Using National Occupational Standards

National Occupational standards (NOS) provide the building blocks for creating all round competence and provide a clear and objective framework for what someone needs to do and what they need to know in a particular occupation and/or role. NOS are descriptive rather than prescriptive giving them flexibility whilst creating a common language for competence across your organisation.

NOS are UK wide and are developed by Standard Setting Bodies (such as Sector Skills Councils) working with employers from the relevant occupational areas. NOS are approved by UK Commission for Employment and Skills (and through the relevant regulatory bodies in the devolved nations). Each NOS includes Performance statements and Knowledge statements.

NOS are at the core of vocational qualifications and Modern Apprenticeships in Scotland and underpin vocational qualifications and the majority of Apprenticeships in England & Wales and Northern Ireland.

Using NOS creates a common language for identifying the skills, knowledge and behaviours required for excellent service delivery and ensure consistency of approach, transferability and interoperability across your organisation or other organisations that have similar functions and roles. This common language ensures that individuals within an organisation can be recruited, developed, managed and promoted against nationally agreed standards of competence. For those operating within a High Risk environment, NOS provide defensible benchmarks in relation to occupational competence.

National Occupational Standard (NOS) can be used with other organisational standards and/or behaviours/values and together can create a robust, quality assured model for workplace excellence and ongoing organisational development.

As well as this Professional Development Framework for those delivering Probation and Rehabilitation Services the Community Justice Learning (CJL) Framework is underpinned by National Occupational Standards as are the Policing Professional Frameworks for England & Wales, Scotland and Northern Ireland. All of these frameworks provide clear and measurable benchmarks for occupational competence in a bespoke way that complements and adds value to HR/L&D processes.

The diagram below shows where National Occupational Standards (NOS) can and are being used across the Justice and Blue Light sectors, ensuring the right people with the right skills are doing the right things, where and when they should be.
Using National Occupational Standards (NOS)

**Workforce Planning**
Use NOS to Define the functions and activities required for roles across your business

**Job Design**
Use NOS to define the outcomes of a new/changing role

**Recruitment and Selection**
Develop Job Adverts, Interview questions and/or assessments based on NOS and any other relevant standards/behaviours

**Succession Planning & Progression**
NOS can help identify gaps in skills and knowledge for individuals within their career pathway and for the business in defining their requirements

**Performance Management**
NOS provide clear, measurable outcomes of performance; NOS complement behaviours/values

**Accreditation/Assessment**
NOS form the basis of work based qualifications and accredited learning and development which include nationally recognised quality assurance and assessment

**Learning and Development**
NOS can help you identify gaps in skills and knowledge and provide the outcomes for relevant, measurable L&D as well as providing benchmarks for your External Providers to meet