

Institutional Management and Governance: The Sixth Thematic Priority Area/Network for FETWater Phase III



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Progress report: Water Liaison Specialist Qualification

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FET WATER
Framework Programme for Research,
Education and Training in the Water Sector
SHARING KNOWLEDGE, BUILDING CAPACITY



water affairs
Department:
Water Affairs
REPUBLIC OF SOUTH AFRICA



**WATER
RESEARCH
COMMISSION**

Outline of presentation

1. Introduction
2. Project objectives
3. Progress report
4. Work program
5. Capacity building
6. Knowledge sharing
7. Conclusion



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1. Introduction (background)



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- The history and successes of phases I & II are provided
- Major drawback of phases I & II was noted thus, the initiation of phase III to redress such observed limitation

What is it (Statement of research problem)?

- The lack of linkage to sector skills planning and delivery systems for professional and career development i.e. the over-emphasis of academic orientation of the networks was observed as a challenge in the water sector, hence the phase III.



Focus for FETWater Phase III



It focusses on six thematic priority areas to achieve sustainability of the programme beyond 2018 by aligning to sector skills planning and delivery systems for professional and career development (developing, registering and piloting knowledge, practical and workplace based learning materials)

The six thematic priority areas:

- Water Resources Infrastructure
- Monitoring and Assessment
- Water Resources Planning
- Regulation Requirements
- Water Use and Services
- **INSTITUTIONAL MANAGEMENT AND GOVERNANCE**

1. Introduction (Aim of this workshop)



1. Provide an update on the progress on alignment of agencies, setting up networks and occupational requirements:
2. Provide a platform for phase III networks to engage partners on network priority occupations, setting up communities of expert practitioners and piloting of training
3. Seek inputs relating to programme refinement and sustainability (w.r.t skills planning, curriculum development, delivery, quality assurance)

2. Project objectives for IM & Gove



2.1 Objectives of the IM & Gove Network

2.2 Deliverable target dates



2.1 Aims of the IM & G Network



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1. To identify the priority qualification with stakeholders (LGSETA, QCTO, and CEP members) and develop learning materials together with them
2. To register the identified qualification with SAQA through LGSETA and QCTO and verify the developed learning materials
3. Pilot the developed learning materials for the registered qualification as per LGSETA and QCTO requirements and review materials for refinement

The key here to link academic approach to sector skills planning and delivery systems for professional and career development with stakeholders (alignment with LGSETA & QCTO)

2.2 Deliverable target dates

No.	Description of the deliverable	Target date	Status
1	Report on development of learning materials that that align with LGSETA and QCTO requirements	29/02/16	In progress
2	Report of registration of the identified qualification and verification of developed learning materials inline with LGSETA and QCTO requirements	30/09/2016	In progress
3	Report on piloting the registered qualification and the developed learning materials inline with LGSETA and QCTO requirements	28/02/2017	Started on identifying sites to pilot
4	Final report on the Network progress w.r.t quality assurance and sustainability of the network	30/07/2017	Not started

The key is to align academic approach to sector skills planning and delivery systems for professional and career development with stakeholders i.e. alignment with LGSETA & QCTO

Priority occupations July 2015

Network	Water resource planning and Implementation	Regulatory requirements	Water Monitoring And Assessments	Institutional Management and water governance	Water Infrastructure	Water Use And Sanitation
Priority occupations	Water Resource practitioner	Water use specialist	Water Quality Practitioner / Compliance & Enforcement	Water Liaison Specialist	Water Infrastructure Specialist	Sanitation Coordinator
		Water use officer	Water inspector	Water Liaison officer	Water Reticulation Artisan	Process controller
Rationale	Strategy development based on NWRS Planning & Resource management	Reconciliation Verification , Licensing	Monitoring plans , Audits for compliance , enforcement action	Liaison with public on CMA strategies and WSDP development plans , Institutional & program development Communication and Councillor training	feasibility, construction , rehabilitation, asset management - Internships MISA requirements	Coordination of Sanitation and pollution programmes in Informal settlements
		Sampling, data logging instrument maintenance	Monitoring and audits for compliance, enforcement & sanction	Community Liaison WCDM, River health and Sanitation ,	Water Leaks & bulk infrastructure – No drop requirements	Regulation 17 Professional designation Blue drop, Green drop Standardizing job descriptions
SETA DQP	EWSETA	EWSETA	EWSETA	LGSETA	LGSETA /NAMB	LGSETA
Notes on Organizations Experts Targets market and delivery	DWS PG CMA WU	DWS PG CMA WU	DWS PG CMA WU Municipalities	DWS PG CMA WU Municipalities NGO CBO	DWS PG WU Municipalities NGO CBO MISA	DWS PG WU Municipalities NGO CBO MISA

