developing a set of competences, start by selecting the appropriate area. <ul style="list-style-type: none"> • SQF FI – A – Producing and marketing finished goods • SQF FI – B – Processing textile and leather raw materials and marketing textile and leather products
2	SELECT THE LEVEL 	Read the Polish Qualifications Framework (PQF) universal level descriptors included in the SQF FI and select an indicative level of requirements that best match the set of competences being described.
3	SELECT THE DETERMINANTS 	Select the appropriate determinants for the scope of the set of competences being described. The set can include competences that are assigned to one or several determinants.
4	SELECT THE ENTRIES 	Find the entries (in terms of knowledge and skills) for the selected determinants that match the set. The set does not have to include all the entries belonging to the selected determinants. Also select the appropriate social competences.
5	ADAPT THE LEVEL 	If the selected entry at the earlier assigned level does not reflect the expected requirements, read the entries on the higher or lower level from the same cluster. All of the competences in the set do not have to be at the same level.
6	REFINE THE ENTRIES 	The selected SQF FI entries should be refined. Check the definitions of the general entries, e.g. materials, raw materials, in the glossary included in the framework. Also specify what such concepts as e.g. “routine”, “simple machines”, “complex tasks”, actually mean for a given set of competences.
7	COMPLETE THE SET	Check the completeness of your set of competences. Provide the missing entries. You may still need competences that: <ul style="list-style-type: none"> • belong to the other SQF FI area – repeat Steps 1–6 for the other SQF FI area; • belong to other sectors – look for them in the appropriate SQF; • are universal – look for them in the second stage PQF descriptors.

Glossary of terms used in the SQF FI

SQF FI – A	PRODUCING AND MARKETING FINISHED GOODS
ACCESSORIES	Used for producing goods: tailoring accessories (e.g. thread, lining materials, buttons, hooks, zippers, sewing and bias tapes) and decorative and finishing elements made of various raw materials (e.g. studs, natural and synthetic stones, beads, sequins, ribbons, lace, appliqués).
FUNCTIONAL AND DECORATIVE ELEMENTS	Decorative elements, interior furnishings or functional goods (other than clothing, accessories and footwear) made of textile or leather materials, e.g. bedding, curtains, and elements for upholstered furniture, bandages.
MATERIALS	Textile materials, tanned hides with and without hair, imitation leather, plastics, membrane materials, composite materials, laminates and other materials used in the production of goods.
TECHNOLOGICAL OPERATIONS	A part of the technological process performed on a specific element of goods or on the goods themselves, at one work station by one employee or a group of employees.
PREPARATIONS	Mixtures, solvents, substances and chemicals used to make, finish, renovate or repair goods, e.g. adhesives, pastes, finishes, detergents and cleaning agents.
PRODUCTION PROCESS	All activities aimed at transforming raw materials and intermediate products into goods. This includes the technological process and auxiliary processes (quality control, internal transport, storage).
TECHNOLOGICAL PROCESS	The fundamental part of the production process, consisting of preparation, cutting material, treating elements and assembling the elements into goods.
SERVICES	Services relating to the repair, alteration, renovation, cleaning, and maintenance of goods as well as services relating to the design and production of unique goods for an individual order.
GOODS	Finished clothing, footwear and accessories made of various materials as well as decorative and functional goods made of textile and leather materials, including special purpose products.
SPECIAL PURPOSE GOODS	Clothing, footwear and accessories having specific safety, functionality and durability requirements, e.g. protective clothing and footwear, fire-resistant goods, orthopaedic footwear, competitive sport goods.

SQF FI – B	PROCESSING TEXTILE AND LEATHER RAW MATERIALS AND MARKETING TEXTILE AND LEATHER PRODUCTS
TECHNOLOGICAL OPERATIONS	A distinct part of the technological process performed at one work station by one employee or a group of employees.
MANUFACTURING PROCESS	General activities aimed at transforming raw materials and intermediate products into products. This includes the technological process and auxiliary processes (quality control, internal transport, storage).
TECHNOLOGICAL PROCESS	The fundamental part of the production process consisting of preparation, chemical and mechanical treatment of raw materials and intermediate products, as well as the manufacturing and finishing of products.
PRODUCTS	Linear and flat textile products and tanned hides with and without hair.
INTERMEDIATE PRODUCTS	Intermediate textile products – yarns and intermediate tanned hides that are further processed into products or intended for sale.
RAW MATERIALS	Natural, chemical, mixed fibres and other raw materials used for the production of textile products; raw hides.
CHEMICALS	Dyes, substances and chemicals used in the production process directly or in the form of technological solutions and baths.

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Annex 1.

Proposed Sectoral Qualifications Framework for the Fashion Industry – SQF FI (A and B) Level Descriptors

SQF FI – A

**PRODUCING AND MARKETING
FINISHED GOODS**

SQF FI Level 2 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 2 – A:

KNOWS AND UNDERSTANDS:

- the hazards connected with performing occupational tasks
- the quality requirements pertaining to one's work
- the fundamental principles of performing a basic and limited scope of an organoleptic and quality assessment of materials, accessories, preparations and goods (assessment of completeness and basic parameters, such as colour, size, visible defects)
- the structure and the proportions of different body types, flaws in posture, feet, the basic principles of lower limb anatomy and physiology
- the basic terminology pertaining to the materials, accessories and preparations used in the technological process (basic types, properties, trade names)
- the basic principles of operating simple, general purpose machines and auxiliary machines as well as the principles of using the typical tools of a work station
- simple techniques of sewing, making alterations, matching the elements of goods, and pressing during the production of goods

IS ABLE TO:

- organise one's work station in accordance with instructions relating to the regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- use materials, accessories and preparations rationally and economically
- perform a basic organoleptic assessment of the quality of materials, accessories and goods, identify the most common visible defects in materials and goods
- communicate basic information to the client about the performance properties of goods
- take body and foot measurements
- distinguish the materials, accessories and preparations employed in production based on their designated use, trade names and basic physical characteristics
- perform the basic functions of operating simple machines for general sewing and auxiliary equipment (preparing the machine for work, turning it on, turning it off and securing the machine after work)
- use the typical, basic tools and equipment needed to perform occupational activities
- based on simple instructions and orders, perform activities to prepare materials and accessories for consecutive stages of technological operations, storage, in-process transport and the basic treatment of elements of goods

IS READY TO:

- act in accordance with prevailing regulations, instructions and orders pertaining to the safe performance of simple activities in the process of producing goods
- establish and maintain essential contacts with colleagues and supervisors required to perform simple activities in the process of producing goods
- cooperate in a team, diligently perform the assignments given by one's supervisor
- take proper care of one's work station (machines, tools, materials)
- assess one's activities performed individually or in a team

Polish Qualifications Framework level 2 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broadened set of elementary facts, simple concepts as well as the dependencies between selected natural and social phenomena and the products of human thought

A PERSON IS ABLE TO:

- complete simple tasks following general instructions most often under typical conditions
- solve simple, routine problems most often under typical conditions
- learn under guidance in a structured form
- understand moderately complex statements, formulate simple statements
- formulate and understand the simplest statements in a foreign language

A PERSON IS READY TO:

- assume the obligations arising from membership in various communities
- act and cooperate with others under direction in structured conditions
- evaluate the actions in which one participates and take responsibility for the results of those actions

