

Importance of qualifications in the sector



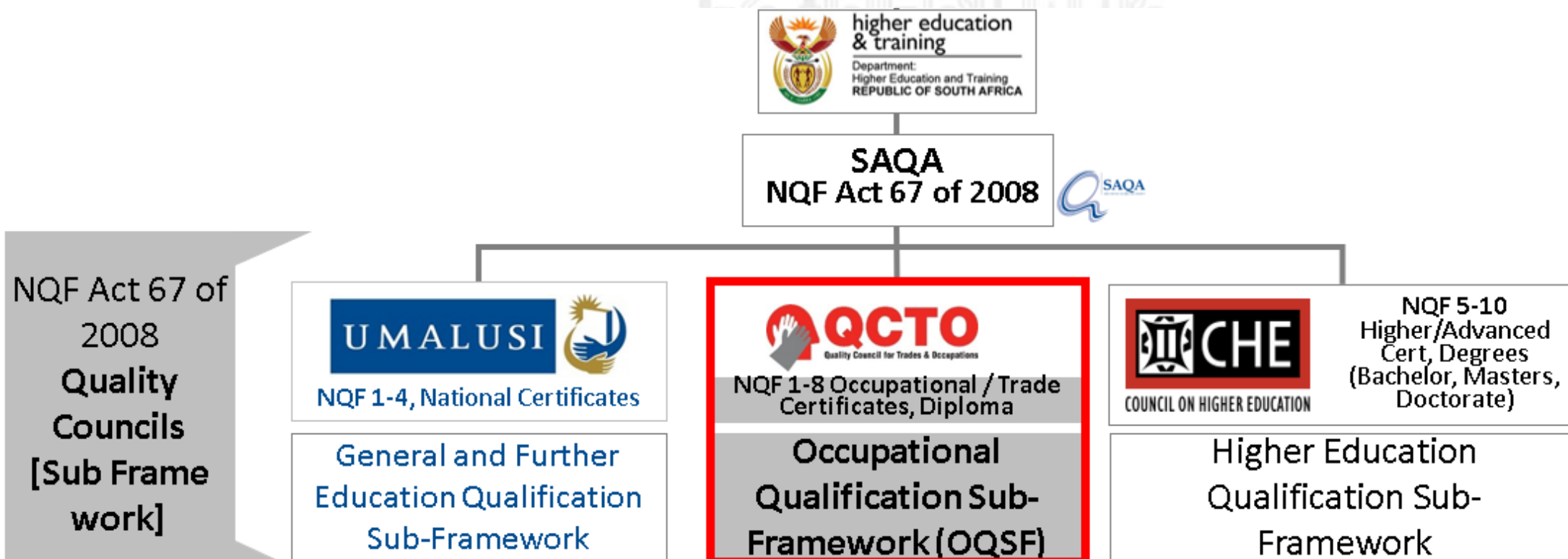
QCTO
Quality Council for Trades & Occupations

OHS conference, 28 February 25
Emmanuel Mbuwe
Chief Director:

Presentation outline

1. Quality Councils
2. QCTO legislative Mandate (NQF Act & SDA)
3. QCTO Mandate in the Skills Development Value Chain
4. The end of Pre 2009 Qualification, June 2024, June 2026
5. Role of Licensing
6. Purpose of Licensing
7. Challenges in Licensing
8. Recommendations

