



Enhancing the Implementation of the South African NQF

Business Unity South Africa (BUSA)
DHET Colloquium

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Business Unity South Africa

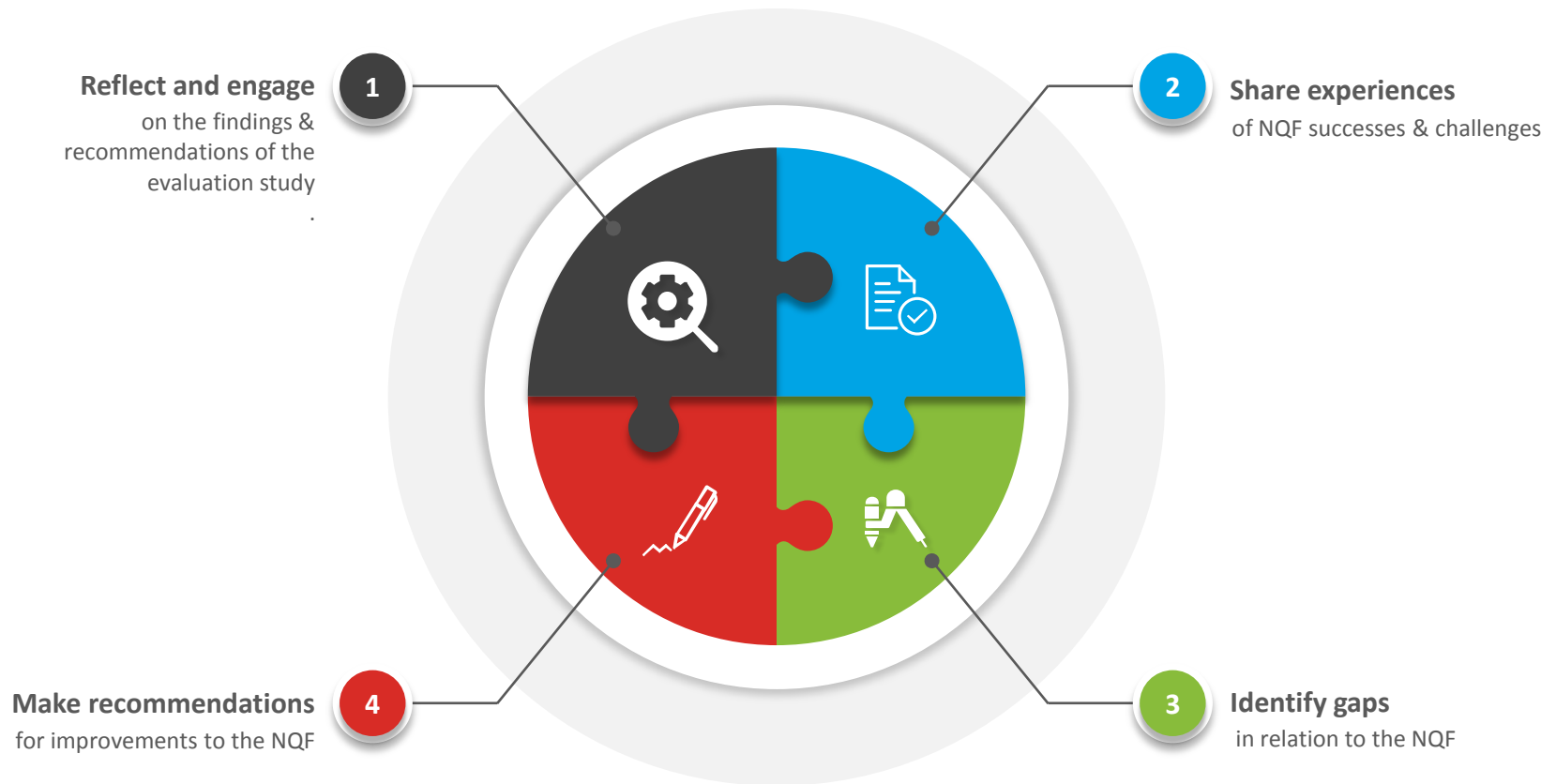
- BUSA is an apex body representing business. It is a confederation of business organizations including chambers of commerce and industry, professional and corporate associations and uni-sectoral organizations.
- BUSA represents South African business on macro-economic and high-level issues that affect it on national / international levels.
- BUSA's function is to ensure that business plays a constructive role in the country's economic growth, development and transformation and to create an environment in which businesses of all sizes and in all sectors can thrive, expand and be competitive.
- BUSA represents the views of its members in a number of national structures and bodies, both statutory and non-statutory, for example the National Economic Development and Labour Council (NEDLAC).

