

# Community Development Field of Practice: NPOs & RPL

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HEI & Stakeholder Workshop for CommDev Qualifications Roll-out



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# NPO Association: Rational & Background

- Civil society, particularly NPOs, have had profound influences re emergence, shape & nature of our modern South African democratic society.
- In recognizing this important role of NPOs: South African Government enacted the *NPO Act* as part of the legal framework to create an enabling environment for the sector by:
  - Creating an environment by which the NPO can be productive and effective
  - Become *effective partners* with government and private sector in the upliftment & care of SA communities



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# NPO: Situational analysis

- Cursory analysis of the state of NPO registration reveals:
  - average increase of 11% p.a. of registered NPOs ( i.e. from 76757 (2011) to 8 5248 (2012)).
  - Social service organisations constitute highest – 34%,
  - Community Development and Housing – 2 1% respectively
- NPOs estimated contribution: R12.5 billion (2007) to the fiscus of SA - a significant amount derived from SA Gov. in the form of subsidies & other grants.
- NPOs: both in formal & informal sector of the country's economy. Better resourced & organised NPOs in formal economy sector = NGO's
- NPOs in informal sector are poorly resourced & less formally structured = CBOs



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# Purpose of NPO & CommDev Partnership

- SA Gov in National Development Plan, conceded: “..all provinces rely heavily on NPOs...”.
- Social welfare services (the State) adopted partnership model of service provision - relies mainly on NGO-CBO to provide professional social service.
- This partnership model is taken in context that the SA NPO sector consist mainly of smaller informal/voluntary associations representing 95% of the NPOs register in the country
- Hon. Min. Dlamini indicated to ministerial task team: “...NPO sector needs to organise themselves professionally, create a platform of unity by strengthening NPOs through training & development...”



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# CommDev NPO towards Association

- Holistic & integrative community well-being through professionalisation
- Standardisation of CommDev career pathing
- Encourage & support other NPOs in their contribution towards meeting many needs in RSA's diverse population by:
  - Creating an environment by which the NPO can be productive and effective
- Build further on effective partners with Government, HEIs & Private sector in the development & care of SA communities
- Available funding from NDA for the above-mentioned capacity building



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# RPL: Pilot Project: Process Evaluation Study

## ***Problem Statement:***

Developed CommDev qualifications for standardized & professional career path; BUT resulted in need for career path mainstreaming (*integrated learning* of persons currently working in various sectors & levels. ***Need: Generic Scientific RPL model for CommDev to validate & measure impact of career path standardization & professionalisation***

## ***Overall Purpose:***

Develop generic RPL model to assist stakeholders with standardization & professionalisation of career path – one which ensure quality, effectiveness & efficiency by linking & aligning with concepts of quality assurance, accountability & policy changes of relevant stakeholders



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# RPL Pilot Project: Principles

- RPL should integrate learning from various disciplines into a single career path
- Integrated Learning would provide individuals from different disciplines to move towards a common purpose of community development professionalisation
- Therefore, integrated learning would necessitate RPL towards a single career path in community development
- To achieve this end an inductive approach will be followed
- RPL should create further development options for workers i.e. no RPL candidate should reach a glass ceiling with no further development possibilities



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# RPL Evaluation Study Objectives

## **1. Overall Objective:**

- To determine if the RPL pilot project can provide an integrated learning RPL model towards achieving formal qualifications in the professional CommDev career path

## **2. Sub-Objectives:**

- Assess the need & feasibility for CommDev RPL project
- Evaluate CommDev RPL project planning & design
- Evaluate implementation of CommDev RPL project
- Provide conclusions and/or recommendations for adjustment and/or improvement of the CommDev RPL project



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# RPL Study Operationalisation

- Research will be conducted in all nine provinces
- Samples from various sectors (1800 candidates)
- Categories: No formal qualification; considering candidates from related fields into NQF Level 4, 5 and 8 CommDev qualifications
- A matrix of related qualifications will assist in shaping processes
- Lessons learnt from other RPL projects



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# RPL Pilot Project: Selection Process

The participants in the RPL pilot project:

- Diagnostic tool will be used to select candidates of all nine provinces
- Candidates from various sectors representing identified categories will be included i.e. Public Sector, NGOs and Private Sector and all employed in the field of Community Development
- A total of 80% employed; and 20% unemployed
- Stakeholders required for the pilot project:
  - SAQA, DSD, DPSA, PALAMA, DLG, HWSETA, ETDPSETA, LGSETA, PSETA, FET institutions and HEIs



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# Implications & Points for Consideration

1. Multi-sectorality of the profession & its migration pathways
2. Transfer of credits an important part of the RPL process
  - To be conducted via qualification matrix to see which qualifications are mostly aligned
3. RPL process will support linkages & relationships (tripot) & bring HEIs, FETs, employers of NGO, public & private sector all together
4. Require strong integrated learning emphasis as core principles & not loosing site of alignment & linkages required to address current concerns with CommDev in SA
5. RPL evaluation to be participatory – a logic model to be developed for each stage in RPL pilot, as it is emergent intervention (i.e. following inductive reasoning)



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# Questions? & More Information

Contact & Visit: [www.cdpsc.co.za](http://www.cdpsc.co.za)

# THANK YOU



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# References

1. Community Development Professionalisation Steering Committee (CDPSC) docs
2. CDPSC web site



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