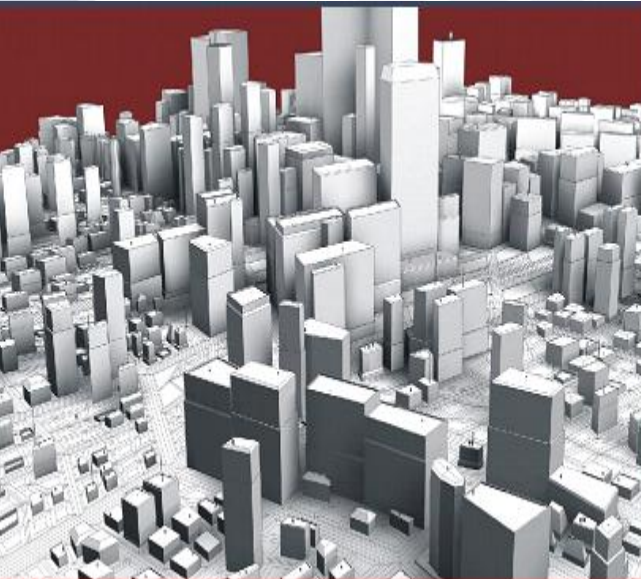


PRESENTATION TO THE PORTFOLIO COMMITTEE: 12 OCTOBER 2011

BUILDING THE NQF | CONTINUITY AND CHANGE



*Presented by Vuyelwa Toni Penxa,
Samuel Isaacs, Joe Samuels and
Mark Albertyn*

OVERVIEW OF THE PRESENTATION



Positioning The NQF And SAQA

Change ...

... and ...

Continuity ...

Corporate Governance

Annual Financial Report

*Matters raised previously by the Portfolio
Committee*

The Way Forward



***Positioning the NQF
and SAQA***

Essential Role of the NQF

The NQF is the key mechanism in society to enable

- communication,
- coordination and
- collaboration

across education, training, development and work

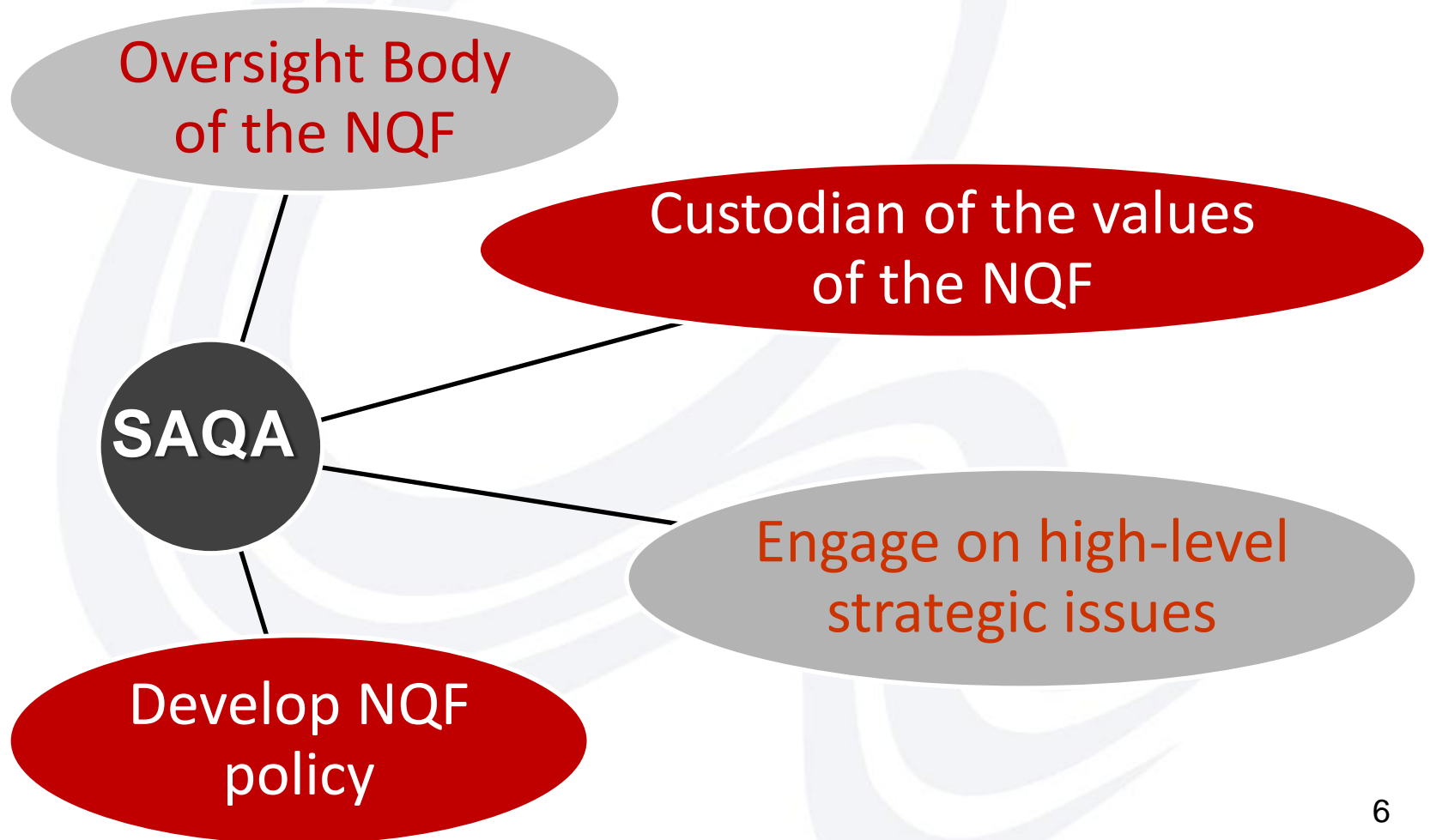
Approach to implementation of the NQF:

