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The Romanian Qualification Framework -ROQF (Cadrul Român al Calificărilor, CRC) and initial qualifications from footwear sector

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1. Overview of the „Romanian Qualification Framework - ROQF“ (Cadrul Român al Calificărilor, CRC)

Romania, with support from the European Union, started since 1994-95 an extensive reform of the national vocational education and training system (VET) by developing a National Qualifications Framework. Passing many institutional changes, transformations and re-organizations, in 2011 Romania decided to merge existing and multiple qualification bodies into one, the National Qualifications Authority - NQA and it has the mission to elaborate the Romanian NQF following the EQF, to assure the implementation of NQF at an institutional level and to monitor, evaluate and control the system of continuous education and continuous vocational training. In 2013, Romania adopted a learning outcomes-based national qualification framework (NQF) for lifelong learning – the Romanian national qualifications framework (ROQF) – by Government Decision No 918/2013. This aims to bring together nationally recognised qualifications from initial and continuing vocational education and training (CVET), apprenticeship, general and higher education, and to help integrate the validation of non-formal learning into the national qualifications system.

The Ministry of Education is the national authority for formal pre-university education (including IVET) and higher education. The ministry is responsible for IVET policies which are developed by the National Centre for Technical and Vocational Education and Training Development (CNDIPT). Sectoral committees are responsible for defining and validating occupational standards and qualifications. VET participation in Romania is above the EU average and initial reforms included the introduction of a competence-based curriculum in primary and secondary education and training of teachers on how to use the curriculum.

In 2016, the dual form of initial VET at EQF levels 3, 4 and 5 was introduced, and in 2018 the dual system was endorsed by amendments to the education law. The implementation of dual VET started in 2017/18 and is currently available only at EQF level 3.

Referencing the Romanian Qualification Framework – ROQF to the EQF

Qualification Level of the ROQF

Level of qualification	Description for defining the National Qualifications Framework's levels		
	Knowledge	Skills	Competences
<i>Level 3</i> Learning outcomes relevant to Level 3	Knowledge of facts, principles, processes and general concepts, in a field of work or study	A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information	Take responsibility for completion of tasks in work or study; adapt own behaviour to circumstances in solving problems
<i>Level 4</i> Learning outcomes relevant to Level 4	Factual and theoretical knowledge in broad context within a field of work or study	A range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study	Exercise self-management within the guidelines of work or study context that are usually predictable, but are subjects to change; supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities.

Table 1: Descriptors defining the ROQF levels

Romania implemented quality assurance standards and procedures and as presented in Figure 1, making the level of the Romanian qualification descriptors identical to EQF level descriptors, being defined in terms of three categories of learning outcomes: knowledge (theoretical and/or factual); skills, divided into cognitive skills (use of logical, intuitive and creative thinking) and practical skills (manual dexterity and use of methods, materials, tools and instruments); and responsibility and autonomy. Romania made important progress in the implementation of the system for the recognition and validation of competences.

Regarding the technical fields, at the upper secondary level, in Romania there are two main types of VET programmes:

Three-year school-based programmes that provide graduates with a professional qualification at EQF level 3. Programmes are offered by „professional schools“. WBL is offered in schools at an average of 50% per programme, while the share of learners in dual VET system is 1.5% of the total VET learners.

Four-year technological programmes that offer graduated the EQF level 4 „technician qualification“. The programmes are provided by technological high schools and sometimes by colleges and the WBL share is 25%.

The complete list of Romanian qualification types of levels 3 and 4 are presented in Table 1.

