

Did you know?

Over **2,000** vocational qualifications in Scotland have been developed using NOS.

NOS underpin the **214** apprenticeship frameworks available in Wales.

NOS provide the foundation for approx. **63%** of occupations across the UK.

What are NOS?

NOS describe what an individual needs to do, know and understand to perform a work task competently.

Without NOS, standards of performance in the workplace could slip, mistakes made, and accidents could happen.

NOS help define the expectations of a job and make performance conversations between a manager and an individual much easier and clearer.

NOS are developed and reviewed by employers and sector representatives to ensure the standards are relevant and up to date. Employer contribution is vital to ensure NOS are appropriate and reflective of current practice as well as anticipating emerging skills needs across sectors.

NATIONAL - they are developed and maintained by groups of employers from across the whole of the UK so are recognised across the UK. This also means the skills which NOS represent can be transferred from employer to employer across the whole country.

OCCUPATIONAL - they set out all that someone should know and be able to do in an occupation.

STANDARDS - they describe the level of performance required to be competent in an occupation.

Who uses NOS and how are they used?

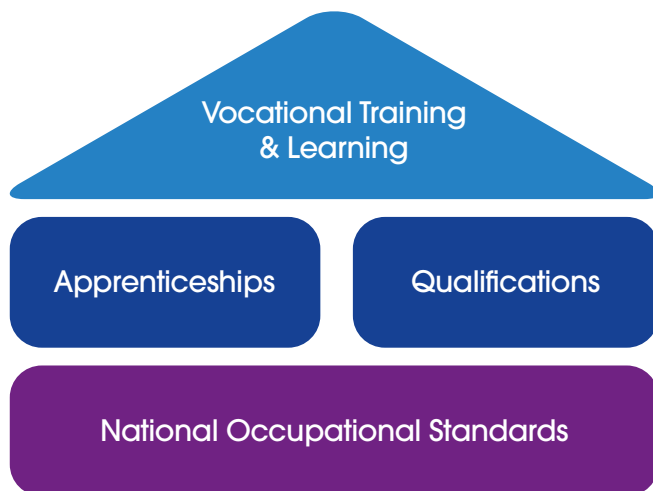
NOS can be used in many different ways and are a really useful resource for many different people and organisations.

Awarding bodies can use NOS to develop qualifications, and they can also be used to develop apprenticeships and training programmes.

Do you have a vocational qualification? If you do, there is a good chance that your qualification is based on NOS!

Education and training providers can use NOS to develop courses which lead to qualifications and apprenticeships. They will help individuals to get a job, progress in a job and give confidence to employers they are employing someone with the right skills.

NOS are the foundation of a wide range of training and learning solutions.



Employers and businesses use NOS to identify the skills they need in their workforce; assess the skills they currently have and identify if there are any gaps. They can then use NOS to develop training and recruitment plans to fill any identified gaps and shortages and write clear job descriptions. As NOS are standards of performance, they can also form the basis for setting objectives and carrying out performance reviews.



If one of my team wants a change of role, I'll sit down with the person and go through the standards to help us both identify their skills and knowledge and how they'd fit another role." Dennis says he recommends the standards to colleagues both within his organisation and outside.

Dennis Weinreich,
Managing Director of Film
and Television Post Production,
Pinewood Studios Group



Careers Advisers can also use NOS to describe an occupation and match individuals and their skills to jobs and careers when they are advising people on options.

Where can I find NOS?

The NOS website can be accessed here: **www.ukstandards.org.uk** and holds all the NOS which have been developed by employers.

The database is easy to use and allows you to search for standards across a wide range of occupations for free.

Want more information on NOS?

In addition to the NOS, the website contains a wide range of useful information including useful contacts, news and upcoming events.

All the information is free and easily accessed at **www.ukstandards.org.uk**