

The EQUFAS-framework

Im Jahr 2006 hat die EU die politische Entscheidung getroffen, bis 2012 einen gemeinsamen Europäischen Qualifikationsrahmen zu etablieren, um Qualifikationen auf europäischem Niveau vergleichen zu können.

Im Projekt EQUFAS wurde auf Basis von 4Cyour-way (4 Kriterien und 11 Entwicklungsfaktoren: Verantwortung (mit Verantwortlichkeit, Eigenständigkeit), Reichweite (mit Öffentlichkeit, Zeitspanne), Komplexität (mit Aufgaben, Abläufe, Wissen und Verständnis, Mehrdeutigkeit) und Übertragbarkeit (mit Veränderung und Variationsbreite) die nachstehende Tabelle entwickelt. Die Beschreibungen sollen als „Leitsprache“ bei der Beschreibung bzw. Einordnung von Qualifikationen dienen.

		1	2	3	4	5	6	7	8
responsibility	Responsibility	carries out tasks under supervision	responsible for the tasks	responsible for its own actions + preparing, carrying out and closing	responsible for the full cycle of doing tasks, including reflection	responsible for the full cycle of doing tasks, including reflection on the tasks done by others	responsible for a team or a project	responsible for one or more teams, projects or a company	responsible for the strategy, vision and coordination of programmes
	Autonomy	carries out tasks under supervision after clear explanation	carries out tasks under supervision after clear explanation	carries out tasks autonomously after directed explanation * fully responsible for carrying tasks and shows initiative	carries out tasks autonomously in deliberation	has a mandate to carry out tasks autonomously and shows initiative	independent in the way they think and act * carries out tasks autonomously, entrepreneurial	independent in the way they think and act	fully responsible for carrying tasks and shows initiative
range	Public	I, you and he	students in classroom	colleagues and customers	contacts in the working environment	colleagues and customers	divers people from layman to specialists	all employees and regional contacts of the company	employees, national contacts of the company, critical customers, government and NGO's
	Timeline	Hours	Days	Weeks	Months	Months	1 to 5 years	5 to 10 years	next generation, 10 to 30 years, historical awareness and being able to deal with the short term and longer term constraint
complexity	Tasks	simple sub tasks	simple tasks	several tasks in the same time	schedules - combination of tasks	combines and coordinates tasks	is able to analyze the work that has to be done in several tasks	has an overview of the consequences of his own work and the work of others	has an overview and understands the complexity and diversity of tasks
	Procedures	routine production	basic, explorative, productive	is able to adjust standard procedures	orientation, exploring, productive	to able to adjust standard procedures	develop new procedures	methodically and systematic analyzing	To innovate is a basic strategy
	Knowledge and understanding	knows functional facts	knows facts and is able to understand simple explanations	knows facts and methods and is able to explain	knowledge of facts and methods; applying knowledge in concrete situations	knows facts and methods and is able to explain. Knows facts and methods and is able to apply knowledge in practical situations	knows facts, methods and principles, is able to form arguments to analyze and to deliberate and is able to transfer special knowledge	combine facts, methods and principles and is able to integrate different disciplines to formulate arguments, to analyze and to deliberate,...	develops new theories, concepts and models
transfer	Ambiguity	transfer in steady context	transfer in situations with limited changing factors	transfer in situations with several changing factors	transfer related context	transfer in continuously changing context	transfer in a dynamic context	transfer in complex and hard to predict factors	integrates different contexts, making use of temporary,.... and social-cultural aspects
	Change	changes under supervision	changes after instruction	is able to adjust oneself	is able to adjust the task in changing situations	is able to manage changes and to complete changes	is able to direct changes, to initiate changes, to come with new ideas for changes from practice	is proactive, comes first with new ideas, is able to design changes	is able to develop new concepts and takes the lead in realising changes
	Range	is able to transfer within the tasks	is able to transfer within the area of tasks	is able to transfer within the profession	is able to transfer within the sector	is able to transfer in related sectors	is able to transfer between the sector	able to integrate different disciplines	develops from another discipline

Facharbeiter wird voraussichtlich auf Niveau 4 eingestuft werden.