

SOUTH AFRICAN QUALIFICATIONS AUTHORITY
PROFESSIONAL DESIGNATION:
SD.Pr - Skills Development Practitioner

DESIGNATION ID	DESIGNATION TITLE	
494	SD.Pr - Skills Development Practitioner	
PROFESSIONAL BODY	DESIGNATION STATUS	
ASDSA - Association for Skills Development in South Africa	Reregistered	
SAQA DECISION NUMBER	REGISTRATION START DATE	REGISTRATION END DATE
SAQA 10120/18	2018-03-09	2023-03-09

DESCRIPTION

The role of a Skills Development Practitioner (SD.Pr) has a strategic impact on the organisation. Not only does the incumbent need to develop and coordinate the implementation of an organisational training and development plan for an organisation, but he/she also needs to use various interventions to promote a learning culture within an organisation. The SD.Pr needs to advise and consult with the employer or client on appropriate skills development strategies aligned with the strategic business objectives of the organisation. These also need to align with the performance outcomes of the individual employees relating to these strategic business objectives. Quality assurance of the activities related to the implementation of the organisational training and development plan raises the level of delivery required from the administrators, event organisers, facilitators or lecturers, assessors and moderators within the system.

The standard set out in the professional designation standard is not aimed at evaluating the SD.Pr 's knowledge and skills. Rather it is aimed at assessing the SD.Pr 's ability to apply their knowledge and skills at the workplace, taking into consideration the integrated nature of activities as well as the real time pressures and constraints that a workplace presents.

Often the SD.Pr depends on the abilities of individuals to perform against the objectives set out in the organisational training and development plan. This further complicates the conditions required to gain ultimate success in this environment and underlines the skills and attributes required to achieve this designation.

This professional designation standard is aimed at setting the criterion against which the applied ability of the SD.Pr will be assessed.

Some of the professional services, among others, that the SD.PPr renders are to:

- Develop an organisational training and development plan.
- Conduct an analysis to determine outcomes of learning for skills development and other purposes.
- Provide information and advice regarding skills development and related issues.
- Promote a learning culture in the organisation.
- Facilitate learning, assess learning or moderate learning
- Source and then manage the delivery of learning by an external provider
- Conduct skills development administration in an organisation.
- Manage the implementation of a quality management system for skills development practices in an organisation.
- Coordinate planned skills development interventions in an organisation, including systems to measure Return on Investment.

AWARDING CRITERIA

For the Professional Designation to be awarded, professionals must comply with the following minimum requirements:

Underlying Registered Qualification or Part Qualification:

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Underlying Registered Qualification or Part Qualification:

Competency against a cognate NQF Level 5 qualification (minimum of 120 credits) in an area related to Education, Training, Learning and Development (ETD), Human Resource Development (HRD), HR or business consulting/advising

Experiential Learning or Experience

- Must have completed at least 5 years in the fields of business consulting or skills development; and
- Submission of evidence of successful implementation of planned learning and development strategies linking business objectives with performance and skills development within the workplace or evidence of two approved Workplace Skills Plans; and
- Recommendation by supervisor/manager to participate in the evaluation programme where applicable.

Competency Assessment

Professionals must demonstrate competence against the Designation Competencies
Designation Competencies:

- Develop and maintain a skills development and training strategy for an organisation.
- Facilitate implementation of skills development and training strategy.
- Develop and maintain organisational quality management system.
- Facilitate career development.
- Provide business performance consulting and advising for appropriate skills development strategies.

Designation RPL Statement

This Designation may be awarded through Recognition of Prior Learning.

RETAINING CRITERIA

In order to ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

Code of Conduct

Members must adhere to the Professional Body Codes of Conduct and Ethics.

Continuing Professional Development (CPD)

The professional is required to accumulate 30 CPD points annually by completing a range of activities from categories as approved by the ASDSA. The ASDSA determines the value of the points for each activity.

The professional must submit a record card annually in the format determined by the ASDSA and will be required to keep a record of supporting evidence for audit purposes. This is undertaken when the professional first achieves the designation. The professional may be required to provide proof to ASDSA of their CPD activities.

Fees

Ensure that the annual membership and designation renewal fee is paid.

PROFESSIONAL DESIGNATION PROGRESSION PATHWAY

(The Designation being reported on here is shown in italics.)

Sequence	Designation ID	Designation Title
1	493	SD.Tech - Skills Development Technician
2	494	<i>SD.Pr - Skills Development Practitioner</i>
3	770	SD.Mas - Skills Development Master

PROFESSIONAL BODY WEB ADDRESS:

For more information on this Professional Designation, please visit www.asdsa.org.za