



**ABE Level 2 Award in
Employability Skills: Making
the Move to Work
(603/1926/4)**

Qualification Specification

Version 2.1

Version and date	Change detail	Section
Launch Version – June 2017	Document created	All
Version 2.0 – September 2019	Additional guidance added Indicative content removed	Qualification summary; Assessment Unit specifications
Version 2.1 – February 2020	Wording amended	Marking and moderation

Contents

About ABE	4
Recognition.....	4
Why study with ABE.....	5
About your qualification.....	6
Pathways	6
Progression.....	7
Qualification summary	8
Qualification title	8
Operational start date	8
Qualification objectives	8
Who is it for?	8
Who regulates this qualification?.....	8
Entry guidance and criteria.....	9
Before the qualification can be assessed and awarded	9
Knowledge, skills and understanding to be assessed	9
Staffing and physical resource requirements.....	9
Recognition of prior learning (RPL), accreditation of prior learning (APL), and exemptions	10
Localisation.....	10
Qualification structure.....	11
Credits, Guided Learning Hours (GLH) and Total Qualification Time (TQT).....	12
Modes of study	13
Suggested reading and resources for the qualification	13
Assessment.....	14
Assignment.....	14
Marking and moderation.....	14
Additional examination requirements	14
Reasonable adjustments and special considerations	14
Appeals and Enquiry of Results	14
Grading.....	15
Grade descriptors.....	16
Results and certification	17
Unit specifications.....	18
Recommended resources	22

About ABE

Recognition

ABE is fully regulated by Ofqual, the qualifications regulator for England. In addition to Ofqual, ABE have agreements or recognition by regulatory authorities in many other countries where we operate – check our website for more details.

All ABE qualifications are part of the UK Regulated Qualifications Framework (RQF).

ABE qualifications are valued internationally because they are:

Professional	Our qualifications are designed to give you the knowledge and skills you need to excel in a managerial career
Affordable	ABE is a not-for-profit organisation; as such we endeavour to keep costs to a minimum. Our fast track routes to degrees are often much less expensive than traditional routes
Recognised	In addition to respected regulatory authorities, our qualifications are recognised by colleges, universities, employers and governments around the world
Supported	As an ABE member, you can access a wealth of resources designed to support your studies, and enhance your learning experience. Each ABE unit has its own study guide and we support our colleges with a wealth of tuition resources to help them deliver teaching to an outstanding standard
International	For more than 40 years, learners around the world have been benefitting from ABE qualifications
Proven	Our alumni speak for themselves – see their testimonials on our website. They work in a diverse range of industries and organisations. Many are in top jobs or running their own successful enterprises
Flexible	You can study full time or part time at a pace that suits you. All our diplomas provide expertise in business management and offer you the option of specialising in Marketing or Human Resources alongside this
A great route to university	ABE diplomas have credits which are accepted by universities around the world. Holders of ABE diplomas can fast track onto a degree course, meaning the cost of your education is dramatically reduced

Why study with ABE

ABE has an outstanding history and an excellent global reputation. Our qualifications are designed to give you the best chance of achieving your full potential in your chosen career. There is a world of opportunity waiting for you, and ABE can help you seize that opportunity and succeed.