ROQF levels	Qualification types	EQF level
4	VET certificate level 4 (Certificat de calificare) and Descriptive supplement (technological / vocational high-school)	4
	VET certificate level 4 / Qualification/Graduation certificate (Certificat de calificare/absolvire) and Descriptive supplement (authorised training provider / training programme)	
	VET certificate level 4 / Qualification certificate (Certificat de calificare) and Descriptive supplement (authorised training provider / apprenticeship programmes in the workplace)	
3	VET certificate level 3 / Qualification certificate (Certificat de calificare) and Descriptive Supplement (authorised training provider)	3
	VET certificate level 3 / Qualification certificate / Certificate of professional* competence (Certificat de calificare / Certificat de competente profesionale) and Descriptive supplement (accredited training centre)	
	VET certificate level 3 / Certificate of professional* competence (Certificat de competente profesionale) (authorised assessment centre)	
	VET certificate level 3 / Qualification/Graduation certificate (Certificat de calificare/absolvire) and Descriptive supplement (authorised training provider / training programme)	
	VET certificate level 3 / Qualification certificate (Certificat de calificare) and Descriptive supplement (education unit / technological/vocational high school)	
	VET certificate level 3 / Qualification certificate (Certificat de calificare) and Descriptive supplement (education unit / vocational training programme organised in dual system)	
	VET certificate level 3 / Qualification certificate (Certificat de calificare) and Descriptive supplement (education unit / professional* education lasting at least 3 years)	

Table 2: Correspondence between ROQF and EQF levels

Currently, the VET system in Romania faces the following challenges:

- low level of performance of students from primary and secondary education, among others, being partially attributed to educational factors (teaching and curricula);
- few investments to support the institutional development of education and training;
- unequal access to education and training and high rate of abandon;
- youth unemployment;
- the lowest participation in lifelong learning in the EU;
- low attractiveness in VET.

As a response to the existing challenges, CNDIPT introduced the dual form as part of initial VET, also the VET strategy 2016-20 aims states that by 2020, the Romanian vocational education and training system will meet the demands of the labour market and the needs of the direct beneficiaries, by making use of human resources' competences and skills.



2. Spheres of Activity in industrial shoe production

Brief Outlines of the Spheres of Activities of Industrial Shoemakers

Depending on design and make, a shoe consists of several dozen components and its manufacture requires up to 150 work steps. In that sense, shoe production is a relatively complex process, which is mainly characterized by various joining methods. Experienced skilled workers are needed in all departments of a shoe factory, especially at key operations such as cutting, stitching and lasting.

2.1. Cutting and Clicking of Materials for Upper Manufacturing (“Cutting”)

The task of the cutting department staff is to cut the shoe parts from upper, lining, interlining and reinforcement materials (leather, synthetic leather, natural or synthetic textiles) in the required geometries.

The following cutting techniques are used:

- Hand cutting with knife and pattern stencils: Mainly used for sample and small series production.
- Clicking machines and cutting dies (swing arm cutting presses for cutting upper and lining leather, travelling head and beam cutting presses for natural and synthetic textile materials): typically used for serial production.
- Dieless cutting on automated CAM cutting tables (oscillating blade / punching / roughing tool, water jet or laser): mainly used for prototyping and small series production, but also for serial production. The cutting geometries are provided by the CAD system.

Material, colour, number of pairs and special requirements can be found in the accompanying specifications that come with each work batch.

Prior to cutting, the leather hides and skins must be checked in terms of differences in thickness and colour, quality zones and eventual defects. Crucial in leather cutting – whether manual, machine cutting or computer-aided – is the compliance with the cutting rules (quality rule, pairing rule, stretch direction) because they influence the quality of the final product. Skill and experience in creating a cutting layout on a hide or skin are also imperative to minimise waste, because the upper leather represents by far the largest single cost item in shoe production.

Further operations in the cutting room are splitting of the cut parts (to reduce them to the required even thickness) and stamping of the parts (article number etc.). The quality control of the cuts is carried out directly in the department.

2.2. Preparation of Upper Parts and Upper Stitching (“Pre-Stitching and Stitching”)

Upper manufacturing is time- and labour-intensive and can only be automated to a limited extent, at least in leather street shoe production. Upper manufacturing (the term used for sewing operations in the footwear industry is “stitching”) represents the biggest item in terms of value creation in footwear production. Experienced stitching operators are particularly sought-after.

In upper manufacturing, a distinction is made between preparatory work (“pre-stitching”) and the actual upper assembly (“stitching”).

The stitching work to be done on a shoe depends on the model. Essentially, upper manufacturing consists of assembling all lining parts, assembling all outer upper parts, and then stitching together lining and outer upper with some subsequent final operations.

