

National Qualifications Framework

1. General Provisions

1. National qualifications framework (further - NQF) includes eight levels of qualifications that corresponds to the European qualifications frame and to the education levels determined by the Law of the Republic of Kazakhstan dated July 27, 2007 "On education". The eight recommended levels are described in the form of the learning outcomes.

2. The learning outcomes are divided into three categories: knowledge, skills and competences. They identify that all range of the learning outcomes, including theoretical knowledge, practical and technical skills and also social competence for which the ability to cooperate with other people is decisive is presented in the qualification in various combinations.

3. NQF defines a uniform scale of qualification levels of all-professional competences to develop a sectoral qualifications framework, professional standards. NQF provides the intersectoral comparability of qualifications and competences, and it is a basis for the system of confirmation of compliance and professional qualifications award.

In NQF there is the structural description of requirements to personal and professional competences, to skills, to knowledge, their detalization is carried out in the sectoral qualifications framework and in the professional standards.

4. NQF is intended for various groups of users (public authorities and structures, employers, the education institutions, citizens) and allows:

1) to develop the professional standards, educational standards and educational programs on a uniform methodological basis;

2) to describe the requirements to the learning outcomes and professional competences of specialists and graduates from uniform positions;

3) to develop the assessment documents and procedures to define the qualification of graduates of all professional education levels.

5. The main terms and concepts used in the NQR:

1) qualification - an official recognition of the mastered competences value for labor market and further learning and training granting the right for work placement.

2) qualification level - generalized requirements to knowledge, abilities and broad competences of workers differentiated in parameters of complexity, non-standardness of labor actions, responsibility and independence;

3) professional competence - a readiness and ability to act according to the requirements of the labor market, methodically and orderly and independently to solve problems and issues and also to make an self-assessment of the activity results.

4) knowledge – an information, norms used in individual and professional activity;

5) abilities - actions controlled by the worker conforming to the requirements of the activity standards;

6) skills - uncontrollable actions by the worker conforming to requirements of the activity standards;

7) type of work - a part of the professional activity area created by a complete set of labor functions and competences, necessary for their performance;

8) labor function - a component of a type of work representing the integrated and rather autonomous set of the labor actions determined by business process and assuming existence of necessary competences for their performance;

9) professional task – a standard conception of the actions connected with realization of labor function and achievement of necessary results in a certain field of professional activity;

10) professional standard - a standard defining the requirement to the qualification level and competence, to the content, quality and working conditions in the concrete field of professional activity;

11) profession – a main occupation of work of the person demanding the certain knowledge, abilities and practical skills acquired as a result of special training and confirmed by the relevant education documents;

12) competence – an ability of the worker to apply knowledge and skills in professional activity;

13) sectoral qualifications framework - a structured description of the qualification levels recognized in a certain industry;

14) NQF - a structured description of the qualification levels recognized in labor market;

15) functional chart - a structured description of the labor functions and professional tasks which are carried out by the worker within a certain field of professional activity;

16) entry qualification level - competent staff having a profession and practical skills necessary for performance of simple tasks in a certain sphere of practical activities (a possibility of receiving a level by short-term study, vocational training);

17) advanced qualification level – competent workers having the difficult (adjacent) professions and practical skills of work performance in all branches of economy connected with high technologies and professional activity (on the basis of the secondary and (or) general secondary education in schools, colleges and the highest colleges);

18) professional of a middle management - qualification awarded to the persons who mastered the integrated educational programs of technical and professional education giving an opportunity of performance of certain duties which are also the planning and the organization of the performed work (on the basis of the secondary and (or) general secondary education in schools, colleges and the highest colleges);

19) applied bachelor - qualification awarded to the persons who mastered educational programs of postsecondary education;

20) bachelor degree - higher education which educational programs are to train with award of "bachelor" degree on the corresponding specialty;

21) master degree - postgraduate education which educational programs are to train with award of "master" degree on the corresponding specialty;

22) doctoral studies - postgraduate education which educational programs are to train for scientific, pedagogical and (or) professional activity, with award of degree of the doctor of philosophy (PhD), specialized doctors;

23) practical work experience – it is defined by length of service as not less than three of the last five years as the expert in the relevant branch of economy (sphere of activity).

2. The Structure of NQF

6. NQF is the frame design issued on structure and a way of achievement of qualification level, connected with learning, education, practical work experience, are given in the appendix to NQF.

