

COMMUNITY DEVELOPMENT PROFESSIONALISATION WORKSHOP

Presentation Outline

1. Background
2. Skills Audit
3. Dissemination of the Skills Audit report
4. Community Development Qualifications Process
 - FETC (NQF Level 4)
 - National Certificate (NQF Level 5)
 - Bachelor of Community Development (NQF Level 8)
5. Stakeholders Consultation
6. Implementation Plan of NQF Level 5
7. Implementation Plan of NQF Level 8
8. Recommendations

Background

- Community Development Programme was introduced in DSD to:
 - develop & implement community development strategies and policies.
- Implementation of community development programmes done by Community Development Practitioners (CDPs):
 - should be in possession of appropriate skills to effectively & efficiently facilitate development of human capacity and self-reliance of communities.
- Community Development Programme **was largely manned by personnel with no requisite skills & most were trained on the job.**
 - inappropriate resourcing of the Programme didn't contribute positively to development & implementation of sustainable strategies.
 - **capacity challenges** resulted in negative impact on the capability of the programme.

Background (cont.)

- DSD undertook 'Building Sustainable Livelihoods' research project to develop evidence based interventions:
 - comprehensive study in 22 Integrated Sustainable Rural Development Programme (ISRDP) and Urban Renewal Programme (URP) nodes.
- Recommendations of the study:
 - **DSD should promote sustainable livelihoods programmes**, & undertake social impact assessments to assess pre- and post impact of programmes in community settings, and
 - ensure that appropriate portfolio of interventions are designed with a view to promote the livelihoods of communities.

Background (Cont.)

- Study further indicated that DSD should prioritize **development of appropriate skills & policies to support its role in social development.**
- Fundamental to the findings:
 - Indicating **shortage of appropriate skills**, incl. professional skills to render quality services & programmes to communities in DSD.
 - These skills & capacity are needed to deliver on the Department mandate: **to ensure the provision of comprehensive, integrated, sustainable and quality social development services.**

Skills Audit

- This nodal research study led to the need to conduct the Community Development Skills Audit:
 - to determine the skills capacity for the practice of community development in the Social Development sector.
- A comprehensive “**state of skills**” report for the practice of community development practice has been produced.
- This report outlines the **training & development needs of community development practitioners** to improve their capacity to facilitate the implementation of sustainable community development programmes.

Dissemination: Skills Audit Report

- October 2009 DSD hosted a workshop:
 - a) presented the outcomes of the Community Development Practitioners (CDPs) skills audit to provincial, national & other stakeholders.
 - b) focused on the process towards the development of the skills development plan for CDPs
- Outcome of 2009 workshop:
 - Five Year CDP Skills Development Action Plan which has five key focus areas:
 1. Training of current Community Development Practitioners
 2. Bridging course
 3. **Community Development Qualification**
 4. **Recognition of Prior Learning**
 5. Bursaries and Scholarship

Community Development Qualification Development Process

- DSD entered into partnership with SAQA for generation & registration of 3 Community Development Qualifications (NQF Level 4-8)
 - 1) **Further Education and Training Certificate: Community Development :NQF Level 4, SAQA Qualification ID 67509, Minimum credits 125, Registration date 2009.09.09**
 - 2) **National Certificate: Community Development NQF Level 5:SAQA ID 80946, Minimum credits 147, Registration date 2011.02.16**
 - 3) **Bachelor of Community Development: NQF Level 8, SAQA Qualification ID 79706, Minimum credits 480, Registration date 2010.11.11**

FET Certificate:

Community Development (NQF L4)

Qualification Purpose:

- For people interested / involved in planning & implementing community development initiatives & processes.
- **Part of a learning & career pathway** in community development & provides access to further learning within the current regulatory framework.
- Facilitates development of cdw's towards empowering communities to manage their own integrated, sustainable development & alleviation of poverty.
- **Improves learners understanding of their role & responsibilities by providing them with knowledge, skills & attitudes** to operate effective & efficiently.

Qualification Rationale:

- Begins to bridge the gap between community development service providers & those in greatest need of the services

EXIT LEVEL OUTCOMES (NQF L4)

1. Apply theories/approaches of community development in a specific context.
2. Facilitate a community initiative/process.
3. Build and maintain relationships in a specific community context.
4. Plan and manage an integrated community development project in a specific context.
5. Demonstrate understanding of the holistic and integrated regulatory framework impacting on community development in a specific context.

