

Annex 1 to the Professions Act

Qualification framework¹

Descriptions of the levels of the qualification framework determine the general requirements for study results of the education system and for professional levels of the professional system

	Knowledge <i>(theoretical and factual knowledge are differentiated)</i>	Skills <i>(cognitive skills: use of logical, intuitive and creative thinking and practical skills: manual dexterity and use of methods, materials, tools and instruments are differentiated)</i>	Scope of responsibility and autonomy
Level 1	Basic general knowledge	basic skills required to carry out simple tasks	work or study under direct supervision in a structured context
Level 2	basic factual knowledge of a field of work or study	basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools	work or study under supervision with some autonomy
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
Level 4	factual and theoretical	a range of cognitive and practical skills required to	exercise self-management within

	knowledge in broad contexts in a field of work or study	generate solutions to specific problems in a field of work or study	the guidelines of work or study contexts that are usually predictable, but are subject to change
			supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities
Level 5	comprehensive, specialised, factual and theoretical knowledge in a field of work or study and an awareness of the boundaries of that knowledge	a comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems	exercise management and supervision in contexts of work or study activities where there is unpredictable change review and develop performance of self and others
Level 6	advanced knowledge of a field of work or study, involving a critical understanding of theories and principles	advanced skills, demonstrating mastery and innovation, required to solve complex and unpredictable problems in a specialised field of work or study	manage complex technical or professional activities or projects, taking responsibility for decision-making in unpredictable work or study contexts take responsibility for managing the professional development of individuals and groups
Level 7	highly specialised knowledge, some of which is in the forefront of knowledge in a field	specialised problem-solving skills required in research and/or innovation in order to develop new knowledge and procedures	manage and transform work or study contexts that are complex, unpredictable and require new strategic

of work or study, as the basis for original thinking	and to integrate knowledge from different fields	approaches
critical awareness of issues in a field of work or study and at the interface between different fields		take responsibility for contributing to professional knowledge and practice and/or for reviewing the strategic performance of teams
Level 8 knowledge in the forefront of a field of work or study and at the interface between different fields	the most advanced and specialised skills and techniques, including synthesis and evaluation, required to solve critical problems in research and/or innovation and to 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 in the forefront of work or study contexts, including research

¹ Levels of the Estonian qualification framework correspond to the European qualification framework.

Basis: Recommendation of the European Parliament and of the Council of 23 April 2008 on the establishment of the European Qualifications Framework for lifelong learning (OJ C 111; 06.05.2008, pp 1–7).

Annex 2
to the Professional Act

Descriptions of professional qualification levels on the basis of the Professions Act passed in 2001

On the basis of the Professions Act of 2001, professional qualifications are divided into five levels where level I is the lowest and level V is the highest as follows:

- 1) level I – an employee performs his or her duties in similar situations, has acquired the professional knowledge and skills mainly in the course of professional training, may need guidance during work, is responsible for the performance of his or her duties;
- 2) level II – an employee performs his or her duties in different situations, in addition to the knowledge and skills acquired mainly in the course of professional training has experience, works independently, is responsible for the performance of his or her duties;
- 3) level III – an employee performs his or her duties in different and changing situations, in addition to the knowledge and skills acquired mainly in the course of professional training and experience is masterly, ready to pass on his or her professional skills and knowledge, organises the distribution of funds and the work of others and is responsible therefor;
- 4) level IV – an employee performs duties requiring analysis and decision-making in changing situations, has professional knowledge and skills; organises the distribution of funds and the work of others and is responsible therefor;
- 5) level V – an employee performs duties requiring the expansion of knowledge, solution of problems, application of scientific theories and concepts, analysis, systematisation and improvement of the existing knowledge and teaching in changing situations, has extensive professional knowledge and skills, organises the distribution of funds and the work of others and is responsible therefor.