7. When developing NQF the principles of continuity and consecutive raising requirements to the learning outcomes based on competences are used (from the first to the eighth qualification level).

The competence represents the integrated concept and expresses ability of the person to independently apply various elements of knowledge and abilities in a certain context.

8. Personal and professional competences, abilities, skills and knowledge of the worker define a level of quality and results of the performed activity.

Depending on the place in the system of professional activity workers have various levels of authority and responsibility. Activity of workers is carried out under the direction of, independently (performing activity) or assumes the activity governing of other workers.

The competences belong to the generalized characteristics of behavior of the worker. The abilities, skills and knowledge belong to the private characteristics concretizing the key competences of the worker applied in the certain life situations allowing to solve various problems in the professional or social sphere.

The personal and professional competences of the worker causing his adaptation to the changing situation in society and in labor market, updating available or formation of new competences are a basis of professional activity.

9. Qualifications and competences are result of mastering a certain educational program by the person and (or) obtaining professional practical experience. For professional development or change of a profile of activity (profession), workers have an opportunity to be trained on additional educational programs in various education institutions. After termination of educational institutions, courses of retraining or professional development, workers undergo procedures of practical examination of the professional level in the independent centers of confirmation and award of qualifications.

Appendix

National Qualifications Framework

Levels	Knowledge	Abilities and Skills	Personal and professional competences	Ways to achieve
1	Elementary basic knowledge about the surrounding world. Understanding of simple connections between the facts	Performance of elementary tasks on the known sample	Activity under the control	Primary education and practical experience and/or short-term training (instructing) at a workplace and/or short-term courses
2	Main basic knowledge, vocational guidance	Performance of tasks on the set action algorithm and its correction according to operating conditions	Activity under the direction of with a certain part of independence	Secondary education and practical experience and/or vocational training (short-term courses on the basis of the education institution or training at the enterprise, the entry level)
3	Basic, general education and practical-oriented knowledge in professional	The solution of typical professional tasks in standard	Activity with a certain part of independence	Secondary education and technical and

	area	conditions	proceeding from an objective	professional education (the advanced level) or the general secondary education and practical experience and/or vocational training (courses on the basis of education institution on programs of vocational training up to one year or training at the enterprise)
4	Professional (theoretical and practical) knowledge and experience	The solution of typical professional problems of a wide range in the predictable conditions demanding the independent analysis of an educational and labor situation, of its possible changes and consequences	Management of standard work of other staff taking into account significant social and ethical aspects Responsibility for own training and training of other staff	General secondary education and technical and professional education (professional of a middle management), general secondary education and practical experience
5	Wide range of theoretical and practical knowledge in professional field	Independent elaboration and promotion of various options for solving professional problems using of theoretical and practical knowledge	Self-management and control of the processes of labor and academic activities within the framework of the strategy, policy and objectives, discussion of the problem, reasoning of conclusions and competent information management	Post-secondary education, (applied bachelor's degree), practical experience; at least two years of study in a bachelor's degree or three years of mastering programs of special higher education, practical experience
6	Wide range of theoretical and practical knowledge in professional area	Independent elaboration and promotion of various options for solving professional problems using of theoretical and practical knowledge	Self-management and control of the processes of labor and academic activities within the framework of the strategy, policy and objectives,	Higher education. Bachelor program, specialist program, residency and practical experience

			discussion of the problem, reasoning of conclusions and competent information management	
7	Conceptual knowledge in the field of science and professional activity, Creation of new applied knowledge in the professional field	Self-determination of the purpose of professional activity and selection of appropriate methods and means to achieve them. Implementation of scientific, innovative activities in obtaining new knowledge	Defining the strategy, activities of unit or organization. Decision-making and responsibility at the department level	Master program and (or) practical experience
8	Methodological knowledge in the field of innovative professional activity	Generation of the ideas, forecasting the results of innovative activities, carrying out large-scale changes in the professional and social sphere, managing complex industrial and scientific processes	Defining a strategy, managing processes and activities, making decisions and responsibility at the level of institutional structures. Ability to leadership, autonomy, to analysis, evaluation and implementation of the complex innovative ideas in scientific and practical fields. Competent communication in a certain branch of scientific and professional activity	Doctoral program, PhD, D.Prof., the candidate of sciences, the doctor of sciences or higher professional education and practical experience in specialty, or managerial work experience