

**Is there a need for qualifications
within the outdoors?**

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What do qualifications bring?

Qualifications mean that someone has shown a level of competency within a specific area. As a result they get a certificate that shows this.

Qualifications require a level of prerequisites, in which help to ensure people have the minimum set of skills required for the qualification. The higher the qualification the more prerequisites someone will need to show their expanded knowledge and understanding.

This means anyone who holds a qualification, has a understanding of the activity or specific area of the processes and regulations at the time of their assessment and training.

As qualifications show a basic level of competence, some people may then use qualifications as a tick list to ensure they are as **able to lead a range of activities** as possible.



however...

Qualifications don't require a continuation or constant development in the most recent skills or techniques. This means that someone who done a qualification 50 years ago could have been trained or told techniques, which has since been updated and there have been new safer methods of doing something developed.

After getting the qualification there are two categories that people fall into, this is weather they stay up to date with information regarding the specific area or not. Therefore how are employers supposed to identify who is more competent. **A study from Harvard Business school states that “37% of employers rank experience as the most important qualification in an applicant” (Lee, 2023)**

EXPERIENCE !!!!!

Therefore the employer would then look at the experience of each candidate and give the job to whoever has the most recent, relevant and overall experience.

This is because experience would help to show that the facilitator has continued to use and practice their skills. As a result this would mean that they are more confident and confident within the activity. Which from a employers point of view will show that they are better suited compared to someone who hasn't practiced or used the skills required for their qualification.

My hot topic

This brings me onto my hot topic.

“What's more valuable for outdoor instructors, qualifications or experience?”

I wish to find out **what** centre managers and outdoor facilitators find more important **for their careers** and **what gives them the better experiences and assets for their future.**

Hypothesis:

I think that most people will say experience is more valuable however, there could be people & situations where qualifications are more important. **This is because a qualification doesn't show CPD which a detailed experience log can show. This is due to the qualification not requiring any form of development or practice after the qualification is achieved.**

Methodology:

This research will require qualitative data as I will be asking people's opinions and personal thoughts. Which cannot be collected through numbers therefore this has to be done qualitatively. The reason I will use qualitative data is because it will allow me to ask open ended questions, which will allow the participants the freedom to answer honestly with their personal thoughts and opinions.

I wouldn't use quantitative data to form my research, as it would mean that I don't get to hear everyone's true thoughts as they would be limited on their responses. However I could use quantitative to analyse the data collected and work out percentages and average results.

I will be using facts and professional opinions to form my research and a conclusion of whether qualifications or experience is deemed more relevant.

How I will gather data?

To understand outdoor professionals and centre managers opinions about quals vs experience i will do a range of academic interviews. Where I will have open ended questions to ask about their opinions on the topic.

However I know this will take time, a lot of effort, and organisations so another option i have considered is creating a questionnaire with the open ended and some closed questions on. This questionnaire would then be able to be posted in groups of instructors, facilitators or centre managers on things such as facebook.

I would hope to get a large amount of responses from the questionnaire from people all over the country. This would mean that i have a equal representation of the opinions within the industry. This would show an overall average of results.

Analysis process

Once my research is conducted, i will read through all the responses and put them into two categories, one for each side of the argument.

From this I would create a form of lit review, comparing and contrasting both sides of the argument, to then come to an overall conclusion of what professionals within the industry think. Weather they value experience or qualifications more.

This process, along with average results will hopefully give me enough information to get a accurate representation of the thoughts and opinions from outdoor instructors and centre managers, as to which is most important; 'qualifications or experience'.