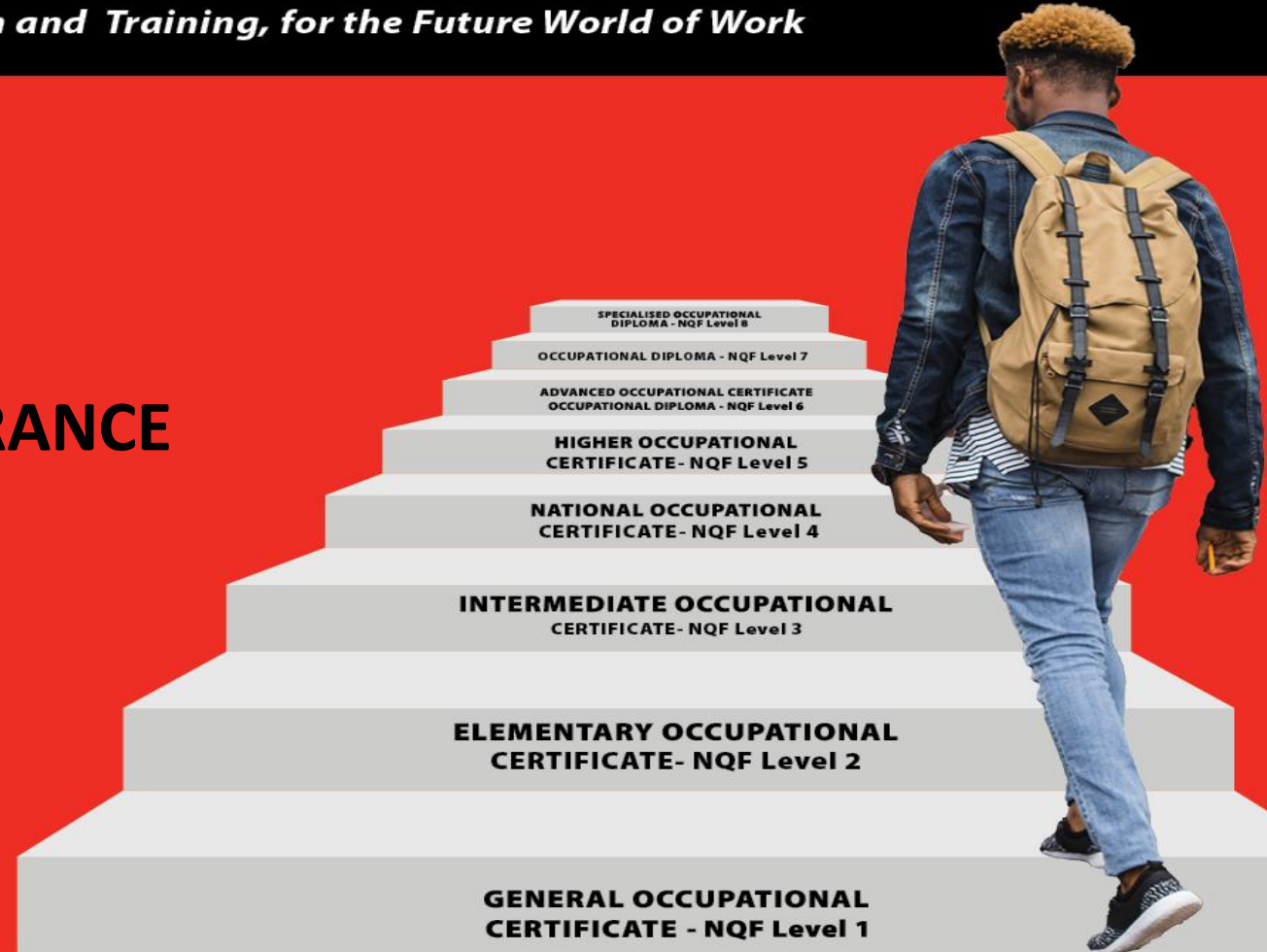


Enhancing Access to and Success in Post-School Education and Training, for the Future World of Work