The necessary pre-stitching operations depend on the type of shoe, the specific model and the material. Typical pre-stitching operations are:

- Skiving (beveling respectively thickness reduction of the edges of shoe parts)
- Splitting (to achieve homogenous thickness)
- Marking (e.g. to provide guidance for stitching or punching)
- Edge inking (open edges of non through-dyed leathers)
- Cementing (applying adhesive to parts and joining them together)
- Folding (to fold down previously skived edges with adhesive)
- Perforating, punching, embossing
- Reinforcing (with adhesive or ironing-on)
- Crimping (pre-moulding for better shape, e.g. for boot legs)

Pre-stitching operations are done partly manual, partly on machines. They can be decisive for the quality of the final product.

Upper assembly is done on stitching machines. There are various types: Flat-bed, post-bed or cylinder-arm machines, as well as single-needle, two- and three-needle machines to perform the numerous stitch types for closing and decorative seams.



2.3. Preparation of Uppers and Bottom Parts for Lasting and Lasting (“Lasting”)

“Lasting” means attaching the lasting margin (i.e. the lower edge of an upper) by means of tacks and/or adhesives to the insole, which can be considered as the constructive backbone of footwear, although it is not at all visible on the final product. Lasting is one of the crucial operations in footwear production. Depending on the construction method, the lasting proceedings can differ.

Prior to lasting, toe puffs and heel counters must be inserted into the finished uppers in between upper and lining material in order to reinforce toe and heel. Toe puffs are usually ironed in. Leather fibre-board heel counters are dipped into latex adhesive, dried and then inserted by hand; another type of heel counters are thermoplastic heel counters. Some shoe types require crimping of the vamp, and most shoe types require back part moulding (hot and cold, depending on the type of heel counter). In parallel, lasts and insoles are prepared. The insoles are stapled to the last.

Thicker upper leathers should be treated with tempered water vapour or softener in order to prevent the grain from cracking (during the toe lasting process, the material must endure an elongation of up to 30%). Next to the toe lasting machine, a toe activating device is positioned, which heat-activates the toe puff (some devices work with tempered water vapour to soften the leather and toe puff, and with a mould shaped like the front part of the last to increase mouldability and to pre-mould the toe area).

Lasting starts with pulling the upper in the correct position over the last. Most companies use the two-machine-lasting system, i.e. toe lasting is performed on the first machine and then side-and heel lasting on the second machine. The machine pincers pull the upper material close to the last and the lasting edge is attached under the insole.

During the lasting process, the upper is exposed to high tensile forces in order to shape it to the last.

Some factories use a pounding machine or just manual hammering to improve the lasting result (i.e. flatten the lasting edge and get rid of eventual creases).

The subsequent steps are throughput of the lasted uppers through heat- and cool-setting tunnel transport systems which improve the shape retention of the materials as well as the fit of the final product.

2.4. Assembly of Uppers and Bottom Parts (“Assembly”)

In the assembly room, upper and bottom parts are joined. By the time the batch of lasted uppers enters the assembly room, the bottom parts in the correct sizes and numbers have been prepared and put on the rack shelves together with the uppers.

First, the staples fixing the insole to the last bottom need to be removed. The next step is roughing the lasting edge as a surface preparation for the adhesive bond. The objective of roughing is to smoothen potential creases, to remove the grain layer of the leather because it contains oils or other greases or surface treatments which will weaken the bonding strength, and to increase the bonding surface. Roughing can be performed on machines (roughing machines or combined roughing/cementing machines); however, manual roughing remains widespread. It is imperative to precisely respect the roughing contours and to remove just the grain layer in order to preserve the structural strength of the material. Roughing dust must be thoroughly blown off.

Then a filler is inserted into the cavity on the last bottom in order to compensate for the height difference between last bottom and lasting edge.

