

## The Benefits of Using SCQF in Recruitment SCQF Case Study - Momentum



### ***Background***

Momentum Scotland works in partnership to enable and empower disabled and excluded people to identify and achieve their goals. They support people to remain active citizens within their own communities, through the provision of mainstream employment and personal support services.

### ***Why use the SCQF?***

Momentum has been working with the SCQF Partnership on a project to improve their recruitment and workforce development processes. The organisation was particularly keen to evaluate and improve their job descriptions and person specifications to help with recruitment of the best staff with the best skills and qualifications. The Momentum team was recently awarded a new contract by the Department for Work and Pensions which has seen the organisation expand their workforce, with an increased requirement for Employment Development Workers in particular.

The SCQF makes it easier for staff to understand different types of qualification and broadens the pool of candidates to include higher calibre staff. As many non-mainstream

learning programmes are also on the SCQF, for example, Asdan, HR professionals are able to better gauge the level of an applicant or current employee's skills or industry-specific knowledge by using the SCQF levels in their recruitment advertising.

***Benefits of using the SCQF in recruitment***

Momentum decided to embed the use of the Framework in its recruitment practices, using SCQF level descriptors to identify the level of qualification for each post being advertised. Prior to the project, job descriptions might for instance have referred to applicants requiring a Higher National (HN) or equivalent. Now job adverts and descriptions refer to applicants being qualified to SCQF level 7 and 8 to include candidates who have perhaps undertaken an SVQ in their field of expertise. The interview panel at Momentum has also found that using the SCQF to describe the criteria for the ideal candidate has helped them to prepare the questions to be used at interview and assisted greatly with their interview techniques.

Gail Sinclair, Area Manager from Momentum Scotland stated, "We have found this partnership very helpful, it has enabled us to be more specific with our job descriptions and job adverts and has allowed us to focus on our interview questions in relation to the essential criteria. Since embarking on this union we have found that candidates who have applied for vacancies have been of a higher calibre than we have previously experienced."

For more detail on the SCQF and the benefits of using the Framework in your recruitment processes, visit [www.scqf.org.uk/resources](http://www.scqf.org.uk/resources) to view 'The SCQF: A Guide for Employers'.