

# Making Sense of Qualifications

VIEWS OF RECRUITMENT  
PROFESSIONALS IN IRELAND

2019

## KEY FINDINGS



**QQI**

Quality and Qualifications Ireland  
Dearbhú Cáilíochta agus Cáilíochtaí Éireann



**Chambers  
Ireland**

Advancing business together

CELEBRATING  
**50**  
YEARS



IRISH INSTITUTE OF  
TRAINING & DEVELOPMENT



**Ibec**  
For Irish Business

**NRF**

National  
Recruitment  
Federation



An tSeirbhís um Cheapacháin Phoiblí  
Public Appointments Service

**Intreo**



**Regional Skills**  
Partnerships for Skills



Supported by the Erasmus+  
Programme of the European Union

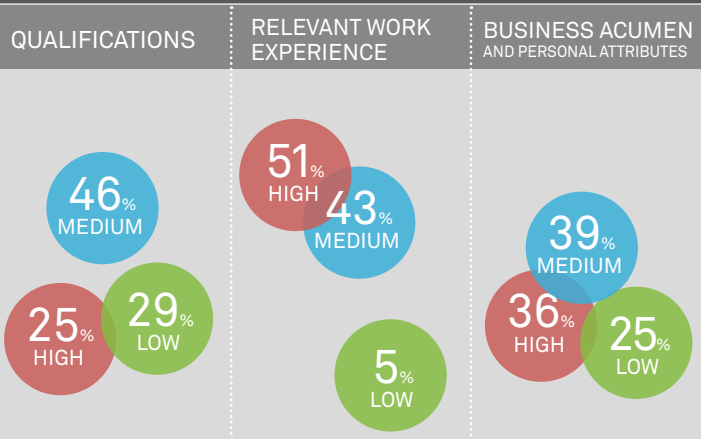
# Role of Qualifications in Recruitment

WE ASKED...

in terms of importance, what matters when recruiting across different occupational roles?

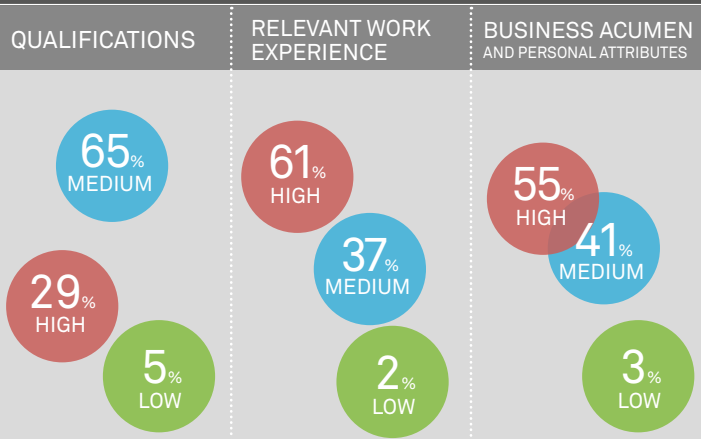
## OPERATIONAL ROLES

HOW DO YOU RATE...



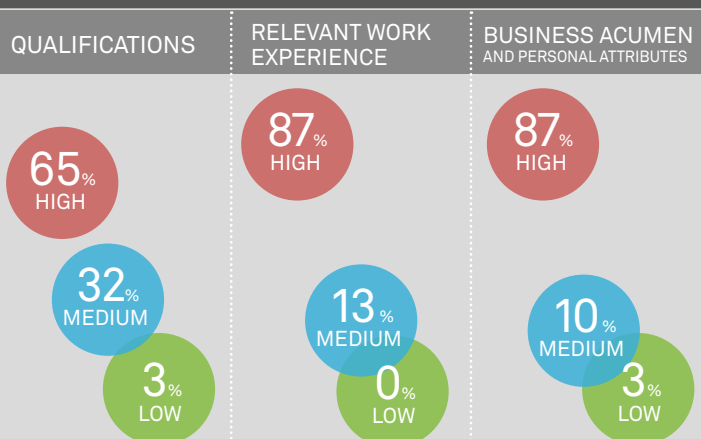
## SUPERVISORY ROLES

HOW DO YOU RATE...



