

Sectoral Qualifications Framework for the Military Officer Profession

SQF-MILOF



We inspire, we train, we challenge!

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The SQF-MILOF is a tool designed to help MS develop and classify military qualifications. It describes specific learning outcomes for the military officer profession, using a hierarchy of four levels of increasing complexity, broken down on four levels of military operations.

How should a military officer operate and act within the complex and multidimensional operating environment of the future, in which the EU will need to deploy its full range of capabilities?

What competences should commanders expect from their officers in the event of unexpected and rapidly evolving internal and external security situations with military implications?

What knowledge, skills, autonomy and responsibility should an officer acquire and master to meet the expected competence profile?

The Sectoral Qualification Framework for all stages of the career of a military officer (SQF-MILOF) not only offers answers for a more interoperable Europe but also makes available to the Member States (MS) practical roadmaps for its implementation.



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» The SQF-MILOF captures the whole range of operational engagement required of officers. It covers all levels and categories of personnel across all services. The main value of the SQF-MILOF from our perspective lies in providing a comprehensive taxonomy of descriptors in the areas of knowledge, skills and competences.

MS answer to the Formal Validation Questionnaire.

SQF-MILOF. DEFINING LEARNING THAT MEETS OPERATIONAL NEEDS

Employer MoD	Task >	Education & Training	Deliver >	Employer MoD
Competence Profile		Qualification Profile		Employer Needs
I need an officer competent to be a : <ul style="list-style-type: none"> • service member • technician • leader • combat role model • communicator • learner • researcher • international actor 		Your envisaged officer should reach these learning outcomes to satisfy operational needs	
		Professional Military Education	SQF-MILOF	

What is the SQF-MILOF?

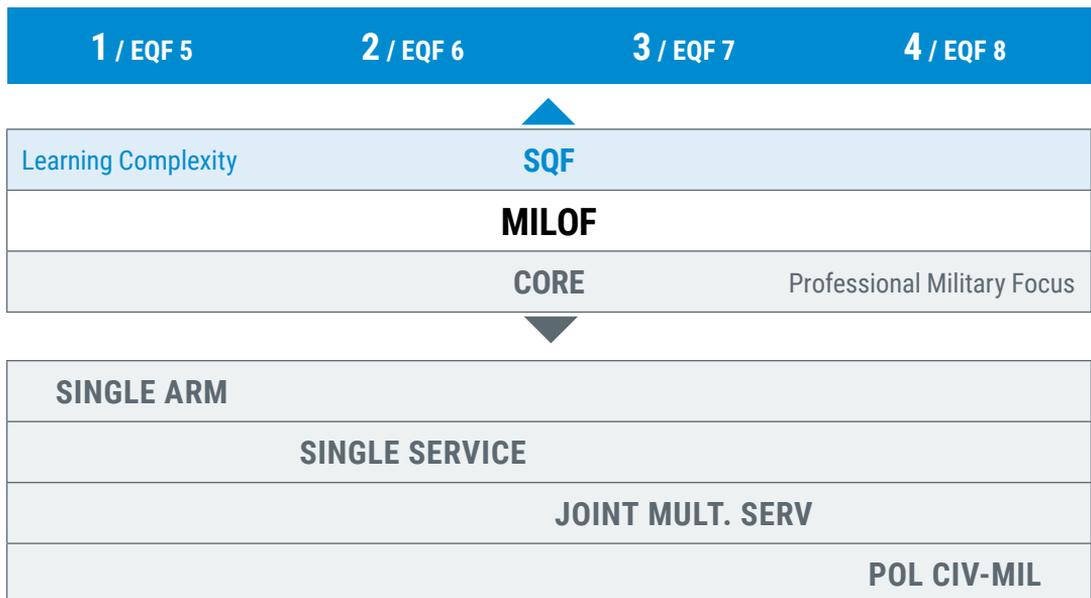
The SQF-MILOF implements the modern realities of lifelong learning for military officers. It is fully in line with the European Qualification Framework that covers all types and levels of qualifications.

The SQF-MILOF serves as an interface or 'translation tool' between education and training opportunities offered in different countries, allowing different programmes to be compared. As a result, it makes it easier to recognise equivalent training done in another country and, subsequently, facilitates professional education and training exchanges between the EU

Member States for the benefit of the common security and defence culture.

SQF-MILOF organises professional training for military officers into four levels of complexity ('SQF-MILOF proper') and focuses its scope on four levels of operations or military organisational architecture (MILOF-CORE). The four levels of complexity range from comprehensive (level 1) to most advanced knowledge and professional skills (Level 4). The four levels of operations focus the learning from individual or low tactical level (Single Arm/Branch) up to strategic level (Political Civil-Military).

LEARNING FOR MILOF PROFESSION IS COMPLEX AT SQF-MILOF LEVELS AND FOCUSED ON MILOF-CORE LEVELS





The SQF-MILOF Package.

What are its benefits and how can MS use its components?

Although learning is its core business, the SQF-MILOF is more than a taxonomy of learning levels. It is a package of products,

encompassing all areas of the learning process, such as professional development or quality assurance.



COMPETENCE PROFILE OF MILITARY OFFICER

- inform the harmonisation of military officer competences reflected in the national occupational standards.