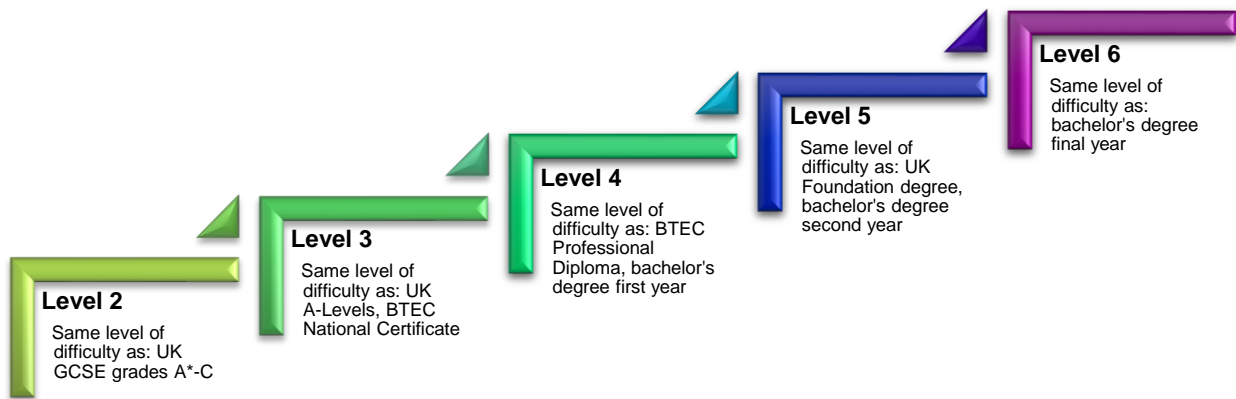
The content and format of our qualifications are the outcome of extensive research which explored the knowledge and skills employees need to possess in order for businesses to succeed. When redeveloping the new qualifications in Business, we collaborated with a wide range of students, employers, higher education providers, colleges and subject experts to ensure that the new qualifications meet their needs and expectations. Our findings highlighted that organisations require staff with a set of strong core business skills that can be flexible and adapted to diverse environments.

This research, along with consultation with employers and subject experts, has provided the backdrop for ABE's outstanding portfolio. Our qualifications are designed to adapt and develop in line with the needs and demands of employers now and in the future.

Whether you dream of becoming an entrepreneur, getting a great job, being promoted to senior management, or if you are already in a leadership role and want to enhance your professional skill set, an ABE qualification will help you turn your plans into reality.

About your qualification

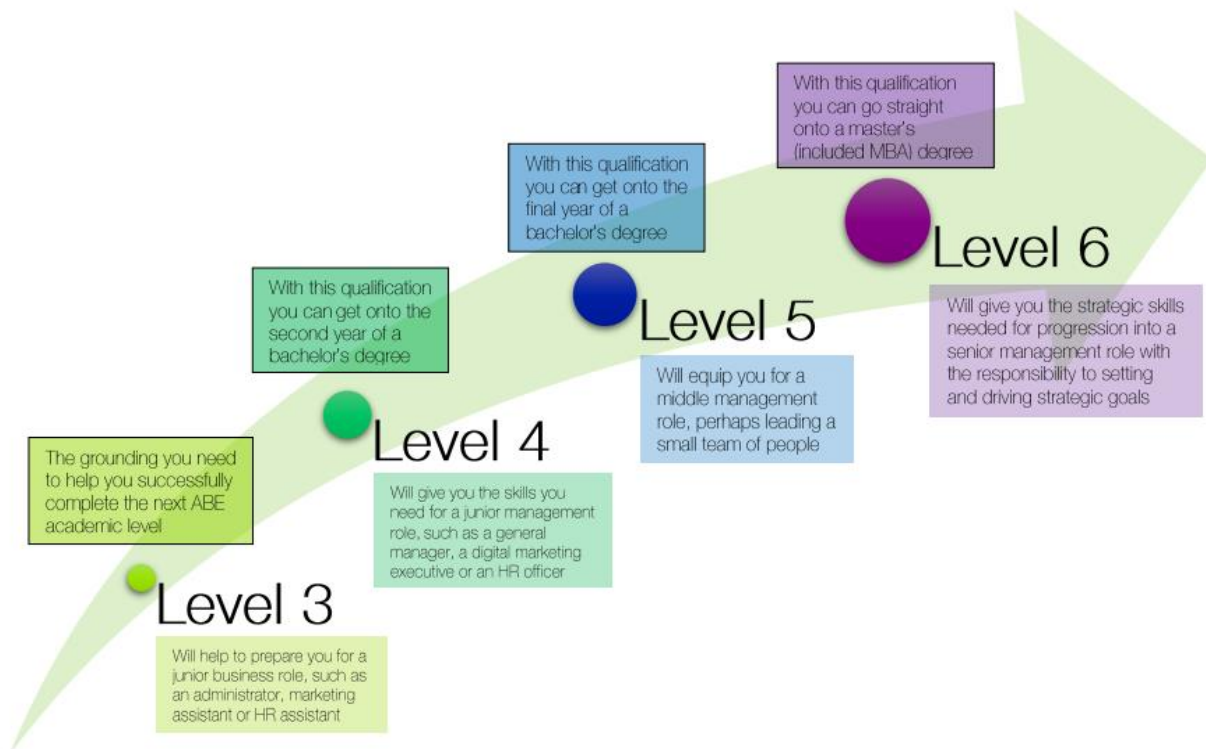
ABE is regulated by Ofqual who also manage the Regulated Qualifications Framework, which ABE qualifications are accredited against. Qualifications within the RQF must be levelled against the RQF level descriptors to ensure they are broadly similar in the knowledge and depth of understanding required to pass them. The size and the content of qualifications at the same level can vary. The diagram below shows how the levels progress.



