



it can  
be done

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SEE into the Future:  
Skills, Entrepreneurship and Employment  
in the 21<sup>st</sup> Century

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# Presentation Outline

- SQA as the National Awarding Body in Scotland
- SQA's role in the development of qualifications
- Skills policy context in Scotland
- Implications for SQA's product development

**International  
accreditation and  
awarding body**

**Established by an Act of  
Parliament & works  
closely with  
government**

**SQA**

**650 employees  
15,000 appointees**

**Staff in Scotland, UK &  
key international  
regions**

# Developing SQA Products

it can  
be done  SQA



**Large  
comprehensive  
portfolio of  
qualifications**



**All levels –  
beginners to  
post degree  
level**



**Academic,  
vocational and  
work-based  
competency  
learning**



**Progression to  
work & further  
study**



**Aligned to  
national and  
international  
frameworks –  
ensuring  
international  
mobility**



# Family of Qualifications

- National Qualifications – Curriculum for Excellence (CfE)
- Higher National Qualifications – CfE
- Scottish Vocational Qualifications (SVQs)
- International Vocational Awards (IVAs)
- Customised Awards

# THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK

This Framework diagram has been produced to show the mainstream Scottish qualifications already credit rated by SQA and HEIs. However, there are a diverse number of learning programmes on the Framework, which, due to the limitations of this format, cannot be represented here. For more information, please visit the SCQF website at [www.scqf.org.uk](http://www.scqf.org.uk) to view the interactive version of the Framework or search the Database. N.B. MA Frameworks have a notional level on the SCQF, but all component parts are credit rated



SCQF Levels	SQA Qualifications		Qualifications of Higher Education Institutions	SVQs/MAs	
12	<p>Some SQA qualifications are changing between 2013-2016. See <a href="http://www.sqa.org.uk/readyreckoner">www.sqa.org.uk/readyreckoner</a></p>			Professional Apprenticeship	
11				Doctoral Degree	Professional Apprenticeship SVQ 5
10				Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Professional Apprenticeship
9			Professional Development Award	Honours Degree, Graduate Diploma, Graduate Certificate	Technical Apprenticeship SVQ 4
8	Higher National Diploma		Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Technical Apprenticeship SVQ 4	
7	Advanced Higher Scottish Baccalaureate	Higher National Certificate	Diploma Of Higher Education	Certificate Of Higher Education	Modern Apprenticeship SVQ 3
6	Higher				Modern Apprenticeship SVQ 3
5	National 5 Intermediate 2				Modern Apprenticeship SVQ 2
4	National 4 Intermediate 1	National Certificate	National Progression Award		SVQ 1
3	National 3 Access 3				
2	National 2 Access 2				
1	National 1 Access 1				



# SQA Qualifications

- Are developed and maintained in partnership with industry, education and government to ensure fitness for purpose
- Strive to hold a balanced portfolio that is inclusive, addresses progression needs and reflects society's wider needs
- Are flexible and responsive underpinned by shared methodology

# Qualification Development Cycle

## Ideas Capture

- Market intelligence
- Product review
- Unsolicited lead
- Partner/tender/devolved authority
- Government mandated
- Other

## Gateway 0

Decide whether to proceed to Business Case Group (BCG)  
More information...

## Gateway 1

Seek approval to carry out further investigation  
More information...

## Decision Making Groups

- Business Case Group (BCG)
- Products and Services Group (PSG)
- More information...

## Gateway 2

Seek approval to proceed to development  
More information...

## Decision Making Groups

- Business Case Group (BCG)
- Products and Services Group (PSG)
- More information...

## Develop qualification and associated operational deliverables

More information...

## Validate qualification

More information...

## Gateway 3

Seek sign-off for delivery  
More information...

## Decision Making Groups

- Development Programme Group (DPG)
- Products and Services Group (PSG)
- More information...

## Operationalise qualification

More information...

## Maintain qualification

More information...



# Curriculum for Excellence (CfE)

- Partnership between Scottish Government, SQA and Education Scotland
- Different approach to learning in schools
- New approach to what, how and where young people learn
- Less rigid pathways: personalised choices
- Raise standards, improve knowledge and develop skills
- Coherent, more flexible and enriched curriculum from 3-18

# CfE Background

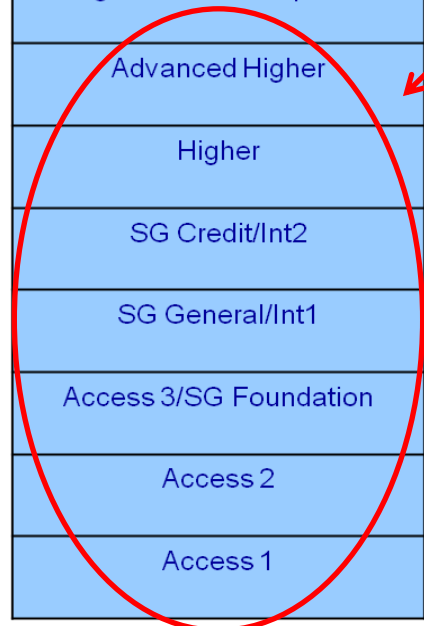
- CfE aims to develop ‘four capacities’ in young people:
  - ✓ Successful learners
  - ✓ Confident individuals
  - ✓ Responsible citizens
  - ✓ Effective contributors