SQF FI Level 3 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 3 – A:

KNOWS AND UNDERSTANDS:

- the principles of selecting sets of goods, taking into account colour schemes, patterns and textures
- the basic artistic techniques used in the process of designing goods
- the principles of adjusting fashion style to the dress code
- the principles of selecting goods and fashion style to body type
- the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection relating to one's occupational tasks
- the types and ways of utilising waste from the production process
- the requirements pertaining to the quality and aesthetics of the elements of goods being produced
- the principles of applying regulations and standards pertaining to the quality of materials, accessories, preparations and goods
- the principles of performing an organoleptic assessment, the principles of selecting and preparing samples for laboratory and metrology tests
- the basic principles of performing an in-process inspection
- the basic assumptions behind current fashion trends
- the principles of analysing body types, including colour analysis
- the basic performance properties of most common goods
- the types of goods certification used in the industry
- the basic performance and physicochemical properties as well as the typical ways of using the most commonly employed materials, accessories and preparations
- the principles of operating the basic machines used in the production process
- the typical techniques of manual and automatic cutting, sewing on typical and special use machines, making alterations and matching elements of goods as well as the thermal treatment and finishing of goods

IS ABLE TO:

- design a set of goods using available limited collections of goods according to generally accepted principles and trends
- modify and adapt existing product designs
- perform simple sketches, fashion magazine and model drawings of a product
- organise one's work in compliance with the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- calculate the amount of materials, accessories and preparations required to produce single basic goods and services
- classify and assess the utility of material and accessories waste
- calculate the cost of producing single basic goods and services
- assess the quality of elements of the goods produced at one's work station during cutting, sewing, altering and matching elements, thermal treatment, finishing and repairing
- perform an organoleptic assessment of the quality and aesthetics of goods or services in accordance with defined norms and standards
- perform a quality assessment of materials and accessories selected for technological treatment in accordance with defined norms and standards as well as identify defects in materials and goods
- perform in-process inspections according to specified principles
- display goods in exhibition space as well as in stores selling clothing, footwear, and leatherware
- communicate information to the client about the performance properties of goods and the materials used in their production
- perform colour and body type analyses
- recognise typical body type and foot flaws
- advise clients on the choice of goods and accessories to result in a fashion style appropriate for their body type and features

- identify fashion trends based on analysing periodicals, fashion magazines and internet resources
- prepare the basic documentation required to certify goods
- select accessories and preparations for specific materials
- perform the simple activities of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings according to instructions, turning it off and securing the machine after work)
- use the tools and equipment needed to perform occupational tasks
- sew stitches manually and by machine, use typical techniques of manually cutting material, construct and assemble the elements of goods as well as use typical thermal and finishing treatments on goods
- understand the basic information provided in the instructions at a work station required to perform technological operations

IS READY TO:

- comply with instructions, principles and legal regulations relating to work safety and ergonomics in the process of producing goods
- respect the copyright of other parties
- establish and maintain essential contacts with colleagues and supervisors required to perform tasks in the process of producing goods
- establish basic contacts with individual clients and maintain the basic rules of working with a client
- autonomously complete the tasks assigned by a supervisor
- take proper care of one's work station (machines, tools, materials) and use raw materials and chemicals rationally
- perform occupational tasks reliably and exactly, ensuring that one's work is of the highest quality
- assess the impact of one's work on the performance of tasks and the results of the team in which one works
- assess the quality, precision and aesthetics of one's performed work
- adapt to changes in the work environment due to new technological developments in the production of goods and changing fashion trends

SQF FI Level 3 – A (Producing and marketing finished goods)

Polish Qualifications Framework level 3 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- basic facts and concepts as well as the dependencies between selected natural and social phenomena and the products of human thought
furthermore, a broader scope of selected facts, concepts and dependencies in specific areas
- the basic conditions of conducted activities

A PERSON IS ABLE TO:

- complete moderately complex tasks following general instructions under partially variable conditions
- solve simple, routine problems under partially variable conditions
- learn partially autonomously under guidance in a structured form
- understand moderately complex statements, formulate moderately complex statements
- understand and formulate very simple statements in a foreign language

A PERSON IS READY TO:

- be a member of various types of communities, function in various social roles and assume the basic obligations ensuing from this
- act and cooperate with others partially autonomously under structured conditions
- evaluate one's own actions and those of the team; take responsibility for the results of those actions

SQF FI Level 4 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 4 – A:

KNOWS AND UNDERSTANDS:

- the principles and techniques of project visualisation
- the basic principles and methods of making and modelling goods
- the principles of adjusting fashion style to a client's social and professional position as well as personal characteristics
- the basic principles of copyright, including the basic principles of producing work and derivative work
- the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection relating to the production process
- the principles of directing and organising the work of a team performing single technological operations in the production process of goods
- the principles of waste management in the production process
- the principles of calculating the costs of consuming materials, accessories and preparations
- selected norms and standards pertaining to the quality of materials, accessories, preparations and goods as well as the technological process
- the principles of performing laboratory and metrology tests
- the consequences of typical problems in the design and manufacturing process resulting in defects in both materials and goods
- the principles of organising and conducting inspections of materials, accessories, preparations, in-process inspections and the final inspection of goods
- the promotional tools used in the fashion market
- the basic methods and channels of distributing goods
- current fashion trends
- the methods of enhancing the advantages and hiding the flaws of different body types by choosing appropriate fashion styles
- the factors influencing the price of finished goods
- the performance properties of a wide range of goods
- the principles of testing and certifying goods
- the performance and physicochemical properties and typical ways of using a wide assortment of materials, accessories and preparations available in the market
- the parameters, application and operation modes of machines used in the production process; principles of operating, adjusting and maintaining machines
- the parameters and application of machines used in the production process; the principles of selecting machines for typical technological processes in the production of goods
- complex manual and automatic sewing techniques applied with both general and special use machines, element treatment and combining techniques, thermal treatment and finishing techniques

IS ABLE TO:

- design a set of goods (in a particular fashion style) using the assortment of goods available in the market, according to generally accepted principles and trends, taking into account the client's needs
- design basic types of goods in compliance with current trends
- implement one's own ideas inspired by current trends and solutions
- perform fashion magazine and model drawings manually and with the use of typical computer software
- construct and shape basic types of goods
- plan the organisation of technological operations to be implemented by a subordinate team in compliance with the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- specify the conditions for storing materials, accessories, preparations and goods
- specify the resources required to perform selected technological operations in the production process
- calculate the amount of materials, accessories and preparations required to produce single products and services