3. Progress report (work done)



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To register the occupational qualification and develop learning materials for piloting them, the following steps were needed:

1. We have **identified the qualification** with stakeholders (CEP, LGSETA, FETWater, WISA, Water sector Leadership. The occupational qualification name is called **Water Liason Specialist**.
2. We have **received job descriptions** for the identified qualification, discussed and agreed upon with stakeholders



3. Progress report cont...



3. Development Quality Partner (QDP) identification: LGSETA was identified as the QDP for the identified Water Liaison Specialist

NB: It is the QDP that submits the application to QCTO to develop the identified qualification. It is the QCTO that approves the development of the identified occupational qualification after scrutiny inline with skills development Act for RSA

4. ELGSETA on behalf on the Network submitted the application to QCTO for approval and QCTO acknowledged receiving the application





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www.qcto.org.za

Anita Pillay
The Water Institute of Southern Africa
1st Floor 5 Constantia Park 548
16th Road
Midrand

Dear Anita

ACKNOWLEDGEMENT OF RECEIPT: APPLICATION TO DEVELOP OCCUPATIONAL QUALIFICATION

Thank you for the application you forwarded requesting for the development of occupational qualification, this application was received on the 10 November 2015.

The application in question is for the following occupations:

- a) Communication Coordinator (Water Liaison Specialist) OFO code 243201

Please be informed that your application is receiving attention. The QCTO is collating the information needed to take the process forward. You will soon receive an update from the QCTO official who is processing these applications.

The contact details of the QCTO official who is processing your application are as follows: Mr Tobile Gqili Tel: 012 000 1863; E mail address: Gqili.T@qcto.org.za, you are welcome to contact Mr Gqili directly should you need any update.

Yours sincerely

Mr Tobile Gqili
Director: Occupational Qualifications Development
Date: 14/11/2015

5. On 10 Nov 2015, the **QCTO** (Quality Council for Trade and Occupations) acknowledged received the application to develop the occupational qualification for Water Liaison Specialist and provided OFO code: 243201. The Organizing Framework for Occupations (**OFO**)

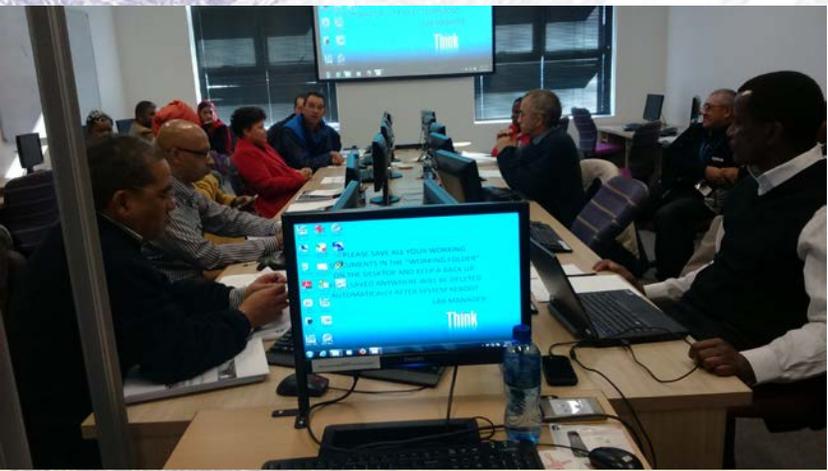
Service Level Agreement (SLA) is in process. This is where QCTO provides mandate to LGSETA to develop the identified occupational Qualification



QCTO acknowledged receiving the application from LGSETA to register the Water Liaison Qualification



