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REPUBLIC OF SOUTH AFRICA

ROLE OF THE OFO WITHIN SKILLS DEVELOPMENT

Supported by **gtz**

INTRODUCTION - STRUCTURE OF PRESENTATION



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- Background in terms of NQF and skills development
- The need to accurately define labour market needs and the development of a “tool”
- Explaining the “tool” - the OFO
- Benefits of the OFO
- Summary

BACKGROUND - INTENTIONS OF THE NQF

- ▶ The NQF was -
 - developed as an integrated education and training system
 - **expected to assist in**
 - closing skills gaps
 - improving equity
 - **achieving greater labour market efficiency and higher levels of productivity**
 - **extended to embrace a system of quality assured standards and qualifications covering**
 - education
 - **training**
 - **skills development****at all levels, both in the workplace and in learning institutions**
 - Expected to minimise duplication and overlap

BACKGROUND - DEPARTMENT OF LABOUR RESPONSIBILITY

- ▶ DoL is responsible for skills development through SDA within the NQF
- ▶ Meaningful participation is only possible if:
 - labour market needs are accurately defined
 - there is alignment between
 - National Growth and Development Strategies and
 - Skills Development Strategies required to support it
- ▶ During the latter part of 2003 the DoL realised that:
 - defining needs and aligning strategies requires a common language to speak about and define occupations
 - occupations can provide a link between the SAQA learning fields and economic sectors (SETAs) responsible for supporting training interventions

IMPROVING INTEGRATION – DEVELOPING A “TOOL”

- ▶ In 2004 the DoL with the assistance of GTZ officially initiated the development of a “tool” for
 - using a common language when talking about occupations
 - collecting and codifying information about occupations
- ▶ The starting point was the South African Standard Classification of Occupations (SASCO), but SASCO is outdated
 - only 625 distinct occupations
 - insufficient detail on occupations
- ▶ In agreement with SETAs it was decided to work with developments in Australia and New Zealand (ANZSCO)
- ▶ The end product became known as the Organising Framework for Occupations (OFO - Based on ANZSCO)

WHAT IS THE OFO ?



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- ▶ Skills based, coded classification system

- ▶ Captures all jobs in the form of occupations (does not reflect the individual jobs)

- ▶ Groups occupations in terms of -
 - skill specialisation, and
 - skill levelinto successively broader categories or hierarchical levels (5) that can be used for varying statistical and analysis purposes

