



## **FASSET QCTO RESEARCH**

### **INTRODUCTION**

Fasset has appointed EE Research Focus (Pty) Ltd to work with role players in Fasset's sector and to revisit the financial occupation names and descriptions as they occur on the Organising Framework for Occupations (OFO). This project is necessary because the OFO has become central in the skills development environment in South Africa. The OFO is used in the collection of labour market information, the identification and description of scarce skills and critical skills needs and, according to the regulations for the new Quality Council for Trades and Occupations (QCTO) it will form the basis for the development of the new set of qualifications, known as occupational awards and skills programmes. This document provides a short background to this project.

### **BACKGROUND**

#### **The OFO**

The Organising Framework for Occupations (OFO) is a skill-based classification system of occupations developed by the Departments of Labour of New Zealand and Australia and introduced in South Africa by the Department of Labour with the assistance of German Technical Corporation (GTZ). The general purpose of the framework is to align all skills development activities in South Africa. It is an integrated framework with multiple applications such as storing, organising and reporting occupational related information. The OFO allows for the presentation of statistical information, the identification and listing of scarce and critical skills and it will serve as the basis for the development of occupational qualifications to be registered with the QCTO.

#### **The QCTO and Regulations to the Skills Development Act**

In June 2007 the Ministers of Education and Labour introduced the Quality Council for Trades and Occupations (QCTO) in the Joint Policy Statement on the Review for the National Qualifications Framework. The QCTO was legally established through the Skills Development Amendment Act in 2008. The main function of the QCTO will be to

manage and coordinate the qualifications in the occupational qualifications framework in terms of their development, provision, assessment and impact. According to the Act an occupational qualification is defined as a qualification associated with a trade, occupation or profession resulting from work-based learning.

At this stage the future role of the SETAs with regard to the development of new qualifications and the quality assurance of education and training is unclear, but in anticipation of the alignment of the current qualifications and learnerships to a new quality assurance structure emanating from the QCTO, Fasset has decided to start with some ground work in the financial services field.

### **The need for a revision of occupational descriptions on the OFO**

The OFO applies a specific structure in terms of the presentation of information on an occupation. This entails the code of the occupation, the name and skills level of the occupation, a short description of the occupation and the task and skills necessary to be successful in the occupation. The description of financial occupations as they occur on the OFO have never been scrutinised or evaluated by the Financial Services Sector in South Africa and as this classification system is becoming so important in all skills development initiatives, Fasset wants to take a pro-active approach by developing new or revising current occupational profiles for their sector. The need for this revision is also driven by the need to revise some of the qualifications currently linked to certain of the learnerships and requests for the registration of new learnerships. It is envisaged that in the fields in which there is an urgent need for the revision of existing learnerships or the development of new learnerships the process will be taken to the development of new qualifications (occupational awards). These processes will hopefully serve as models that can be used in the revision of the other qualifications and learnerships in the sector.

## **METHODOLOGY**

EE Research Focus will be required to do certain preliminary desk top work and then convene small working groups who will help with the revision of the content. The working groups will be structured in such a way that “Families” of occupations will be re-looked simultaneously. All proposals coming from the working groups will be circulated to the sector for comment.

## **TIMELINES**

The project will run from May 2009 to November 2009. Project activities will be scheduled by EE Research Focus.