SDP CAPACITATION WORKSHOP

DOMAIN: QCTO ASSESSMENT ASSURANCE



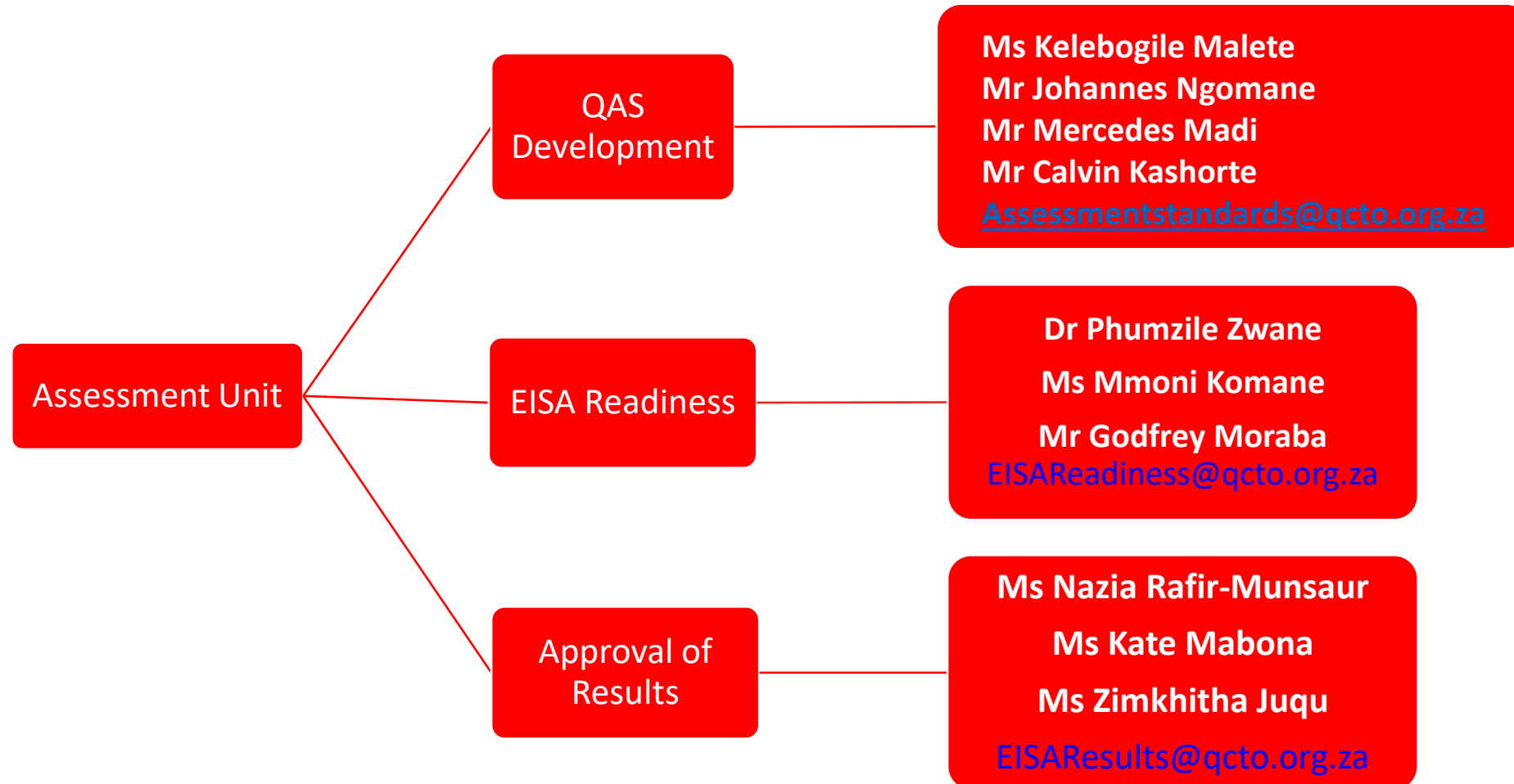
INTRODUCTION

The Quality Council for Trades and Occupations (QCTO) is responsible for setting occupational standards, and for quality assuring provisioning, assessments and certification of qualifications registered on the OQSF of the NQF, as well as QCTO Skills Programmes.