UNDERSTANDING THE OFO – CONCEPTS USED



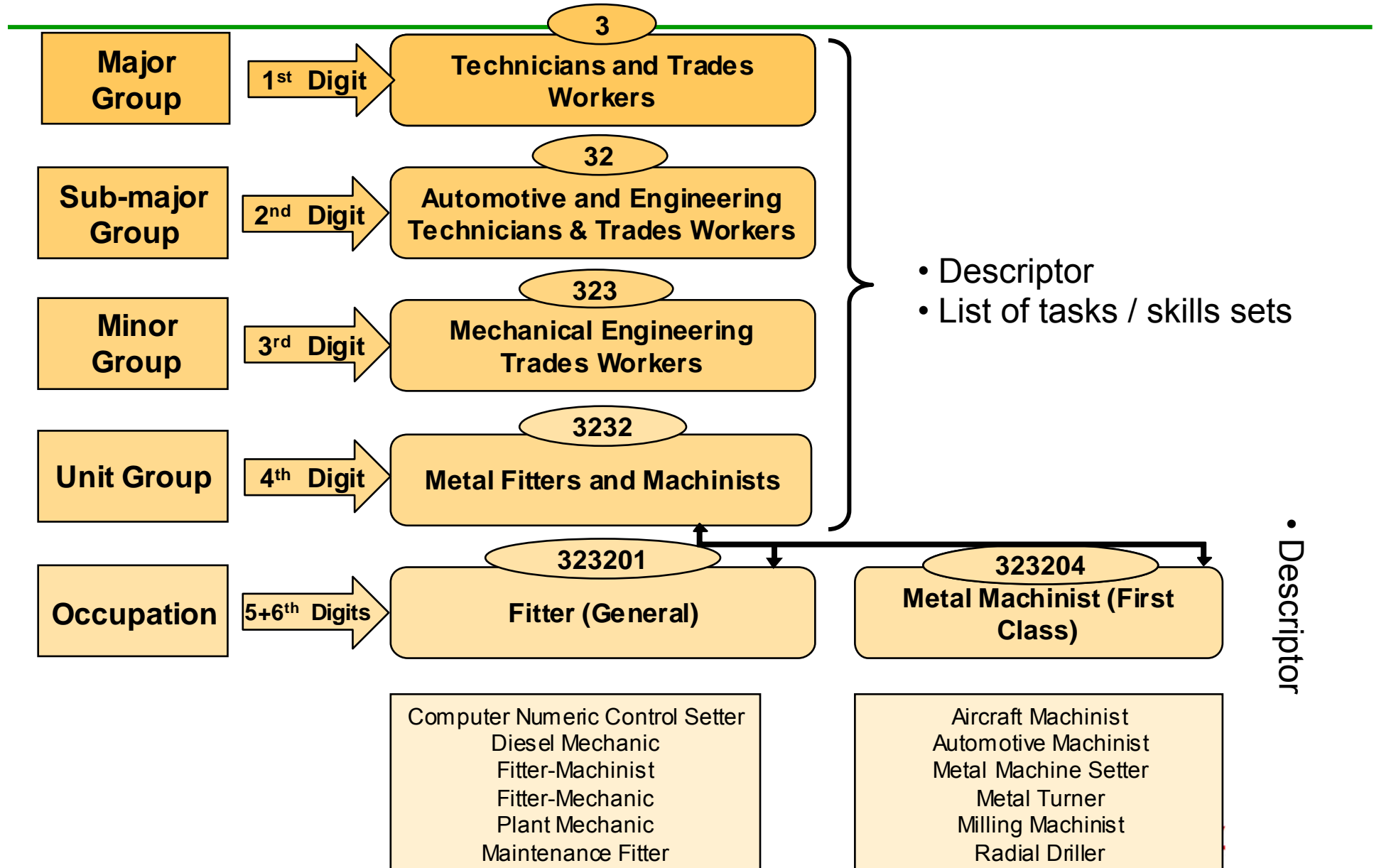
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- ▶ **Occupation** is set of jobs that require the performance of similar or identical sets of tasks across a range of contexts
- ▶ **Skill Specialisation** (similarity of tasks) - defined in terms of
 - Range and complexity of the tasks
 - **Field of knowledge** required
 - Tools or equipment used
 - Materials worked on or information worked with
 - Goods or services provided
- ▶ **Skill level** - determined by
 - Level or amount of formal education and training
 - Amount of previous experience in a related occupation
 - Amount of on-the-job training
 - required to competently perform the set of tasks required for that occupation
- ▶ There are 5 defined skill levels in the OFO