Pathways

After completing Level 2 qualification you can progress onto higher level qualifications in business management. ABE's framework of business management qualifications run from Level 3, right through to Level 6, enabling you to accumulate the credits needed for a university top-up, or you can enter onto the framework at any point depending on your centre's professional and academic judgement— see our 'Entry guidance' section for more details.

Progression



ABE qualifications have been designed with progression in mind and, after completing one of our qualifications, you can progress to employment or to a higher level of study.

ABE offers you a full framework of qualifications that have been designed for you to be able to progress right from Level 2 all the way up to Level 6. Each qualification builds from the one before, taking you from introductory units through to strategic ones.

ABE allows you to progress from one level to the next before you have completed all the units at a given level, however we recommend that where possible you fully complete a level before moving on to the next to give yourself the best chance of success. You must ensure you fully complete the initial level in order to be awarded the next level. Should the higher level be completed first, ABE will withhold the certificates until the initial level is achieved.

On completion of the **ABE Level 2 Award in Employability Skills** you will be able to progress to another qualification in the ABE suite, such as ABE level 3 Certificate in Business Essentials, or use what you have learned to seek employment.

Qualification summary

Qualification title

ABE Level 2 Award in Employability Skills: Making the Move to Work (603/1926/4)

Operational start date

12th June 2017

Qualification objectives

The objectives of the ABE Level 2 Award in Employability Skills are as follows:

- Describe what is meant by employability skills and why employers want people with these skills in addition to qualifications and/or experience
- Assess your own skillset in terms of employability and provide examples to support your strengths, preferences and areas for development
- Complete a job application and prepare for an interview based on your skillset

Who is it for?

This qualification is for learners that are 14 and over.

The ABE Level 2 Award in Employability Skills is designed to prepare you to be work ready, giving you awareness of what employers require and look for.

Who regulates this qualification?

The qualification is regulated in the UK by:

- Ofqual

Entry guidance and criteria

There are no formal entry requirements to study an ABE Level 2 Award; however, the centre should ensure that you have a reasonable expectation of success on the programme by assessing your previous qualifications and/or related work experience.

Hence, it is their responsibility to use their professional and academic judgement when assisting you in making the decision at which level you should enter the ABE programmes.

In order to successfully study for an ABE qualification, you should have an appropriate level of English Language skills (reading, writing, speaking and listening). To ensure success rates are maximised, for **all** ABE qualifications, we recommend the following standards are met:

- IELTS 5.5
- Cambridge ESOL – Preliminary PET or BEC
- Pearson Test of English Academic (PTE) – 36-41
- Common European Framework of Reference (CEFR)- B2

Centres can use other English language tests as a measure of a learner's English language Skills; but the centre must be satisfied that the score is equivalent to those recommended above.