SAQA embraces:

- diversity,
- environmental sustainability and
- social justice

in its approach to the implementation of the NQF.

THE ROLE OF SAQA





The NQF Act assigned ***new responsibilities*** to SAQA and the fourth SAQA Board had approved a number of ***strategic imperatives to steer the organisation in fulfilling its new role.***

Strategic Imperative 1

Continue to manage the transition and future operations with NQF partners (QCs and SETAs), to ensure effectiveness in the system to the advantage of learners, especially those in poor and rural communities

Developing policies and criteria:

- Policy and criteria to recognise professional bodies and professional designations
- Draft Level descriptors
- Interim Criteria for developing, and registering qualifications and part- qualifications

Assisting the QCTO

- Standards setting and quality assurance
- Assignment of Deputy EO and six staff members
- Dealing with demarcation issues

Work in Poor Communities

- NQF and CAS Project
- FET Colleges and other intermediaries
- DHET-SAQA-SABC Radio Campaign

Strategic Imperative 2

Continue to build Research and Development capacity and credibility, including information systems, international networks and research into work and learning to lead policy, legislative and conceptual debates on key national priorities and to impact on practice

Research

- RPL
- CAT
- Lifelong learning
- Partnership Research

Information Systems

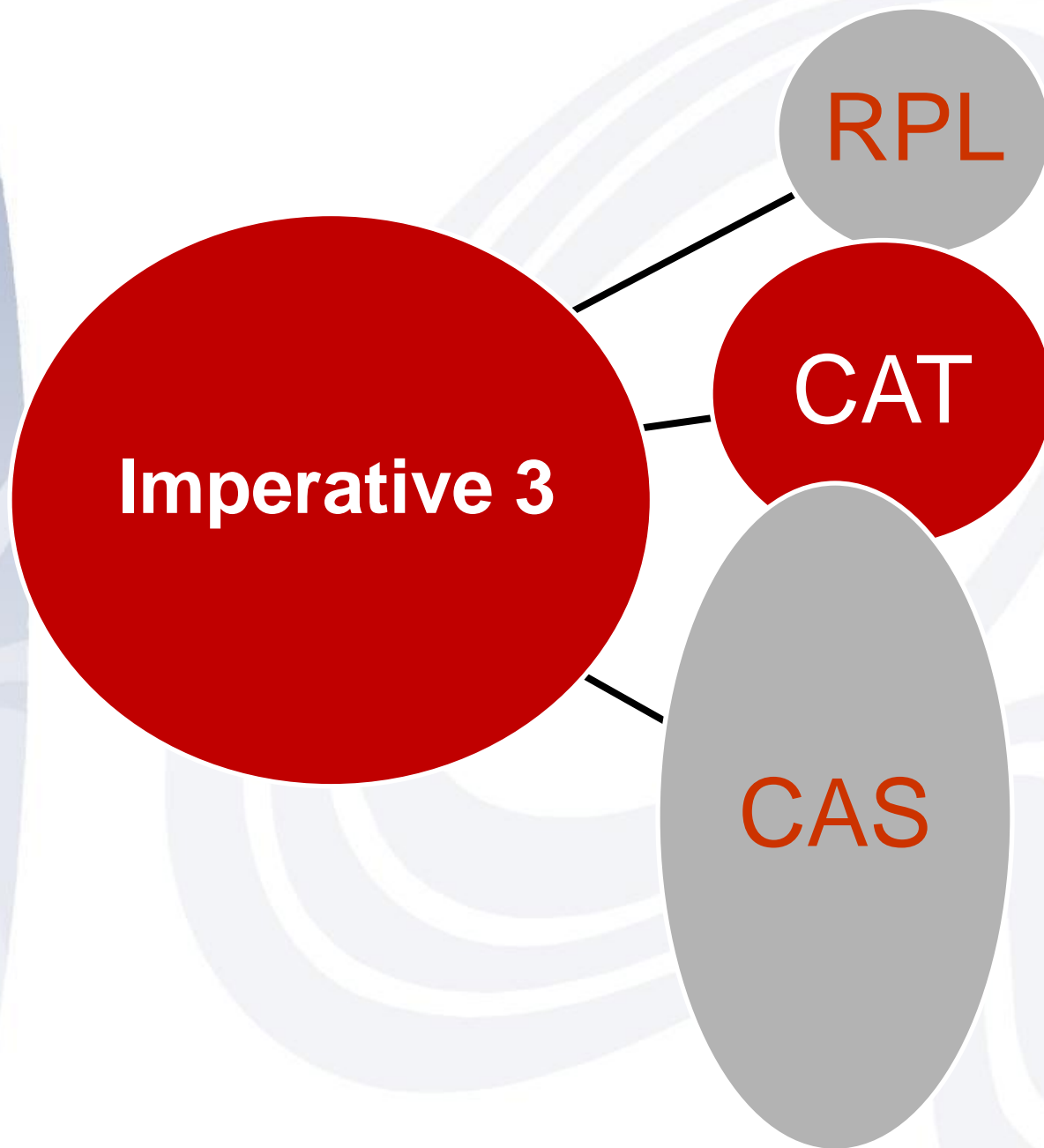
- NLRD – filling information gaps and verifications project
- DFQEAS – online application system and cleaning of the database
- Working with DHET and CHE

International Liaison

- SADC Regional Qualifications Framework
