

Educational Research Institute

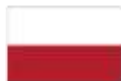
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13.02.2024

Practical aspects of Sectoral Qualifications Frameworks (SQF) - experiences from Poland



European Funds
for Social Development



Republic
of Poland

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AGENDA

- ❑ Why do we need an SQF?
- ❑ How do we create an SQF?
- ❑ How can we use an SQF?

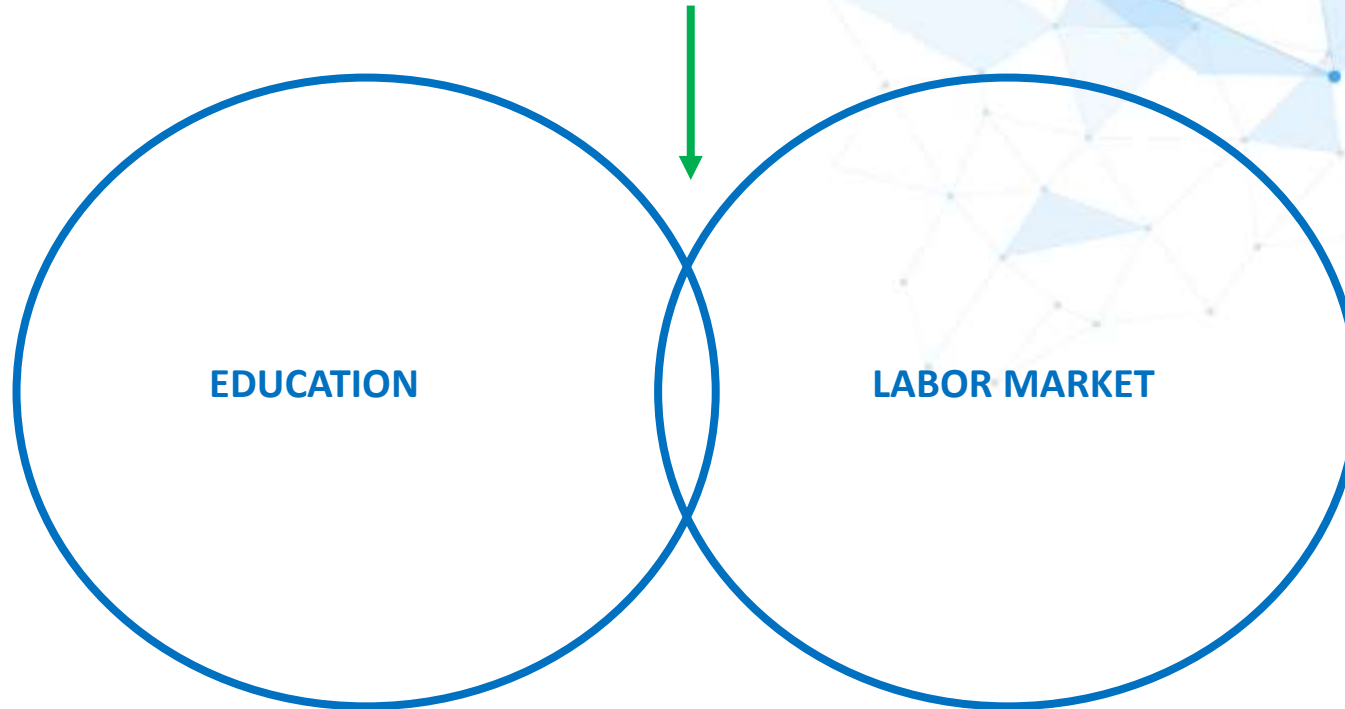
FACTS ABOUT THE LABOUR MARKET

almost 4 out of 5 employers worldwide report difficulties in finding qualified employees

there is a visible growing trend in the world regarding the problem of employers filling vacant positions
(2015 – 38% vs. 2023 – 77%)

in Poland, 72% of employers indicate problems with finding qualified employees

EDUCATION AND THE LABOUR MARKET



if employers have problems with hiring appropriately competent employees then education and the labour market are separated