OFO STRUCTURE



ROLE OF THE OFO

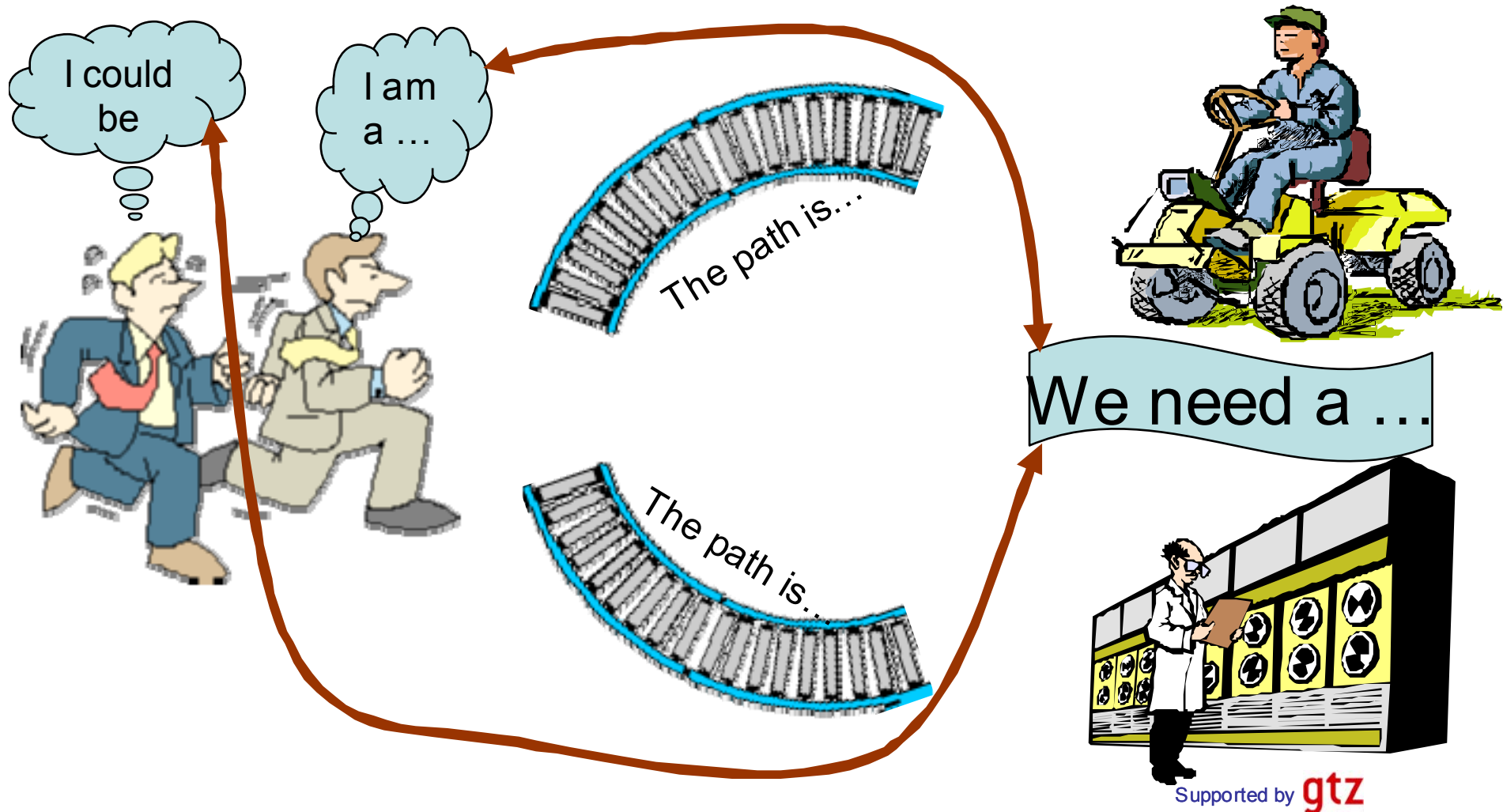
- ▶ Belongs to the Department of Labour
 - Core tool underpinning Department of Labour's ESSA System
 - Identification of scarce and critical skills
 - Linking job-seekers to job opportunities
 - Registration of job vacancies
 - Learnership Registration
 - Core tool for all Government Departments Workplace Skill Plans – through DPSA
 - Core tool supporting functions of the QCTO
 - Occupational Qualifications Framework (OQF)
 - Curriculum and Qualifications Framework for Occupations (CQ-FO)

BENEFITS – COMMON LANGUAGE

- ▶ Collecting and evaluating information on scarce and critical skills
 - 3 year period: 125 000 advertisements for jobs
 - Unique job titles: 28 000
 - Mapped to OFO: 1200 occupations
- ▶ Clarifying relevant qualifications and experience
 - Public Relations Officer: 961 applications – 73 required qualification and experience (7%)
 - Economist: 1116 applications – 142 required qualification and experience (14%)
- ▶ Using the occupation as starting point would eliminate duplication i.t.o qualifications
 - 1233 occupations and not all will have occupational qualifications

