



“Summary of the selection of 5th EQF level qualifications” WP 3

(Gwenn Winters, Skills for Logistics)
(October, 2014)



PROMETEO Project **2013-1-IT1-LEO05-04073 - CUP G33D13000560006**
Lifelong Learning Programme – Leonardo Da Vinci (ToI)

*This project has been funded with support from the European Commission.
This publication reflects the views only of the author, and the Commission
cannot be held responsible for any use which may be made of the information
contained therein*

CONTENTS - INDEX

Cap.1 - Selection of national qualifications level 5 EQF	3
Introduction	3
Belgium (Technician in Transport & Logistics).....	3
France (Senior Logistics Methods and Operations Technicians)	5
Italy (Upper Technician for info-mobility and logistics infrastructures)	7
Germany (Professional driver)	8
Spain (Expert in Transport and Logistics)	10
UK (Supply Chain Management)	12
European project line EU2	14
Cap.2 - Summary of level 5 EQF qualifications.....	15

Cap.1 - Selection of national qualifications level 5 EQF

Introduction

The document summarises the motivations behind the selection of the 5th EQF level qualification that will be considered by each partner at national level as part of Work Package 3 of the project. This 5th level qualification will be the basis for the identification of a coherent 4th level qualification, using the template provided by SFL (Excel File).

This document aims to explain why the 5th level qualification has been selected and why it is considered relevant at national level. It provides a general description of the qualification chosen.

Belgium (Technician in Transport & Logistics)

Motivation for selection

According to the different interviews and relevant studies analyzed within WP2, this qualification is very important to focus on. The Forem department "Analysis of Labor Market" emphasizes the fact that Transport & Logistics companies are lacking qualified persons with such a profile.

Sustainable development and "green logistics" will take an increasing importance in the coming years. Specific and acute qualification needs have been identified in the fields of Information technology (use of Scanners, RFID, software like ERP, WMS, TMS, CRM, Track & trace, E-commerce and electronics documents, etc...) , together with the implementation of Multimodal transport.

These qualifications correspond to a EQF 5 profile.

Le Forem and the "Enseignement de Promotion Sociale" are the only vocational training operators in French speaking part of Belgium which have implemented a program at level 5 which meets these qualifications, ie the Technician in Transport & Logistics .

Developing this qualification on a European format, will make it more visible and attract more students, which will finally provide more qualified people to the companies.

General description of qualification

The Technician in Transport & Logistics works autonomously in his area of influence. He has responsibility for the quality of his own work and the others involved in the logistical chain. He exercises management and supervises his area of work.

The Technician in Transport & Logistics participates to the implementation of the logistic system in the company. He is able to plan and monitor the warehousing, transport and forwarding of goods at national and international level, managing the related flow of information and documents.

Main competence units:

- Assess feasibility and evaluate cost of Transport & Logistics operations
- Identify and implement technical, technological or organisational processes to achieve targeted levels of service and profitability.
- Plan, implement and monitor transport & logistics activities according to customers demand.
- Manage human resources and equipment.
- Comply with regulatory and contractual obligations, as well as safety and quality procedures.

He masters the following Technical Topics :

- New tools in Information technology
- Operation management
- Promotion of inter-modality and alternatives transport modes
- Safety
- Sustainability

France (Senior Logistics Methods and Operations Technicians)

Motivation for selection

Basically there are two main reasons that incited us to choose the aforementioned qualification:

1/ Market oriented reasons

According to the different interviews together with the relevant studies analysed within WP2, this qualification seems pretty important to focus on.

Indeed, according to the Employment Ministry Study (vacancies -2020 horizon), the vacancies 2010-2020 for skilled workers in logistics amounts to 119,000, in second position right after the drivers.

Besides, according to the BMO Study on manpower needs, companies expressed their difficulty in recruiting such persons with the aforementioned qualification as shown in the table below:

Number of recruitment projects	1 431
Difficulty in recruiting	49,5%
Seasonal employment	13,1%

French companies are thus lacking qualified person in such position which make this qualification important.

Finally, according to the interviews undertaken among transport and logistics companies (151 in total among which 31 logistics SMEs), the qualifications/trainings that the companies usually favour are in logistics: 67% BTS (higher technician in transport and logistics) and 33% TSMEEL (Senior (upper) Logistics Methods and Operations Technician). Since the BTS has already been renovated and adapted to the EU format it seemed more relevant to develop the TSMEEL one.

2/ From the AFT's point of view

AFT is in charge of developing this qualification (training engineering). Another group of our entity also develops the training sessions.

Thus developing this qualification on the EU format, making it more visible at the EU level and finally attract more students and provide more qualified students to the companies that support us represent a great advantage.