BUSA strategic priority areas

Enabling Environment for Inclusive Growth and Employment in South Africa	
1	Transformed, Inclusive Economy that Creates Sustainable Employment
2	Small & Medium Enterprises Thrive
3	Predictable, Certain and Enabling Regulatory Environment
4	Affordable, Reliable and Sustainable Energy to Meet Current and Future Needs
5	Productive and Stable Labour Market
6	A Progressive Tax System that Supports Inclusive Growth Objectives
7	Trade Regime & International Co-operation that enables South African Business
8	Education and Skills Development for Current and Future Work
9	Affordable Comprehensive Social Security Framework for Future Generations
10	Co-operation and Influence in SADC, Africa and Globally

The Business Approach

Enhancing the implementation of the NQF



WP-PSET (White Paper Post School Education & Training)

Recommendations	
1	Simplification of the NQF
2	Control proliferation of qualifications
3	All qualifications & part qualifications offered in SA expected to be registered on the NQF
4	Articulation – avoid barriers to acceptance & credit transfer
5	Configuration & remit of the QCs – harmonise to eliminate conflicts
6	Assessment & Quality Assurance – systems should not stifle providers
7	Assessment & Certification – NAMB absorbed into QCTO at opportune time
8	Recognition of prior learning – national strategy
9	Learning that does not lead to a qualification – ongoing professional development, specific community needs

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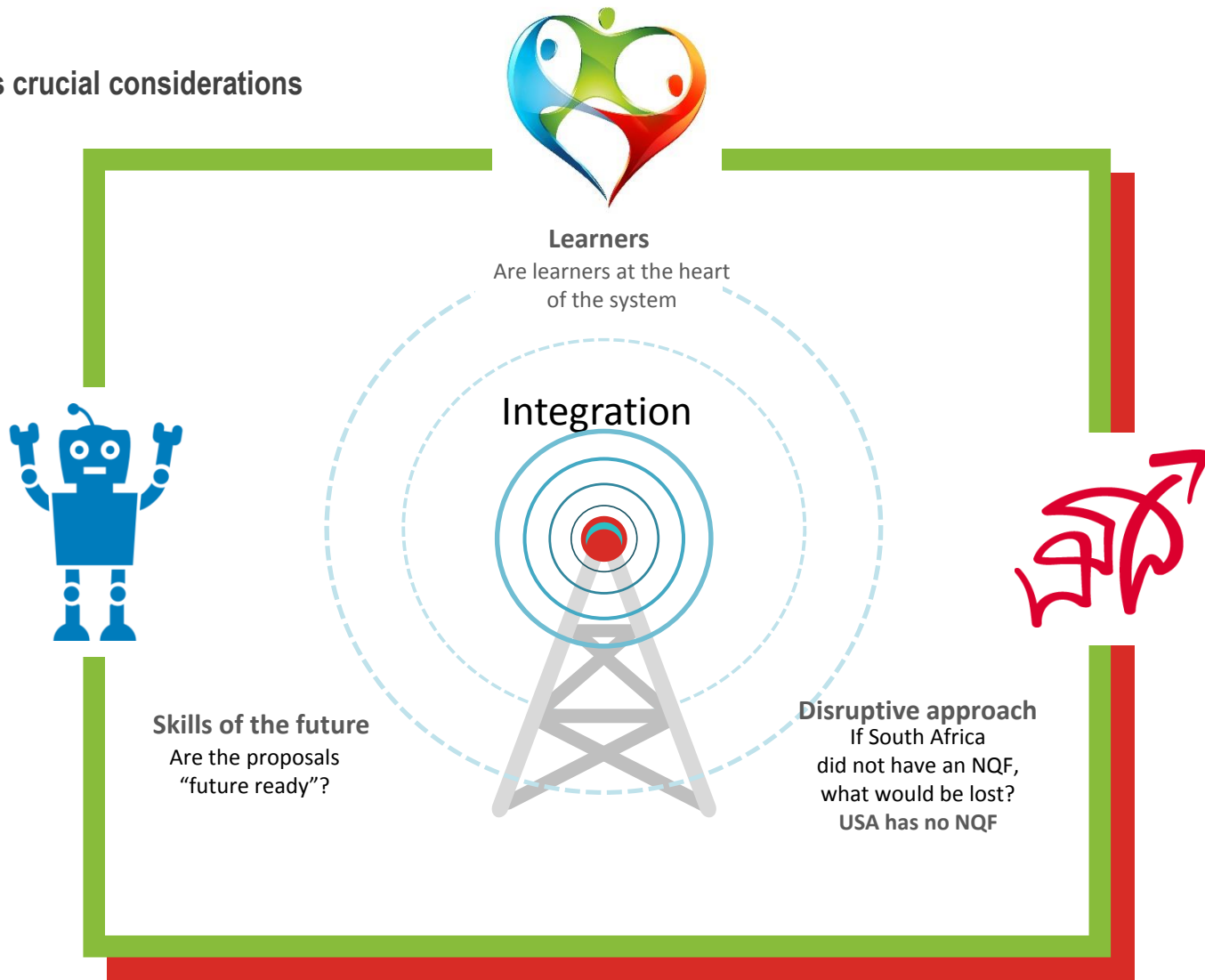