BENEFITS – TRAINING INTERVENTIONS

- ▶ Linking industry needs to training interventions



BENEFITS – LINK TO THE NQF

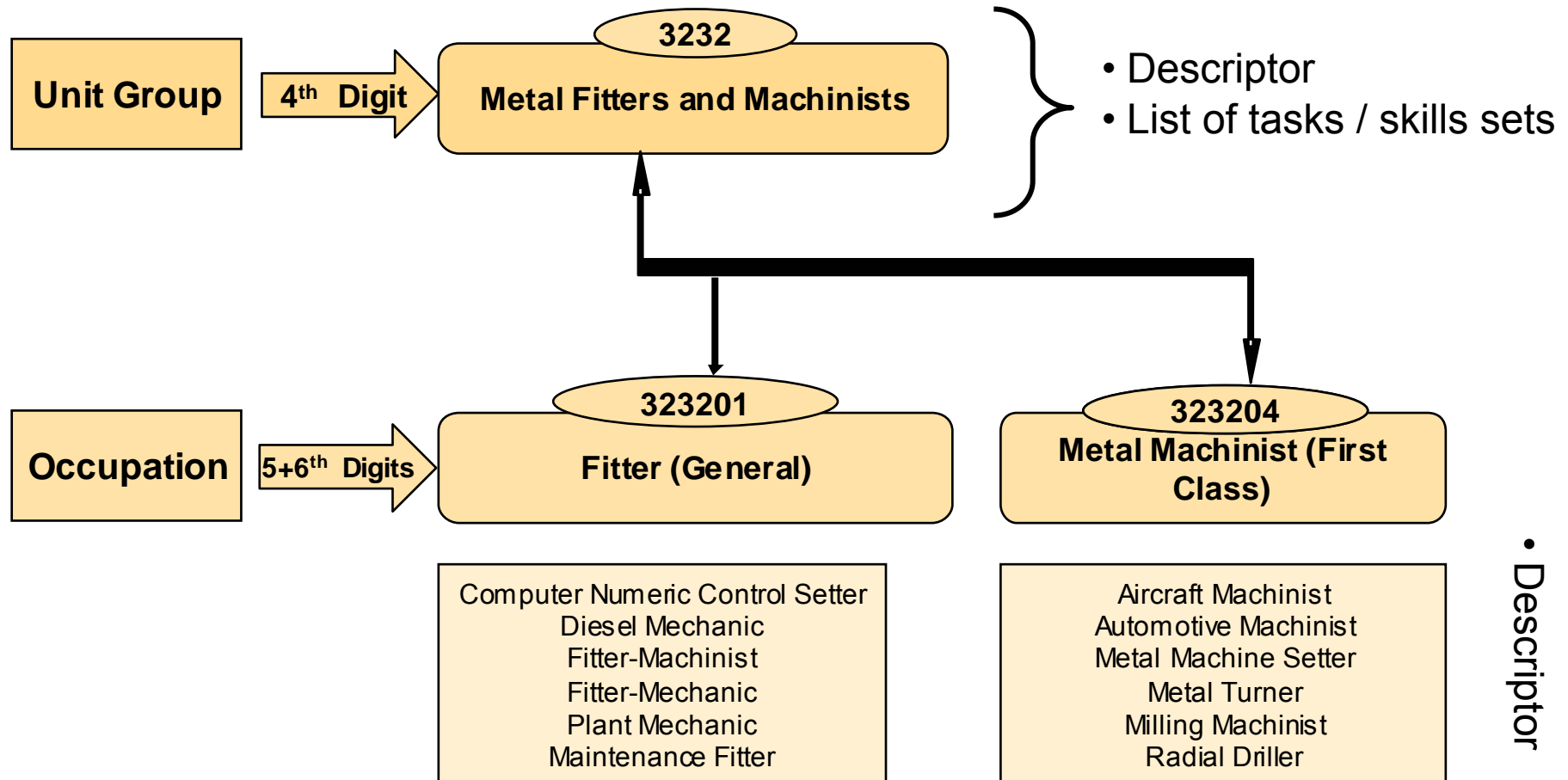
- ▶ The 5 skill levels of the OFO provide
 - an indicative link to the 10 NQF levels
 - some guidance towards
 - the formal education and training needs as well as the
 - requisite amount and type of workplace experience to ensure a learner is able practice the occupation

