

# How does the move from SETAs to QCTO affect training providers and employers?

**NID Training Information Diary** - By the NIDT development and research team.



**South African education and training institutions have the obligation to comply with the expectations of quality controlling bodies. These bodies include the South African Qualifications Authority (SAQA) and the National Qualifications Framework (NQF) that guide general education levels, and Sector Education and Training Authorities (SETAs) that ensure effective vocational learning and work experience. SETAs provide students with opportunities to receive an income while studying.**

**Grants from the National Skills Fund and sponsorship from employers enable training providers like the National Institute for Development and Training (NIDT) to offer training that is fit for purpose in various industries. Employers benefit from sponsoring unemployed, previously disadvantaged students because they fulfil requirements of the Employment Equity Act, improve their B-BBEE scorecards and can even get tax benefits.**

The NQF is a single integrated system for the “classification, registration, publication and articulation of quality-assured national qualifications”, as indicated in Section 4 of the NQF Act, 2008 (Act No 67 of 2008). Three separate quality councils were established to oversee basic education, higher education and vocational education. Trades and Occupations is overseen by the Quality Council for Trades and Occupations (QCTO). The QCTO ensures that training programmes are aligned with industry needs to produce a highly skilled workforce.

The changes in the skills development landscape have caused disquiet among employers and training providers, but for the NIDT it is business as usual! The NIDT is embracing the change, aiming to stay ahead of the game and continuously change the lives of students in an ever-evolving environment.

To ensure that programmes are written in accordance with QCTO and industry requirements, NIDT has put together a dedicated development team to develop programmes, complete documents according to QCTO requirements, and liaise with industry to guarantee that they are offered the best possible options. In addition, NIDT has selected programmes

that are aligned with the needs of their clients and meet all the criteria of learnerships.

We identify the challenges of each programme and solve problems as they arise during the development, submission and accreditation process. What we do can be described as a delicate dance of meeting the needs of SETAs, QCTO, BBBEE, clients, and intended beneficiaries (students), as well as protecting clients’ tax incentive strategies.

QCTO programmes are a fait accompli, and NIDT intends to act in accordance with the demands. To date NIDT holds accreditation for 18 diverse QCTO programmes, across various sectors to meet our clients’ needs and offer them the best possible services. Our team is connected with leading professional bodies and quality councils, including the Association of Private Providers of Education Training and Development (APPETD) and the Council on Higher Education (CHE). These affiliations keep us informed of the latest trends in the training and education environment, including skills development so that we can continue to advocate effectively for ourselves as a training provider, our students and our clients.

The table below presents a snapshot of the programmes for which NIDT has QCTO accreditation at the time of this message. However, as we have mentioned, it is a continuous activity with programmes being submitted for site visits and accreditation on a regular basis. The process is ongoing, and the list is growing.



## Where we are with the QCTO.

**Table: Occupational Certificates for which NIDT is already accredited**

Certificates	NQF Level	Duration to complete	Credits
Chef	5	3 years	558
Cook	4	1 year	184
Kitchen Hand (Part-Qualification)	3	3 months	52
Food Handler (Part-Qualification)	2	2 months	32
Commercial Cleaner	1	1 year	120
Kitchenette Cleaner (Part-Qualification)	1	3 months	47
Ablution Cleaner (Part-Qualification)	1	3 months	46
Above Surface Cleaner (Part-Qualification)	1	3 months	47
Floor Cleaner (Part-Qualification)	1	3 months	49
Healthcare Cleaner	2	1 year	120
Small Business Consultant	5	2 years	244
Assistant Handyman	2	6 months	82
Upholstery Frame Preparer and Template Maker	3	1 year	96
Upholstery Frame Maker (Part-Qualification)	2	3 months	56
Upholstery Cover Fitter (Part-Qualification)	2	3 months	56
Perishable Goods Replenisher	2	3 months	25
Garden Worker	2	6 months	69
Disability Attendant	3	1 year	102

# More to look forward to...

We are awaiting site visits for accreditation for the following programmes that have been submitted to QCTO:

Name of Occupational Certificate	NQF Level	Duration to complete	Credits
Horticulture Farm Foreman	4	1 year	147
Internet of Things Developer	4	1 year	141

We are in the process of development of the following two occupational certificates:

Cloud Administrator, NQF 4, 149 credits

Cybersecurity Analyst, NQF 4, 120 credits

The NIDT is determined to offer the best possible services to students, facilitators and clients. Join us as we move forward, changing lives as we go.

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