- Transnational Qualifications Framework
- Ethiopian Qualifications Framework
- Training and Development of Teachers
- Draft Recognition Agreement with Russia

Strategic Imperative 3

Advance lifelong learning through the NQF and mechanisms such as the recognition of prior learning (RPL), credit accumulation and transfer (CAT) and career advice services (CAS), towards enabling the removal of systemic barriers to access and progression



- RPL Workshop and Conference*
- Proposed RPL Task Team*
- RPL Reference Group*

Work done by SAQA Research Directorate and QCs

- NQF and Career Advice Project*
- Walk-in centre and project with FET Colleges*
- Internet and web-based service*
- Serving all, irrespective of race, class, gender, geography, age, disability, or HIV and Aids status*

Strategic Imperative 4

Engage proactively with key partners to develop common understandings of the NQF as a framework for communication, coordination and collaboration across education, training, development and work and translate these into practice

- ❑ Committees including Advocacy, CAS, Services, merSeta, etc.
- ❑ System of Collaboration, NQF Implementation Framework, Regulations for Dispute Resolution (RDR).
- ❑ Prepare for implementation of Ministerial Guidelines,
- ❑ Ministerial Speech and Outcomes 1 and 5
- ❑ Programme of Work accepted by NQF Forum
- ❑ Policy and Conceptual debates

**NQF Forum
and CEO
Committee**

Research

Seminars and Conferences aimed at all partners and stakeholders

Strategic Imperative 5

Create the climate and conditions for effectiveness through advocacy and excellent service delivery to the public in the new NQF environment as defined by the NQF Act.