National Certificate:

Community Development (NQF L5)

Qualification Purpose:

- Designed to **empower people already working, or intend to work in community development.**
- Provides learners with competencies needed to act as change agents & so add value in community development practice.
- **Can be used as bridging course for those already working, but not currently meeting min. requirements to enter higher education & occupationally based qualifications/programmes.**

Qualification Rationale

- Alternative route to traditional approach of completing Bachelors Degree as initial qualification by offering a **certificate as a first qualification which then leads to Bachelor Degree studies.**
- **Can be offered in formal education setting as well as through occupationally directed workplace training for learners already employed in the sector.**

EXIT LEVEL OUTCOMES (NQF L5)

1. Critical understanding of community development *theories, approaches, principles & processes*
2. Conduct *community-based research* to inform interventions
3. Examine & apply relevant *legal & regulatory framework*
4. Explore & coordinate *networks & partnerships* with due regard to diversity and ethics
5. *Plan, design & manage* a community intervention
6. Select & apply appropriate *leadership and management* styles and models for community well-being

Bachelor of Community Development (NQF L 8)

Qualification Purpose:

- Produce Community Development Practitioners able to facilitate the collective action needed to build and empower communities including, but not limited to, the poor.
- **Qualification Rationale:**
Professional degree – emphasizing integrated & holistic approach to community development.
- Qualification requires integration of theory & practice to equip learners with knowledge, skills & values needed to enhance integration of all community development stakeholders for effective community development.
- **Should ensure Community Development Practitioners have level of authority, responsibility & status in regulated framework** to facilitate processes for all to participate in integrated planning processes and collective actions.

NQF Level 8: EXIT LEVEL OUTCOMES (1-4)

ELO 1: (Reports, facilitation, presentations, workshops):

Communicate info verbally & in writing to a range of audiences with due regard for ethical value system.

ELO 2: (Research Methodology):

Analyse, synthesise, evaluate & review complex info to conceptualise a problem & produce evidence based argument/solution to a situation.

ELO 3 (Critical theory, approaches, concepts):

Critically analyse philosophies and theories of community development.

ELO 4 (Policy & Legislation):

Knowledge of regulatory environment, operate within it in a local, provincial, national, regional or global context.

NQF Level 8: EXIT LEVEL OUTCOMES (5- 6)

ELO 5: (Ethics, principles, processes, management, leadership):

Apply ethics, principles, values & processes of community development to a specific context.

ELO 6: (Social cohesion, group dynamics, holistic, integrated & organisational development):

Knowledge of interdependent relationships between individuals, families, groups/organisations, the community, State & society to facilitate processes for interdependent relationships within own scope of practice.

NQF Level 8: EXIT LEVEL OUTCOMES (7-8)

ELO 7: (Professionalism, emotional intelligence, self-reflection):

Understanding concepts of responsibility & accountability.

ELO 8 (Practicum on all theory):

Integrate theory & practice in authentic community development context in order to build collective capacity.

Stakeholders Consultation

July 2011: Engage & **initiate implementation of the new community development qualifications**. Consultation focused on the following aspects:

- Programme qualification mix clearance (DHET)
- Accreditation and registration of qualification (CHE)
- Packaging of relevant CD skills with relevant SETAs (ETDPSETA)
- Quality assurance of occupational qualifications (QCTO)
- Organizing Framework for Occupations (HWSETA)
- RPL as set out in the SAQA framework (SAQA)

Outcome of the July 2011 workshop: Professionalisation Action Plan:

1. Define migration path for past/current qualifications
2. Identify students for intake into CD Programmes
3. Collaboration of all stakeholders
4. Communication with broader stakeholders

Implementation Plan: NQF L5

1. Identify the registered service providers
2. SETAs to address the accreditation of providers their assessors and moderators
3. Educators of EDTP need to be capacitated on the Qualification
4. Offer Qualification and have the first group graduating by December 2013

Implementation Plan: NQF L8

1. Mobilise support of Higher Education Institutions, Government Departments & NGOs
2. Develop matrix for career pathing
3. Identify prospective learners
4. Capacity building of lecturers
5. Roll-out of pilot qualification by February 2013
6. Monitor Roll-Out of Qualification (ongoing)
7. First Evaluation by February 2014

Recommendation

The Community Development Sector to :

Note and support the implementation of the standardised Community Development Qualifications

Thank you



social development

Department:
Social Development
REPUBLIC OF SOUTH AFRICA