DHET has approved the OFO Code: 243201



QDF is being recruited by LGSETA through QCTO to facilitate the 4 workshops

Summary of work done for IM & G Network

Event dates	Task carried out	Network/qualification	Conclusion made
22 Jun	Pre-scoping & CEP Listing meeting at UWC	IM & Gove/ Water Liaison Specialist	Established CEP List (24 participants were present)
1-2 Jul	WSSLG Skills Task and DQP preparation workshop at CPUT	All Networks	FETWater alignment, roles of CEP groups , rational statement, QCTO process & DQP funding and support
7 Aug	Pre-scoping meeting: CEP workshop: CT	IM & Gove/ Water Liaison Specialist	Confirm OFO-code, job families, entry requirement
21 Aug	Pre-scoping & CEP meeting: JHB	All networks	Discuss application & SETA
16-18 Sep	WRC Symposium: Birchwood hotel, JHB	All networks	Poster presentations
30 Sep	Steering committee progress meeting	All networks	Project update
29 Oct	Meeting with LGSETA & WISA	IM & Gove	Discussed LGSETA protocols
13 Nov	Progress update at CPUT	IM & Gove	Collated job descriptions, confirmed CEP list
25 Nov	Scoping meeting at CPUT	IM & Gove	LGSETA confirmed as DQP Confirmed occupation title
15 Jan 2016	Briefing on QCTO's occupational certificates, AQPs involvement & EISA	IM & Gove & others	Mandate of QCTO and process of EISA were clarified



LGSETA

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Telephone 011-480-8379 Facsimile 011-480-4040 Email info@lgseta.org.za Website <http://www.lgseta.org.za>



SCOPING MEETING QUALIFICATIONS DEVELOPMENT

Water Liaison Practitioner, Sanitation Coordinator, Water Reticulation Artisan, and Water Infrastructure Specialist - 25 November 2015

Invitation to attend a scoping meeting on the 19th of November 2015 for the Water occupational qualifications

Dear All

You are cordially invited to attend a scoping meeting to be held on the 19th of November 2015. The LGSETA has been awarded the DQP status to develop the Programme or Project Manager (Water Liaison Practitioner) OFO Code 243201 and Communication Coordinator (Sanitation Programme Coordinator) OFO Code 121905 using the QCTO methodology.

Kindly complete the attached confirmation of attendance and send back to Xolile Tshabalala; e-mail address, xolilet@lgseta.org.za

Let us work together and make the development of this qualification a success.

Meeting details:

Date: 19 November 2015

Time: 09h00 – 14h00

Venue: LGSETA Offices, 47 van Buren Road, Bedfordview 2007

ESVP: 11th of November 2015, 17h00 noon.

Regards

Pumla Mkhale
ETQA Manager

Aligning with LGSETA and QCTO requirements has been the on-going process in this network

WATER LIAISON OFFICER X 2

SALARY LEVEL 8: R227 802, excluding benefits + CENTRE: George

Job Purpose: To coordinate, support, facilitate and promote community awareness and stakeholder participation in the protection, development, use, conservation, management and control of water resources in the Water Management Area.

Requirements:

An appropriate 3 year B Degree or Diploma in Social Science/Natural Science or related qualification coupled with 3 years minimum proven and relevant experience and exposure to stakeholder/community development activities, preferably gained in the water environment.

Key performance areas:

1. Identify, mobilize and assist with the implementation of programmes for community stakeholders in the Water Management Area (WMA).
2. Coordinate and participate in the implementation of Integrated Water Resources Management (IWRM).
3. Coordinate the establishment of Water Management Institutions/Forums to ensure stakeholder participation.
4. Facilitate and support the coordination between the BGCMA, Municipalities, NGOs and other Government Departments.
5. Support established Water Management Institutions (WMIs).
6. Facilitate, establish and support water forums.
7. Facilitate funding and support sustainable water related community development projects.
8. Coordinate, facilitate and market water resources management through campaigns.
9. Monitoring and evaluation of community water related projects.
10. Coordinate, support and maintain national and international partnerships.
11. Develop and implement policies and procedures to ensure effective and efficient support to the stakeholders.

The following will serve as a recommendation:

1. Knowledge of the establishment and support of Water Management Institutions as per the National Water Act;
2. Effective communication skills (both written and verbal);
3. Knowledge of networking and marketing initiatives.
4. Analytical and strategic thinking ability.
5. High level facilitation skills.
6. Project and financial management skills.
7. Computer skills at highly proficient level.
8. Stress management skills.
9. Conflict and time management skills.
10. Planning and strong organizational ability and skills.
11. Community development skills.
12. Possess cultural awareness and sensitivity.
13. Demonstrate sound work ethics and interpersonal skills.
14. Service delivery orientation skills.
15. Team work and interpersonal skills.
16. A valid (EB) Driver's license is a prerequisite.
12. Willingness to travel; work under pressure and after hours.

Enquiries: Ms Elmarie van Rooyen at (023) 346 8000.