Introduction of Assessment Team

- The assessment team has been divided into three subunits to ensure a smooth-flowing process.
- *Assessment Standards – which include QAS Addendum Development, Validation of EISA instruments and Development of Assessment Standards for Skills Programmes*
- *EISA Registration– which includes EISA Readiness of QPs, Learner Registration for EISA, Verification of SORs and Validation of Scripts after the EISA*
- *Approval of Results – which includes processing of results received from QP (Quality Partners) for approval for Occupational Qualification (Full and Part) . Processing of results received from SDPs for Skills Programmes results. And Post EISA Monitoring with SDPs*

The Assessment Team



Assessments of Pre-2009 Qualifications VS Occupational Qualifications and Skills Programmes

NATED PROGRAMMES	OCCUPATIONAL QUALIFICATIONS
Current N-courses do not afford learners to articulate, only the N-Diploma, once achieved, is recognised as a full qualification (very low pass-rate)	Have qualification status: credits, NQF Level, contribute towards CAT (Credit Accumulation Transfer) and articulation
External Semester and Trimester Exams (e.g. Business/General Studies 4 per semester = 8)	Occupational qualifications: ONE National External Integrated Summative Assessment (EISA) for full/part qualifications, and for Skills Programmes, a FISA (Final Integrated Supervised Assessment) at the end May consist of various components e.g. written and practical component
Weighting of 40/60 for final result (Semester/Trimester mark + Exam marks)	Entry requirement: SOR (competency in all modules) No weightings. Final result is achieved by the learner at the end
Internal Assessments per subject by facilitator	Internal Assessments per module by facilitator

Real Impact of Skills Programmes on South Africans

What the SDP Reported:

An accredited SDP for SP: Handicraft Sewer says "Having a recognized qualification opens doors for the learners we are training. Many are unemployed and need the skills to start home-based businesses or seek employment opportunities. Those seeking jobs are more likely to be appointed, as they have not only learned how to sew but have also gained foundational business and financial literacy skills. This training improves their ability to access funding and lays a strong foundation for self-employment."

Learner Success Story: Thandeka Mabuza

Background:

- Part of one of the intakes on SP: Handicraft Sewer that wrote the FISA in July 2023
- Married with 3 children

Outcome:

- Now runs a small home-based business sewing outfits
- Earning an income and contributing to her family's financial well-being
- *"I can now help put food on the table."*

Impact:

- Improved financial status
- Empowered through practical skills and entrepreneurship

Learner Success Story: Thandeka Mabuza

Thandeka Mabuza and the Tshikiza wrap skirt she makes for her clients.



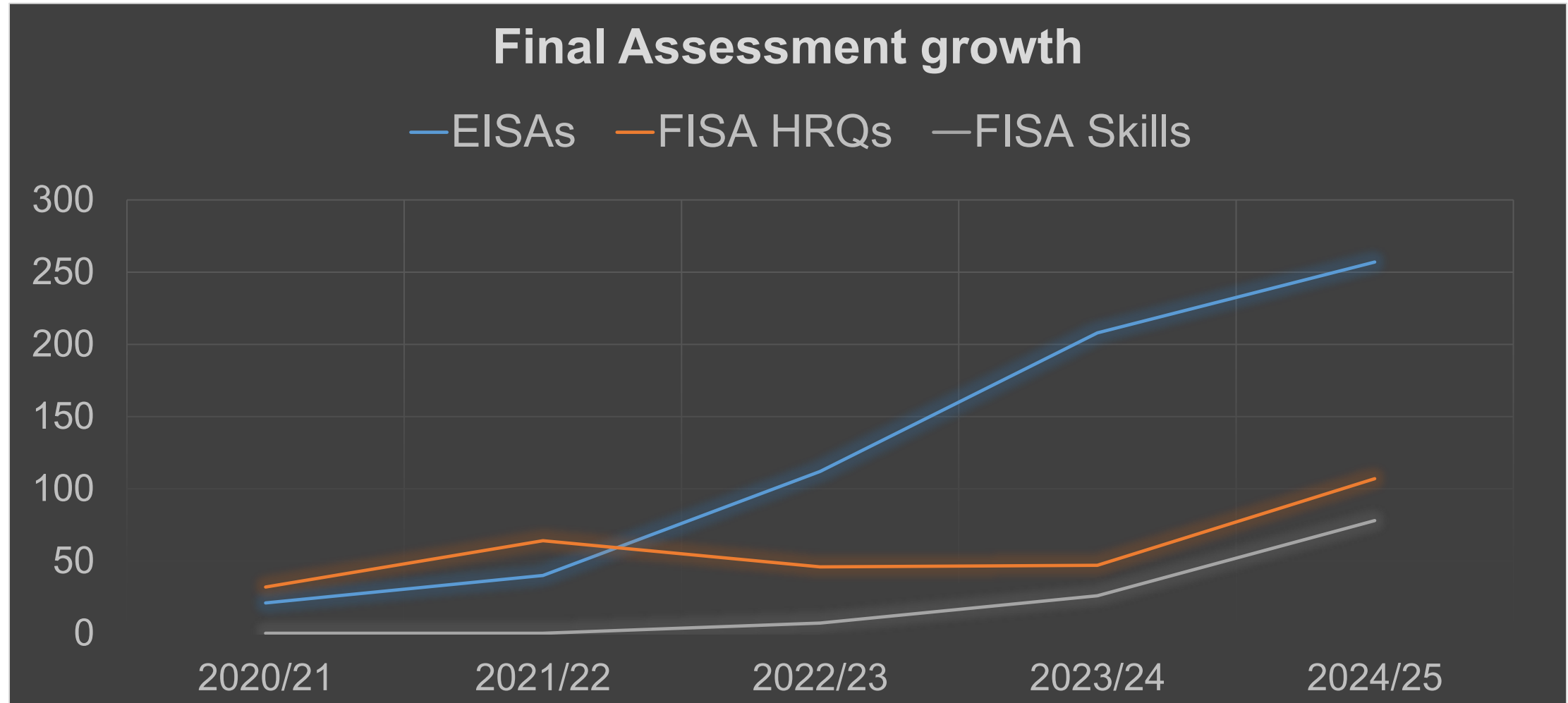
Skills Programmes and Occupational Qualifications are changing lives, not in theory, but in homes and communities across the country. This is the empowerment we aim to scale.