General description of qualification

Senior Logistics Methods and Operations Technicians lead and supervise the activities of a logistics site to optimise costs and service quality, working together with partners in the logistics chain. They monitor and co-ordinate site activities, allocate appropriate human resources (team leaders, forklift operators, logistics operators) and equipment, taking account of variations in the forecast business volume and ensuring optimum quality, service and cost efficiency for the company and its clients.

They are responsible for on-site compliance with regulatory and contractual obligations, as well as safety and quality control procedures. They manage a budget allocated in accordance with the company's logistics strategy as set out by their superiors. They use computerised corporate management systems.

In constant contact with stakeholders outside the logistics site (clients, suppliers, service providers, ordering customers, public authorities), Senior Logistics Methods and Operations Technicians must take account of their offerings or demands to present a well-founded proposal. To do so, they identify projects and implement technical, technological or organisational changes to maintain or enhance targeted levels of service and profitability. With foreign contacts, such exchanges take place in English.

Senior Logistics Methods and Operations Technicians work in warehouses belonging to the company or its service providers, storage facilities of production-based companies or distribution platforms.

Depending on the clients or products they manage, Senior Logistics Methods and Operations Technicians must comply with specific regulatory constraints (hazardous or perishable products, classified sites, positive or negative controlled temperatures, etc.).

Italy (Higher Technician for info-mobility and logistics infrastructures)

Motivation for selection

In Italy, the Higher Technical Institutes can be seen as the main innovation for the VET Italian system. The Regions, as the Ministry, are addressing a relevant part of financings to the different ITS currently existing at national level.

For what concern the Emilia Romagna Region, the ITS Piacenza is the only institute that at regional level provides the qualification of Higher Technician with reference to the Logistics and Transport Sector.

The qualification of "HIGHER TECHNICIAN FOR INFO-MOBILITY AND LOGISTICS INFRASTRUCTURES", defined at national level, is referred to the thematic areas of SUSTAINABLE MOBILITY. The EQF level is clearly the 5th.

Higher Technical Institutes, as autonomous organizations, are free to provide also training courses for 4th level qualifications.

Considering the great importance of ITS in Italy, the unicity at regional level of the ITS Piacenza and the possibility of implementation by the same institute of the 4th level qualification that will be developed, it seems reasonable to consider the qualification of for the further developments of the project activities (national line of development). In the future, a part from economic and organizational issues, the ITS Piacenza might provide to trainees the possibility to get the 4th level qualification in order to easy access to the 5th level of the training

General description of qualification

The "Higher Technician for info-mobility and logistics infrastructures" operates in the field of planning, management and control of the flow of vehicles, freight and people. He/she manages the related information from the origin point to the destination, having an overall vision of the three dimensions of mobility: land, sea, air. He/she has a systemic competence of the logistic chain and he/she is able to manage relations with the other actors of the chain, internal as external at the companies.

He/she participates to design and organization of the logistics chain: production planning, purchasing, order and stock management, warehouse management, handling, packaging and transport. He/she analyses costs and revenues of the integrated logistic chain, prepares and checks transport documents, manages administration and financial procedures, drafts contracts with suppliers and customers, analyses and monitor the logistics chain using IT tools. He/she is involved in the development of a mobility management that is sustainable.

Germany¹ (Professional driver)

Motivation for selection

5th level qualifications in Germany are very rare (see annexed report) and the usual professional progression “stairs” in terms of VET qualifications lead directly from the skilled-worker certificate (level 3 or 4) to corresponding level 6 qualifications primarily in terms of the “Meister”-qualifications. This is also the case for transport and logistics and also mirrors within the organisation of work in industry.

Nevertheless, previous project work led to the conclusion that there is a deficit of professional progression opportunities/ career pathways for workers within transport and logistics and additionally determines the shortage of workforce for transport and logistics because transport and logistics qualifications are often perceived as dead ends. A professional profile especially concerned at this point is the “professional driver” ranging under the top 10 jobs employers having difficulties to fill in many European countries and also outside Europe.

The professional driver (freight transport) profile has already been described in terms of EQF learning outcomes in the framework of the European project (ProfDRV) which serves as starting point for all further steps within the realisation of the training stairway for the case study of Germany. The ProfDRV profile equals to a large extent (although not in all cases because it does not cover lorry drivers) the German skilled worker certificate “Berufskraftfahrer” (professional driver). This qualification has been referenced to the DQR-level 4 which equals EQF-level 4.

General description of qualification

Starting from the skilled worker certificate “professional driver” in Germany the next usual formal qualification level is the “Industriemeister Kraftverkehr” (industrial master road transport) which has been allocated to level 6 of the DQR/EQF. However, this step represents for many workers in this field a very large step in terms of career and qualification. An additional career/ qualification step can therefore be considered as beneficial in terms of professional progression of professional drivers. Also industry consultation led to the conclusion that there is an intermediate step in terms of career steps in practice for professional drivers.