SECTORAL QUALIFICATIONS FRAMEWORK

A simple tool that presents all sector-specific competences in a structured way

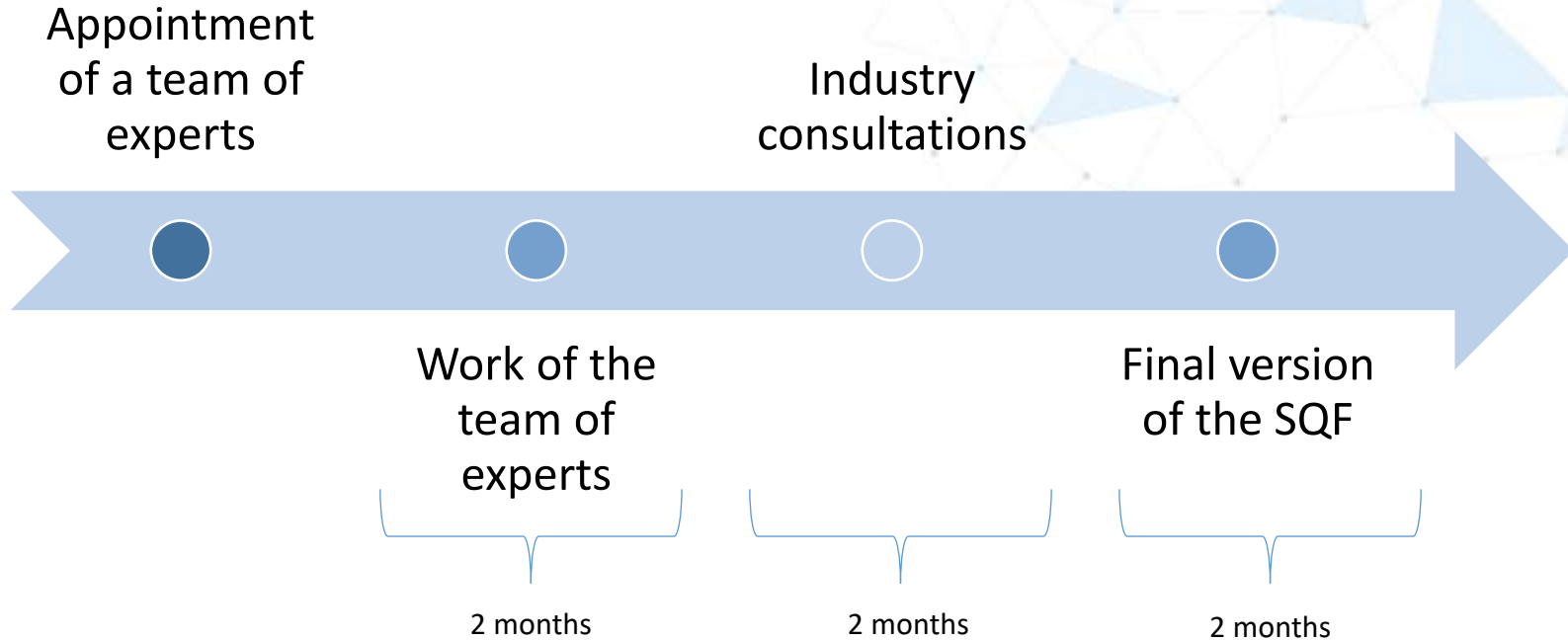
definition and scope of the sector

sectoral determinants and competence series

prioritisation of competences

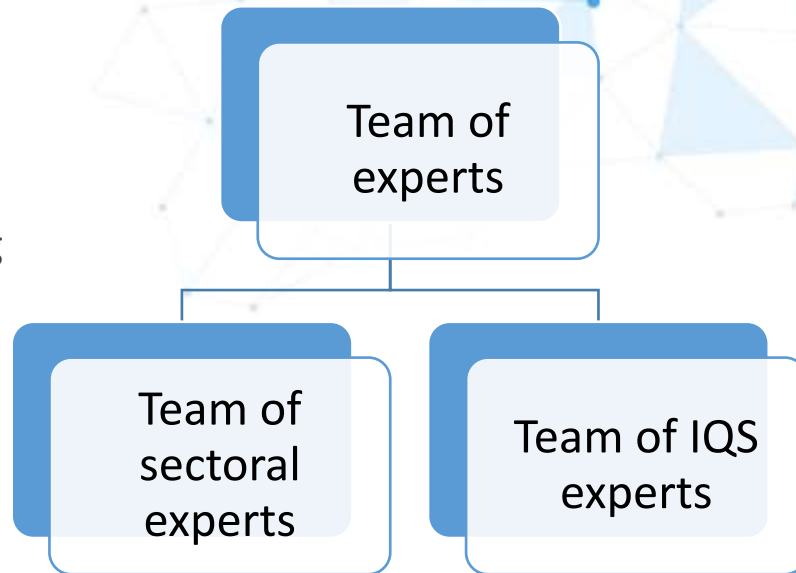
division into knowledge, skills and social competences

