



people^{1st}

Qualifications and Credit
Framework (QCF) –
What it means to
employers



“ Qualifications and national occupational standards are an essential measure of whether an employee has the right levels of skills and competence for particular roles. Employers have a significant role to play in their development and ensuring that they are up-to-date and meaningful by working with People 1st and articulating changes in their skills needs. ”

**Robin Mills, human resources director,
Compass Group UK and Ireland**



Introduction

Over the past few years, People 1st has been working to reform vocational qualifications for the hospitality, leisure, travel and tourism industries, making them more responsive to business needs and accessible to a wider range of learners.

This work is part of a wider reform of vocational qualifications, commissioned by government, across all sectors of the economy. The **Qualifications and Credit Framework (QCF)** is an essential part of this reform.

The QCF is the new way of recognising achievement across England, Wales and Northern Ireland. It allows learners to build up to full qualifications over time by accumulating credit for units (small, bite-sized steps of learning) and smaller qualifications.





How the QCF is structured

All qualifications in the QCF are made up of smaller units of learning.

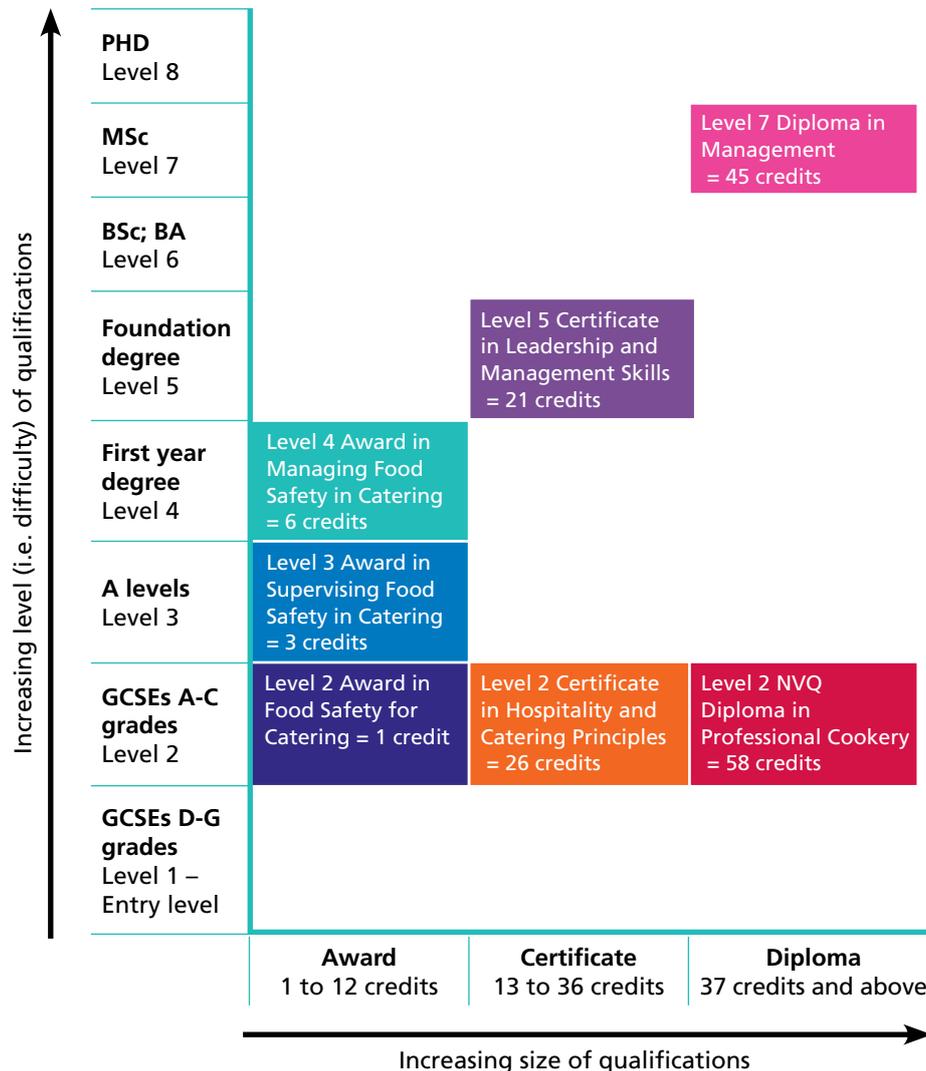
Every unit and qualification has a credit value, which shows how much time it takes to complete. One credit represents 10 hours of learning, and a qualification can be made up of one or more credits.

Each qualification's title includes:

- Its **level** (from entry level to level 8)
- Its **size** (award/certificate/diploma). Awards are made up of 1 to 12 credits, certificates comprise 13 to 36 credits, and diplomas require 37 credits or more
- Details indicating its **content**



QCF – Levels and sizes of qualifications





How does the QCF help employers?

The QCF describes what each qualification covers, how difficult it is and how much work is involved – making it easier for both employers and learners to compare qualifications.

In addition, the fact that qualifications are **transferable, flexible, quality assured, easy to understand** and geared towards progression means that employers can:

- Mix and match units to meet their needs and aid succession planning
- Design qualifications that are relevant and specific to their business
- Accredite employees' achievements through small chunks of learning or units allowing them to progress at their own pace
- Enable employees to gain validation for the skills needed for their job role and continuing professional development (CPD)
- Have their in-house training recognised as a qualification within a national framework
- Improve employee engagement, motivation and retention
- Have a better-trained workforce

More information

To help employers understand the different opportunities on offer, People 1st has created UKSP – a free online resource providing information on career paths, job roles, qualifications and the training providers offering the best courses in hospitality, leisure, travel and tourism.

To find out more, and see how qualifications can help you to develop your workforce, visit uksp.co.uk

Get in touch

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