



# **South African Qualifications Authority**

## **Annual Report 2007–2008**

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*South African Qualifications Authority*

*21 October 2008*

# The dance of learning



# Dance of learning

**“The metaphor of the NQF dance, with all participants embracing harmony, fluidity and change to make the dance of lifelong learning possible, holds promise as we engage in the next level of NQF development”** (Annual report p1)

# **Overview of presentation**

- 1. Preparing for change**
- 2. Openness to intellectual scrutiny**
- 3. Continuous improvement**
- 4. Increased efficiency**
- 5. Way forward**

# 1. Preparing for change



# **New legislation**

- **Substantial input into the new legislation to ensure changes to the NQF architecture will be beneficial to learners & system as a whole**
- **Engaged with DoE, DoL, CHE & Umalusi and built solid relationships with them**

## **Building research capacity**

- **Research Directorate established**
- **Research partnerships with HEIs, Umalusi, CHE, DoL, DoE**
- **OECD visit focusing on RPL**

# Revision of Research Agenda

- Six long term research projects
  - Communities of practice approach to forms of learning and assessment (Wits)
  - Implementation of National Certificate: Vocational (Wits)
  - Environmental education (Rhodes)
  - Curricula, teaching and assessment in FET Colleges (UKZN)
  - RPL (UWC)
  - Impact of the NQF (JET)

# NQF advocacy

- **Communication strategy:** broad campaign to inform public about SAQA and NQF using posters, print adverts, web banners, flyers, desktop items & bookmarks
- **Media:** Exhibitions, Journals (*ASGISA, CEO, Succeed*)
- **Publications:** SAQA updates, conference proceedings, research reports, information brochures



# Information services

- **SAQA website:** more user-friendly version launched August 2007 (173 448 users)
- **NQF Gateway:** upgraded and enhanced
- **NQF Support Link:** 16 workshops held (Jhb/Pretoria/Durban/Cape Town)

# International liaison

- **Report on benchmarking quality assurance in SADC region**
- **Assistance to the Seychelles in developing an NQF**
- **MoU with Mauritius Qualifications Authority**
- **Report on teacher qualifications comparability for 53 Commonwealth Member States**

- **Supporting development and implementation of the Ethiopian NQF**
- **Initiatives with Zambia and Angola**
- **Developing concept document for the Commonwealth of Learning on a Transnational Qualifications Framework**
- **11 countries visited SAQA**

## 2. Openness to intellectual scrutiny



# Conferences

- **NQF Colloquium - Dr Etienne Wenger on communities of practice (Jun 07)**
- **Chairperson's Lecture – non formal and continuing learning opportunities (Oct 07)**
- **Q-Africa 2007 – occupational qualifications (Nov 07). 250 delegates**
- **5<sup>th</sup> International researching work and learning conference - 350 delegates from 33 countries (Dec 07)**

### 3. Continuous improvement



# Standards setting

- **Implemented strategy to improve quality of standards setting and development**
- **International comparability improved**
- **Rationalisation of qualifications and standards**
- **16 JIPs in 2007/08**
- **Generic Manufacturing, Engineering and Technology SGB established**