Applications (including a comprehensive CV, Covering letter, Certified copies of all relevant Qualifications, Certificates and ID) must be placed in a sealed envelope marked "Water Liaison Officer" and posted to the Chief Executive Officer of the Breede-Gouritz CMA c/o the Human Resources Division, Private Bag X 3055, Worcester 6850 or hand delivered at the reception of the offices of the Breede-Gouritz CMA, 51 Baring Street, Worcester 6850.

Who is the QCTO?

- The Quality Council for Trades and Occupations (QCTO) is a Quality Council established in 2010 in terms of the Skills Development Act (SDA).
- The role of QCTO is to **oversee the design, implementation, assessment and certification** of occupational qualifications on the Occupational Qualifications Sub-Framework (OQSF)
- The QCTO is one of three Quality Councils (QCs) responsible for a part of the National Qualifications Framework (NQF)

The QCTO is responsible for:

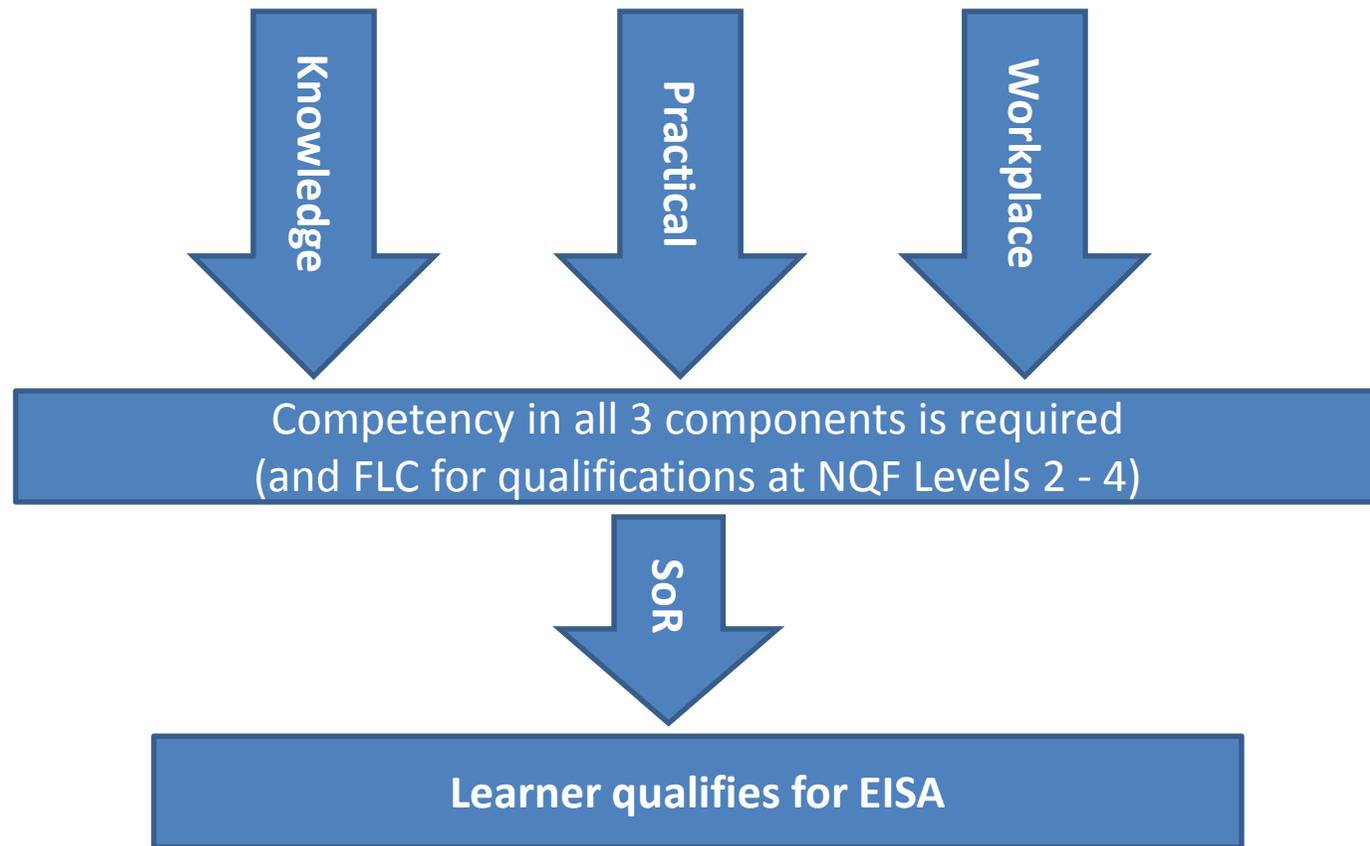
Amongst others, according to Section 26(H)(3) of the Skills Development Act, the QCTO is responsible for:

- (a) **Establishing and maintaining** occupational standards and qualifications;
- (b) **Quality assurance** of occupational standards and qualifications and learning in and for the workplace;
- (d) **Ensuring** the quality of occupational standards and qualifications and learning in and for the workplace;

What are ‘**occupational standards**’? (**OS**): These OS specify what a person should **know** and **do** in order to effectively carry out the functions of a particular job and it is the benchmark of competence required in the relevant sector. This is the basis for FETWater Phase III to focus on knowledge, practical and workplace-based modules

The vision of the QCTO is to “qualify a skilled and capable workforce” hence the 3 modules

Entrance to the External Integrated Summative Assessment (EISA)



Linkage to sector skills planning and delivery systems for professional and career development. So our network is developing the occupation qualification that has **knowledge, skills & experience based modules** for the learners to have competency in all 3 components

How are these standards implemented?

- Development Quality Partner (DQP) process – Our qualification is being developed by industry (CEPs) for the water sector industry
- Training will take place at Skills Development Providers (SDPs) which is accredited by the QCTO. **The living lab in BGCMA is our target.**
- The final assessment will be conducted and managed by the approved Assessment Quality Partner (AQP) for **Water Liaison qualification** at an accredited assessment centre
- The QCTO will set standards through the model of qualifications, the provisioning as well as the final assessment i.e. the EISA
- The purpose of the EISA is to allow for qualifying learners to become officially recognised as practitioners of a Water Liaison Specialist or occupation with a **QCTO Certificate** (This is what they will get at the end)

3. Work progress cont...



- With LGSETA and QCTO on our side by following their protocols throughout the process with CEP members, the alignment is done
- **The DHET has approved our OFO code** to avoid duplication of qualification so we can proceed to develop the qualification.
- This means registration of the Water Liaison Specialist as an occupation qualification is almost finalised with exception of SAQA's approval
- LGSETA is in the process of appointing the QDF through QCTO

NB: LGSETA appoints and pays the QDF to facilitate the workshops and prepare documents, give them to LGSETA which submits to QCTO for quality control and the QCTO submits documents to SAQA for final approval

4. Work program (Work plan)



LGSETA to appoint QDF (Qualification Development Facilitator) who will facilitate the four workshops

Workshops	Objectives of the workshops	Facilitators	Role of Network (IM & Gove)
Workshop 1	To develop occupational profile, tasks, purpose and scope with learner QDF	LGSETA appoints the QDF to facilitate; LGSETA to fund (1 day)	Start drafting learning materials with CEP members to be discussed in workshops; identify learner QDF
Workshop 2	To develop modules i.e. knowledge, Practical & workplace-based modules	QDF to facilitate; LGSETA to fund (1 days)	Refining developed learning materials; provide learner QDF
Workshop 3	To develop module specification i.e. details for the three types of modules (course outlines & modules descriptors)	QDF to facilitate; LGSETA to fund (1 days)	identifying assessment quality partners (AQP) in workshop 4 following QCTO requirements
Workshop 4	To develop assessment specification for the developed modules	QDF to facilitate; LGSETA to fund (1 days)	Conduct International comparative study & provide occupational rational statement for SAQA's approval

Conducting workshops 1-4 is part of the process of developing learning materials for the qualification that aligns with LGSETA & QCTO requirements whereas working with LGSETA & QCTO is part of registration process

LGSETA appoints and pays the QDF to facilitate the workshops and prepare documents, give them to LGSETA which submits to QCTO for quality assurance/control and the QCTO submits documents to SAQA for final approval

5. Capacity development (Skills transfer)



CEP MEMBERS: INSTITUTIONAL GOVERNANCE & MGT.