Imperative 5

Advocacy

Excellent
Service
Delivery
Project

- ❑ *Internal Readiness
(Brand ambassador workshops, improved website, NQF Communication Practitioners' Forum)*
- ❑ *Creating Public Awareness
(Participating in events and exhibitions, Kidz Campaign)*
- ❑ *Media Campaign with 9 SABC African Radio stations*
- ❑ *Monitoring and evaluating the success of projects*

- ❑ **Task team established**
- ❑ **Internal and external customer satisfaction survey**



During the year under review **SAQA maintained its bedrock functions and services** and continued to excel at these.

Registration and Recognition

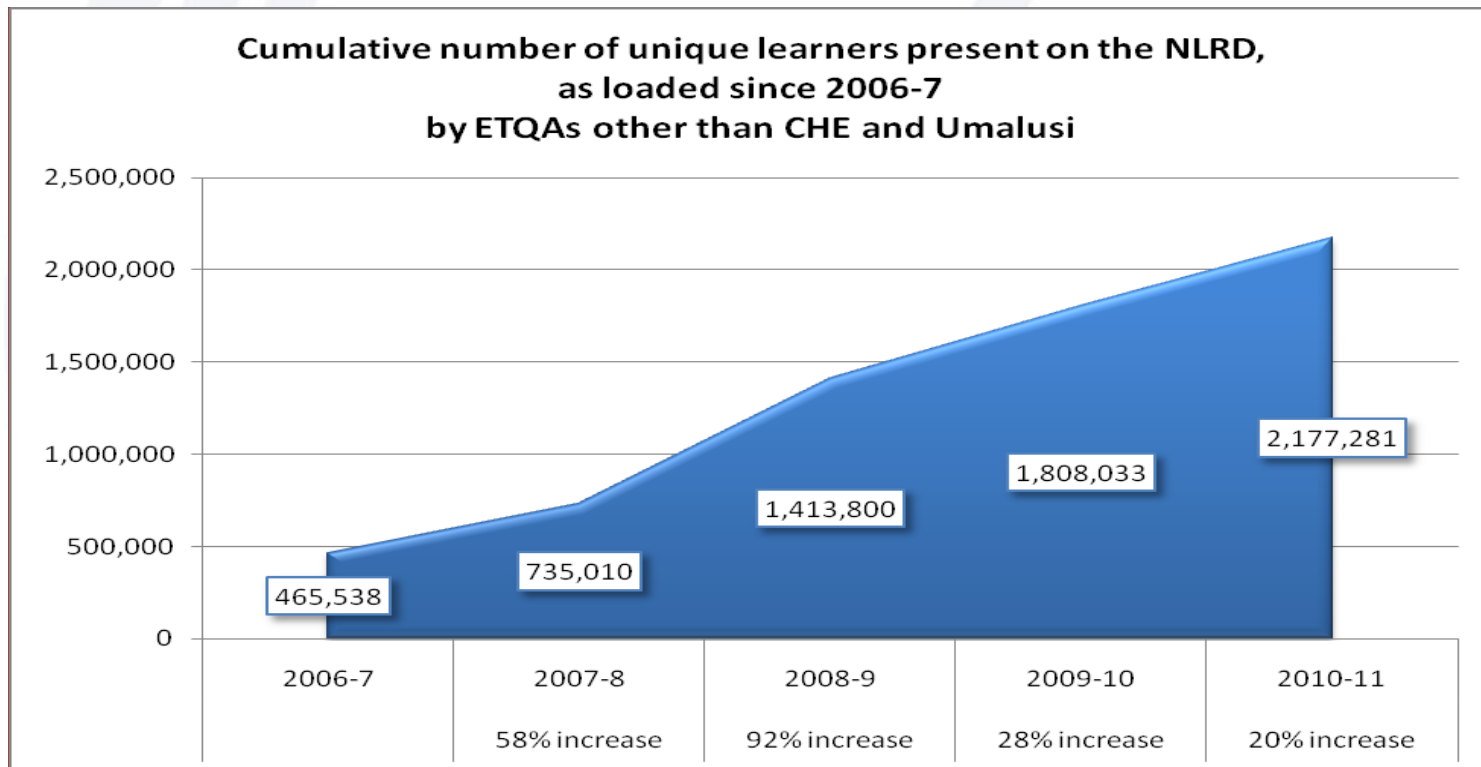
- Registered 144 new qualifications and 795 new unit standards
- Approved 47 applications by ETQAs for extension, resulting in 95 qualifications being allocated to them for quality assurance

