

# NATIONAL COMMUNITY DEVELOPMENT PROFESSIONALIZATION ROADSHOW

# Purpose

- To brief the Community Development Sector on the Community Development Professionalization process
- To lobby support for the establishment of the Community Development Association

# Background

- CD is not recognized as an Occupation in accordance with the Organizing Framework for Occupations (OFO)
  - OFO is a skills-based, coded classification system, capturing jobs i.t.o skills levels and specialization and grouping them into levels of occupations
- Requirements for recognition are (i) An Occupation Framework and (ii) Recognized Qualifications at NQF Level 8

# Benefits of Recognition & Professionalization

- Professionalization will ensure that:
  - CD Practice is accorded the status it deserves
  - Norms and standards as well as an ethical codes practice exist to guide all persons/practitioners involved in CD to improve the quality of the services and programmes rendered
  - Training of prospective CDPs is standardized and accredited by relevant qualification and accreditation bodies.
  - There is continuous professional development of existing community development practitioners.

# Processes towards Professionalization

- DSD facilitated and coordinated processes towards the recognition and professionalization of Community Development.
- Consultations done led to the development of the Community Development Professionalization Journey Map which covers:
  - Development of the ComDev qualification
  - Development of the occupation framework for community development and submit application for recognition as Occupation
  - Registration of Community Development Practice as a profession

# Development of the qualification & occupation framework

- Qualification already covered in earlier presentation
- Occupation Framework is a guiding framework that:
  - Defines the specific occupation based on its descriptors and tasks/skills which are unique within its space of functionality
  - Describes scope of practice and the skill level and skill specialization required for appropriate grouping into the relevant occupational level
  - Outlines the values and principles of an occupation to create linkages to skills and knowledge
  - Ensures inclusion of sector-specific knowledge and skills as specialized areas where the occupation cuts across other sectors
  - Defines the occupational norms and standards and ethics
  - Facilitates the link between the occupation and training standards

# Rationale of the Occupation Framework for CD

- To define CD and its values i.o.t. create linkages to skills and knowledge required for consistent and competent practice
- To guide the practice of community development across a wide range of roles, settings and levels of responsibility
- To clarify and clearly outline the Scope of Practice for CD in Social Services
- To form the basis for development of norms and standards and the Code of Ethics
- To facilitate completion of the requirements for **Recognition of CD as an Occupation** which is a critical step towards professional registration of CD Practice

# Benefits for Occupational Framework

- Can be used for compliance but will also add value to the Community Development processes
- Can be used to develop the skills plans for CD practice
- Can link personal profiles to job profiles and job profiles to occupational profiles
- Informs the development of individual development plans
- Can be used for competency assessments
- Will facilitate grouping of CD at the appropriate level leading to its recognition as an occupation and profession



# Status quo of the Occupation Framework

- A service provider has been appointed to develop the Occupation framework.
- Facilitate the registration of Community Development Practice as a profession in 2013/2014

# Register ComDev Practice as a profession

- Stakeholders consulted in July 2011 on the qualification - outcome of consultation:
  - ComDev Professionalization Action Plan: 4 Actions with emphasis on the **setting up a professional body**
- CD Professionalization SteerCom established to oversee the implementation of the Action Plan
- Summit organized and held in October 2011 to:
  - Create awareness about the process towards professionalization of ComDev and the existence of standardized ComDev Qualifications
  - Obtain buy-in from the sector regarding the establishment of an Interim ComDev Association as a foundation towards the establishment of the Community Development Professional Body.
- Process towards the establishment of the CD Association officially launched by the Minister and Deputy Minister

# Outcomes of the summit

- Overwhelming support and mandate given by the delegates to:
  - Drive the process to Professionalize CD Practice
  - Facilitate the establishment of the CD Association during 2012
  - Undertake the RPL pilot with SAQA; and
  - Continuously communicate & report back to delegates.

# Roles and Functions of the CD Association

- To work towards the professionalization of community development
- To support community development as a key method of addressing issues of poverty, inequality, discrimination and exclusion.
- To act as a forum and network of practitioners and activists working towards social justice through community development approaches.

# Roles and Functions of the CD Association

- To promote quality education, training, research, practice exchange, and support for activists and community workers.
- To encourage contact and to stimulate cooperative relationships amongst individuals and institutions concerned with the scientific study of national and international community development issues.

# Implementation of the Summit resolutions

## **CD Professionalization SteerCom met on 15 Nov 2011 and agreed on the following:**

- Introduction of a free Community Development Newsletter
- Three (3) website domains to be registered for ComDev to be used at a later stage by the Association, the Professional Body and the CD Council once established
- Monthly hosting fee to be paid by Ignis Technology until structures are established.

# Implementation of the Summit resolutions

## **CD Professionalization SteerCom met on 15 Nov 2011 and agreed on the following:**

- RPL Task Team established to draft a RPL research plan
- Provincial Road Shows to be held from March 2012 to market qualifications and popularize the intention of establishing a Community Development Association
- Host a Community Development Professionalization Conference in September 2012 to launch the ComDev Association

# Recommendations

That the ComDev Sector should:

- Note and support professionalization of Community Development Practice
- Note and support the conference to establish the Community Development Association planned for September 2012



Ke a leboga  
Thank you  
Baie Dankie