Name	Institution	Geographical	Pop. Group & Sex	Contribution/role	Email address	Phone Nos.
Dr Thokozani Kanyerere	UWC	Western Cape	African & Male	C, RW,P&CD	tkanyerere@uwc.ac.za	071 903 1722
Prof Tally Palmer	RU	Eastern Cape	White & Female	F, P&CD	tally.palmer@ru.ac.za	082 528 6388
Mr Nick Thandi	SIWI	Gauteng	African & Male	F, P&CD	nick.tandi@siwi.org	072 177 9331
Ms Rachel Makungo	UniVen	Limpopo	African & Female	RW,P & CD	Rachel.Makungo@univen.ac.za	072 096 6804
Ms Joanna Fatch	UWC	Western Cape	African & Female	F,RW,P&CD	joanna_fatch@yahoo.com	079 052 3828
Mr Mfundu Biyela	DWS	Free State	African & Male	RW, P & CD	BiyelaM@dwa.gov.za	082 655 3455
Mr Fadli Wagiet	Consulting	Western Cape	Coloured & Male	F, RW, P&CD	fadliwagiet1954@gmail.com	082 374 5730
Mr Ally Lebese	Consulting	Mpumalanga	African & Male	F,RW,P&CD	ahlebese@gmail.com	083 593 2705
Ms Elmarie Van Rooyen	BOCMA	Western Cape	White & Female	P&CD	erooyen@bredegouritzcma.co.za	023 346 8000
Ms Sylvia Machimana	Inkomati	Mpumalanga	African & Female	P&CD	sylviam@iucma.co.za	013 753 9000
Mr Farouk Robertson	CoCT	Western Cape	Coloured & Male	P&CD	Farouk.Robertson@capetown.gov.za	084 307 2001
Mr Henok Solomon	UWC	Western Cape	African & Male	F, RW, P & CD	hsolomon@uwc.ac.za	021 959 2820

**NETWORK MEMBERS: INSTITUTIONAL GOVERNANCE & MGT.**

Name	Institution	Spatial Rep WC=6; FS=1 EC= 1; GP=2 MP=1; LP= 1	Population Group African = 58% Coloured =33% White = 8%	Sex 42% =F 58% = M	Contact Details	
					Email address	Telephone/ Cell phone
Dr Thokozani Kanyerere	UWC	Western Cape	African	Male	tkanyerere@uwc.ac.za	071 903 1722
Prof Tally Palmer	Rhodes University	Eastern Cape	White	Female	tally.palmer@ru.ac.za	082 528 6388
Mr Nick Thandi	SIWI	Gauteng	African	Male	nick.tandi@siwi.org	07 217 79331
Ms Joanna Fatch	UWC	Western Cape	African	Female	joanna_fatch@yahoo.com	079 052 3828
Mr Fadli Wagiet	Consulting	Western Cape	Coloured	Male	fadliwagiet1954@gmail.com	082 374 5730
Mr Ally Lebesse	Mpumalanga	Mpumalanga	African	Male	ahlebesse@gmail.com	083 593 2705
Mr Manuel Jackson	CPUT	Western Cape	Coloured	Male	jacksonm@cput.ac.za	072 575 2759
Mr Mfundu Biyela	Free State	Free State	African	Male	BiyelaM@dwa.gov.za	082 655 3455
Ms Rachel Makungo	Venda University	Limpopo	African	Female	Rachel.Makungo@univen.ac.za	072 096 6804
Dr Kevin Petersen	Consulting	Western Cape	Coloured	Male	kpietersen@slrconsulting.com	083 290 7253
Ms Mandy Naidoo	UWC	Western Cape	Coloured	Female	mnaidoo@uwc.ac.za	021 959 9728
DWS Champion	DWS	Gauteng	African	Female	SigwazaT@dwa.gov.za	082 883 7871

Learner QDF (PG students), budget CEP members and advisors CEP members and network members will all be sharing knowledge, skills and experiences as they interact throughout the activities of the network

6. Knowledge sharing



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- Paper: A review paper on the hydrology of FETWater program
- WRC RDI Symposium, Poster presentation, 16-18 Sep 2015 in JHB
- Planning meetings from Jun to Nov 2015
- Briefing meeting, 15 Jan in Pretoria (QCTO Offices)
- Progress and networking workshop, 23 Feb, Pretoria
- Seminar on WRM Partnership in Action, 17 March 2016, CT

7. Conclusion



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- Progress noted on deliverables 1 and 2 through the engagement/ involvement of LGSETA and QCTO simultaneously
- Deliverables 1 & 2 will be finalized when the 4 workshops are done
- Some work on deliverable 3 have started by identifying possible sites for piloting the identified and registered qualification
- **By developing knowledge-based, practical-based and workplace-based modules (learning materials) following the requirements of LGSETA and QCTO, we are linking academic approach to sector skills planning and delivery systems for professional and career development thereby making Water Liaison Specialists knowledgeable, skilled and capable workforces in the water sector which is the vision of QCTO as per SDA of 2010.**



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Thank you for your listening and the input that you will give our team to improve the projects' targets



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