- plan the utilisation of materials and accessories waste in the production process
- calculate the cost of producing single goods and services
- prepare abridged technical and technological documentation and work station instructions
- assess the quality of elements of the goods produced at one's work station or by subordinate workers during cutting, sewing, altering and matching elements, thermal treatment, finishing and repairing
- assess whether the supervised technological operations are being performed properly
- recognise problems in technological processes affecting the quality of goods and eliminate the simple causes of their occurrence
- perform laboratory and metrology tests according to specified instructions and methods
- identify material, construction and technology defects in goods
- supervise the application of the principles of in-process inspections
- present goods and their properties at trade fairs, exhibitions, shows
- prepare simple marketing and media releases, prepare short description of the goods
- analyse information about habits, lifestyle, body type, and identify the more complex needs of an individual client
- advise clients on the choice of goods and fashion style for their social, professional and personal status
- specify the newest fashion trends based on fashion shows and analysing fashion catalogues
- plan, organise and supervise the certification process of goods
- conduct metrology and laboratory tests required to certify goods, assess their compliance with the standards and norms defined in the certification process
- interpret metrology and laboratory test results and based on this, specify the properties of goods
- select materials, accessories and preparations to produce or repair a basic assortment of goods
- specify the performance and physicochemical properties of materials, accessories and preparations for the production of a basic assortment of goods
- perform the moderately complex activities of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings according to instructions, monitoring the settings, turning it off, maintaining and securing the machine after work, recognising problems with its operation)
- select machines for typical technological processes
- specify the tools and equipment needed to perform production tasks, provide work stations with the necessary tools and equipment
- use typical manual and automated cutting techniques, sew with typical and special use sewing machines, construct the elements of goods manually and by machine, join elements by gluing, heat-sealing, riveting and other techniques, apply thermal and finishing treatments to typical goods, those produced infrequently or of non-standard construction
- select the methods and techniques to produce typical and basic goods
- select the treatment parameters for the technological processes of typical, uncomplicated goods
- use basic technical and technological documentation required to perform and supervise technological operations in the process of producing goods.

SQF FI Level 4 – A (Producing and marketing finished goods)

IS READY TO:

- maintain work safety and ergonomics for oneself and subordinate staff when performing tasks to produce goods
- comply with the principles of honesty, reliability, confidentiality and respect for intellectual property rights set out in ethical standards and professional norms
- establish and maintain essential contacts with colleagues, supervisors and contractors required to perform occupational tasks
- establish relationships with individual clients, respect their needs, observe the rules of working with a client
- direct the work of small teams and cooperate with others in performing simple tasks to design goods, organise the work of teams to produce and market goods
- require that subordinates take proper care of their work station and materials
- ensure that one's work and that of one's supervised team demonstrates quality, diligence and aesthetic values
- take responsibility for directing small teams and for the results of one's own activities as well as those of a subordinate team
- assess the impact of the quality of one's work and that of the team one directs on the finished product
- assess the quality, precision and aesthetics of tasks performed by a subordinate team
- demonstrate openness to change in the work environment due to technological developments and changing fashion trends

Polish Qualifications Framework level 4 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broadened set of basic facts, moderately complex concepts and theories and the dependencies between selected natural and social phenomena and the products of human thought furthermore, a broader scope of facts, moderately complex concepts and theories from specific fields and the dependencies between them
- the basic conditions of conducted activities

A PERSON IS ABLE TO:

- complete moderately complex tasks, partially without instructions, often under variable conditions
- solve moderately complex and somewhat non-routine problems often under variable conditions
- learn autonomously in a structured form
- understand complex statements, formulate moderately complex statements on a broad range of issues
- understand and formulate simple statements in a foreign language

A PERSON IS READY TO:

- assume responsibility for participating in various communities and functioning in various social roles
- act and cooperate with others autonomously under structured conditions
- evaluate one's own actions and those of the persons one is directing; take responsibility for the results of one's own actions as well as those of the persons one directs

SQF FI Level 5 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 5 – A:

KNOWS AND UNDERSTANDS:

- the principles and methods of making and modelling goods
- the principles and techniques of the gradation and design of template sets
- the principles of copyright, including the principles of producing work and derivative work
- the methods and systems of organising production
- the principles of production management
- the methods of standardising the consumption of materials
- the methods of optimising production processes and materials consumption
- industry, national and international norms pertaining to the quality of materials, goods and the manufacturing process of goods
- the consequences of diagnosed non-routine problems in the design and manufacturing process resulting in defects in materials and goods
- the principles of selecting the appropriate forms of communication and types of media channels depending on the target group
- the factors influencing consumer purchasing habits and factors shaping fashion trends
- the methods and channels of distributing goods
- novelties in global fashion markets
- the impact of market factors, such as fashion trends, the season, target group, or distribution channels on the price of finished goods
- the requirements for the certification of goods relating to the materials, accessories, preparations, goods and technologies used
- the legal regulations on goods certification

IS ABLE TO:

- design a wide assortment of goods taking into account current trends
- implement one's own ideas in design, production and marketing
- exhibit creativity in implementing typical projects and tasks
- gradate templates, design template sets manually and with the use of typical computer software
- construct and shape goods manually and by using typical computer software
- plan the organisation of the production process in compliance with the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- plan and organise the locations of work stations for the technological process, plan and organise internal transport
- specify the resources required to implement the production process
- define the norms for the amount of materials, accessories and preparations required in the production process
- use computer software for zero-waste cutting
- prepare budgets to produce a batch of goods
- prepare technical and technological documentation and work station instructions
- analyse the causes of a faulty production process affecting the quality of goods, eliminate the complex causes of the problems occurring in the production process
- indicate and analyse the causes of errors in goods
- formulate recommendations to prevent defects in goods
- develop instructions for the application of technical and legal norms relating to the quality of materials, accessories, preparations and goods
- specify the principles of inspecting materials, accessories and preparations as well as in-process inspections and the inspection of final goods
- plan and organise the display of goods at trade fairs, exhibitions, photography sessions
- prepare marketing and media releases about goods and their properties
- interpret consumer needs studies and identify target group needs
- identify fashion trends based on market research, fashion shows and the newest information in the print media

- specify the testing techniques and methods required to certify goods
- specify the materials, accessories and preparations to produce or repair a wide assortment of goods
- specify the performance and physicochemical properties of materials, accessories and preparations for the production of a wide assortment of goods
- perform the complex tasks of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings, monitoring the work of the machine, adjusting the settings depending on the course of the process, turning it off, maintaining and securing the machine after work, diagnosing irregularities and problems with its operation)
- select the machines to be used for the production of goods using different technologies
- use complex manual and automatic cutting techniques, typical and special use sewing machines, construct the elements of goods manually and by machine, join elements by gluing, heat-sealing, riveting and other techniques, apply thermal and finishing treatments to typical goods
- select the methods and techniques to produce a wide assortment of goods, including non-standard goods, such as for unusual body types, taking into account fancy model lines
- select the parameters of the treatments in the production of a wide assortment of goods; monitor and modify the parameters of treatments as determined by the course of the technological process
- use technical and technological documentation required to perform and supervise technological operations in the process of producing goods

IS READY TO:

- act to improve work safety and quality in one's work environment
- maintain professional confidentiality and comply with regulations on intellectual property rights
- develop positive relations in the work environment, motivate others to work
- exhibit empathy in contacts with individual clients, respects the needs of individual clients as well as groups of recipients of goods, taking into account client needs when performing occupational tasks
- establish long-term relationships in the professional community required to perform the occupational tasks of designing, producing and marketing goods
- direct the work of teams and cooperate with others in the technical and technological design processes of goods, organise the production process, perform tasks to produce and market goods
- critically assess the results of one's own work and that of the team one directs, predict the consequences of one's activities
- demonstrate openness to change in the work environment and professional community due to technological developments in production and changing fashion trends

SQF FI Level 5 – A (Producing and marketing finished goods)

