

The Hospitality Career Journey

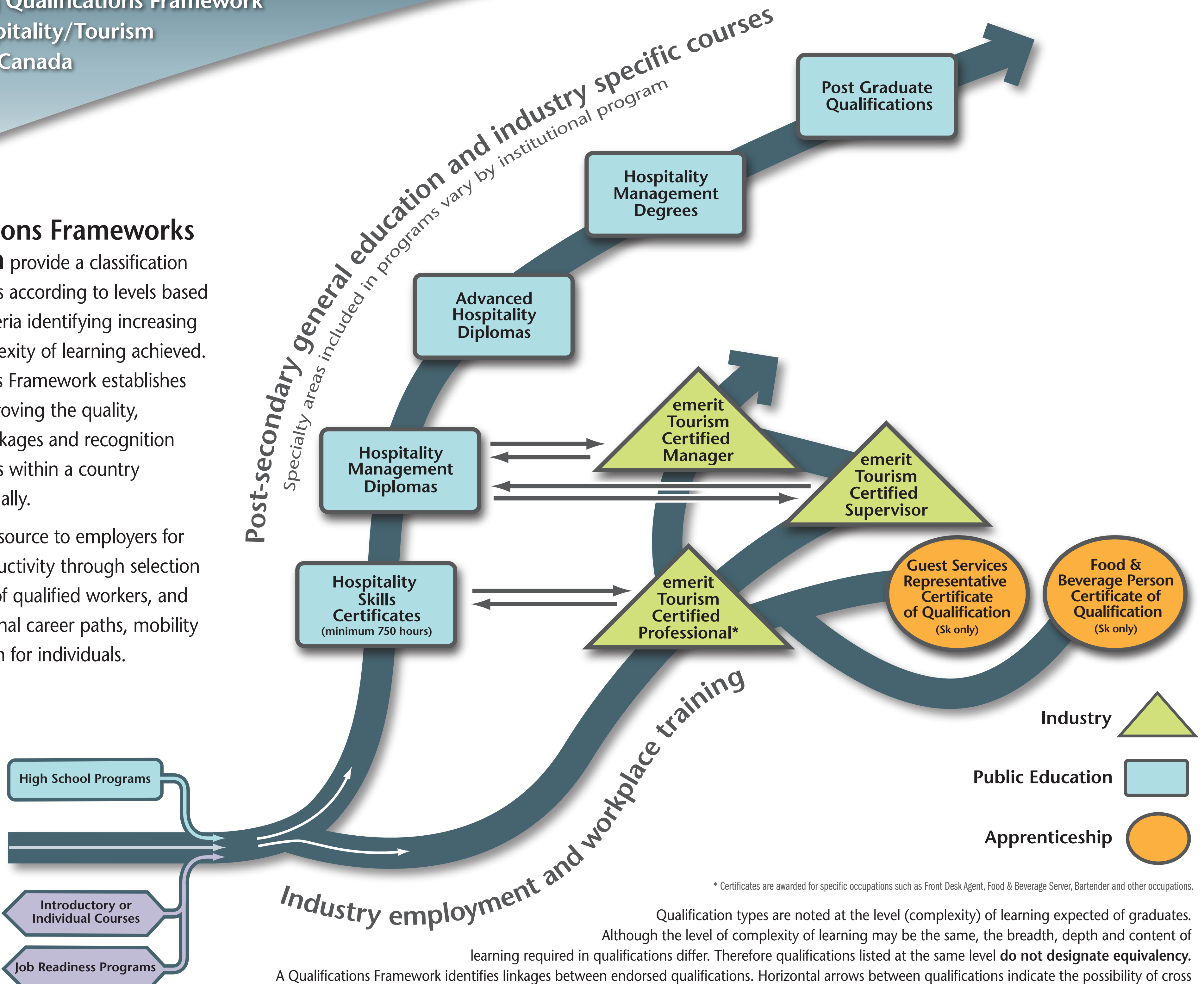
Pathways to Recognition in Canada

An Evolving Qualifications Framework for the Hospitality/Tourism industry of Canada

Qualifications Frameworks in Tourism

provide a classification of qualifications according to levels based on a set of criteria identifying increasing levels of complexity of learning achieved. A Qualifications Framework establishes a basis for improving the quality, accessibility, linkages and recognition of qualifications within a country and internationally.

It provides a resource to employers for increased productivity through selection and retention of qualified workers, and identifies optional career paths, mobility and recognition for individuals.



* Certificates are awarded for specific occupations such as Front Desk Agent, Food & Beverage Server, Bartender and other occupations.