Before the qualification can be assessed and awarded

To be awarded the ABE Level 2 Award in Employability Skills learners are required to successfully achieve the one mandatory unit. There are no optional pathways as part of this qualification.

Knowledge, skills and understanding to be assessed

The knowledge, Skills and Understanding being assessed in this qualification is as follows:

- Be able to explain what is meant by employability skills and explain why employers want people with these skills in addition to qualifications and/or experience
- Assess your own skillset in terms of employability and provide examples to support your strengths, weaknesses and preferences
- Complete a job application and prepare for an interview based on your skillset

Staffing and physical resource requirements

As part of the centre accreditation process ABE ask for details around staffing and physical resource. For more information on becoming an ABE accredited centre go to: <https://www.abeuk.com/abe-accreditation>

Recognition of prior learning (RPL), accreditation of prior learning (APL), and exemptions

If you hold a qualification from either another professional body or university which is similar in content and level to ABE qualifications, you might qualify for RPL, APL or an exemption from some ABE examinations or units.

If you wish to find out if you qualify before you register with us, please send a letter or an email to exemptions@abeuk.com with copies of your qualifications.

If you are already registered, you can find further information on the [ABE Portal](#).

Localisation

It is very important when studying for your ABE qualification that you consider your local business environment and try to apply what you are learning to relevant scenarios in your local business context. Doing this will help you to put your learning into practice and use it in your professional day-to-day activities.

Qualification structure

ABE Level 2 Award in Employability Skills: Making the Move to Work (603/1926/4)

The ABE Level 2 Award in Employability Skills consists of **one** mandatory unit. To be awarded this qualification you must achieve a minimum of a Pass in the mandatory unit.

The total Guided Learning Hours (GLH) is **25 hours**

The Total Qualification Time (TQT) is **30 hours**

The credit value is **3**

ABE Unit code	Unit title	Level	GLH	Credits	Assessment method
Mandatory Unit					
2UMMW	Making the Move to Work	2	25	3	Assignment

Credits, Guided Learning Hours (GLH) and Total Qualification Time (TQT)

Total Qualification Time

As part of its Ofqual regulation, ABE allocates a Total Qualification Time (TQT) to each of its qualifications. TQT is the estimated total number of hours that learners will need in order to complete and achieve the qualification.

Examples of activities which can contribute to Total Qualification Time include:

- Guided Learning
- Independent and unsupervised research/learning
- Unsupervised compilation of a portfolio of work experience
- Unsupervised e-learning
- Unsupervised e-assessment
- Unsupervised coursework
- Watching a pre-recorded podcast or webinar
- Unsupervised work-based learning

Within the TQT value of each qualification, we also define the Guided Learning Hours (GLH). The GLH is the estimated total number of hours for centres to deliver a qualification to their learners. The GLH covers any activities completed under direct instruction or supervision of a lecturer/teacher/tutor etc. For example, classroom learning supervised by a teacher, live webinar or telephone tutorial, e-learning supervised by a teacher in 'real time' and all forms of assessment which take place under the immediate guidance or supervision of a lecturer/teacher/tutor.

Credits

ABE qualifications also have credits assigned to them. When you achieve a qualification with credits, you can use these credits towards progression to another qualification.

Modes of study

To study for an ABE qualification, you should be registered with an ABE Accredited Centre. For more information on finding an accredited centre, please see the ABE website.

When studying for your ABE qualification, you will most likely learn both with supervision from tutors at your centre and through your own self-study time.

Your centre is responsible for teaching ABE qualifications and they will likely use a range of delivery methods. For example, they might use:

- Classroom delivery (face to face taught time)
- Mentoring and coaching from tutors or external employers
- E-learning
- Formative assessment
- Live webinars
- Assessment support for assignment writing and revision sessions

Note: The list above is indicative; to find out more about how you will be taught, you should contact your centre.