THE PROCESS OF CREATING A SECTORAL QUALIFICATIONS FRAMEWORK



- ❑ people important to and representative of companies, institutions, chambers, organizations, associations, etc. in the industry.
- ❑ people representing different levels of company/organizational hierarchy
- ❑ people representing all areas of the activity important for the sector, aimed at producing products or services specific to the given industry
- ❑ people with knowledge of key and specific competencies used at work in the given industry
- ❑ people with knowledge of the qualifications operating and awarded in the sector

„BY THE INDUSTRY FOR THE INDUSTRY“



STAGE I – DEFINING SECTORAL DETERMINANTS AND LEVEL DESCRIPTORS

Defining the terms used in the sector



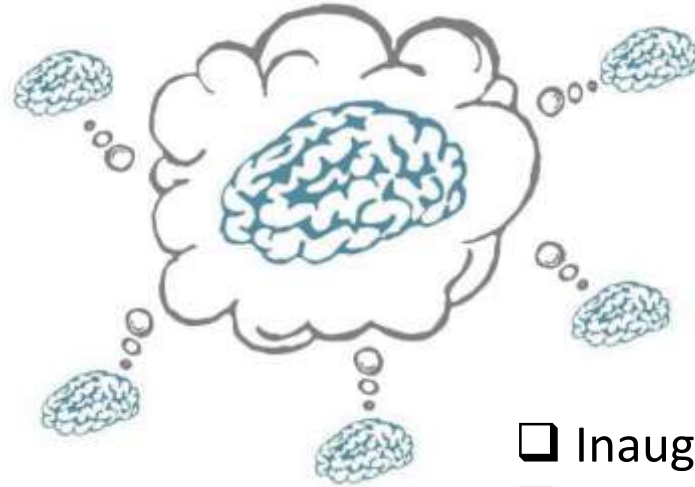
Defining the scope of the sector



Defining the main areas of the activity of the sector



Identifying the sectoral competences



- Inaugural seminar
- Workshop work
- Individual work

STAGE II – INDUSTRY CONSULTATIONS

Seminars

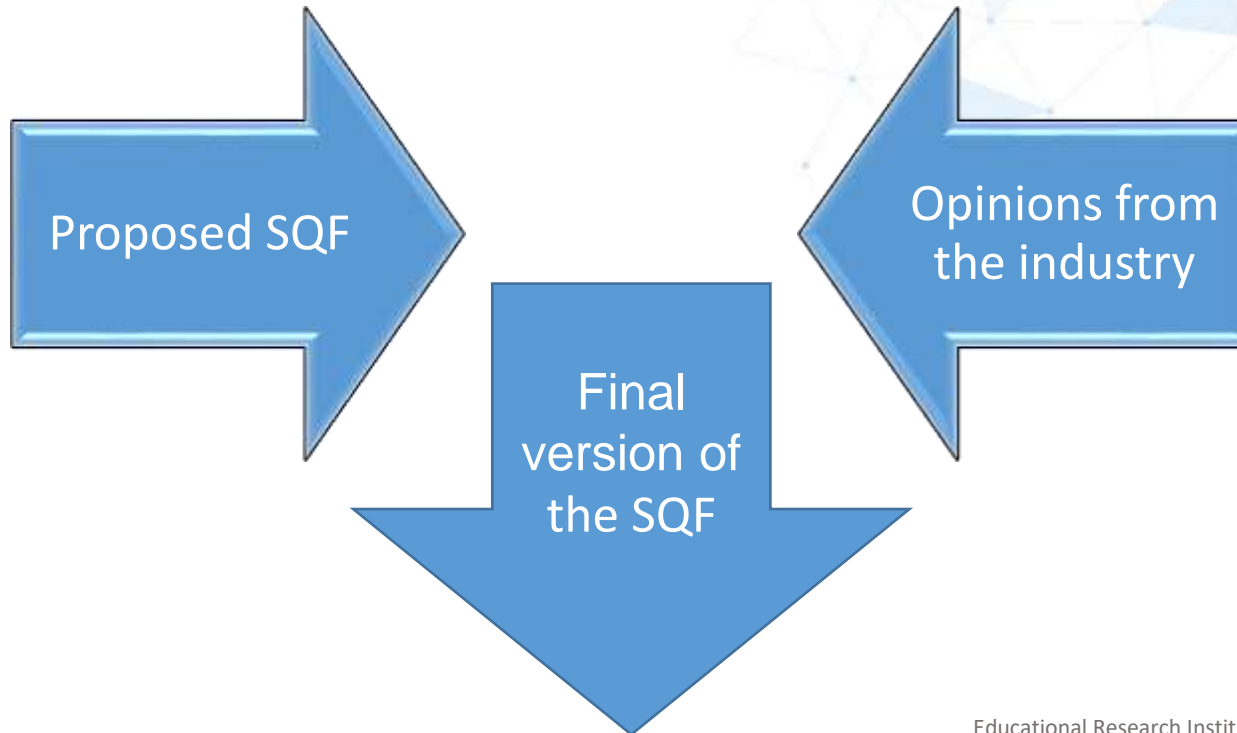
Reviews

Social research

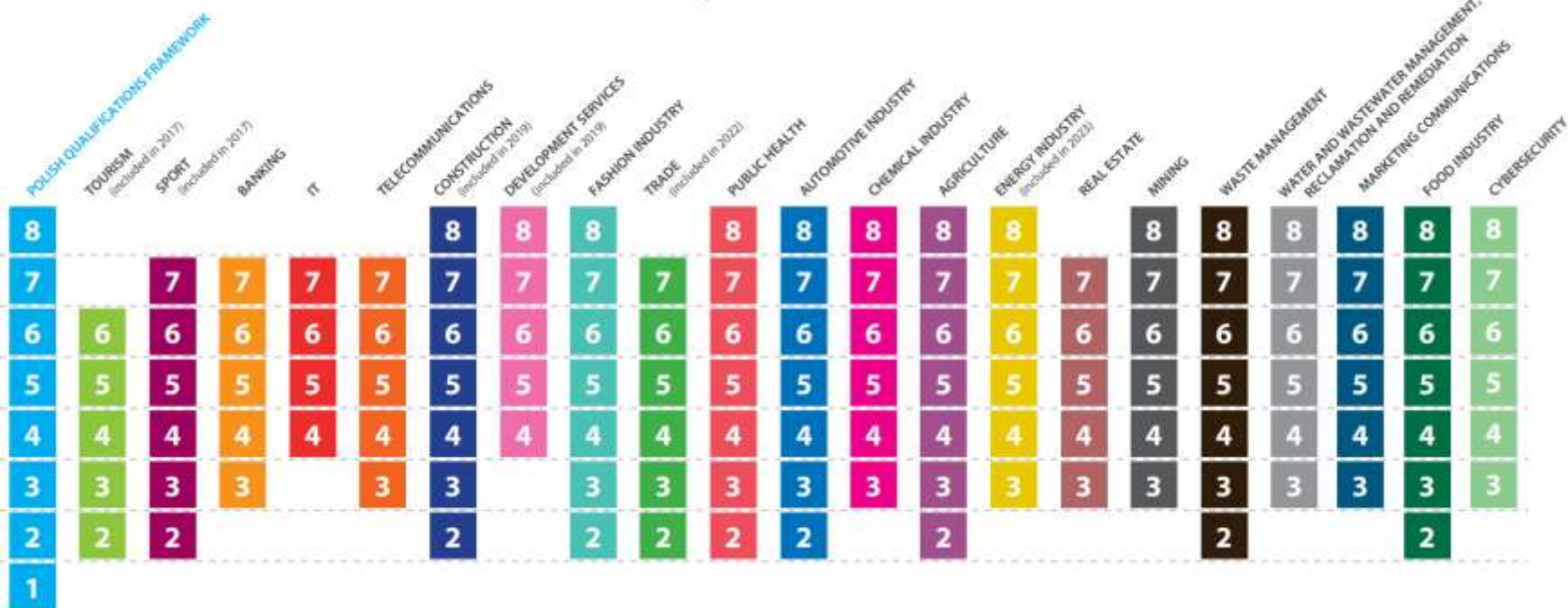
Opinions from
the ministry

not less than 100 comments and opinions

STAGE III – PREPARATION OF THE FINAL VERSION OF AN SQF



Sectoral Qualifications Frameworks



BENEFITS OF CREATING AN SQF

Employers

- Analyze employees' competence gaps
- Describe job positions
- Plan employees' competence development