NQF Level	OFO Skill Level and experience				
10 ↑	5 Years experience might substitute formal qualification	5	1 MANAGERS		2 PROFESSIONALS
7	3 Years experience might substitute formal qualification	4			3 TECHNICIANS & TRADES WORKERS
6					
5	3 Years experience might substitute formal qualification	3	5 CLERICAL & ADMINISTRATIVE WORKERS		4 COMMUNITY & PERSONAL SERVICE WORKERS
4			6 SALES WORKERS		
3	1 Year experience might substitute formal qualification	2			7 MACHINERY OPERATORS & DRIVERS
2					
1	On the job training might be sufficient	1	8 LABOURERS AND ELEMENTARY WORKERS		

BENEFITS – LINK TO THE NQF

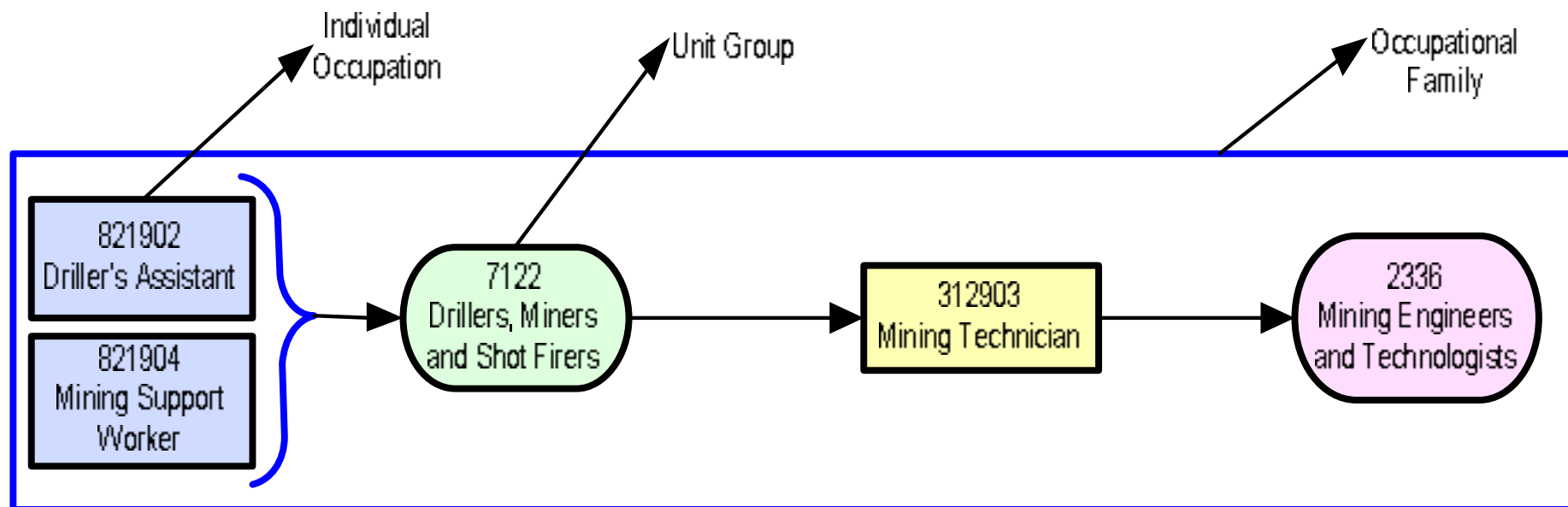
- ▶ The skill specialisation (i.e. the tasks or skills sets) at unit group level of the hierarchy provides -
 - a link to the relevant SAQA learning fields
 - greater guidance in terms of the required
 - knowledge
 - skills
 - work experience activities
- for the general component of the curriculum and qualification - thereby clarify overlaps between qualifications and simplify implementation