Quality Councils



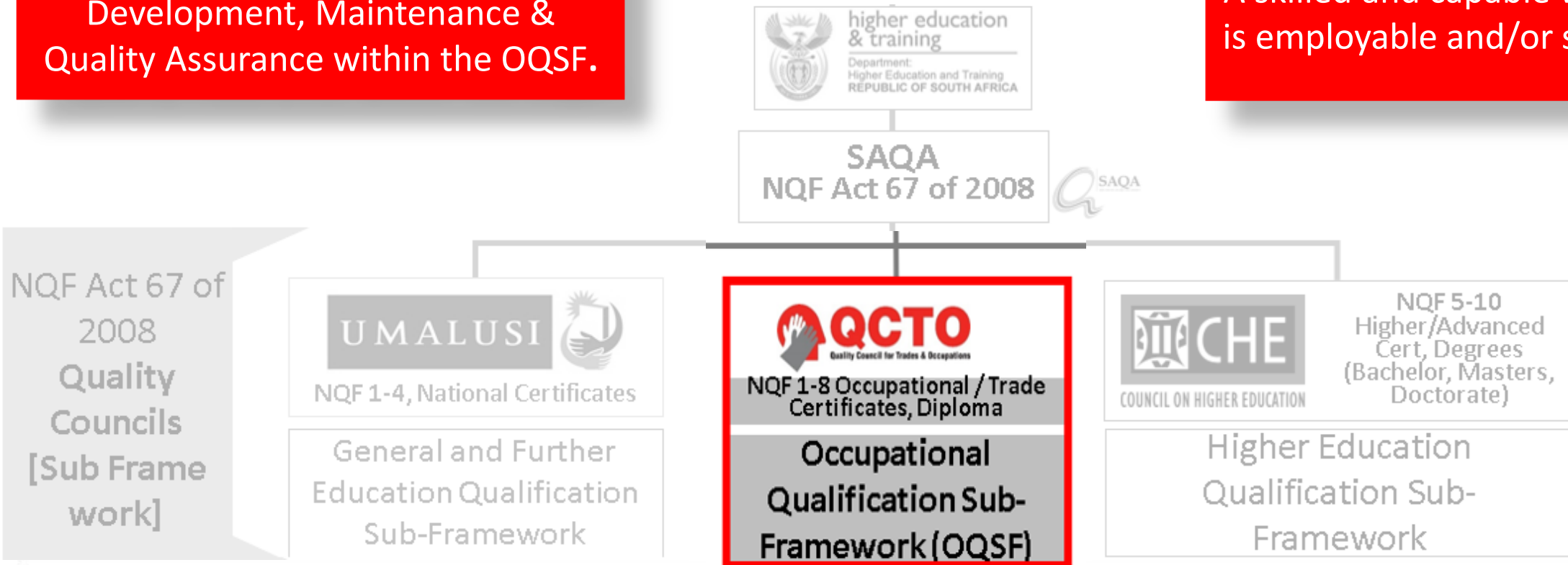
Quality Councils

Responsibility:

Standards & Qualification
Development, Maintenance &
Quality Assurance within the OQSF.

Impact (Purpose) :

A skilled and capable workforce that
is employable and/or self employed.



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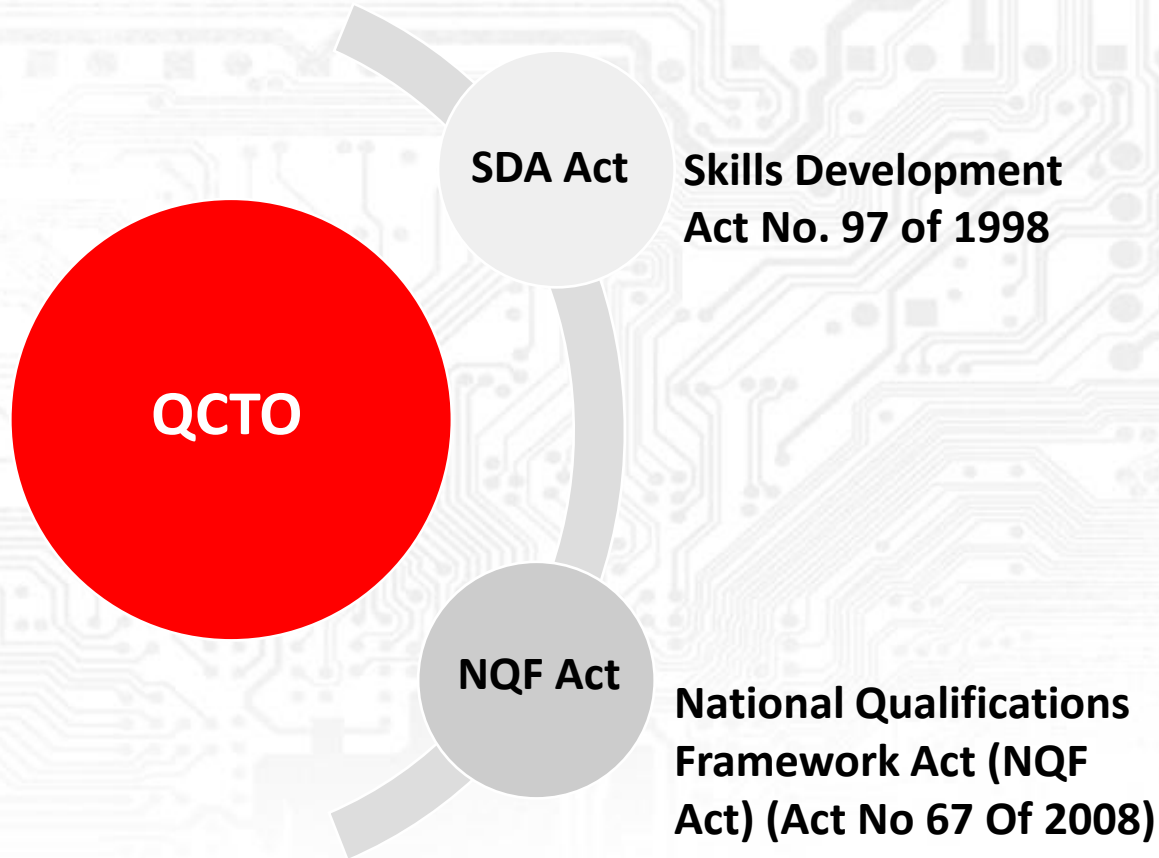
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NQF Act 67 of
2008
**Quality
Councils**
[Sub Frame
work]