The next step is cementing, i.e. to apply adhesive onto the roughened shoe bottom (with a cementing or a combined roughing/cementing machine) as well as onto the sole. Although robotised adhesive application solutions for sole cementing exist, manual application with a brush is still common. Depending on the type of soling material, the appropriate adhesive needs to be chosen. Each adhesive type requires a specific surface treatment; the objective of pre-treatments is to clean the bonding surface and to create ideal conditions for the adhesive to adhere to the material.

After the mandatory drying times, the soles can be pressed. Therefore, the adhesive (sole and upper) is re-activated, the soles are positioned manually onto the last bottoms and the whole is then inserted into a sole press (hydraulic or pneumatic depending on their application suitability).

Alternatively, soles can be sewn-on, vulcanised or direct-injected depending on the construction method.

The subsequent operations are delasting and attaching the heel – if the shoe model provides for a heel. The soles of stitch-down or welt-sewn footwear require finishing operations such as scouring and/or polishing of the edges.



2.5. Finishing

In the finishing room, the shoes are prepared for sale and boxed.

Finishing operations include various work steps.

Depending on the type of upper material (leather finish and colours) the shoes must be cleaned and – if necessary – repaired. For this purpose, a wide range of tools and auxiliaries are available, which must be selected very carefully, especially for sensitive upper materials such as aniline leather or suede. Wrinkles are ironed out or smoothed-out with a blow-drier.

Spray-finishes, waxes and creams are applied, insocks or seat sock pieces are inserted, and decorative elements fixed.

A task of particular importance is the final quality control prior to shipment (please see also sphere 6; “Quality Assurance”).

Finally, the shoes are boxed in individual boxes and 10 or 12 or more pair boxes put in shipping cartons (preparation for shipping is often done in the dispatch warehouse).

2.6. Quality Assurance

Quality assurance of footwear relates mainly to three aspects: Visual appearance, fit and functional characteristics (e.g. durability, performance, absence of harmful substances).

Sensibly, these controls should not only be performed on the finished footwear, but at all manufacturing stages. All operators should systematically self-check their work, and all work batches should undergo a quality check before leaving each production department to avoid problems in subsequent processes. A visual quality control before boxing the shoes is standard.

When a customer performs pre-shipment inspections of shoes that were produced by a supplier, the visual control is carried out according to a sampling plan which defines how many shoes must be inspected and in order to be able to decide whether a production batch can be accepted or not.

Fit and wear testing is done by a panel of reliable and product sensible testers who will fill in a test questionnaire. This is commonly organised by the product development team. Bigger companies have dedicated fit and wear testing departments.

The control of technical aspects consists in subjecting the shoes to a series of physical and mechanical tests to ensure their quality and safety. The absence of harmful substances is checked through chemical testing. There are legal standards for the performance of footwear testing, defining the requirements in terms of sampling, conditioning of the samples and test execution in order to facilitate comparison of the results. If the test results are intended to be communicated to customers or other stakeholders, it is recommended to commission an independent laboratory to perform the testing. For certain types of shoes, such as safety shoes, this is even mandatory.

Definition of INSPECTION (according to ISO 2859-1): “Activity such as measuring, examining, testing or gauging one or more characteristics of a product or service, and comparing the

results with specified requirements in order to establish whether conformity is achieved for each characteristic.”

2.7. Footwear Design

Shoe designers do not only design individual models, but also concepts for entire collections. The main focus is always to meet the tastes and needs of future buyers, both in terms of fashion as well as of quality and fit.

Designers must be creative, able to draw, have a sense of emerging trends and an eye for harmonious lines and colors. The success of the entire company depends on the success of the models with the customers and thus the success and the employment situation for the entire company.

A shoe designer should be familiar with the shoe making process in order to design models in such a way that the effort in production remains proportionate to the achievable selling price and that the manufacturing can be done with the existing equipment and skills.

Many designers still draw on paper or on deep-drawn copies of the last surface. Younger designers are increasingly moving from initial manual design sketches to design on 3D CAD systems. 3D CAD systems save time and money by permitting to evaluate designs already at an early stage on the screen (which can be shared with co-workers no matter where on the globe) instead of going through the traditional time-consuming prototyping process. In addition, 3D CAD systems generate geometry data for computer-aided machines (CAM and CIM machines).