Polish Qualifications Framework level 5 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broad scope of facts, theories, methods and the dependencies between them
- the diverse conditions of conducted activities

A PERSON IS ABLE TO:

- complete tasks without instructions under variable, predictable conditions
- solve moderately complex and non-routine problems under variable, predictable conditions
- learn autonomously
- understand moderately complex statements, formulate moderately complex statements using specialised terminology
- understand and formulate very simple statements in a foreign language using specialised terminology

A PERSON IS READY TO:

- assume basic professional and social responsibilities, evaluate and interpret them
- independently act and cooperate with others under structured conditions, direct a small team under structured conditions
- evaluate one's own actions and those of others and the teams one directs; assume responsibility for the results of those actions

SQF FI Level 6– A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 6 – A:

KNOWS AND UNDERSTANDS:

- the principles of composing collections of goods
- the principles of using software for the visualisation, construction and modelling of goods
- copyright and national and international norms regarding copyright as well as protecting and using intellectual property
- the methods and techniques of quality management
- the principles of selecting the appropriate marketing tools depending on the message, target group and product characteristics
- the methods of researching consumer needs and the market
- the specific characteristics of different sales markets
- fashion trend forecasting
- the performance and physicochemical properties and various ways of using a wide range of materials, accessories and preparations available in the market
- the technical innovations of machines used in the production of goods
- the principles of writing software to operate the machines used in the production of goods
- the premises and potential methods of using various technologies to produce goods

IS ABLE TO:

- design one's own non-routine fashion style using the assortment of goods available in the market
- design one's own goods and collections of goods and one's own material patterns
- implement one's own ideas that inspire others to develop creative solutions for the design, production and marketing of goods
- exhibit creativity in developing unconventional solutions
- visualise projects, construct and model goods with the use of advanced digital technologies
- construct and shape complex and non-routine goods e.g. for non-typical body types, or model construction requiring a complex cutting pattern
- develop and implement organisational solutions to improve the conditions and quality of work
- select production methods and systems
- develop and implement solutions to optimise the cost of producing goods
- perform a profitability analysis of the production costs of goods taking into account the total costs of production and sales prognosis
- prepare workplace regulations and standards pertaining to the production process
- apply different techniques and methods of quality control
- specify the procedures for supervising the production process
- diagnose the causes of a faulty production process affecting the quality of goods, specify methods to prevent problems in the production of goods, formulate recommendations for improving the quality of the production process
- specify workplace norms pertaining to the quality of materials, accessories, preparations and goods
- specify the methods and techniques of inspecting materials, accessories and preparations as well as in-process inspections and the inspection of final goods
- plan and organise the display of goods at fashion shows taking into account the character of the goods and target group
- select the methods and tools to promote a collection of goods taking into account the characteristics of the market and target group needs
- plan and conduct consumer needs studies
- motivate clients to care about their image or to alter it
- plan and conduct market research, specify the distinct characteristics of the market, analyse typical sociological factors affecting fashion trends, predict fashion trends

- apply advanced computer techniques to analyse the properties of goods
- conduct market research and diagnose the requirements for the comfort, safety, performance and physicochemical properties of goods, including special use products
- develop non-standard methods of using a wide assortment of materials and accessories available in the market for the production of goods
- specify the performance and physicochemical properties of materials, accessories and preparations required to produce a wide range of goods, including special use goods
- program computer controlled machines
- supervise the use of the fleet of machines, formulate conclusions and recommendations pertaining to the modification and modernisation of the equipment
- use complex manual and automatic cutting techniques, sew with typical and special use sewing machines, construct the elements of goods manually and by machine, join elements by gluing, heat-sealing, riveting and other techniques, apply thermal and finishing treatments to typical goods, those produced infrequently or of non-standard construction
- develop non-standard ways of making goods with the use of typical, well-known techniques and methods
- select the parameters of the treatments in the production of a wide assortment of goods, including goods made from untypical materials, of complex construction and special use goods as well as monitor and modify the parameters of treatments as determined by the course of the technological process.

IS READY TO:

- act to improve work safety and quality in the professional community
- require one's own and others' observance of professional confidentiality and legal regulations on intellectual property rights
- promote a culture of honest competition in the professional community
- take the complex needs of clients into account and sensitise others to clients' needs when performing professional tasks
- establish long-term relationships in the professional community conducive to business growth and a positive image of the goods being produced
- coordinate the work of different persons and teams in the technical and technological design processes of goods, organise production processes, perform tasks to produce and market goods
- take responsibility for the activities of large teams and the results of their work
- critically assess one's own work and that of the team one directs, predict the consequences of one's own activities and those of subordinate teams, especially the effect of their quality on customer satisfaction and brand image
- initiate changes in the work environment relating to technological developments in the production of goods and changing fashion trends

SQF FI Level 6 – A (Producing and marketing finished goods)

Polish Qualifications Framework level 6 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- an advanced level of facts, theories, methods and the complex dependencies between them
- the diverse, complex conditions of conducted activities

A PERSON IS ABLE TO:

- innovatively complete tasks and solve complex and non-routine problems under variable and not fully predictable conditions
- autonomously plan one's lifelong learning
- communicate in one's environment, substantiate one's position

A PERSON IS READY TO:

- cultivate and disseminate models of good practice in the workplace and beyond
- make decisions independently; critically evaluate one's own actions, those of the team one directs and the organisations in which one participates; assume responsibility for the results of those actions

SQF FI Level 7 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 7 – A:

KNOWS AND UNDERSTANDS:

- the processes of optimising and rationalising production
- the methods and strategies of marketing activities in the industry
- the principles of developing and implementing marketing strategies
- the performance and physicochemical properties and potential ways of using materials, accessories and preparations from different fields in production
- the premises and potential methods of using technologies from other fields to produce goods

IS ABLE TO:

- design goods and collections of goods by applying innovative solutions in combining textures, colours as well as in designing forms, patterns and shapes
- use innovative solutions to increase the comfort, safety and functionality of goods
- implement complex occupational tasks demonstrating creativity, artistic sensitivity and an unconventional approach
- use innovative methods to visualise projects, construct and model goods
- design and implement organisational solutions to improve the efficiency and quality of work
- implement methods to optimise the use of materials, accessories and preparations in the production process
- develop and implement procedures to ensure the quality of goods
- plan and organise the display of goods at fashion shows with a large reach (national or international) taking into account the characteristics of the goods, target group and market
- develop and conduct a marketing strategy for a collection of goods
- research and analyse the complex sociological and cultural factors shaping the needs and purchasing habits of target groups, identify subconscious and hidden needs
- plan the market research process, analyse complex sociological and cultural factors influencing fashion trends, predict fashion trends
- develop the premises for new certificates for goods of daily use taking into account recipients' needs and develop the norms and certificates for special use goods
- develop methods of using a wide assortment of materials and accessories, including materials from different fields, for the production of goods
- design and modernise the fleet of machines
- develop methods of applying the achievements attained in various fields in the production of goods and implement technologies from other fields to produce goods

IS READY TO:

- develop and implement model patterns of behaviour, organisational culture and safety while working on production processes
- develop models of ethical behaviour in respecting copyright and intellectual property rights
- propagate customer-friendly attitudes and openness to clients' needs at work and in the professional community
- cooperate in the broadly understood professional community on activities conducive to developing technology, new trends and a positive image of the brand and its goods
- develop models of the rational and efficient management of resources
- propagate the principles of ensuring a high quality of goods
- take responsibility for the goods delivered to clients, especially as this relates to their safety and impact on life and health
- initiate changes in the professional community relating to technological developments in the production of goods and changing fashion trends

