PEER LEARNING ACTIVITY

Employers' perspective

Is the EQF and NQF working transnationally?

Ilaria Spiteri Axiak
misco Consulting Ltd
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A qualification arrives from another country

Would you shortlist this applicant?

Operations role in Malta
An unfamiliar European qualification, labelled EQF Level 6
A Europass Diploma Supplement accompanies it

What would “working” mean for an employer?

Understanding	Can I interpret the qualification fairly?
Verification	Can I establish its status and authenticity?
Decision	Can I use the evidence against the vacancy requirements?

The practical test: less avoidable uncertainty when recruiting across borders

Each tool answers a different question

NQF, including Malta's MQF	Where does the qualification sit within its national system?
EQF	How does that national level relate to a common European reference?
Diploma Supplement	What studies did this graduate complete, and in what context?

The QF-EHEA also provides a higher education cycle framework. EQF covers lifelong learning more broadly.

An EQF level gives an initial reference point

Comparable level leaves important differences open

Field and specialism
Programme size and learning outcomes
Assessment, experience and relevance to the role

What an employer can read in the Supplement

Who awarded it?	Qualification title, field and awarding institution
What did the graduate complete?	Level, programme length, learning outcomes and results
What does it enable?	Further study and professional access information, where applicable

The original qualification remains essential. The Supplement explains it.

What the Supplement leaves to other checks

Authenticity and current status	A familiar format alone does not verify a document or institution
Recognition for a particular purpose	The Supplement does not guarantee formal recognition
Ability to do the job	Learning records require interpretation alongside work evidence

A Europass heading cannot replace the relevant verification or decision

Different decisions involve different authorities

Recruitment into a non-regulated role	The employer assesses the vacancy requirements and candidate evidence
Admission to further study	The receiving institution applies the relevant recognition and admission rules
Access to a regulated profession	The competent professional authority applies the applicable recognition route

Automatic academic recognition and automatic admission are distinct concepts

The checks should match the decision

1 Establish the requirement	What qualification or demonstrated competence does this role need?
2 Read and verify	Use the award and Supplement. Check authoritative sources where needed.
3 Resolve the specific uncertainty	Seek recognition advice or professional authorisation when applicable.
4 Assess the candidate	Use relevant experience, structured questions and a work task.

How the evidence changes the decision

EQF level	Provides an initial basis for understanding the learning level
Supplement and verification	Clarify relevant study and establish the award’s status where needed
Interview and work task	Test how the applicant applies learning to the operations role

A defensible next step: shortlist if the evidence meets the advertised criteria

Where uncertainty can enter the process

Limited familiarity	A recruiter may recognise “degree” more readily than the framework level
Difficult verification	The reliable source may be hard to find or interpret
Incomplete information	A Supplement may omit detail needed for the vacancy
Repeated requests	The applicant may have to explain the same award to several organisations

These are discussion hypotheses to test against participants’ experience

Which passporting characteristics are present?

Cross-border readability	EQF referencing and the Supplement support comparison
Shared basis for trust	Referencing procedures and quality assurance support confidence
Automatic legal acceptance	An EQF level alone does not confer a general right to recognition or employment

Employer assessment: useful portability of information, with purpose-specific decisions still required

Governance exists. Employers need a usable route.

At European level	The EQF Advisory Group supports coherence and transparency in referencing
At national level	Competent bodies maintain frameworks, referencing and qualification arrangements
At the point of recruitment	The employer needs a clear source and an answer relevant to the vacancy

The question for this PLA: how does existing governance become usable assurance?

Practical priorities for employers

An accessible verification route	A clear link to the official qualification, institution and relevant authority
A concise explanation for recruitment	Level, content and scope in language employers can use
Clear guidance on further checks	When existing evidence is enough, and when referral is necessary
Feedback from real decisions	Monitor unresolved queries, repeated requests and applicant experience

Suggested measures: time to resolve a query and the proportion resolved without repeat requests

Is it working transnationally?

It helps employers understand qualifications.

Its practical value depends on accessible verification and informed use.

Stronger recognition arrangements still need a defined purpose and legal basis.

PEER DISCUSSION

What should an employer be able to rely on?

Once the qualification’s status and level are established, what should we stop rechecking?

Which checks remain necessary for the role?
Who should resolve the uncertainty that remains?

REFERENCE

Sources and scope

EQF	Council Recommendation of 22 May 2017 and Europass EQF guidance
Europass and Diploma Supplement	Decision (EU) 2018/646, official template and issuing guidance
Recognition	Council conclusions 9307/23, EU professional recognition guidance and MFHEA

Official source links appear in the relevant speaker notes.
Illustrative case and proposed employer approach. No representative employer survey or MISCO case data supplied.