The related profile is the one of a “master driver” performing higher level tasks than the regular “professional driver”. Those additional and higher-level tasks include especially tasks in the context of:

- Tutoring and training of apprentices/ novice drivers and newcomers in the company

¹ Due to a lack of qualifications for the 5th EQF level in Germany, the Training Stairway will be identified starting from a 4th EQF level qualification. The qualification that will be considered and developed by the German Case Study is therefore a 5th EQF level qualification.

- Benchmarking in the context of work performance (full consumption, distance and time allocation to regular routes, load security, loading and unloading, tour/ route planning, maintenance, economical and ecological driving, etc.)

The necessary level of abilities clearly exceeds those of a professional driver but the actual tasks are still strongly related to the one of professional drivers. It can therefore be considered as an intermediate step between the skilled worker “professional driver” and the industrial master road transport with necessary learning outcomes that reflect the level 5 descriptors of the EQF and the DQR.

Please note that a formal recognition of this qualification as a formal qualification within the German VET system is very unlikely due to the structure of the VET system in Germany. However, it can be considered as a possible non-formal learning opportunity within CVET dependent on the demand finally expressed from industry that provides a non-formal intermediate career/ qualification step toward the formally recognised industrial master qualification. A recognition in terms of learning time towards the industrial master certificate is certainly a possibility because the industrial master is an assessment-based certificate with no regulated training. The, however, usually attended preparatory training for the industrial master assessment is VET provider based. This opens up opportunities for an interrelation of the different training elements with a possible new intermediate non-formal qualification with provider certification.

In this way a training stairway can be built incl. not only level 4 and 5 but also level 6. If following the logic with regard to the initial qualification for professional drivers (Directive 2003/59/EC) within ProfDRV, this part of the stairway can even be extended to a starting point on level 1 or 2 of the EQF.

Next steps

The level 4 profile “professional driver” already exists as an EQF descriptor based profile in the ProfDRV version (see www.project-profdrv.eu). The industrial master road transport on level 6 has not yet been described in terms of learning outcomes (neither German nor EQF descriptors). However, there is a European profile existing “Road Transport Manager” (developed in the framework of the Know-In project www.know-in.eu) that equals to a large extent the industrial master road transport but has been allocated to level 5 of the EQF only. Both profiles will be taken into consideration in order to define the intermediate level qualification “Master Driver”

The identification of the actual learning outcomes to be reached with the “Master Driver” qualification will be done in the framework of WP 4 because due to the approach applied for the elaboration of the German case this is an upgrading of a qualification only for which it is more useful to define the additional units rather than a whole profile. This will be done in WP 4 in the context of unit definition.

Spain (Superior Transport and Logistics Technician)

Motivation for selection

In Spain in the Secondary education institutes are responsible for providing formal education in the field of transport by road, rail, air and sea. The Vocational training is done through training courses at intermediate and advanced level. The regulations under which applies is determined nationally by the General Organic Law of the Spanish education system and each training cycle is regulated by a royal decree differently adapted by decree in each autonomous community.

This vocational qualification, SUPERIOR IN TRANSPORT AND LOGISTICS TECHNICIAN, responds effectively to the needs demanded by the productive system and the personal and social values of our society.

Technician in Transportation and Logistics, Senior Automotive Technician ... and intermediate level: Castilla and León various training courses both upper medium grade as framed in the occupational field of the transport sector are given emergency medical technician...

For example, in Castilla y León, in the Leon city, in the Integrated Professional Training Centre, there is a course called Higher Level ADVANCED EXPERT IN TRANSPORT AND LOGISTICS is taught and clearly is a level 5 qualification.

To access this training cycle SUPERIOR TRANSPORT AND LOGISTICS TECHNICIAN, you must be in possession of a Bachelor Degree in any of this arrangements but have preference to access this training cycle that have completed high school mode of Humanities and Social Sciences.

The duration of the training cycle is 2,000 hours, of which 1,780 are in school and are 220 hours in the workplace.

General description of qualification

An Expert in Transport and Logistics is a professional with high level of skills in the sector (EQF 5), which can exercise their profession in private sector companies or create their own company with reference to the following occupations: Enterprise Manager Transport, Transport Manager, Transport Agent, Cargo Agent, Logistics Operator, Traffic Manager, Traffic Manager or Manager of Circulation, Forwarding, Sales Agent, Shipping Shipper, Chief Inspector Store or Transport of Passengers by Road.