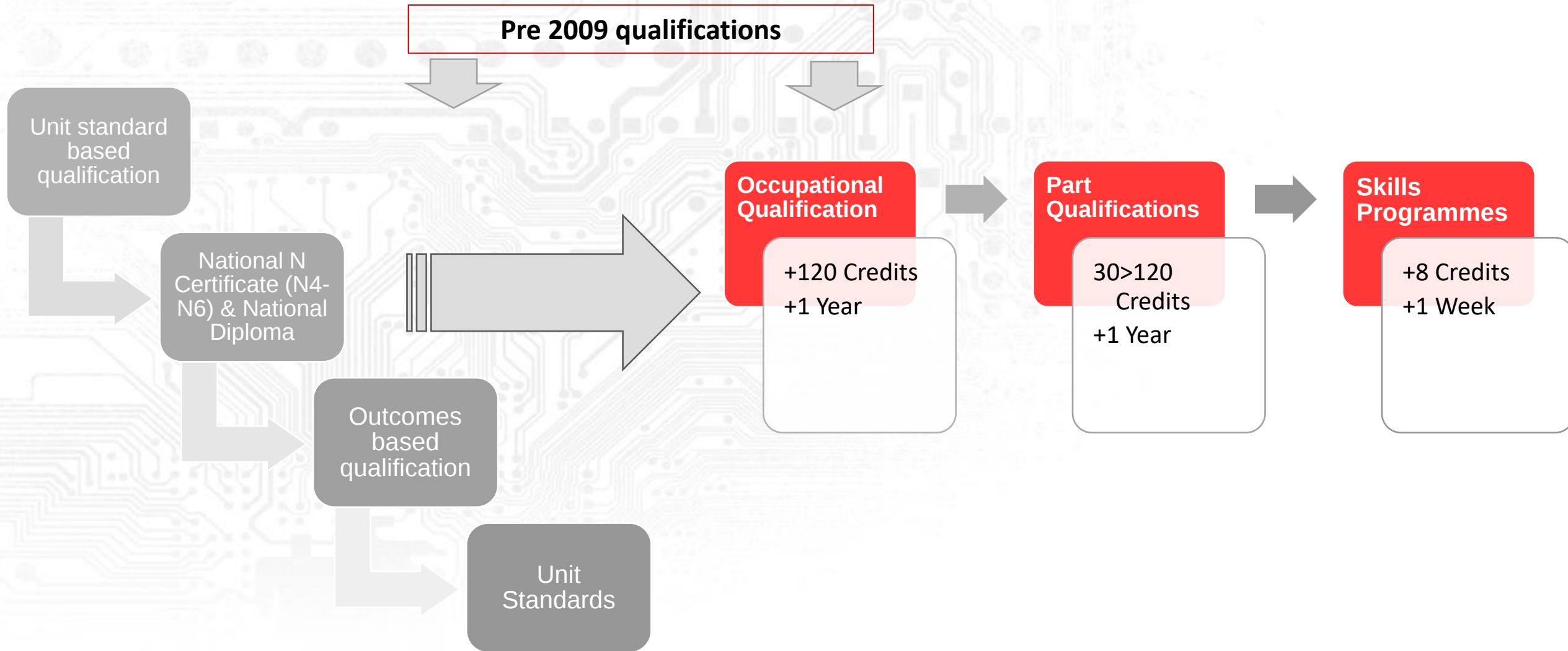


QCTO legislative Mandate (NQF Act & SDA)



- Develop Qualification Standards.
- Develop Qualification, Part Qualification & Skills Programmes.
- Accredit Developed Qualifications.
- Quality Assurance.
- Assessment.
- Certification.

The end of Pre 2009 Qualification, June 2024, June 2026



NQF Sub-Framework/ Quality Council	NQF Level	NQF Sub-Framework and Qualification Type		NQF Sub- Framework/ Quality Council
Higher Education Qualifications Sub-Framework (HEQSF) Council on Higher Education (CHE)	10	Doctoral Degree Doctoral Degree (Professional)		
	9	Master's Degree Master's Degree (Professional)		
	8	Bachelor Honours Degree Post Graduate Diploma Bachelor's Degree	Specialised Occupational Diploma	Occupational Qualifications Sub-Framework (OQSF) Quality Council for Trades and Occupations (QCTO)
	7	Bachelor's Degree Advanced Diploma	Advanced Occupational Diploma	
	6	Diploma Advanced Certificate	Occupational Diploma Advanced Occupational Certificate	
	5	Higher Certificate	Higher Occupational Certificate	
General and Further Education and Training Qualifications Sub-Framework (GFETQSF) Umalusi	4	National Certificate	National Occupational Certificate	
	3	Intermediate Certificate	Intermediate Occupational Certificate	
	2	Elementary Certificate	Elementary Occupational Certificate	
	1	General Certificate	General Occupational Certificate	