Polish Qualifications Framework level 7 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- an in-depth level of selected facts, theories, methods and the complex dependencies between them, also in relationship to other fields
- the diverse, complex conditions and axiological context of conducted activities

A PERSON IS ABLE TO:

- complete tasks as well as formulate and solve problems with the use of new knowledge, also from other fields
- independently plan one's own lifelong learning and direct others in this area
- communicate with various target groups, appropriately substantiate one's position

A PERSON IS READY TO:

- establish and develop models of good practice in the environments of work and life
- initiate actions, critically assess oneself as well as the teams and organisations in which one participates; lead a group and take responsibility for it

SQF FI Level 8 – A (Producing and marketing finished goods)

Sectoral qualifications at SQF FI level 8 – A:

KNOWS AND UNDERSTANDS:

- the principles of the operation of computer aided design (CAD) and production as well as other computer aided manufacturing systems (CAM)
- global innovations in the field of materials from various fields that can potentially be used to produce goods
- global innovations in the technologies used to produce goods

IS ABLE TO:

- design and implement innovative solutions to increase the comfort, safety and functionality of goods
- create new trends in fashion taking into account the complex needs of various target groups
- develop innovative methods to visualise projects, construct and model goods
- develop methods and algorithms to minimise waste (zero-waste cutting)
- develop national and international norms pertaining to the quality of materials, goods and the production process
- develop and implement internationally novel methods of using innovative materials
- develop and implement innovative methods and techniques to produce goods

IS READY TO:

- formulate model attitudes aimed at developing innovative solutions to meet the complex needs of diverse target groups
- initiate and develop cooperation with the scientific and business communities, also internationally, to transfer innovative solutions in the design and production of goods
- indicate directions of development in the fashion industry relating to innovative designs, applied technologies, materials and organisational solutions

Polish Qualifications Framework level 8 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- the world's achievements in science and the arts and the resulting implications of this for practice

A PERSON IS ABLE TO:

- analyse and creatively synthesise scientific and creative achievements to identify and solve research problems as well as those relating to innovative and creative activities; contribute new elements to these achievements
- independently plan one's own development as well as inspire the development of others
- participate in the exchange of experiences and ideas, also in the international community

A PERSON IS READY TO:

- conduct independent research which contributes to existing scientific and creative achievements; assume professional and public challenges taking into consideration:
 - their ethical dimension
 - responsibility for their resultsand develop models of good practice in such situations

SQF FI – B

**PROCESSING TEXTILE AND LEATHER RAW
MATERIALS AND MARKETING TEXTILE
AND LEATHER PRODUCTS**

SQF FI Level 2 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 2 – B:

KNOWS AND UNDERSTANDS:

- workplace health and safety, fire prevention, ergonomics and environmental protection principles and basic regulations relating to the occupational tasks being performed
- the instructions for completing the basic documentation relating to the occupational activities performed
- the requirements relating to the quality of one's occupational activities
- the basic principles of performing an organoleptic quality assessment of raw materials and intermediate products in a basic, limited scope (completeness and basic parameters, such as colour, size, visible defects)
- the basic terminology relating to the raw materials and chemicals used in the technological process (basic types, properties, trade names of the raw materials and chemicals)
- the basic terminology relating to rawhide tanning and manufacturing textile products
- the principles of basic machine operation and the use of simple, typical work station tools
- the principles of handling production waste and effluents within the scope of the performed occupational activities

IS ABLE TO:

- organise one's work station in compliance with the instructions relating to the regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- complete the basic documentation relating to the simple occupational activities performed
- assess the extent to which one's occupational activities are performed correctly
- recognise types of raw materials and chemicals based on graphic signs, trade names and elementary physical characteristics
- perform the basic functions of operating machines (preparing the machine for work, turning it on, turning it off and securing the machine after work)
- perform simple auxiliary functions in the manufacturing process and basic, simple functions relating to the preparation of raw materials for manufacturing, as well as the transport between work stations and storage of raw materials, intermediate and final products
- use the simple, typical tools and equipment employed at a work station
- perform occupational tasks by following simple instructions and orders
- apply workplace instructions on handling the production waste and effluents relating to performed occupational activities

IS READY TO:

- act in accordance with prevailing principles, instructions and orders relating to the safe performance of simple activities in the manufacturing process
- establish and maintain the essential relationships with colleagues and supervisors required to perform simple activities in the manufacturing process
- cooperate in a team, diligently perform the assignments given by one's supervisor
- take proper care of the equipment at one's work station (machines, tools, materials)
- assess the activities performed individually or in a team

Polish Qualifications Framework level 2 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broadened set of elementary facts, simple concepts as well as the dependencies between selected natural and social phenomena and the products of human thought

A PERSON IS ABLE TO:

- complete simple tasks following general instructions most often under typical conditions
- solve simple, routine problems most often under typical conditions
- learn under guidance in a structured form
- understand moderately complex statements, formulate simple statements
- formulate and understand the simplest statements in a foreign language

A PERSON IS READY TO:

- assume the obligations arising from membership in various communities
- act and cooperate with others under direction in structured conditions
- evaluate the actions in which one participates and take responsibility for the results of those actions

SQF FI Level 3 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 3 – B:

KNOWS AND UNDERSTANDS:

- workplace health and safety, fire prevention, ergonomics and environmental protection principles and regulations relating to one's occupational tasks
- the principles of documenting the tasks performed in the manufacturing process
- the principles of performing an organoleptic assessment, principles of taking and preparing samples for laboratory and metrology tests
- the most common errors occurring in the products made and typical methods of eliminating them
- the types of certificates and attestations in the leather and textile industry
- the basic performance properties of leather and textile products
- the basic physical properties (e.g. size, colour, texture, thickness) distinguishing the raw materials most often used in leather and textile manufacturing
- the basic physicochemical properties, scientific names, trade names and graphic signs of the chemicals used in the manufacturing process
- the terminology relating to rawhide tanning and manufacturing textile products; basic techniques and methods used in technological processes
- the principles of machine operation and the use of work station tools
- the principles of following work station instructions
- the procedures of handling production waste and effluents within the scope of performed occupational activities

IS ABLE TO:

- organise one's work station and one's own work in compliance with the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- maintain the basic documentation relating to the technological operations performed
- assess the quality of one's work and the extent to which the course of one's activities in the technological process are performed correctly
- recognise and eliminate typical errors in the manufactured products (e.g. tying weaving knots)
- perform a basic organoleptic quality assessment of raw materials, intermediate and finished products; identify the most common visible defects and damage
- perform an in-process inspection according to specified principles
- take and prepare samples of raw materials, intermediate products, chemicals and technological solutions for tests
- prepare the basic documentation required to certify leather and textile products
- specify the physical properties of leather and textile raw materials based on taking basic measurements
- prepare raw materials and chemicals in accordance with a production order
- make technological solutions and baths in accordance with formulas
- perform the activities of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings according to instructions, turning it off and securing the machine after work)
- perform activities relating to the preparation of raw materials and intermediate products for the technological process, e.g. prepare the weft and warp, place leather and textile raw materials in the machine
- use the tools and equipment needed to perform occupational tasks
- understand the basic information required to perform technological operations provided in the instructions at a work station
- secure, in accordance with instructions, production waste and effluents

