

The Benefits of Using SCQF in Recruitment SCQF Case Study - Aberlour Child Care Trust



Background

Aberlour Child Care Trust is a Scottish Charity that works with, and for, children, young people and families who need additional support, to promote their development and well being.

Why use the SCQF?

When the organisation was undertaking a job evaluation exercise, staff found the Scottish Credit and Qualifications Framework (SCQF) to be a useful tool in assisting with the process. Job evaluation panels found the Framework useful in understanding how different qualifications relate to one another. For example, it was easy to see that SVQ Level 3 is comparable to HNC, as they both sit at SCQF level 7 on the Framework. As many non-mainstream learning programmes are also on the SCQF, for example The Open College Counselling Training Trust's Diploma in Counselling, HR professionals are able to better gauge the level of an applicant or current employee's skills or industry-specific knowledge.

Benefits of using the SCQF in recruitment

Having already used the SCQF in job evaluation, Aberlour decided to embed the use of the Framework in its recruitment practice, using SCQF levels to identify the level of qualification

for each post being advertised. Prior to the job evaluation project, job descriptions might have referred to applicants requiring a degree or equivalent, or an HNC in Social Care for example. Now job descriptions refer to applicants being qualified to SCQF level 7, followed by an example of a relevant award at that level e.g. SVQ3. This helps to broaden the potential pool of candidates for an employer to select from for interview. As well as job evaluation and recruitment, job descriptions are also used at Aberlour for performance management, appraisal, identification of staff training needs, grievance/disciplinary matters and workforce planning.

Alastair Smeaton, Head of Learning and Development with Aberlour Child Care Trust explains, "We have found the SCQF Framework invaluable in implementing our job evaluation exercise. Our job descriptions now refer to qualifications at particular SCQF levels, allowing us scope to recognise a variety of relevant qualifications and skills, which would otherwise have been difficult to detail in a meaningful, easy to understand way. It has also helped us understand how different qualifications, for example HNC and SVQ, relate to each other, and to include all professional qualifications within our own framework."

For more detail on the SCQF and the benefits of using the Framework in your recruitment processes, visit www.scqf.org.uk/resources to view the contextualised level descriptors which have been written with employers in mind (The SCQF: A Guide for Employers).