SQF-MILOF PROPER

- facilitate the levelling of national military qualifications against the SQF-MILOF consistent with National Qualifications Frameworks and European Qualifications Framework levels.



MILOF-CORE

- support the harmonisation of learning outcomes of similar programmes across MS.
- facilitate the efforts of military education and training providers to develop learning-outcome-based curricula.
- help individual learners to identify their professional learning proficiency.



QUALITY ASSURANCE PRINCIPLES

- ensure that national military qualifications levelled against the SQF-MILOF follow European quality standards.



MILITARY QUALIFICATIONS DATABASE

- compare similar qualifications across MS, thus facilitating the exchange of military students and course participants at any stage of their military careers.



This reference document is exceptionally valuable because it gives us information about the harmonization of military officer competences reflected in the national occupational standards, helps individual learners to identify their professional learning proficiency through the detailed learning outcomes of the Learning Profile, and compares similar qualifications across MS, thus facilitating military student exchanges and participation in courses in other Member States.

MS answer to the Formal Validation Questionnaire.

How will SQF-MILOF work in practice?

The implementation of the SQF-MILOF is a voluntary process and remains the MS responsibility. The MS could, for instance, consider establishing a SQF-MILOF Executive Group (SQF-MILEG), working in an advisory capacity to coordinate, monitor and facilitate the relevant steps of the implementation.

At national level, by levelling or linking national military qualifications to the relevant SQF-MILOF levels, competent authorities will contribute to a coherent and mutually recognisable system of military qualifications at EU level.

At EU level, multinational and EU military structures and organisations could reflect

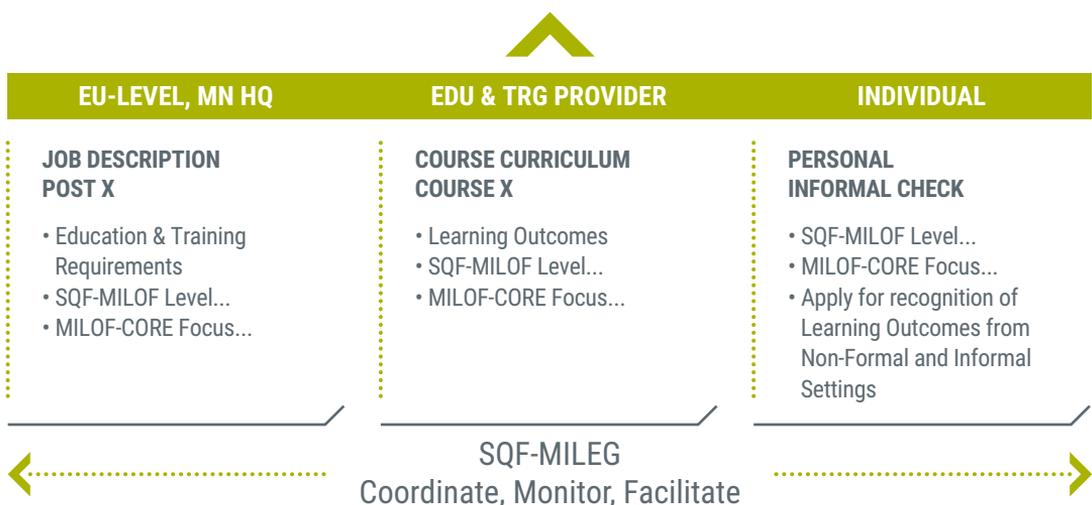
the required level of qualifications in the job descriptions of officer posts using the SQF-MILOF and MILOF-CORE levels.

At the level of military education and training entities, the MILOF-CORE offers sufficient granularity for comparing national military qualifications to the relevant MILOF-CORE levels. These entities can use the SQF-MILOF and MILOF-CORE descriptors to describe the learning outcomes when refining existing or developing new programme curricula.

At an individual level, officers at various stages of their career can check and position their professional knowledge and skills against MILOF-CORE.

POSSIBLE OUTCOMES OF THE ROADMAPS FOR EUROPEAN AND NATIONAL LEVELS

SQF-MILOF <small>LEVEL 1 - 2 - 3 - 4 / FOCUS ARM - SERVICE - JOINT - CIV-MIL</small>	EQF Level 5 - 6 - 7 - 8
	NQF Level 5 - 6 - 7 - 8



Background

From 2009 to 2014, the European Security and Defence College (ESDC) developed the first stage of a SQF for military officers in their initial education and training.

The Chairman of the European Union Military Committee (EUMC) took the recommendations of the EU Military Training Group on board and, on 19 July 2016, he invited the ESDC, supported by the European Union Military Staff (EUMS), to

consider establishing a SQF for all levels of the military officer career (SQF-MILOF).

After extensive consultation with the MS, the SQF-MILOF Working Group, with direct support from the EUMS, completed the SQF-MILOF Package at the end of 2020. Subsequently, the SQF-MILOF Package underwent rigorous evaluation and validation processes, including testing the final product with several stakeholders.



It promotes mutual understanding and reciprocal cooperation between military officers in the different MS, which contributes to the success of the EU's common military goals. It makes it much easier and more effective for officers to undertake exchanges both during their education and during active service, which means participating in multinational exercises and operations. At the same time, it must not eliminate unique national traits or the military traditions of each individual MS.

MS answer to the Formal Validation Questionnaire.





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