The general competence of this title is to organize, manage and control the operations of freight and passengers in the national and international level, and plan and manage logistics activities of a company, in accordance with current legislation and aims established by the corporation as part of the quality, safety and environmental care.

The functions of this senior technician in the workplace will be significantly affected by the widespread application of new technologies to administrative tasks and operations management.

In addition, functions are subject to technological changes taking place in the methods and procedures for obtaining and controlling information transport and logistics services.

Logistics is an important competitive factor for companies and it looks like it will be an area of growth and generate economic activity and employment.

Learning outcomes that may be of interest in a learning path would be: International Transport of Goods; Economic and Financial Management of the Company; Marketing Transport and Logistics; Logistics Storage.

UK (Supply Chain Management)

Motivation for selection

The analysis of literature and employer interviews undertaken in WP2, revealed that in the UK training and development is largely driven by regulatory needs rather than development and those in supervisor or managerial roles are the least likely to occupation receive training.

An employer survey undertaken by Skills for Logistics furthermore found a much greater skills problem at middle and junior management, then other positions. At least a third of firms employing middle or junior management roles have skills gaps at this level. It is consider a particular problem within the Supply Chain Operations industry. Furthermore the majority of firms expect that staff will need to acquire new skills or knowledge over the next 12 months. In addition the number employed in managerial and senior positions is anticipated to grow by 18% in the ten year period to 2022.

In the supply chain industry, communication skills, job specific, management and leadership skills, organising and planning skills, teamwork /interpersonal skills, IT skills and problem solving skills were identified as skills that require improving in order for their current staff to do their job more effectively.

It is vital that there are programmes available to overcome these skills gaps and provide the future workers in these positions with the Knowledge, Skills and Competences required to perform in an effective and efficient manner. The Supply Chain Management Qualification will enable this.

General description of qualification

Overview

This qualification allows learners to demonstrate the skills and knowledge needed to supervise a variety of supply chain activities. By gaining this qualification, they will:

- prove their ability to work effectively in areas including supply chain and warehousing and storage
- meet the knowledge and competence requirement of the Level 5 in Supply Chain Management
- Achieve national standards set by Skills for Logistics, the Sector Skills Council.

Who is the qualification suitable for?

- Existing workers occupying a strategic role within the supply chain sector, involved in planning, procurement or operations management
- Apprentices working towards a Level 5 Apprenticeship in Supply Chain Management.

This could, for example be in purchasing, freight logistics operations or transport management roles, such as Warehousing and distribution manager, production manager, retail and commercial supervisor/team leader.

This qualification is designed to be undertaken in the workplace.

European project line EU2

The project proposal had already predetermined that the Freight Forwarding Agent as defined by the CENTRAL project would be one of the European Level 5 qualifications that would be used as part of the mapping.

The second European qualification would be determined following the market needs analysis undertaken during WP2 by all partners.

Motivation for selection

Analysis of WP2 revealed that there were three/four common training needs across the partner countries. These included:

- ICT skills
- Road Driver Qualifications - needs to interact, have different skills, evolution in the competencies required
- Green Skills – new job profiles, eco-driving for driving
- Stress prevention

The partners then held a discussion to determine what area should be the second European qualification should be. There were two possible solutions:

1. a professional profile belonging to the world of transport and to the recent innovations in terms of regulations, ICT and SC.
2. A professional profile linked to the management of logistics, on a SC level, thus with competence both on Transport and Logistics

While some partner results from WP2 showed a greater need on the Transport Sector, the Consortium agreed on the second option due to the fact that the other line of development of the project the focus is a “transport” qualification (Freight Forwarding Agent). The second option thereby guarantees the development, within the project, of both transport and logistics qualifications.

The qualification selected for the 5th Level EQF is **Logistics Team leader**.

Cap.2 - Summary of level 5 EQF qualifications selected

Summary of "National" selection of 5th level qualifications to be considered in the further steps of the project. These qualifications are the reference for the identification of 4th level qualifications, target and focus of the project.

Partner Country	EQF 5 Qualification title
Belgium	Technician in Transport & Logistics
France	Senior (upper) Logistics Methods and Operations Technician
Germany	Professional Driver*
Italy	Higher Technician for info-mobility and logistics infrastructures
Spain	Superior Transport and Logistics Technician
UK	Supply Chain Management

*4th level qualification – the process of development of the training stairway is opposite to the others case studies, i.e. from a 4th EQF level qualifications, a 5th EQF level qualification is identified. This is due to specific reasons related the German Framework. Please refer to the Paragraph concerning Germany and to the Map of National Qualifications for Germany.

Summary of European 5th qualifications considered in the next steps of the project for the development of the Consortium/European Case Studies

European Project Line	EQF 5 Qualification title
EU 1	Freight Forwarding Agent
EU 2	Logistics Team Leader