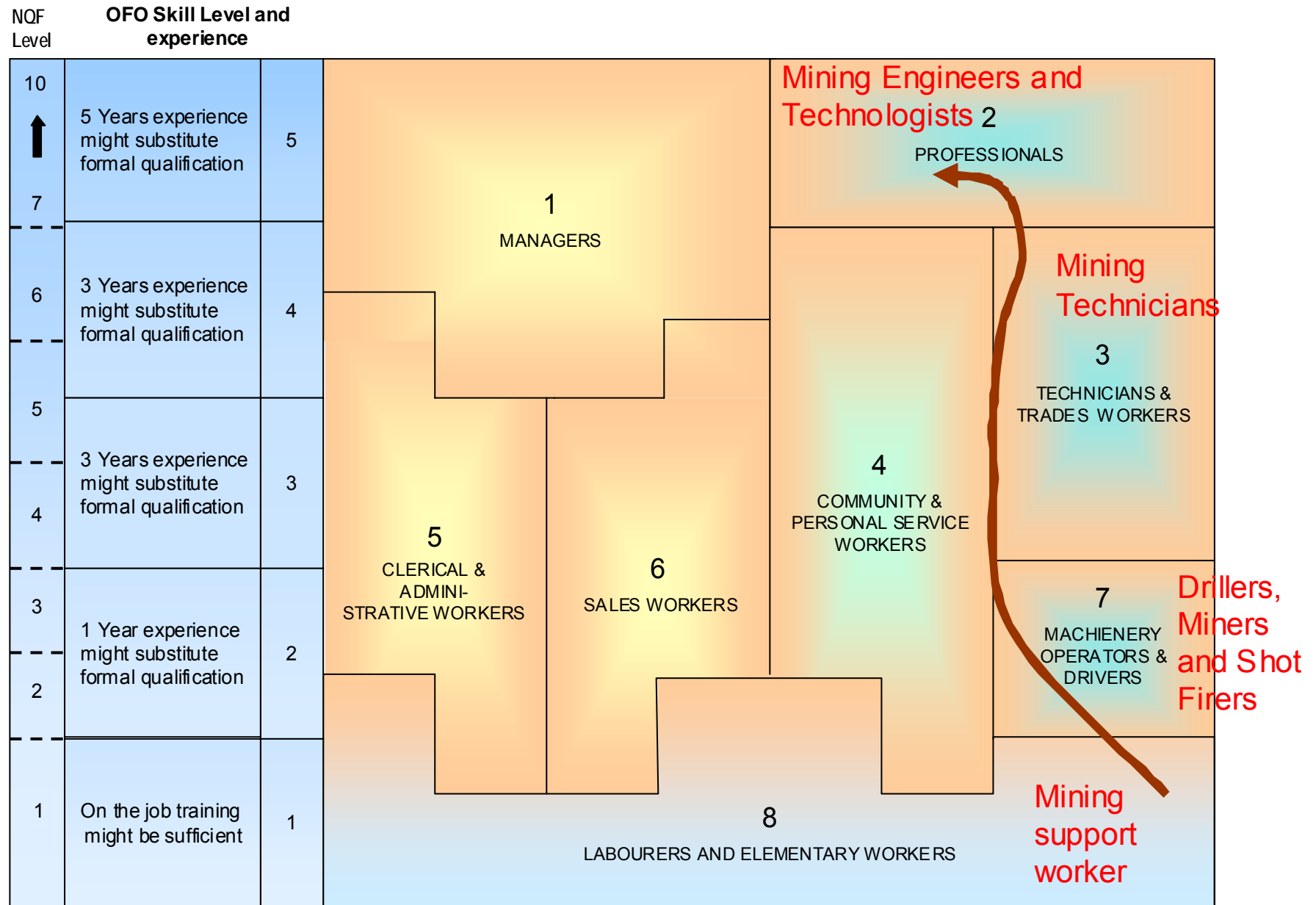
OFO - ENHANCING CURRICULUM AND QULIFICATIONS DEVELOPMENT



BENEFITS – LINK TO THE NQF

- ▶ The curriculum and Qualifications Framework for occupations (CQ- FO) will -
 - direct the scope of Communities of Expert Practices (CEPs)
 - ensure vertical progression





SUMMARY

- ▶ The OFO facilitates harmonisation and integration of education and training and enhances the implementation of the NQF by providing -
 - a common language for talking about occupations
 - a link to the NQF
 - a framework for the development of occupational and qualifications