2.8. Technical Development

When the designer has completed his work, the results are sketches on paper or on deep-drawn last copies, at least in most small and medium-sized enterprises of footwear industry. Only few designers of SMEs in the field of leather street shoes work with digital tools. In the universe of sports shoes, things are often different, especially since global agreements and speed play an even greater role here and CAD systems are very helpful for gaining valuable time.

No matter whether the designer produces sketches on paper or on deep-drawn last copies, the result is an upper design in the first place. Typically, the designer specifies the upper materials to use. In addition, the designer also creates the shoe bottoms, i.e. outsoles and heels, to match the respective lasts (usually also on paper). Bottom parts can also be selected from respective suppliers.

Designers therefore often purely focus on the creative part. Once a design idea exists, this is when the technical developers come into play. They take care of the digitization and the technical development of the designs.

Their work focusses on the following questions: How can the idea sketch of a shoe be broken down into producible individual parts with the correct dimensions and the necessary additions and reductions for production? How do you get from a 3D design on a deep-drawn last copy to stencils or punching knives for upper parts, which are to be cut from 2D materials and then



reassembled into 3D objects? Which types of seams, of lining and reinforcement materials and, more generally, which operations in production are necessary to convert the idea into a product that the company can actually manufacture with the existing machinery and the know-how of the production staff?

2.9. Production Planning

Footwear production planning is about distributing and coordinating all activities related to footwear manufacturing.

Production planning activities include the following functions:

- Product data management: Classification of products in terms of size, style, variants, design, target market, materials, components, technical specifications etc.
- Order management: Inventory, manufacturing and delivery planning according to deadlines and available resources
- Manufacturing planning and monitoring: Planning and coordinating all the manufacturing phases and tracking work in progress and consumption
- Materials and components planning and inventory management: Ordering materials and components according to work orders and managing bills and keeping inventory
- Delivery and finished products stock management: Plan, organise and monitor logistics and supply chain activities
- Workforce management: Organising workforce accordingly to availability and keeping daily records of work hours and productivity
- Financial Management: Accountancy system that provides accurate and on time information regarding cash flows, fund flows, recurring expenses, costing and efficiency of manufacturing systems, budgeting and fund allocations

Depending on the company (size, organisation of departments, distribution of activities etc.) part of the activities related to production planning can be included in other departments.

For increased efficiency, companies use software systems for production planning. The main software categories are ERP (Enterprise Resource Planning), PDM (Product Data Management) and PLM (Product Lifecycle Management) systems.

3. Romanian qualifications from the shoe sector

Romanian qualifications on level 3 and 4 (European Qualification Framework (EQF)/ Romanian Qualification Framework (ROQR)) with relevance for industrial shoe production are presented in Table 3:

Name of qualification (RO)	Name of qualification (EN)	ROQR level	EQF level	Length	Amount of learners
Cizmar / Confectiner articole din piele si inlocuitori 753602	Shoemaker/Industrial shoemaker	3	3	3 years	165 (2019-2020 academic year)
Croititor stantator piese incaltaminte 815603	Cutting operator				
Pregatitor piese incaltaminte 815604	Pre-stitching operator				
Cusator piese din piele si inlocuitori 815605	Stitching operator				
Tragator fete pe calapod 815606	Lasting operator				
Talpuitor industrial 815607	Soling operator				
Finisaor incaltaminte 815608	Finishing operator				
Tehnician in textile-pielarie	Technician in textile and leather industry	4	4	4 years	Not available
Tehnician incaltaminte	Technician in footwear industry				
Tehnician designer pentru industria textile si de pielarie	Designer technician in textile and footwear industry				

Table 3: Romanian qualifications from shoe sector on level 3 and 4

Professional training standards make the correlation between the content of a training program and the requirements of one or more occupational standards.

Also, training standards underpin the development of the curriculum.

The Romanian professional training standard for the Shoemaker/Industrial shoemaker EQF level 3 qualification is presented in Table 4.

Occupational standards describe the professional activities and tasks specific to occupations from a specific sector following the performance levels demanded by the labour market and specifies the professional competences necessary to practice those occupations.