IS READY TO:

- comply with instructions, principles and legal regulations in workplace health and safety, work ergonomics and environmental protection in the manufacturing process
- establish and maintain the essential relationships with colleagues and supervisors required to perform tasks in the manufacturing process
- autonomously complete the tasks assigned by a supervisor
- take proper care of the equipment at one's work station (machines, tools, materials) and rationally use raw materials and chemicals
- perform occupational tasks exactly and diligently, ensure the quality of one's work
- assess the impact of one's work on task performance and the performance of the team in which one works
- assess the quality and diligence of one's own work
- adapt to changes in the work environment relating to the development of manufacturing technologies

Polish Qualifications Framework level 3 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- basic facts and concepts as well as the dependencies between selected natural and social phenomena and the products of human thought
furthermore, a broader scope of selected facts, concepts and dependencies in specific areas
- the basic conditions of conducted activities

A PERSON IS ABLE TO:

- complete moderately complex tasks following general instructions under partially variable conditions
- solve simple, routine problems under partially variable conditions
- learn partially autonomously under guidance in a structured form
- understand moderately complex statements, formulate moderately complex statements
- understand and formulate very simple statements in a foreign language

A PERSON IS READY TO:

- be a member of various types of communities, function in various social roles and assume the basic obligations ensuing from this
- act and cooperate with others partially autonomously under structured conditions
- evaluate one's own actions and those of the team; take responsibility for the results of those actions

SQF FI Level 4 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 4 – B:

KNOWS AND UNDERSTANDS:

- workplace health and safety, fire prevention, ergonomics and environmental protection principles and regulations relating to the manufacturing process; the threats relating to the occupational tasks being performed to manufacture leather and textile products
- the principles of preparing and maintaining the technical documentation of the technological process
- the quality requirements and standards in the manufacturing process
- the principles of applying quality norms and standards to raw materials, intermediate products and chemicals
- the basic principles of performing an in-process inspection
- the material, technological and structural defects of raw materials, intermediate and finished products and their causes
- the principles of certifying and attesting leather and textile products
- the performance and physicochemical properties of leather and textile products
- the methods and techniques of testing the properties of products
- the topographic, physical, chemical and histological structure as well as the basic physicochemical and performance properties of raw materials
- the physicochemical properties of the chemicals used in manufacturing
- typical technical and technological processes of preparing, manufacturing and finishing leather and textile products
- the parameters and application of machines used in the manufacturing process; the principles of choosing machines for typical technological processes in manufacturing leather and textile products
- the use of typical tools used in the manufacturing process; the principles of using and choosing tools to perform specific tasks to manufacture leather and textile products.
- the principles of using technical and technological documentation
- legal regulations on the use and treatment of environmentally hazardous substances
- the norms of production waste and effluent treatment
- the environmental threats resulting from the chemicals used in the manufacturing process

IS ABLE TO:

- plan the organisation of technological operations implemented by a subordinate team in compliance with the principles and regulations on workplace health and safety, fire prevention, ergonomics and environmental protection
- provide instructions on workplace safety, the principles of environmental protection and handling chemicals
- specify the conditions required to store raw materials, intermediate products and finished products
- specify the size of production batches, taking into account the throughput of machines and equipment
- calculate the consumption of the raw materials and chemicals required for a specified production batch
- prepare abridged technical and technological documentation and work station instructions, maintain the documentation relating to performed and supervised technological operations
- assess the quality of one's work and that of subordinate staff and assess the extent to which the course of the supervised technological process is performed correctly
- recognise problems in the technological process affecting product quality and eliminate the simple causes of their occurrence
- identify the material, construction and technological defects of products
- perform a quality assessment of raw materials and intermediate goods intended for technological treatment in accordance with defined norms and standards; identify defects and damage
- specify the physical properties of raw materials and intermediate products based on an organoleptic assessment and measurements
- supervise the application of principles relating to in-process inspections in the technological process
- perform laboratory and metrology tests in accordance with specific instructions
- apply quality standards and norms
- plan, organise and supervise the certification process for leather and textile products

- perform basic metrology tests needed to certify leather and textile products
- classify raw materials, intermediate products and finished products, sort them in accordance with their intended assortment
- select chemicals for technological operations
- perform moderately complex tasks of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings according to instructions, monitoring the settings, turning it off, maintaining and securing the machine after work, recognising problems in its operation)
- select machines for typical technological processes
- perform moderately complex technological operations requiring supervision to ensure that the course of the process is conducted correctly and the parameters are regulated depending on the course of the process, e.g. of weaving, knitting, soaking leather
- specify the tools and equipment needed to perform selected technological operations; equip work stations with the necessary tools and equipment
- set the parameters of the technological processes (e.g. temperature, ph, time, weaving and knitting parameters) required to manufacture typical products
- monitor and modify the parameters of treatments as determined by the course of the technological process
- use the basic technical and technological documentation required to perform and supervise specified operations in manufacturing leather and textile products
- secure, in accordance with procedures, production waste and effluents; oversee the compliance of subordinate workers with the principles and procedures of handling production waste and effluents
- specify the harmful substances in production effluents based on performed laboratory tests

IS READY TO:

- ensure the safety and ergonomics of one's own work and that of subordinate staff in manufacturing
- implement occupational tasks with respect for natural resources and ensuring the protection of the natural environment
- comply with the specified professional ethical standards and norms of honesty, reliability and confidentiality
- establish and maintain relationships with colleagues, supervisors and contractors required to perform occupational tasks
- perform occupational tasks in accordance with clients' expectations
- direct the work of small teams and cooperate with others to implement assigned tasks in production processes.
- require that subordinate workers take proper care of the equipment and materials at their work station
- ensure the quality, diligence and aesthetic value of one's own work and that of the team one directs
- accept responsibility for directing a small team as well as the results of one's work and the work of a subordinate team
- assess the impact of one's work quality and that of the team one directs on the quality of the finished product
- assess the quality and diligence of one's own work and that of a subordinate team
- demonstrate openness to changes in the work environment relating to the development of manufacturing technologies

SQF FI Level 4 – B (Processing textile and leather raw materials and marketing textile and leather products)

Polish Qualifications Framework level 4 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broadened set of basic facts, moderately complex concepts and theories and the dependencies between selected natural and social phenomena and the products of human thought furthermore, a broader scope of facts, moderately complex concepts and theories from specific fields and the dependencies between them
- the basic conditions of conducted activities

A PERSON IS ABLE TO:

- complete moderately complex tasks, partially without instructions, often under variable conditions
- solve moderately complex and somewhat non-routine problems often under variable conditions
- learn autonomously in a structured form
- understand complex statements, formulate moderately complex statements on a broad range of issues
- understand and formulate simple statements in a foreign language

A PERSON IS READY TO:

- assume responsibility for participating in various communities and functioning in various social roles
- act and cooperate with others autonomously under structured conditions
- evaluate one's own actions and those of the persons one is directing; take responsibility for the results of one's own actions as well as those of the persons one directs

SQF FI Level 5 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 5 – B:

