

Process & Progress towards Community Development Professionalisation & Qualifications Roll-out

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HEI & Stakeholder Workshop for CommDev Qualifications Roll-out



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Background

- Started structuring CommDev as both a profession & a discipline due to the national development needs (*Maistry, 2012*)
- CommDev not yet recognized as Occupation in accordance with 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
- The professionalisation & integration of CommDev follows an *inclusive approach* of many people into a single career path
- Integrated learning moves these persons towards the common purpose of CommDev professionalisation (*Luka & Maistry, 2012*)
- Integrated learning & interdisciplinary trained for multi-sectoral development (*SAQA qualification frameworks for CommDev*)
- Requires an inductive developed RPL model to achieve integrated learning (*CDPSC, 2011*)



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CommDev: Situational analysis

- 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**



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CommDev Professionalisation

1. Overall Purpose:

Holistic & Integrative community wellbeing through professionalisation

2. Objectives:

- *CommDev career path*
- *OFO for CommDev*
- *Generic curriculum migration path (RPL) model*
- *Integration & coordination of stakeholders*
- *SA Association for CommDev (SAACD)*
- *SA Professional Board for CommDev (SAPBCD)*
- *SA Council for CommDev Professionals (SACCDP)*



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Benefits of Recognition & Professionalization

Professionalization will ensure that:

- CommDev Practice is accorded the status it deserves
- Norms & standards as well as an ethical codes practice to guide all persons/practitioners involved in CommDev 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.



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Achievements to Date

1. Accredited CommDev Qualification frameworks (NQF Levels 4, 5 & 8)
2. RPL pilot project logic model & research proposal
3. CDPSC task teams in partnership with relevant stakeholders (e.g. SAQA, DHET, CHE, HEIs, QCTO, SETAs, FETCs, etc.)
4. Inaugural CommDev Summit
5. Awareness Campaigns (Provincial road shows, CommDev newsletter & CDPSC web page)
6. Registration of CommDev NPO
7. HEI one-on-one meetings



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Outstanding Matters

1. QCTO scoping & profiling for levels 4 & 5
2. OFO for CommDev
3. Launch of SAACD
4. Quality standards guideline document:
 - Rationale for curriculum quality standards
 - Mode of instruction – Mix mode; WIL emphasis
 - Access articulation to other qualifications (*Nat. Horizontal & Vertical*)
 - Admission requirements & RPL
 - Learning presumed to be in place
 - ELOs & AACs for each qualification
 - Assessment (*formative, summative & integrative*)
 - Minimum credits required at specific levels (*core, practicum & electives*)
 - Programme Modules (*main outcomes, -content, pre- & co-requisite modules, breakdown of learning & methods of assessment, etc.*)



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Matters Affecting Professionalisation

- Relates to international debate:
 - *Partnerships, ownership & self-regulation*
 - *Inclusion of all 'qualification levels'*

Matters:

- Not widely understood (*even with occupational standards*)
- Lacking professional profile (*contribution to policies etc.*)
- Not seen as 'stand-alone occupation (*'anyone can do it'*)
- Complex skills & knowledge requirements acknowledgements
- Mainstreaming due to poor practice of others with no values
- Marginalised – lack of acknowledgements
- Accessibility to CPD opportunities
- Inter-professional working (partnerships between professions)



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Roles and Functions of the CD Association

- To work towards the professionalization of CommDev
- To support CommDev 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.
- 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 CommDev issues.



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Conclusion

- Clear re. the Need to: Provide better service for communities; especially marginalised & socially excluded
- Thus, need to Professionalise CommDev
 - Ensure standardised good quality practice with ethical code of conduct
- Research requirements:
 - Professionals proof of their worth (*cost, benefits & outcomes*)
 - Professionalisation model for SA (*inclusive, empowering, places communities at the centre for 'building sustainable, equitable & vibrant communities'*)



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Questions? & More Information

Contact & Visit: www.cdpsc.co.za

THANK YOU



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