Foreign Qualifications Evaluation and Advisory Services

- 24 665 applications received for evaluation of foreign qualifications
- 77% of applications were from persons in their 20's and 30's
- 30% of application originated from Zimbabwe, 9% from India and 7% each from the UK and Nigeria

NLRD:

- ❑ 30 out of 31 ETQAs submitted data to the NLRD
- ❑ Several ETQAs substantially increased the number of learners for whom they submitted information



Research

- Long-term Partnership Research model with five partners
- Review of various Short Term Projects resulting in information / advice to DHET / Minister
- Review of various draft legislation / policies

***Communication
and Information***

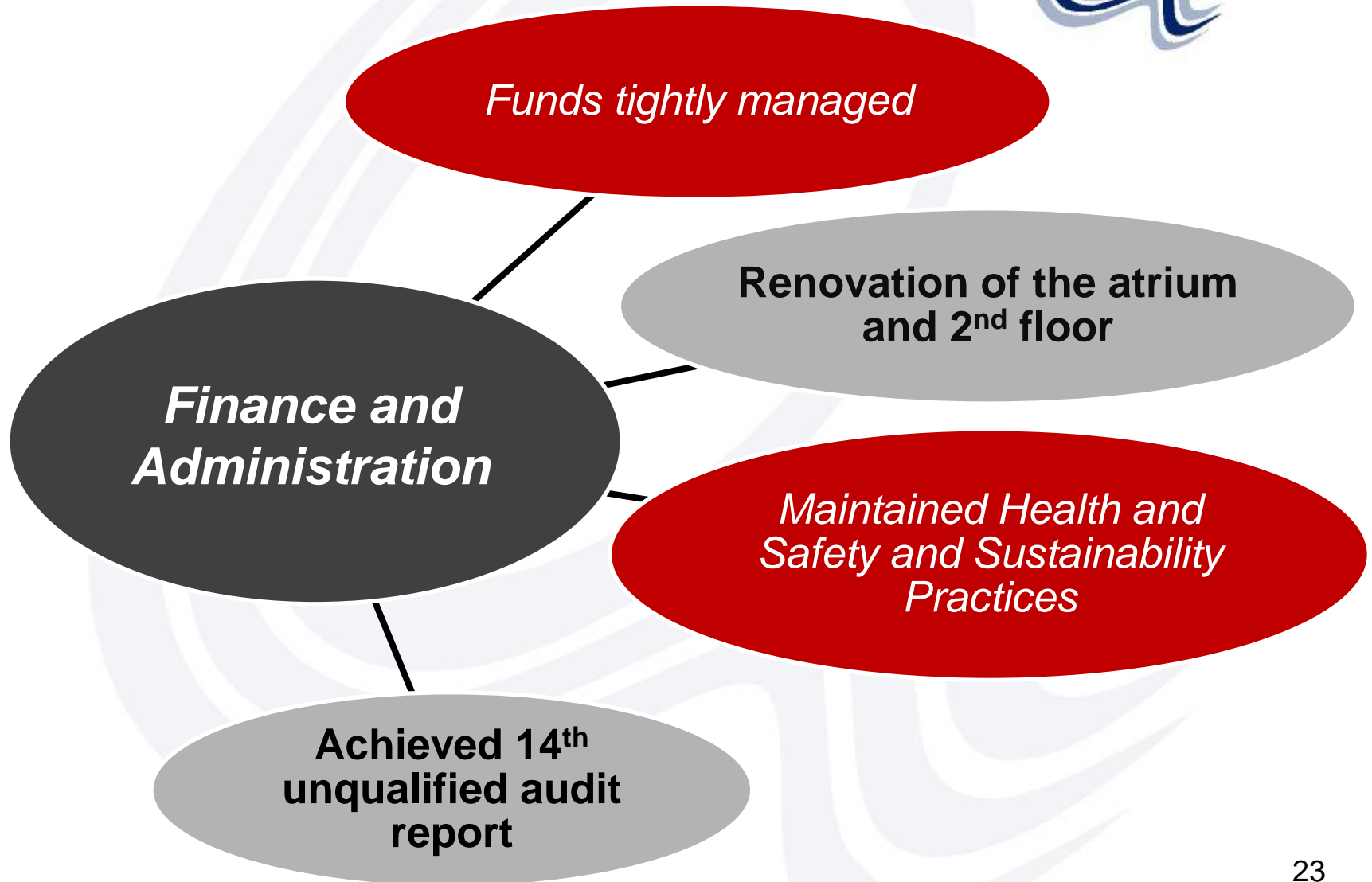
- Articles and advertisements in the print media
- Various publications
- Hosting events and study visits, and participating in exhibitions