Proposed Recommendations

Preliminary findings

Positioning

Business crucial considerations



"The future belongs to those who prepare for it"
Malcolm X

Business: Co-design principles

Principles	
Principle - Structure follows strategy	
P1	<p>NSDP work in progress – need collective agreement to strategy</p> <p>Integrated strategic approach with harmonised policy framework</p> <p>Strategy of simplification to be driven by assigned role-players – SAQA & Business to control proliferation of qualifications</p> <p>Consideration of existing structures prior to proposing new (NQF Forum) & RPL Institute</p>
Principle - Learners at the heart of the strategy & system	
P2	<p>Online learning – technology enhanced – appeals to digitally connected generations</p> <p>E-learning – own time, own space, own pace – geographical access to quality education</p> <p>Global alignment, international enablers & a holistic approach to learning</p> <p>Process-mapping to eliminate blockages, gaps and duplication</p> <p>Employability desired outcome – formal or informal sectors, SMEs – recognition of the importance of work readiness</p> <p>Work Integrated Learning - a critical component of learning process & qualifications</p> <p>Does size count? Part or full qualification – recognise achievements</p> <p>The value of fit-for-purpose RPL with enabling mechanisms</p>
Principle - Roles & responsibilities : Clarity	
P3	<p>To ensure accountability & responsibility</p> <p>Simplified reporting structures – where matrix structure exists clarity needed</p> <p>Clear lines of authority & decision-making</p> <p>Mechanism for appeals, corrective actions & blockages – Ombudsperson (SAQA)</p>

Business: Co-design principles *continued*

Principles	
Principle – Simplification & Rationalisation	
P4	<ul style="list-style-type: none"> Fewer qualifications- broader (German model) High cost of design Complicated design process to be simplified Delicate balance between simplification, more flexibility & rigidity (QCTO model is too rigid) Expiring or reviewing Timelines – duration of accrediting a qualification
Principle - Value chain management : education pipeline	
P5	<ul style="list-style-type: none"> Education system accountability – employers impacted by education system challenges DBE – root cause analysis & corrective action PSET bridging gap between education systems Linkages, alignment, articulation & quality to be enhanced
Principle - Quality Focus	
P6	<ul style="list-style-type: none"> Evaluation of good practices & replicate Build on successes (QCTO – TATs) Innovation – BankSETA development of CAT (Credit Accumulation, & Transfer) combined with RPL & Online learning Quality delivery - Rewards & Consequences Human Resources capacitated to deliver the value proposition Identification & retention of key talent Benchmarks for pass rates – track effectiveness of education system - increase pass rates

Business: Co-design principles *continued*

Principle - Resource management to enhance ROI

P7	<p>Better usage of existing resources & analysis of wastages</p> <p>Technology enhanced – do more for less</p> <p>Shared services model & standardisation & simplification of systems</p> <p>Quality assurance fatigue – providers quality assured by multiple quality bodies</p> <p>Risk based approach – trust is earned & monitored (light touch / low cost) – reasonability test</p> <p>Cognisant of socio-economic conditions</p>
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Principle - Future ready

P8	<p>Fit for purpose qualifications (digitalisation / automation) – entrepreneurs, incubators</p> <p>Skills programmes / short courses – informal sector, re-capacitation, SME growth</p> <p>Labour market driven & relevant to the world of work</p> <p>Agile – speed to market</p> <p>Evolution of qualifications – review & ensure currency (national senior certificate NSC)</p>
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Principle - A single source of the truth

P9	<p>Big data / data analytics to inform decision-making through integrated MIS</p> <p>Monitoring & Evaluation – the right metrics</p> <p>Predictive modelling & scenario planning</p>
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Principle – Collaboration, Co-design & Co-operation – further consultative engagements

P10	Partnership model
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Thank you