KNOWS AND UNDERSTANDS:

- the methods and systems of organising manufacturing
- the methods of standardising the use of raw materials and planning manufacturing inventory
- selected quality norms and standards for raw materials, chemicals, intermediate products as well as the course of the technological process
- the principles of organising and inspecting raw materials, intermediate products, as well as performing in-process and final inspections
- the consequences of typical problems in the design and manufacturing process resulting in defects in both materials and goods
- the legal regulations on the certification of products
- the requirements pertaining to the raw materials, products and applied technologies defined for different certificates and attestations used in the leather and textile industry
- the chemical reactions and physical phenomena occurring in the technological processes involving raw materials and chemicals
- the technology of rawhide tanning and manufacturing textile products
- the parameters, application and operation modes of machines used in the production process; the principles of operating, adjusting and maintaining machines
- the basic principles of copyright as well as protecting and using intellectual property
- the impact of the substances used in the manufacturing process on the natural environment
- the principles and methods of neutralising environmentally harmful organic and inorganic substances

IS ABLE TO:

- plan the organisation of the production process in compliance with the principles and regulations of workplace health and safety, fire prevention, ergonomics and environmental protection
- plan and organise the locations of work stations for the technological process, internal transport and specify the conditions for storing raw materials, intermediate products and finished products
- specify the resources required to implement the production process
- prepare budgets to manufacture products
- specify the norms for the consumption of raw materials and chemicals in the manufacturing process
- develop technical and technological documentation
- analyse the causes of faulty manufacturing processes affecting product quality, eliminate the complex causes of problems occurring in product manufacturing
- develop a plan to inspect raw materials, intermediate products, as well as to conduct in-process and final inspections
- interpret the results of metrology and laboratory tests and based on them, specify the properties of raw materials and intermediate products
- specify the intended use of assortments of raw materials, intermediate products and products based on a performed quality assessment
- develop instructions for applying technical and legal norms relating to the quality of raw materials, intermediate and finished products
- perform metrology and laboratory tests needed to certify products; assess the compliance of products with their certification standards and norms
- interpret metrology and laboratory test results and use them to specify the functional and physicochemical properties of products
- develop the performance standards for products depending on their construction, raw material composition and finishing
- monitor the use of chemicals and modify formulas to a limited extent, depending on the course of the technological process

- perform the complex tasks of operating machines (preparing the machine for work, turning it on, regulating it, adjusting the settings, monitoring its work, adjusting the settings as needed during the course of the process, turning it off, maintaining and securing the machine after work, diagnosing irregularities and problems in its operation)
- specify the machines to be used to manufacture products using diverse technologies
- perform technological operations requiring the ongoing assessment of the results of the work being conducted, e.g. of splitting hides, dyeing and finishing leather and textile products
- select the parameters of the technological processes (temperature, pH, time, weaving and knitting parameters) to manufacture products using diverse technologies
- use the technical and technological documentation required to perform and supervise the course of technological operations
- inspect compliance with the principles and procedures of handling production waste and effluents in the manufacturing plant
- specify the methods of production effluent and waste treatment; supervise the treatment of effluents and waste in accordance with norms and legal regulations

IS READY TO:

- act to increase work safety and quality in one's work environment
- promote attitudes favouring environmental protection in the workplace
- comply with professional confidentiality and the legal regulations on using intellectual property
- develop positive relationships in the workplace, motivate others to work, establish long-term business relationships with suppliers and recipients of products
- perform occupational tasks in accordance with clients' expectations and take into account the needs of end-users of the products resulting from the performed tasks
- establish long-term relationships in the professional community required to perform occupational tasks relating to the design, manufacturing and promotion of goods
- direct the work of teams and cooperate with others in the technical and technological design processes, organisation of the manufacturing process and implementation of tasks in the manufacturing process
- critically assess the effects of one's own work and that of the teams one directs, predict the consequences of one's own activities
- demonstrate openness to changes in the work environment and professional community relating to the development of manufacturing technologies

SQF FI Level 5 – B (Processing textile and leather raw materials and marketing textile and leather products)

Polish Qualifications Framework level 5 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- a broad scope of facts, theories, methods and the dependencies between them
- the diverse conditions of conducted activities

A PERSON IS ABLE TO:

- complete tasks without instructions under variable, predictable conditions
- solve moderately complex and non-routine problems under variable, predictable conditions
- learn autonomously
- understand moderately complex statements, formulate moderately complex statements using specialised terminology
- understand and formulate very simple statements in a foreign language using specialised terminology

A PERSON IS READY TO:

- assume basic professional and social responsibilities, evaluate and interpret them
- independently act and cooperate with others under structured conditions, direct a small team under structured conditions
- evaluate one's own actions and those of others and the teams one directs; assume responsibility for the results of those actions

SQF FI Level 6 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 6 – B:

KNOWS AND UNDERSTANDS:

- the principles of manufacturing management
- the methods of optimising production processes and materials consumption
- industry, national and international quality norms for raw materials, intermediate products, products and the manufacturing process
- the consequences of diagnosed non-routine problems in the design and manufacturing process resulting in defects in materials and goods
- advanced computer techniques used to determine the properties of products
- the use of leather and textiles in the typical goods of daily use
- the requirements of recipients and end-users pertaining to the performance and physicochemical properties of leather and textiles intended for typical goods of daily use
- a broad scope of physical and chemical knowledge used in the process of rawhide tanning and manufacturing textile products
- technical and technological innovations in manufacturing leather and textile products
- the principles of writing software to operate the machines used in manufacturing leather and textile products
- the principles of the technical design of products; the principles of project visualisation
- copyright, patent law and the principles of protecting and using intellectual property

IS ABLE TO:

- develop and implement organisational solutions to improve work conditions and quality
- select production methods and systems
- analyse the profitability of the manufacturing process taking into the account total costs of production and sales prognosis
- develop workplace regulations and norms pertaining to the implementation of the manufacturing process
- implement one's own ideas inspiring others to develop creative solutions in the area of formulating concepts and implementing technologies in manufacturing leather and textile products
- formulate the procedures for supervising the production process
- apply different techniques and methods of quality management
- diagnose the causes of faulty manufacturing processes affecting product quality, specify the methods required to prevent errors in product manufacturing, formulate recommendations on improving manufacturing quality
- specify the methods and techniques of inspecting raw materials, intermediate products, products, as well as in conducting in-process and final inspections
- specify workplace norms pertaining to the quality of raw materials, intermediate and finished products
- specify the methods and techniques of testing the properties of products for the certification of leather and textile products
- use advanced computer techniques to analyse the properties of products
- conduct market research and diagnose recipients' requirements concerning the performance parameters and physicochemical properties of leather and textiles products intended for typical daily use
- develop technological formulas of solutions and baths used in the technological process
- program computer controlled machines
- specify the machines to be used to manufacture products using diverse technologies, including for the manufacturing of innovative products having non-standard properties or construction
- supervise the use of the fleet of machines, formulate conclusions and recommendations pertaining to the modification and modernisation of the equipment
- select the parameters of the technological processes (temperature, ph, time, weaving and knitting parameters) to manufacture innovative products or those having non-standard properties or construction
- apply technologies from other fields to manufacture innovative products
- design typical fabric and knitwear weaves, use computer software for the technical design and visualisation of the products