Human Resources

- Maintained full Investors In People Status
- Effective Performance and Development System
- Developed Policy and expanded employee wellness initiatives

Information Technology

- Maintained a comprehensive Business Continuity and Disaster Recovery Plans
- Implemented an asset replacement plan
- Standardisation on MS Office package



Governance

The 5th SAQA Board was appointed on 1 January 2011 and met for the first time on 16 February 2011



Members of the of the 4th and 5th Boards together with senior management and delegates from DHET at the farewell / welcoming function on 16 February 2011

Governance:

- Sustainability matters***
- Communication with Stakeholders***
- Improving systems***

- ***Economic***
 - Funds to meet service delivery requirements
- ***Environment***
 - Expansion of recycling
 - Replacement of light bulbs with energy efficient alternatives
 - Fresh air and plants
- ***Social and transformation***
 - Transformation of the workplace
 - Procurement
 - Donated food, clothing, redundant computers

Sustainability

- ***Conceptual debates at the NQF Forum and CEO Committee***
- ***Intellectual debates with partners at conferences and seminars, both locally and internationally***
- ***Consultative Workshop and Reference Group Meetings on Policy and Criteria for Professional Bodies, level Descriptors and qualifications***
- ***NLRD Partners Forum, SAQA / DPSA Steering Committee, Career Advice and NQF Steering Committees***
- ***Radio Campaign and Exhibitions***

Communication with Stakeholders

Approach to improving systems

- *TUT matter*
- *Fraud*



Financial Management

- ***Achieved SAQA's 14th unqualified audit report from the Auditor General***
- ***Funds managed responsibly, efficiently and effectively***
- ***Spent 83,7% of revised budget for 2010/11 (Additional R5,15 million approved on 13 Jan '11)***

Increased efficiency

Financial Management



Programme	Programme Description	Budget for 2010/11 R' million	Actual Expenses for 2010/11 R' million	Net (Over)/ Under Expenditure R' million
Programme 1	Administration and Support			
	1.1 Executive Office including Secretariat	5,9	5,7	0,2
	1.2 Finance and Administration	12,3	11,3	1,0
	1.3 Human Resources	3,7	3,2	0,5
	1.4 Information Technology	7,0	6,4	0,6
	1.5 Strategic Support	6,6	5,9	0,7
	1.6 Research	5,8	4,6	1,2
	1.7 International Liaison	1,6	1,3	0,3
	1.8 NQF Advocacy	3,2	2,7	0,5
	1.9 Career Advice Services Project	12,0	7,3	4,7
		58,1	48,4	9,7
<i>Programme 2</i>	<i>Recognition and Registration</i>	9,4	7,3	2,1
Programme 3	National Learners' Records Database (NLRD)	7,5	7,1	0,4
<i>Programme 4</i>	<i>Foreign Qualifications Evaluation and Advisory Services (DFQEAS)</i>	14,2	11,9	2,3
Totals		89,2	74,7	14,5

Increased efficiency

Financial Management



	<u>R' Million</u>	<u>% of Total Budget</u>
<u>Efficiency Savings</u>		
Payments to Staff for Travel and Accommodation	1,2	1.35%
Telephone and Cell Phone expenditure (CAS overbudgeted)	1,5	1.68%
Disaster Recovery Site	0,3	0.34%
Stationery, Postage and Printing Costs	0,6	0.67%
Professional Consulting Fees / Use of Contractors	0,6	0.67%
Electricity and Building costs	0,2	0.22%
<u>Underspent</u>		
Savings on Personnel Costs (Restructure DFQEAS)	4,6	5.16%
Software Licensing and Development (CAS – Timing)	0,9	1.01%
Conference Costs	0,6	0.67%
NQF Advertising & Advocacy (Timing)	1,9	2.13%
Books and Subscriptions (Timing)	0,3	0.34%
Capital Expenditure not incurred by year end (Timing)	1,8	2.02%
<u>Total</u>	14,5	16.26%



Issues raised during SAQA's previous presentation to the Portfolio Committee

RPL



Refining and facilitating implementation of national RPL policy

Established RPL working teams, SAQA's RPL Reference Group and submitted a letter of Advice, requesting the Minister to establish a National Ministerial RPL Task Team