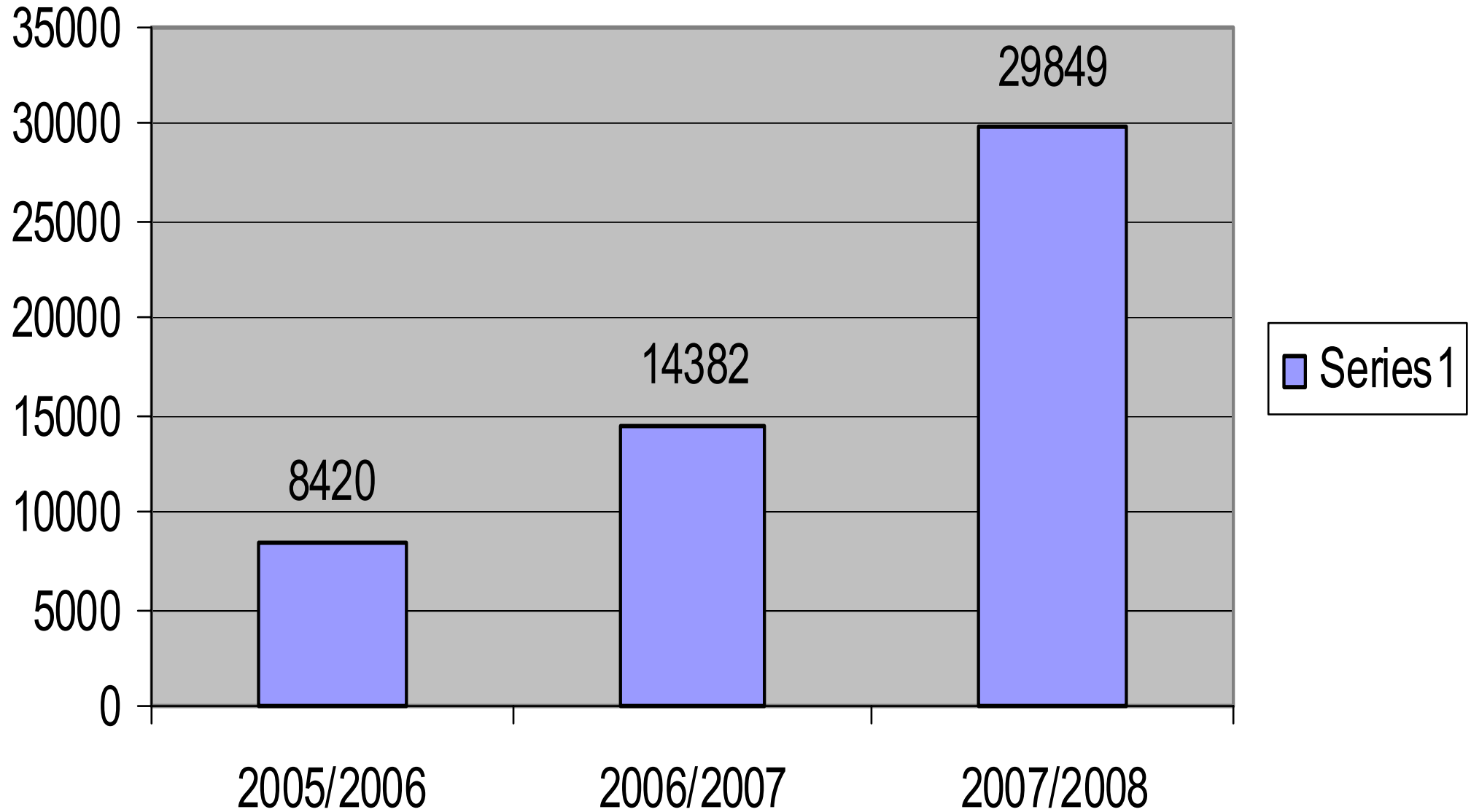
# Quality assurance

- **First round of ETQA performance audits completed**
- **Sets up sound basis for new system under revised NQF**
- **Critical areas of delivery identified for target monitoring**
- **Cooperation between ETQAs through MoUs**

# Foreign qualifications

- **Improved efficiency means SAQA copes with increased demand for evaluations**
- **Zimbabwean applications 60% of total: followed by India and UK**

# growth of applications



# **National Learners' Records Database**

- **Launch of Report on Trends in Public Higher Education by Minister of education**
- **Possible recognition as the national dataset on skills**
- **28 ETQAs compliant in submitting data**
- **Enhancements and additions in preparation for NLRD Version 2**

# **People development**

- **Staff performance management and development system continued**
- **Broadbanding implemented at levels of Assistant Director and below**
- **Investors In People Standard - recommendations implemented**