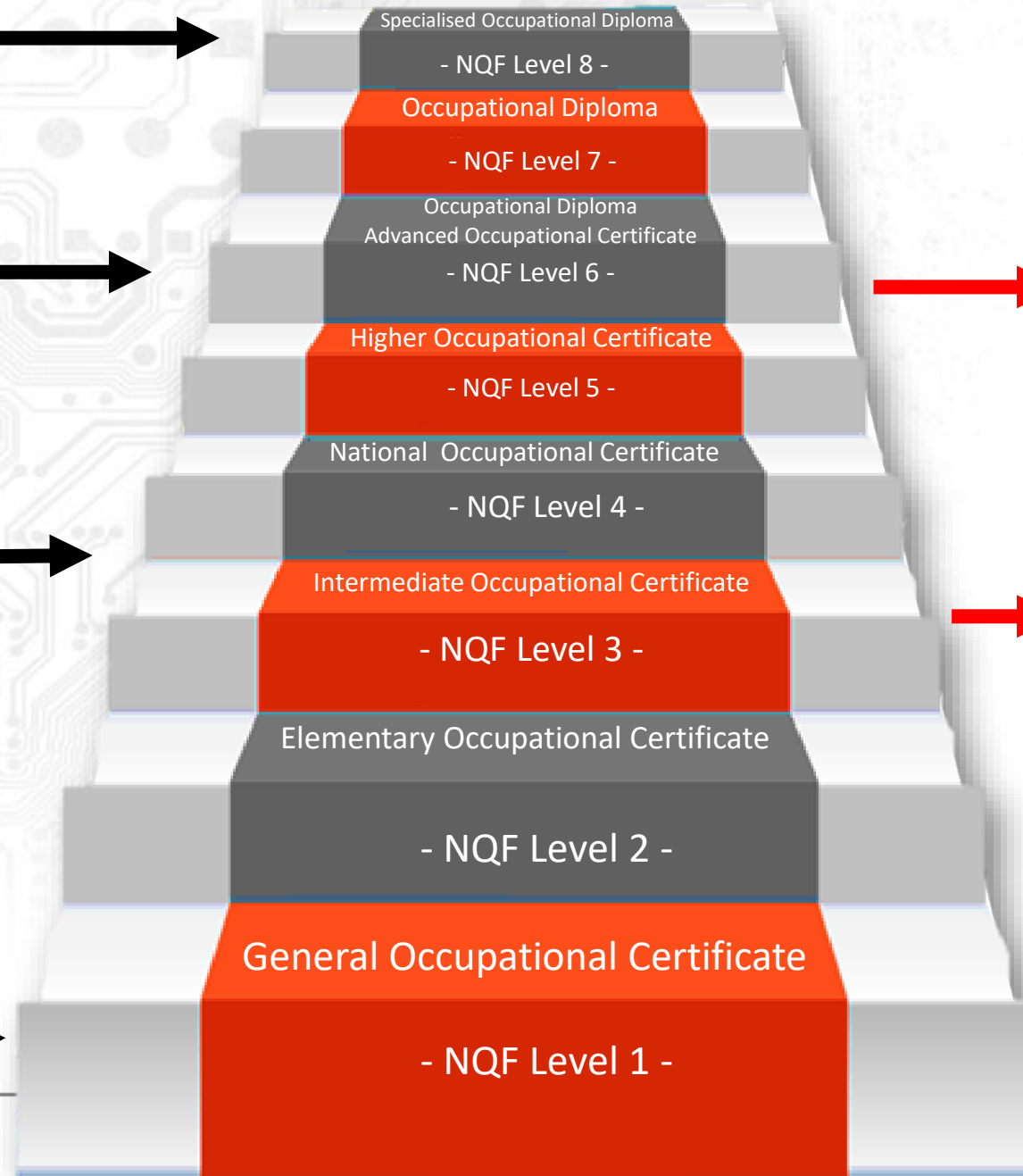
OQSF

Occupational Qualifications Sub-Framework

- Part Qualifications
- Skills Programmes
- Micro-credentials

**Shorter & Ideal For
(Upskilling