## PROFESSIONAL/MANAGERIAL ROLES

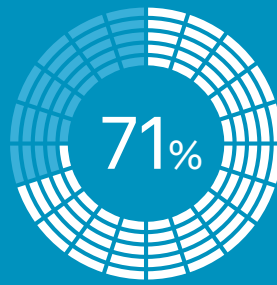
HOW DO YOU RATE...



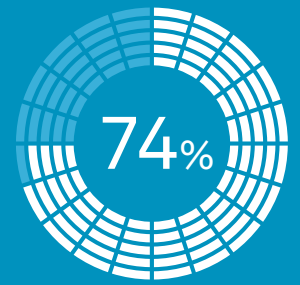
WE ASKED...

about the most challenging aspects of sourcing qualified staff and evaluating qualifications.

Sometimes it is difficult to find people with the right qualifications.



Evaluating foreign qualifications is the most challenging.



WE ASKED...

where do you typically recruit from?

IRELAND

71%



EU

34%



GLOBAL

27%



WE ASKED...

about non-formal qualifications.

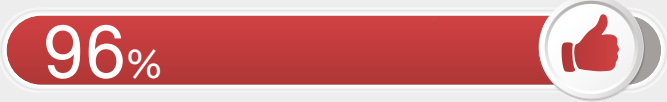


YOU SAID...

Qualifications achieved outside the formal education and training system are important.

# Qualifications Frameworks in Recruitment

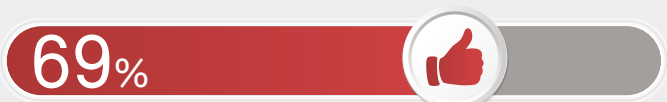
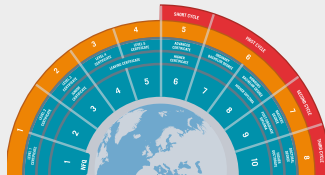
WE ASKED...  
are you aware of the NFQ.



WE ASKED...  
if you refer to NFQ during recruitment.



WE ASKED...  
are you aware of the EQF.



WE ASKED...  
if you refer to EQF during recruitment.



WE ASKED...  
about the qualifications levels most sought in recruitment.

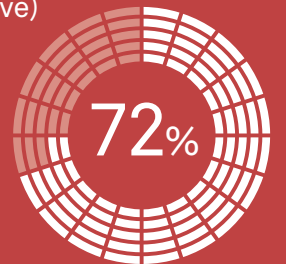


YOU SAID...

Academic qualifications at level 8 on the NFQ



Professional qualifications equivalent to level 8 (or above)

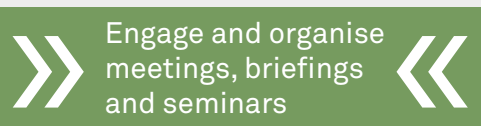
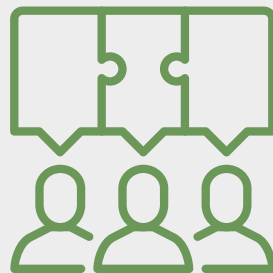


# Strengthening Engagement

WE ASKED...  
what you would like to know more about?



WE ASKED...  
how can QQI improve collaboration with recruiters?



WE ASKED...  
how can QQI better disseminate information about qualifications and qualifications frameworks effectively?





**QQI**

Quality and Qualifications Ireland  
Dearbhú Cáilíochta agus Cáilíochtaí Éireann

Quality and Qualifications Ireland (QQI) is the national qualifications authority responsible for the 10-level National Framework of Qualifications (NFQ). We are the designated National Contact Point for the European Qualifications Framework (EQF-NCP) and host NARIC Ireland offering free advice on recognition of foreign qualifications. QQI is also an awarding body for post school education and training in Ireland.

The effective recruitment and selection of human resources is essential to high performing workplaces. The role of qualifications in this process may be taken for granted or may be misunderstood. We thought it would be useful to find out more about the nature and extent of qualifications use in recruitment practice.

Making sense of academic, vocational, sectoral, professional or international qualifications can be challenging.

QQI together with almost 100 recruitment bodies, and professionals in the public and private sector, have collaborated in gathering and reporting these timely findings on the role of qualifications in recruitment.

We look forward to building on this engagement with the recruitment sector to promote better understanding and use of qualifications.

## Get in Touch



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