12
11
10
9
8
7
6
5
4
3
2
1

Doctorate
Masters
Honours Degree
Ordinary Degree
Higher National Diploma
Advanced Higher
Higher
SG Credit/Int2
SG General/Int1
Access 3/SG Foundation
Access 2
Access 1

## National Qualifications

Advanced Higher
Higher
National 5
National 4
Access 3
Access 2
Access 1



# CfE - Qualifications Aims

- Breadth of learning
- Seamless transition from experiences and outcomes
- Clear and smooth progression
- Less time spent on assessment for certification
- More focus on skills development
- More scope for personalisation and choice

# Stakeholder Engagement

- Wide range of groups and individuals
- Open and transparent – draft materials on web at each stage of development
- Proactive, planned engagement:
  - To explore issues and help shape thinking
  - Offer advice and guidance
  - Reflect on and test proposals
- Intrinsic part of the development process

# Skills for Work Courses (SfW)

- Vocational courses for 14-16 year olds
- Develop knowledge and skills for the workplace
- Focus on critical employability skills through practical experiences linked to a vocational area
- Provide progression pathways to further education, training and employment
- Includes time at local college, training provider or employer



# Skills for Work Courses

- Designed to develop:
  - Skills and attitudes for employability
  - Positive attitudes to learning
  - An understanding of the workplace
  - Skills and knowledge in a broad vocational area
  - Core skills: Communication, Numeracy, IT, Problem Solving and Working with Others

# SfW Example – Automotive Skills

## National 4/SCQF 4

- Provides an introduction to the automotive industry, and progression route into further education, training or employment
- Covers vehicle maintenance and repair, fitting, electrical work, paint operations and roadside assistance
- Develops the practical skills, problem solving skills, and knowledge and understanding needed in the automotive industry.

# Skills Policy Context in Scotland

# Scotland's Skills Strategies

- *Skills for Scotland: Accelerating the Recovery and Increasing Sustainable Economic Growth* (Scottish Government, 2010)
- *Skills for Scotland: A Lifelong Learning Skills Strategy* (Scottish Government, 2007)
- *Life Through Learning - Learning Through Life: The Lifelong Learning Strategy for Scotland* (Scottish Executive, 2003)
- *Skills for Scotland: A Skills Strategy for a Competitive Scotland*, (The Scottish Office, 1999)
- *Opportunity Scotland: A Paper on Lifelong Learning* (The Scottish Office, 1998)

Model	Emphasis
Emancipatory or Social Justice	Promotes the notion of equality of opportunity and life chances through education in a democratic society.
Cultural	Views Lifelong Learning as a process of each individual's life itself, aiming at the fulfilment of life and self-realisation.
'Open Society'	Lifelong Learning is seen as an adequate learning system for developed, multicultural and democratic countries.
Human Capital	Lifelong Learning connotes continuous work-related training and skill development to meet the needs of the economy and employers for a qualified, flexible and adaptable workforce.

Source: Schuetze and Casey (2006, pp.282–284)

# Drivers

- Economic growth
- Challenges of recession, e.g. youth unemployment
- Globalisation
- Technology and the Knowledge Economy

*‘Jobs are changing with continually developing technology and pressure to keep up with foreign competitors’ (Scottish Office, 1998, p.4)*

# Strategic Options

Approach	Emphasis
<b>Supply</b>	Increasing the level of skills in the economy delivered through the mechanism of the learning market.
<b>Demand</b>	Encourage employers to demand the skills provided through supply-side interventions
<b>Utilisation</b>	How organisations actually use the skills of their employees in delivering their service or making their products in the workplace.

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# Scottish Labour Market Information and Intelligence Framework

# Labour Market Information and Intelligence (LMI)

- LMI includes:
  - Labour market information (descriptive data: statistics or survey results)
  - Labour market intelligence (analysis, interpretation, conclusions and policy recommendations)

# Vision of the Framework

- Robust, useful and easy to find
- Used by all relevant stakeholders
- High policy impact
- Increases understanding of skills issues
- Identifies labour shortages and future training needs
- Results in improved productivity and sustainable economic growth

# Implications for SQA's Product Development

# Establishing the Need for Qualifications

- The success of any qualification depends on its relevance to learners, teachers, employers, other stakeholders and market requirements
- Should be part of a balanced portfolio that is inclusive, addresses progression requirements and reflects educational, economic, social and cultural needs

# Establishing the Need for Qualifications

- SQA qualifications should have sufficient uptake to sustain a meaningful national standard
- They should, wherever possible, generate sufficient revenue to recover development and on-going maintenance costs

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# Any Questions?

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