# Employment equity

	PERSONS WITH DISABILITIES	ADMIN CLERK	SECRETARIES	ADMIN OFFICERS	PERSONAL ASSISTANTS	ASSISTANT DIRECTORS	DEPUTY DIRECTORS	DIRECTORS	DEPUTY EXECUTIVE OFFICER	EXECUTIVE OFFICER	TOTAL	PERCENTAGE	VARIANCE	TARGET
NUMBER OF STAFF	2	24	9	9	2	30	15	8	1	1	99			
AFRICAN MALE	0	9	1	2	0	7	7	0	1	0	27	27.3%	0.9%	28.2%
AFRICAN FEMALE	1	12	6	5	1	7	2	0	0	0	33	33.3%	-2.1%	31.2%
COLOURED MALE	0	0	0	0	0	2	0	1	0	1	4	4.0%	-0.2%	3.8%
COLOURED FEMALE	0	0	1	0	0	0	0	0	0	0	1	1.0%	3.1%	4.1%
INDIAN MALE	0	0	0	0	0	0	0	0	0	0	0	0.0%	2.8%	2.8%
INDIAN FEMALE	0	0	0	0	0	0	0	1	0	0	1	1.0%	1.5%	2.5%
WHITE MALE	1	0	0	1	0	5	2	5	0	0	13	13.1%	0.4%	13.5%
WHITE FEMALE	0	3	1	1	1	9	4	1	0	0	20	20.2%	-6.2%	14.0%
VACANCIES		5	0	0	1	6	0	0	0	0	12			
STAFF COMPLEMENT	4	29	9	9	3	36	15	8	1	1	111			

# Employment equity

- **Most targets have been met**
- **Females above target but representation of females at senior levels low**
- **Coloured and Indian people under represented**
- **Losing skills to related organisations**

# Information technology

- **Systems integrated to achieve greater efficiency**
- **Business Continuity and Disaster Recovery Plan implemented**
- **Move to open source technology**

## 4. Increased efficiency



# Finance and administration

- **Spent 92,9 % of budget**
- **11<sup>th</sup> Consecutive unqualified audit report**
- **Funds managed responsibly, efficiently and effectively**
- **Construction of 3-level parking garage**
- **Office facilities expanded to cater for Research directorate & CEEQ growth**

# Summary of budget/expenditure per programme

Programme	Budget for 2007/2008	Budget for 2007/08	Actual Expenses for 2007/08	Net Under/(Over) Expenditure
Programme 1	<b>Administration and Support</b> 1.1 Executive Office including Secretariat 1.2 Finance and Administration 1.3 Human Resources 1.4 Information Technology 1.5 Strategic Support 1.6 Research	37 021 573	32 552 902	4 468 671
Programme 2	<b>National Standards Setting and Development</b>	18 665 632	17 543 586	1 122 046
Programme 3	<b>National Quality Assurance and Development</b>	3 678 749	3 240 788	437 961
Programme 4	<b>National Learners' Records Database (NLRD)</b>	3 630 686	3 642 816	(12 130)
Programme 5	<b>National Centre for the Evaluation of Foreign Qualifications</b>	9 134 986	10 024 652	(889 666)
<b>Totals</b>		72 131 626	67 004 744	5 126 882

# Analysis of funds not spent

	<u>R' million</u>	<u>% of Budget</u>
<b>Efficiency Savings</b>		
Payments to Non Staff for Travel and Accommodation	0.8	
Telephone and Cell phone expenditure	0.2	
	<u>1.0</u>	1.4%
<b>Projects in Progress</b>		
Parking Garage	0.5	
Funds set aside for Generator	0.7	
Computer Application Development	0.3	
Repairs and Maintenance	0.2	
	<u>1.7</u>	2.4%
<b>Underspent</b>		
Savings on Personnel Costs	2.0	
Underspending on Advocacy	0.4	
	<u>2.4</u>	3.3%
<b>Total</b>	<b>5.1</b>	<b>7.1%</b>

## 5. Way forward



# **5 strategic imperatives**

- 1. Responding to the NQF Bill and new legislation**
- 2. Managing the transition to avoid disadvantaging learners**
- 3. Communication and advocacy of the NQF**

- 4. Building SAQA's research and development capacity to lead policy and debate**
- 5. Advancing lifelong learning, including RPL and credit accumulation and transfer**

# Researching work & learning seminars

- **Shakeel Ori (SA) – work integrated learning**
- **Prof Tony Watts (UK) – career guidance**
- **Prof Knud Illeris (Denmark) – learning@work**
- **Dr Jenny Horsman (Canada) – women, work & learning**

## Contact details

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**Questions?**



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