Translation	Original document
<p align="center">Professional Training Standard</p> <p align="center">(in rom. Standard de Pregătire Profesională - SPP, according with Annex nr.2 OMENCS 4121/13.06.2016)</p> <p align="center">Qualification – Shoemaker</p> <p align="center">NQF/EQF Level: 3</p> <p align="center">Domain: Textile and Leather Industry</p> <p align="center">2016</p>	<p align="center">CENTRUL NAȚIONAL DE DEZVOLTARE A ÎNVĂȚĂMÂNTULUI PROFESIONAL ȘI TEHNIC</p> <p align="center">Anexa nr. 2 la OMENCS nr. 4121/13.06.2016</p> <p align="center">STANDARD DE PREGĂTIRE PROFESIONALĂ</p> <p align="center">Calificarea profesională: CIZMAR</p> <p align="center">Nivel 3</p> <p align="center">Domeniul de pregătire profesională: INDUSTRIE TEXTILĂ ȘI PIELĂRIE</p> <p align="center">2016</p> <p><small>Acest standard de pregătire profesională a fost elaborat în cadrul proiectului "Curriculum Revizuit în Învățământul Profesional și Tehnic (CRPT)", ID 58832. Proiectul a fost finanțat din FONDUL SOCIAL EUROPEAN Programul Operațional Sectorial Dezvoltarea Resurselor Umane 2007 – 2013 Axa prioritară:1 "Educația și formarea profesională în sprijinul creșterii economice și dezvoltării societății bazate pe cunoaștere" Domeniul major de intervenție 1.1 "Accesul la educație și formare profesională inițială de calitate"</small></p> 

Table 4: Example of Romanian professional training standard for the Shoemaker/Industrial shoemaker EQF level 3 qualification

The professional training standard also describes the Units of Learning Outcomes (UOL) for each footwear qualification (Table 5).




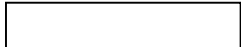
<ol style="list-style-type: none"> 1. Use of graphic and technical language in textile and leather industry 2. Identify and select materials for Textile and Leather industry 3. Healthy and Work Security legislation 4. Design elements for Textile and Leather industry 5. Manufacturing operations for textile and leather products 6. Planning the own activities 7. Footwear repairing 8. Pattern making for customised footwear 9. Manufacturing of uppers for customised footwear 10. Customised footwear - manufacturing the final product 	<table border="1"> <tr> <td data-bbox="790 1400 925 1534">7.Repararea încălțămintei</td> <td data-bbox="925 1400 1093 1534">-Folosirea uneltelor și echipamentelor specifice -Aprovizionarea cu materii prime și materiale -Executarea reparațiilor la încălțăminte</td> <td data-bbox="1093 1400 1252 1534">-Procese de confecționare pentru repararea încălțămintei -Asigurarea calității operațiilor realizate -Întreținerea mașinilor utilizate în repararea încălțămintei</td> <td data-bbox="1252 1400 1396 1534">-Remedierea încălțămintei ortopedice</td> </tr> <tr> <td data-bbox="790 1534 925 1601">8.Realizarea tiparelor pentru încălțăminte la comandă</td> <td data-bbox="925 1534 1093 1601">-Construirea tiparelor pentru încălțăminte</td> <td data-bbox="1093 1534 1252 1601">-Protectarea produselor de încălțăminte.</td> <td data-bbox="1252 1534 1396 1601">-Construirea tiparelor pentru încălțăminte ortopedică</td> </tr> <tr> <td data-bbox="790 1601 925 1803">9.Confecționarea ansamblului superior pentru încălțăminte la comandă</td> <td data-bbox="925 1601 1093 1803">-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei</td> <td data-bbox="1093 1601 1252 1803"></td> <td data-bbox="1252 1601 1396 1803">-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei</td> </tr> <tr> <td data-bbox="790 1803 925 1892">10.Obținerea produsului finit de încălțăminte la comandă</td> <td data-bbox="925 1803 1093 1892">-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei</td> <td data-bbox="1093 1803 1252 1892"></td> <td data-bbox="1252 1803 1396 1892">-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei</td> </tr> </table>	7.Repararea încălțămintei	-Folosirea uneltelor și echipamentelor specifice -Aprovizionarea cu materii prime și materiale -Executarea reparațiilor la încălțăminte	-Procese de confecționare pentru repararea încălțămintei -Asigurarea calității operațiilor realizate -Întreținerea mașinilor utilizate în repararea încălțămintei	-Remedierea încălțămintei ortopedice	8.Realizarea tiparelor pentru încălțăminte la comandă	-Construirea tiparelor pentru încălțăminte	-Protectarea produselor de încălțăminte.	-Construirea tiparelor pentru încălțăminte ortopedică	9.Confecționarea ansamblului superior pentru încălțăminte la comandă	-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei		-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei	10.Obținerea produsului finit de încălțăminte la comandă	-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei		-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei
7.Repararea încălțămintei	-Folosirea uneltelor și echipamentelor specifice -Aprovizionarea cu materii prime și materiale -Executarea reparațiilor la încălțăminte	-Procese de confecționare pentru repararea încălțămintei -Asigurarea calității operațiilor realizate -Întreținerea mașinilor utilizate în repararea încălțămintei	-Remedierea încălțămintei ortopedice														
8.Realizarea tiparelor pentru încălțăminte la comandă	-Construirea tiparelor pentru încălțăminte	-Protectarea produselor de încălțăminte.	-Construirea tiparelor pentru încălțăminte ortopedică														
9.Confecționarea ansamblului superior pentru încălțăminte la comandă	-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei		-Aprovizionarea cu materii prime și materiale -Asamblarea părților componente ale părții de jos a încălțămintei -Asamblarea părților componente ale părții de sus a încălțămintei -Croirea pieselor componente ale încălțămintei														
10.Obținerea produsului finit de încălțăminte la comandă	-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei		-Aprovizionarea cu materii prime și materiale -Formarea pieselor încălțămintei														