Suggested reading and resources for the qualification

For each unit in the ABE qualifications, ABE will provide the following learning materials:

- A Study Guide in PDF format available on the ABE Portal. This Study Guide is aimed at learners and will expand on the Unit Syllabus, including case studies and examples, activities, and a glossary of terms.
- Tutor Resource Packs for centres. These will contain session plans, presentations, activities and wider resources available for each unit.
- Recommended resources, including online resources, available at the end of this document.

Assessment

ABE's assessments are specifically designed to fit the purpose and objective of the qualification. The **ABE** Level 2 Award in Employability Skills is assessed by an assignment, which is externally set and marked by ABE. You can find out how each unit is assessed by checking the Unit Specification in this document, or the qualification tables above.

Assignment

Assignments will be set by ABE in the format of an assignment brief. Sometimes a scenario and/or templates may be provided as well. Level 2 Employability Skills assignments will have a word count of 2000. For more details on the assignment format, please see the Sample Assessment Materials available on the **ABE Portal**.

Completed assignments should be submitted by the 1st day of each month. All assignments will be submitted by centres to ABE for marking. Results will be released by ABE on your Portal six weeks later.

Marking and moderation

ABE has a broad and varied external academic team with a breadth of experience across the qualification areas and levels. Our external assessment team is very familiar with ABE students and the format of ABE exams and assignments. ABE has a very robust marking and moderation process: assessments are marked and standardised by our external team. The results are ratified by our senior assessment team, prior to publishing.

Additional examination requirements

There are no additional examination requirements for this qualification.

Reasonable adjustments and special considerations

In the development of this qualification ABE has taken steps to ensure that there are no unnecessary barriers to achievement. For learners with particular requirements reasonable adjustments may be made in order that they can have fair assessment and demonstrate attainment. There are also arrangements for special consideration for any learner suffering illness, injury or indisposition. Full details of the reasonable adjustments and special considerations are available from the ABE candidate portal.

Appeals and enquiry of results

ABE has an appeals procedure that has been written in accordance with the regulatory arrangements in the Ofqual General Conditions of Recognition. Full details of this procedure, including how to make an application, are available on the [ABE Portal](#).

You can find further information relating to ABE assessment on the Exam Regulations section of the [ABE website](#).

Grading

In order to achieve an ABE qualification, you must demonstrate sufficient depth of study and acquisition of knowledge and skills expected for the qualification. You will need to demonstrate your achievement through the assessments set by ABE. On completion of your ABE qualification, you will be awarded an overall qualification grade based on your performance across all of your unit assessments.

The following qualification grades are available:

Grade
Distinction
Merit
Pass
Fail

Units will be assessed using the following grading scale:

Grade	Boundary
Distinction	80 - 100
Merit	65 - 79
Pass	50 - 64
Fail	0 - 49

To be awarded the **ABE Level 2 Award in Employability Skills**, you must complete and achieve a minimum of a Pass in the single mandatory unit.

Grade descriptors

The table below details the grade descriptors that will be used to make judgements on grade boundaries. These descriptors will also help you to understand what we expect to see in order to achieve each grade.

Level 2

0-49 Fail	50-64 Pass	65-79 Merit	80-100 Distinction
Knowledge and understanding of the subject matter			
Lack of, limited or incomplete knowledge and understanding of the subject matter and of appropriate theory and concepts; largely unable to apply in context.	Adequate knowledge and understanding of the subject matter and of appropriate theory, but with some minor gaps; some ability to apply in context.	Good knowledge and understanding of the subject matter and of appropriate theory; generally able to apply in context.	Excellent knowledge and understanding of the subject matter and of appropriate theory; consistently able to apply in context.
Information gathering, use of reading sources and data			
Lack of, limited or only partly completed evidence of information gathering, use of resources and data, which may not be appropriate.	Adequate evidence of information gathering, use of resources and data.	Clear evidence of information gathering, use of resources and data, all of which is generally used to support answers.	High level of evidence of information gathering, use of resources and data, all of which is highly appropriate and used consistently to support answers.
Application and interpretation			
Lack of or limited interpretation and application of theory and concepts; weak or missing justifications and recommendations where relevant.	Adequate interpretation and application of theory and concepts; adequate justifications and recommendations where relevant.	Good interpretation and application of theory and concepts; generally supported justifications and recommendations where relevant.	Outstanding interpretation and application of theory and concepts; justifications and recommendations are consistently supported where relevant.
Professional communication			
Poor presentation, structure and editing; several presentation errors	Adequate and logical presentation, structure and editing; minor errors.	Good standard of presentation, structure and editing; limited number of errors.	Excellent presentation, structure and editing; well-structured and error-free.