Qualification types are noted at the level (complexity) of learning expected of graduates. Although the level of complexity of learning may be the same, the breadth, depth and content of learning required in qualifications differ. Therefore qualifications listed at the same level **do not designate equivalency**. A Qualifications Framework identifies linkages between endorsed qualifications. Horizontal arrows between qualifications indicate the possibility of cross credits or advanced standing when moving from one qualification to another. **Qualifications Framework details can be found at www.tourismqualifications.ca.**

Level	Level Descriptor	Qualification Type			Endorsed Issuers of Qualifications	Details	Linkages		Learning Components
		Education	Industry	Apprenticeship			Ontario Qualifications Framework	International	
Eight	Apply the most advanced and specialized skills and techniques, including synthesis and evaluation; Solve critical problems in research and/or innovation; Extend and redefine existing knowledge or professional practice; Demonstrate substantial authority, innovation, autonomy, scholarly and professional integrity and sustained commitment to the development of new ideas or processes.	Doctorate			Continued Professional Development Education: Public Colleges and Universities. See provincial links for listings. Industry: emerit: Canadian competency-based industry certification programs which provide successful applicants with a designation as a Certified Tourism Professional (CTP) for front line occupations. The certification is managed by the Canadian Tourism Human Resource Council (CTHRC), the tourism sector council for Canada. SK Tourism apprenticeships: offered by the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). The Saskatchewan Tourism Education Council (STEC) in a partnership role with SATCC is the Joint Training Committee for the two tourism trades.	Go to www.tourismqualifications.ca for more detailed information, and to find: • Descriptions of qualification types and, • Description of hospitality specific learning outcomes for each level and, • Links to provincial qualifications and program details.		Under development	Essential Skills, Employability Skills Hospitality (Customer Service, Food & Beverage and/or Accommodation) Theory and Skills General Education + Business Theory and Skills Specialized Industry Skills: Leadership, Business, Research
Seven	Apply highly specialized knowledge as the basis for original thinking and specialized problem-solving and/or research; Develop new knowledge and procedures and integrate knowledge from different fields; Manage and transform work or study contexts that are complex, unpredictable and require new strategic approaches; Contribute to professional knowledge and/or practice and review strategic performance of teams.	Masters							
Six	Critically review, consolidate and extend a systematic and coherent body of knowledge, utilizing specialized skills across an area of study; Critically evaluate new concepts and evidence from a range of sources; Transfer and apply diagnostic and creative skills and exercise significant judgment in a range of situations and unpredictable contexts; Accept accountability for determining and achieving personal and/or group outcomes.	Bachelor Degrees - Honours							
Five	Generate ideas through the analysis of concepts at an abstract level, with a command of specialized skills and the formulation of responses to well defined and abstract problems; Analyze, evaluate and interpret information; Exercise significant judgment in management and supervision activities where there is unpredictable change; Review and develop performance of self and others; Demonstrate multicultural sensitivity and awareness to global and domestic issues, opportunities and sustainability; Use sound research methods and conceptual models to formulate logical conclusions.	Hospitality Management Degrees (Undergraduate)					Level 10		
Four	Develop a rigorous approach to the acquisition of a broad knowledge base; Employ a range of specialized skills; Evaluate information using it to plan and develop investigative strategies and to determine solutions to a variety of unpredictable problems; Operate in a range of varied and specific contexts, taking responsibility for the nature & quality of outputs.	Advanced Diplomas in Hospitality Management							
Three	Apply knowledge and skills in a range of complex activities demonstrating comprehension of relevant theories (often related to a specific trade, occupation or study area); Demonstrate at least some breadth of knowledge beyond the vocational field; Access and analyze information; Demonstrate personal responsibility and autonomy in performing complex technical operations or organizing others; Participate effectively in teams.	Hospitality Diplomas					Level 7		
Two	Apply knowledge with underpinning comprehension in a number of areas and employ a range of skills within a number of contexts, some of which may be non-routine (usually to demonstrate required performance in a trade or occupation); Undertake directed activities with a degree of autonomy, within time constraints; Ability to work well with others.	Hospitality Certificates	Emerit Certified Tourism Professional Certificates*	Provincial Apprenticeship Certificates of Qualification (SK only)			Level 5		
One	Apply generic (core/transferable) and subject specific knowledge and skills required to perform basic workplace duties and preparation for community and lifelong learning.	CATT programs High School Hospitality/Tourism courses							
Access	Demonstrate knowledge of and/or apply skills in specific subject areas	Employment readiness courses Individual Courses							

For further information go to www.tourismqualifications.ca

Developed through cooperation by Canadian educators, operators, learners, tourism regional human resource councils, and key stakeholder organizations. Coordinated by the Canadian Tourism Human Resource Council (CTHRC).