Facilitating coordination and dissemination of RPL-related research and information across the country

Assist the NQF and Career Advice Helpline

Organising networking opportunities

Unscrupulous practices



Mechanism to identify

- NQF and Career Advice Helpline
- SAQA Helpdesk
- DHET

Strategy to deal with unscrupulous practices

- Investigate (establish facts and evidence)*
- Interact with provider(s) and complainant(s)*
- Follow up on corrective actions*
- Report cases requiring sanctioning to DHET (Stakeholders' Forum)*
- Feedback to complainant*

Preliminary Findings

- System mostly eradicated unscrupulous providers,
- Approved and accredited providers in unscrupulous conduct now prevalent

Professional Bodies

**Pilot
phase
initiated**

- *Policy and Criteria approved*
- *Public Road Show Meetings during Jul 2011*
- *Applications received to form part of pilot,*
- *Pilot pool approved*

Strategy

- **Mitigated potential conflict with statutory professional bodies – explained the purpose of recognition as it pertains to the NQF**
- **Quality assurance performed by professional bodies:**
 - **QCTO: SAQA to perform oversight on behalf of QCTO**
 - **Higher Education: under discussion with CHE and DHET**

International Perceptions of South African Qualifications



- *General gathering and analysis of information on background issues*
- Two short draft papers developed out of the above.
- *Draft research proposal*

**1: Comparability guidelines
(placement advice based on the
evaluation of foreign
qualifications)**

**2: Recognition &
access (satisfying
contextual selection
criteria)**

**3: Perceptions
of quality**

- Data collection from known resources and through liaison with overseas evaluating bodies
- *Narrowing down of the scope of the research to include the Senior Certificate / National Senior Certificate, professional degrees and trade qualifications.*
- Organising of data into a comparative grid

- *Sourcing of information regarding recognition bodies*
- Preparation of questionnaires and letters to be sent to those bodies (underway)

Staffing



- *Staffing complement was increased by 24% (27 positions)*
- *Staff turnover year to date is 6% (8 persons)*
- *Appointed 14 persons for the current financial year*
- *Currently 85% of positions are filled. Filling of 10% will be finalised by December 2011, and the remainder by February 2012 (SAQA, with this staffing complements achieved \pm 88% of deliverables)*
- *Appointed five Learners in Business Administration (NQF Level 4) and 2 Interns (in the NLRD). Appointment of three further interns underway*
- *Working with an organisation specialising in the field to recruit people with disabilities*



Way Forward

Goals: 2012 - 2017



- ***Leadership***

Provide leadership in the transition from the SAQA Act to the NQF Act, and future operations, with NQF partner organisations to ensure effectiveness in the system to the advantage of learners

- ***Public Positioning***

Publicly position SAQA as a value adding organisation through the further development of the NQF as a transformative mechanism for society

- ***Enhance Research Capacity***

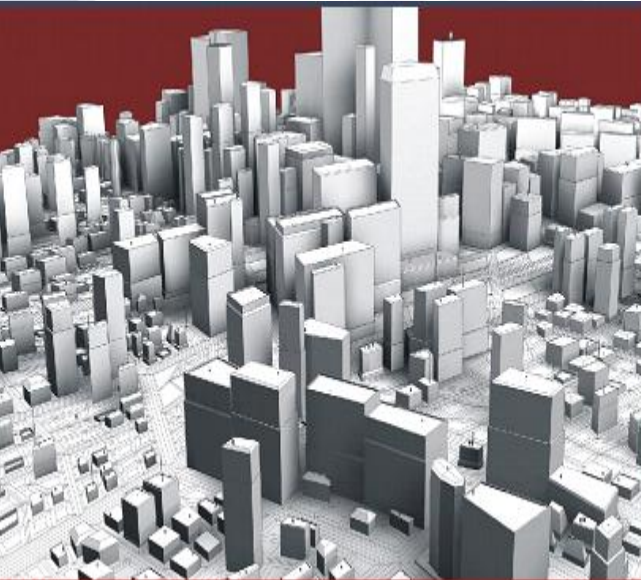
Enhance research and development capacity and credibility, to direct and steer policy, legislative and conceptual debates on key NQF-related priorities and to impact on national and international practice

- ***Address Systemic Barriers***

Work towards a system of recognised, quality, articulated learning and career paths, which removes systemic barriers to access and progression, and enables easy navigation

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