Results and certification

If you are taking an ABE qualification, please allow three months from the date of your results to the receipt of your certificate. Certificates are usually dispatched around six weeks after results have been published (this is to allow time for any enquiries about results or appeals). Transit times vary according to which country you are in so we say allow three months but most people won't have to wait this long.

For a fuller explanation of the process see our [blog](#).

Unit specifications

In the second section of this document, you will find the Unit Specification for each unit included in the **ABE Level 2 Award in Employability Skills**.

The Unit Specification contains all the information you need about a particular unit, including the Credit value, Guided Learning Hours and the Unit Syllabus details. You should use the Unit Specifications to see what you will be expected to learn and what you will be expected to demonstrate in your assessments.

Here are some key terms to help you read and use the Unit Specifications:

Qualification	The qualification is the outcome of your studies and assessment, and represents your achievement.
Unit	A unit is a component of the overall qualification, focusing on a particular topic or area of study relevant to the qualification. Some units may be mandatory and some may be optional so be sure to check before starting your studies.
Total Qualification Time (TQT)	TQT is the number of notional hours which represents an estimate of the total amount of time that could reasonably be expected to be required in order for a Learner to achieve and demonstrate the achievement of the level of attainment necessary for the award of a qualification.
Guided Learning Hours (GLH)	GLH is an element of the TQT and is an estimate of the number of hours during which the learner is given specific guidance by their tutor towards the achievement of the qualification, for example: face to face teaching, e-learning, mentoring etc.
Element	An element represents a segment of learning within the unit. Each individual element has its own rationale and content.
Learning outcomes	The learning outcome lays down the expectations of the learner and defines the knowledge, understanding and/or skills they will acquire on completion of the Unit.
Assessment criteria	The assessment criteria define what a learner must know, understand or be able to do, proving that they can achieve the Learning Outcome.
Indicative content	The indicative content is the scope of knowledge required in order to fulfil the assessment requirements and achieve the learning outcome; it also outlines the technical components of the programme.
Weighting	The way in which a section of the content is emphasised in terms of teaching, learner effort, and emphasis in assessment.

Unit Type: Mandatory

Level: 2

Credits: 3

GLH: 25

Assessment Method: Assignment

Making the transition from a study or non-work environment to work is exciting but potentially daunting. This short course has been designed to make you more aware of what employers are currently looking for when they recruit new staff and how you can make the most of the technical qualifications, skills, experience and personal qualities that you have when presenting yourself for employment.

The unit is aimed at jobseekers who are actively seeking employment, either to go into their first role after leaving school or college, or as someone returning to work after a period of absence. The unit considers a range of generic skills and capabilities that employers look for, over and above technical qualifications and experience, which have been shown to make new employees more successful within a role. Employability skills include a range of behavioural and interpersonal skills that you can use to demonstrate you are able to interact and work effectively with others at work. These employability skills enable you to be more successful at job applications and interviews.

As well as reviewing a range of practical employability skills, the unit enables you to assess your own skillset in terms of employability and to develop your own personal development plan. The course concludes with a requirement for you to develop your personal curriculum vitae (CV) and prepare for an appropriate job application and interview.

These skills are essential for all jobseekers in the modern working world and will help improve the chances of employment for all those completing this qualification.

What you'll learn

The table below shows the learning outcomes of this unit (what you will be able to do or what you will know), along with the assessment criteria (what you will be able to do to demonstrate achievement of the learning outcome).