Schools and universities

- Adapt teaching programs to the needs of the labor market
- Analyze students' competence gaps
- Support career consulting
- Prepare exams at various levels

BENEFITS OF CREATING AN SQF

Training companies

- Prepare a training offer
- Create a training program
- Prepare exams at various levels

Others, depending on the sector

- Support employers in filling the competence gap in the sectoral market
- Reduce the lack of competences in the sector
- Regulate qualifications in the sector

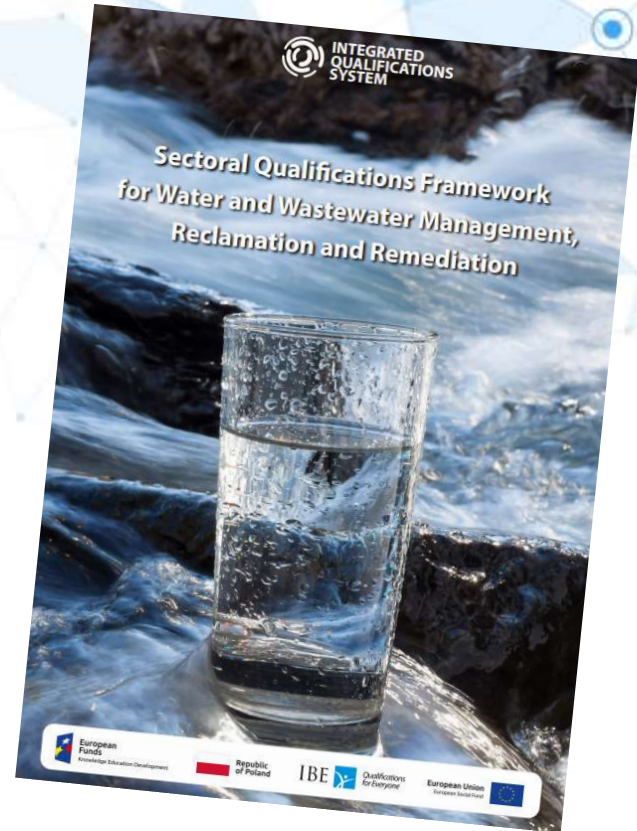
JOB DESCRIPTIONS BASED ON THE SQF WWMRR

15 most important job descriptions

- Water station operator
- Wastewater technologist
- Manager of the sewage treatment plant
- Sewage network installer

competences based on professional tasks

competencies divided into three categories: key, required and recommended



JOB DESCRIPTIONS BASED ON THE SQF WWMRR

select job positions

define professional tasks

~~describing competences~~

choose competences from SQF WWMRR

specify the importance of specific competences

JOB DESCRIPTION - WATER TECHNOLOGIST

TASKS	KNOWLEDGE (knows and understands)	SQF LVL	SKILLS (is able to)	SQF LVL	SOCIAL COMPETENCE (is ready to)	SQF LVL
Supervision and operation of water intakes	local problems and threats relating to the size, quality and availability of water resources	5	analyse the size, quality and availability of water resources	6	take actions and promote solutions to support the functioning of ecosystems, including the maintenance of proper soil and water conditions and preventing the pollution of ecosystems	5
	the principles of handling non-routine, rarely encountered, new types of pollution	6	assess the effect of natural phenomena and anthropogenic factors on water quality parameters	6	promote attitudes of responsibility towards water resources, including attitudes and ideas supporting the sustainable management of water resources	5
....

PLANS – MILESTONE FROM THE NATIONAL RECOVERY PLAN

In cooperation with sectoral social partners, including the Sector Skills Council, the Sectoral Qualifications Framework for Water Management shall be amended to include skills in order to achieve the European Green Deal objectives and climate neutrality by 2050.





Sectoral Qualifications Framework for Water and Wastewater Management, Reclamation and Remediation





Project co-financed by the European Social Fund of the European Union.

Supporting the further development of the Integrated Qualifications System in Poland (IQS 6)

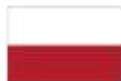
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