

GROUP DISCUSSIONS – 27 OCTOBER 2011

THEME 3 – UNDERSTANDING AND MEANING OF PROFESSIONALISATION

Question 1: What is your understanding of professionalisation?

- Ethics
- Standards/ Norms
- Expertise Excellence
- Body Knowledge
- Legality to the process
- Accreditation
- Code of conduct
- Accountability
- Scientific process in regulation
- Group or individuals performing the same work with common understanding, knowledge, skills, techniques, values and attitudes while serving the people.
- Ethical behaviour.
- Formally recognised by authorities.
- Developmental body
- Regulation of practice
- Statutory body
- Protection of communities and CDP's
- Promotion of a voice of common
- Accountability
- Formalisation of processes and procedures
- Recognition of your profession
- LEGAL STATUS OF PRACTICE
- Standard of practice and ethics that guide the practice
- Development of policy framework
- Setting standards

Question 2: What do you think is the purpose of professionalisation?

- Formalise
- Regulation
- Identity
- Set of guidelines
- Specializing
- Coordination.
- Effectiveness.

- protection of communities and community workers.
- Ensure continuous development of workers.
- Acknowledgement and recognition of workers.
- Regulate the profession/practise.
- Quality assurance.
- Provide for career pathing.
- Sharing of knowledge and information.
- Ethics
- Norms and standards
- Regulation of practice
- Statutory body
- Developmental body
- Is a formalisation of activities in a structured institutionalised manner.
- Organised body that regulates activities of a particular group of people performing specific tasks
- REGULATE & GIVE GUIDANCE
- GIVE LEGAL STATUS
- STANDARDIZATION OF REMUNERATION
- Limit confusion
- Regulate the practice

Question 3: What do you think will be the 'cost' benefits for CBO's, FBO's, NPO's, NGO's etc to become members of a community development association?

- Credibility and recognition
- Form of identity
- Funding/ subsidies
- Resource mobilisation
- Standardisation of operations.
- Structured/integrated database.
- Mutual beneficial partnership between Government and NGOs.
- development association?
- Body of knowledge for information sharing
- Bodies will be strategically placed to be able to play their role
- Common understanding to address fragmentation
- Prevent duplication of services
- OSD - compatibility?
- Be their mouthpiece in terms of sourcing funds
- Promote integration and reduce duplication
- Promote separate budgetary processes
- Opportunities for unemployed CDP's
- Funded appropriately
- Clear role clarification

- Prevent duplication of roles
- Quality Assurance
- Recognition
- Regulation
- Tax exemption
- Accountability
- ENSURING EMPLOYMENT OF RELEVANT SKILLS
- ACCESS TO LEARNERSHIPS AND FUNDING
- BENCHMARKING OF EMPLOYABLE SKILLS & SKILLS DATA BASE
- MULTISKILLING AND ACCESS TO PIVOTAL GRANTS
- UTILIZATION OF POTENTIAL STAKEHOLDERS
- Networking, knowledge, coordination, skills empowerment, sharing resources.
- Addition of values
- Enhanced credibility (organisation will be operating on trust)
- Identification and belonging
- Facilitate transition from welfare to community development
- Opportunities for capacity building
- Macro advocacy platform
- Access to resources e.g bursaries, networking, research and funding
- Screening facility to hire and fire

THEME 4 – ROLE OF AN ASSOCIATION OF COMMUNITY DEVELOPMENT

Question 1: What do you think should be the purpose of an association?

- Capacity building of the members
- Represent and maintain the shared interests of the members
- Provide mission and vision
- Regulatory framework
- Bringing together all relevant stakeholders into one body.
- To provide uniformity and guidelines.
- To enhance accountability of all stakeholders.
- To advocate for the rights of stakeholders.
- To advocate on behalf of the members of the association
- Solve problem
- Collective'
- Information sharing
- Discipline Capacity Building
- Professional Growth
- Lobbying
- DEVELOP A BODY OF KNOWLEDGE
- SUPPORT FOR PRACTITIONERS

- PROTECT MEMBERS
- COMPLIANCE OF NORMS AND STANDARDS
- MOBILIZE & ORGANIZE MEMBERS
- Sharing experiences and guiding role

- Protect and promote the interests of the community.
- Knowledge management
- To regulate
- Promote good governance.
- Create harmonious environment for community development
- Platform for dialogue

Question 2: What do you think should be the objectives of an association?

- Act as network
 - Be an advocacy body
 - Share information
 - Promote relationship with other related bodies
 - Regulate association.
 - Promote and create professionalism within profession.
 - Monitor and evaluate compliance with regulations/rules.
 - To set norms and standards
 - Professional development of its members
 - Oversight of the professionalisation
 - To strengthen governance
 - To ensure that the needs/aspiration of professionals are addressed
 - To ensure social networks and also t protect the rights of professionals
 - To advocate and protect the members
3. What do you think should be the roles and responsibilities of an association?
- Bring together stream line organisation
 - Data Base of practitioners
 - Guidance and direction
 - Resource centre
 - Manage conflict resolution
 - REGULATORY BODY
 - ORGANIZE THE SECTOR
 - Unify the structures of comm dev, platform for learning, interface of working together.
 - Represent interest of members
 - Monitor norms and standards
 - Protect and promote the interests of the community.
 - Publishing and reporting
 - Networking, dialoguing
 - Assist in mediation and arbitration of community development issues

- Support continual professional development
- Act as a liaison body

Creation of a body of knowledge in community development

Question 3: Who do you think should be the members of an association?

- Both organisations and individual members
- Academics
- Development Practitioners
- Community workers
- All community development practitioners from non-government, government and private sector.
- CDP's , CDW's, Students, Auxiliary workers
- Representatives of development agencies and organisations
- Voluntary association
- CSO's
- Individuals and groups
- EVERYBODY WORKING IN THE COMMUNITY DEVELOPMENT SECTOR
- ECD PRACTITIONERS ,CDP , YOUTH ,WORKER ,ACADEMICS,OVC WORKERS,
- All stakeholders, civil society, private institutions/organisations, individuals.
- Community Development Practitioners
- Aspiring students
- All civil society organisations and interested parties
- Private sector and foundations can be opened to international interest.