Table 5: UNITS of Learning Outcomes (ULO) for the Shoemaker/Industrial shoemaker EQF level 3 qualification

Level 3 and 4 qualifications:

- All qualifications are regulated at the national level, by official documents named SPTs (Standard for Professional Training). Knowledge, skills and attitudes are described according to EQF recommendations
- The curricula for both level 3 and 4 are focused on the core shares of the shoemaking process, like cutting, stitching, lasting, assembling and finishing; The other activities, like design and development, production planning or quality control, are not properly included
- Knowledge, skills, and attitudes are described according to EQF recommendations. However, the national curricula give a general description, without making a direct link with the work environment (ex. Learning Stations, core spheres of activities...)
- The number of learners for each qualification is regulated by official documents approved by the Ministry of Education; Regarding, the number of learners enrolled in footwear study programs, each year a less and less at national level
- Supportive legislation and methodologies for dual training are provided by the Ministry of Education, but the companies from the footwear industry cannot support it due to their size (SMEs) and limited financial resources.

Concerning these descriptions, the Romanian QF levels 3 and 4 for the footwear sector were divided into three main categories:

-  autonomous performance
-  initiation
-  Partly; e. g. planning of a single product (not production line)
-  not tackled



4. Romanian contribution to SQR

Level according to EQF Spheres of activity in footwear sector (Qualification)

Level 3 (Shoemaker/Industrial shoemaker)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 3 (Cutting operator)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 3 (Stitching operator)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 3 (Lasting operator)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 3 (Soling operator)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 3 (Finishing operator)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance

Table 6: Coverage of peripheral spheres by Romanian level 3 Qualifications

Level according to EQF Spheres of activity in footwear sector (Qualification)

Level 4 (Technician in textile and leather industry - footwear included)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 4 (Technician in footwear industry)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance
Level 4 (Designer technician in textile and footwear industry)	Cutting	Stitching	Lasting	Assembly	Finishing	Design	Technical development	Production planning	Quality assurance

Table 7: Coverage of peripheral spheres by Romanian level 4 Qualifications

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All internet resources approved on the 09.04.2020.



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