- design methods of finishing leather and textile products depending on their intended product assortment
- develop workplace principles and procedures of handling production waste and effluents

IS READY TO:

- act to increase work safety and quality in the professional community
- promote attitudes favouring environmental protection in the professional community
- require oneself and others to comply with professional confidentiality and the legal regulations on using intellectual property
- establish long-term relationships in the professional community required to develop businesses and a positive image of the goods
- coordinate the cooperation of various people and teams in technical and technological design processes, organisation of the manufacturing process and implementation of tasks in the manufacturing process
- take responsibility for the activities of large teams and the results of their work
- initiate changes in the work environment relating to the development of manufacturing technologies

Polish Qualifications Framework level 6 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- an advanced level of facts, theories, methods and the complex dependencies between them
- the diverse, complex conditions of conducted activities

A PERSON IS ABLE TO:

- innovatively complete tasks and solve complex and non-routine problems under variable and not fully predictable conditions
- autonomously plan one's lifelong learning
- communicate in one's environment, substantiate one's position

A PERSON IS READY TO:

- cultivate and disseminate models of good practice in the workplace and beyond
- make decisions independently; critically evaluate one's own actions, those of the team one directs and the organisations in which one participates; assume responsibility for the results of those actions

SQF FI Level 7 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 7 – B:

KNOWS AND UNDERSTANDS:

- the processes of optimising and rationalising manufacturing processes
- the methods and techniques of quality management
- the scientific achievements relating to the properties of leather and textile products
- the use of innovative leather and textile goods in the production of clothing, footwear, accessories and other typical goods of daily use
- the methods and techniques of testing recipients' needs and diagnosing their demands for innovations in manufacturing leather and textile products
- the scientific achievements in the field of new raw materials and new properties of existing materials and their potential application in leather and textile manufacturing
- innovations in the field of the agents and chemicals that could potentially be used in leather and textile manufacturing
- technical and technological innovations from different fields and their potential application in manufacturing leather and textile products
- technical innovations relating to the machines used to manufacture leather and textile products
- advanced computer technologies supporting technical design and product visualisation
- copyright, patent law, national and international norms relating to copyright as well as protecting and using intellectual property
- innovative technologies in treating effluents and waste resulting from rawhide tanning and textile manufacturing

IS ABLE TO:

- design and implement organisational solutions to improve work efficiency and quality
- design and implement solutions to optimise manufacturing costs
- implement one's own innovative ideas inspiring others to develop creative solutions in the area of formulating concepts and implementing technologies in manufacturing leather and textile products
- develop and implement quality assurance and compliance procedures for products
- develop the principles of new certificates for leather and textile products taking into account recipients' needs
- conduct research and determine the demand for innovative materials in the production of clothing, footwear, accessories and other typical daily use products
- develop concepts and implement manufacturing technologies for leather and textile products having innovative properties to be applied in the production of clothing, footwear, accessories and other typical products of daily use
- introduce innovative raw materials to leather and textile product manufacturing
- develop new formulas for technological processes using innovative chemicals
- design and modernise the fleet of machines
- develop methods of applying technologies from other fields to manufacture innovative products
- design innovative weaves of knitwear, fabric and other textile products, apply advanced digital technologies for the technical design and visualisation of products
- develop/design new ways of finishing leather and textile products, influencing the appearance and performance properties of products
- implement new technologies and methods of waste treatment in the manufacturing plant

IS READY TO:

- develop and implement model patterns of behaviour, organisational culture and safety in the professional community relating to manufacturing processes
- develop models of environmental protection relating to manufacturing processes; propagate the concept of sustainable development in the professional community

- develop models of ethical behaviour relating to respect for intellectual property rights and the use of innovative technologies and materials in implementing professional activities
- cooperate in the broadly understood professional and scientific community to undertake activities leading to the development of innovative materials and technologies
- develop models of the rational and economical management of resources
- propagate the principles of maintaining the high quality of goods
- take responsibility for the products delivered to clients, especially in terms of safety and impact on users' life and health
- initiate changes in the professional community relating to the development of manufacturing technologies

Polish Qualifications Framework level 7 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- an in-depth level of selected facts, theories, methods and the complex dependencies between them, also in relationship to other fields
- the diverse, complex conditions and axiological context of conducted activities

A PERSON IS ABLE TO:

- complete tasks as well as formulate and solve problems with the use of new knowledge, also from other fields
- independently plan one's own lifelong learning and direct others in this area
- communicate with various target groups, appropriately substantiate one's position

A PERSON IS READY TO:

- establish and develop models of good practice in the environments of work and life
- initiate actions, critically assess oneself as well as the teams and organisations in which one participates; lead a group and take responsibility for it

SQF FI Level 8 – B (Processing textile and leather raw materials and marketing textile and leather products)

Sectoral qualifications at SQF FI level 8 – B:

KNOWS AND UNDERSTANDS:

- the latest scientific achievements as well as current and planned research areas relating to the properties of leather and textile products
- the use of innovative leather and textile products in different fields
- the developing needs of different sectors for using innovative leather and textile products
- the latest achievements in the areas of chemistry, physics, biotechnology, nanotechnology and other scientific fields and their potential application in developing and modifying the raw materials used in the rawhide tanning and textile industry
- global technological innovations in manufacturing leather and textile products

IS ABLE TO:

- develop national and international norms relating to the quality of materials, products and the product manufacturing process
- conduct research and determine the demand for innovative products in different sectors, specify recipients' needs for innovations, formulate research problems taking into account recipients' needs for innovation
- develop concepts and implement manufacturing technologies for leather and textile products having innovative properties that enable the creation of advanced technological solutions in various sectors/industries, such as medicine, construction and the clothing industry
- perform research to obtain new raw materials and to modify the properties of existing raw materials used in manufacturing leather and textile products
- develop technologies to manufacture innovative products and those with innovative properties
- develop and implement innovative product manufacturing methods and technologies
- develop innovative methods of production waste and effluent treatment
- develop technologies to minimise the negative impact of leather and textile manufacturing on the natural environment

IS READY TO:

- initiate and propagate activities on behalf of environmental protection and minimise the harmful effects of the industry on the natural environment
- conduct scientific research in an independent manner and respect ethical principles and intellectual property rights; propagate ethical principles and the responsible performance of research and implementation activities in the sector
- develop innovative solutions to meet the development needs of different sectors/industries
- initiate and develop cooperation with the scientific and business communities, also at the international level, to develop and transfer solutions in the field of innovative raw materials, products and technologies
- accept responsibility for the results of one's own scientific research, assess the impact and predicted long-term consequences of implemented innovations

Polish Qualifications Framework level 8 descriptors

A PERSON KNOWS AND UNDERSTANDS:

- the world's achievements in science and the arts and the resulting implications of this for practice

A PERSON IS ABLE TO:

- analyse and creatively synthesise scientific and creative achievements to identify and solve research problems as well as those relating to innovative and creative activities; contribute new elements to these achievements
- independently plan one's own development as well as inspire the development of others
- participate in the exchange of experiences and ideas, also in the international community

A PERSON IS READY TO:

- conduct independent research which contributes to existing scientific and creative achievements; assume professional and public challenges taking into consideration:
 - their ethical dimension
 - responsibility for their resultsand develop models of good practice in such situations