Reskilling
Cross Skilling)**

**Promoting access to,
and success in
Post School Education
and Training for the
future world of work**



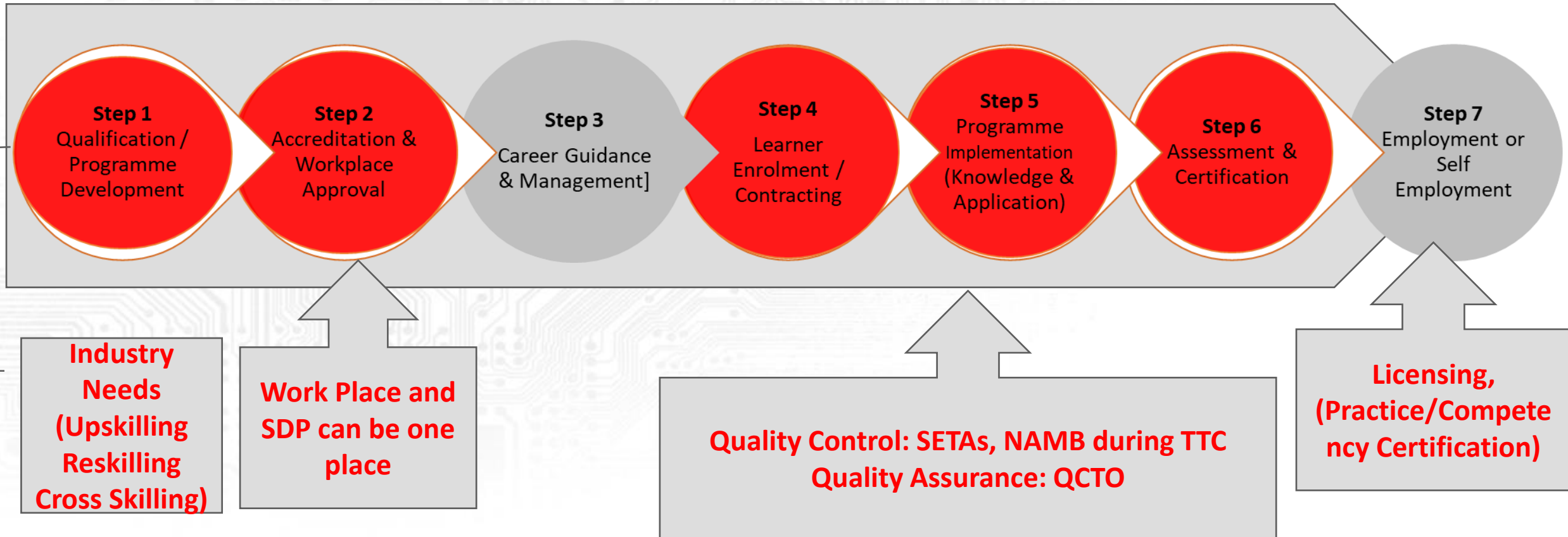
May lead to:

- Articulation with other sub-frameworks
- Employment/ Self-Employment
- Further study/ Lifelong learning



Industry Needs

QCTO Mandate in the Skills Development Value Chain



Role of Licensing

Officially recognition of the necessary Qualifications, Skills, and Knowledge to practice.

(Consists of NQF & Industry Requirements)

- Educational Requirements (QCTO, KM, PM);
 - Experiential requirements (QCTO, WM);
 - Passing Educational & Experiential examinations (QCTO, EISA/FISA) i.e. NQF Certification, and
-
- Adhering to ethical standards (SABS, OHS, ISO, Legal etc).
 - Additional Examinations or Assessment as per Industry (Written, Oral or Practical)

Licensing vs. NQF

- Licensing is not an NQF issue but requires NQF-qualified and certified individuals.
- Licensing does Not need to use an NQF Unit Standard/Skills Programme.
- Licensing should Not require a formal NQF curriculum (e.g., Driver's Licensing).
- Licensing bodies ensure compliance with ethical, legal, and professional standards.
- Investigate violations and revoke licenses if necessary, NQF Certificate cant expire (Revoked under extreme circumstance eg Fraud, Plagiarism etc) .

Purpose of Licensing

- A permit to practice legally (renewed periodically).
- Improve Workplace Safety & Accountability.
- Ensures every Occupation is Regulated and Standardized.
- Overseen by Governmental Agencies or Regulatory Bodies. Established by an Act or Gazette.
- Implemented & Maintained by Industry Experts for authenticity and relevance.
- Should be transparent, eliminate gatekeeping, and ensure access for all.
- Not-for-profit process.

Challenges in Licensing

- Licensing misunderstood as NQF Certification.
- Vacuum created, breeding issues & challenges eg SANEDI Issue.
- Issue of mushrooming unauthorized licensing bodies.
- Perceived gap keeping & Licensing linked to a group of companies.
- Lack of Licensing leading to illegal practitioners.
- Inferior workmanship costing life, jobs and resources.
- Some Occupations have specific Regulatory Bodies, Labour Dept assumed Default Licensing Body.
- Need for licensing centres throughout the country.

Recommendations

- Officially appoint Licensing entities for all Occupations (Part of Professionalisation).(Gazette clear start and end date,may appoint multiple bodies, but standard verifiable license template)
- NQF qualifications or skills programmes must Not be used for Licensing (Licensing is dynamic & linked to Legal, Safety & Industry latest standards)
- Expand licensing centers & entities nationwide for access.
- Use existing infrastructure (e.g., TVET colleges).
- Strengthen oversight to eliminate unauthorized bodies.
- Ensure affordability and accessibility for all.
- OHS should have a Licensing Section(Licensing Improve Work Place Safety & Accountability).

Recommendations

- Labour Dept to Oversee all licensing in collaboration with other department.
- All Occupations should be licensed to improve Quality, Accountability Reduce Incidents and enhance Professionalisation.
- Licensing should be a compulsory part of OHS Audit.
- Lock Out/Close down entities using unlicensed workforce.
- Can be used to manage undocumented, illegal labour.
- Can be used to limit exploitation of cheap labour.
- Can be used for CPD (Continuous Professional Development)
- Can be used to get accurate labour force statistics.
- License fees and renewal, Increase should be strictly regulated by the department.



ANY
QUESTIONS?

THANK YOU!



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