Learning Outcomes The learner will:	Assessment Criteria The learner can:	Weighting
Element 1 - What employers are looking for in prospective employees		
1. Describe what is meant by employability skills and why employers want people with these skills in addition to qualifications and/or experience	1.1 Outline the employability skills that are most frequently desired by employers 1.2 Describe why employability skills are important to employers	30%
Element 2 – What I have to offer		
2. Assess your own skillset in terms of employability and provide examples to support your strengths, preferences and areas for development	2.1 Identify your own skillset in terms of employability and provide examples to support your strengths and personal preferences 2.2 Carry out a 'gap analysis' between your current set of employability skills and what is required for specific employment positions	30%
Element 3 – Presenting what I have to offer		
3. Complete a job application and prepare for an interview based on your skillset	3.1 Use your skillset to complete job applications 3.2 Use your skillset effectively for pre-interview screening and to prepare for interviews	40%

Capabilities

Alongside academic learning and development, ABE qualifications have been designed to develop your practical skills and capabilities. These capabilities are highlighted as certain values, knowledge, skills, and behaviours that will help you in your professional development.

Below is an overview of the behaviours, skills, and attitudes that you will develop through this unit:

Element of learning	Key capabilities developed
Element 1 - What employers are looking for in prospective employees	Be able to explain what is meant by employability skills and explain why employers want people with these skills in addition to qualifications and/or experience <i>Willingness to learn, integrity, confidence, humility, awareness of health and safety at work</i>
Element 2 - What I have to offer	Assess your own skillset in terms of employability and provide examples to support your strengths, weaknesses and preferences <i>Confidence, self-esteem, self-motivation, awareness of abilities and limitations, desire to make a positive contribution</i>
Element 3 - Presenting what I have to offer	Complete a job application and prepare for an interview based on your skillset <i>Desk research, enthusiasm, commercial awareness, written and verbal communication, active listening, adaptability, initiative, integrity, confidence, respect of equal opportunities and diversity</i>

Recommended resources

Core texts:

- ABE Study Guide for ABE Level 2 Short Award in Employability Skills: Making the Move to Work

Supplementary texts:

- Cottrell, D (2015) Skills for Success: Personal Development and Employability (Palgrave Study Skills), 3rd ed, ISBN: 9781137426529
- Hind, D W G, Moss, S (2011) Employability Skills, 2nd ed, Business Education Publishers, ISBN: 9781901888997
- Sumner, R (2012) How to use your degree to secure a job: Kaplan's Guide to Core Skills and Employability, Wokingham: Kaplan Publishing, ISBN: 978-0-85732-486-3

Online resources:

- <https://www.kent.ac.uk/careers/sk/top-ten-skills.htm>
- <http://www.skillsyouneed.com/general/employability-skills.html>
- <http://www.jobs.ac.uk/careers-advice/interview-tips/1515/employability-what-are-employers-looking-for>
- <http://www.ocr.org.uk/Images/168823-the-ocr-guide-to-employability.pdf>
- <http://www.youthcentral.vic.gov.au/jobs-careers/planniing-your-career/employability-skills>
- http://www.stemnet.org.uk/wp-content/uploads/IES-ESR_4pageSummary_June_16.pdf
- <http://www.exeter.ac.uk/ambassadors/HESTEM/resources/General/STEMNET%20Employability%20skills%20guide.pdf>
- <https://nationalcareersservice.direct.gov.uk/aboutus/newsarticles/Pages/Spotlight-SoftSkills.aspx>
- www.kent.ac.uk/careers/cv/badaf.htm
- www.kent.ac.uk/careers/cv/difficultapplications.htm
- www.kent.ac.uk/careers/psychotests.htm
- www.kent.ac.uk/careers/interviews/ivquest.htm
- www.kent.ac.uk/careers/ivquiz.htm
- www.kent.ac.uk/careers/interviews/nvc.htm



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