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Statistics between 2020/21 and 2024/25 – Approved Results

Final Assessment Quality Assured	2020/21	2021/22	2022/23	2023/24	2024/25
EISAs quality assured	21	40	112	208	257
FISA for HRQs quality assured	32	64	46	47	107
FISA for Skills Programme quality assured	0	0	7	26	78

Final Assessments growth – Batches received by the Assessment Domain



Growth in Implementation of Occupational Qualifications and Skills Programmes

Over the past five financial years, there has been consistent growth in the implementation of Occupational Qualifications and Skills Programmes qualifications.

- **EISAs** show strong and steady growth, indicating increased readiness across sectors.
- **FISA Skills** programmes are steadily gaining traction, reflecting increased demand for occupational skills certification.

This growth reflects improved stakeholder collaboration and rising confidence in occupational qualifications to boost employability.

Methods of Assessment

- **Formative Assessment**
 - Completed during the contact session
- **Internal Summative Assessments**
 - Completed at the end of each module.
 - The outcome of these assessments feed in to the SoR, awarded to Learners upon completion.
- **EISA – External Integrated Summative Assessment**
 - Completed once a learner has achieved all 3 components of an occupational qualification or part qualification.
- **FISA – Final Integrated Supervised Assessment**
 - Completed at the end of a approved skills programme

Formative Assessments

- Formative Assessments are conducted by facilitators. They should be designed to feed into further learning and are key to *the learning process*.
- A range of formal, non-formal, and informal assessment procedures are used to focus on achieving teaching and learning outcomes to improve learner success.
- Formative assessments include, for example, verbal facilitator-learner interaction with individual learners, providing feedback to learner demonstrations, quizzes, informal class tests, etc., on either part or completed work.
- Facilitators may record such assessments to provide holistic progress of learners to assist further learning and achievement of all associated assessment criteria to identify for improvement or even reflective purposes.

Internal Summative Assessments

- The aim of the internal summative assessments is to *evaluate the learning that has taken place at the end of each module*, and the extent to which this learning has been completed successfully.
- These are developed and conducted by the facilitator according to the **Assessment Criteria** for each module in the curriculum document and the Associated Assessment Criteria in the registered qualification.
- Internal Summative Assessments are conducted at the end of modules, and they may even integrate related modules. If integrated, the same results are recorded for each module.
- These assessments may be done using a variety of methods correctly, e.g. written or practical tests, case studies, scenarios, assignments, briefs, projects, etc. all under supervised conditions.
- These are marked and feedback provided to learners. If any learner fails or is declared NYC in a module, that module must be re-assessed until the learner has passed/been declared “C”.

Internal Summative Assessments (Continued)

- **In respect of an SOR:**
- Summative assessments must be completed for each module and formally recorded by the facilitator, as these feed into the Statement of Results (SoR) that must be issued, which is an admission requirement for the EISA.
- Proof of all internal summative assessments must be kept by the SDP (hard copies, or even digital storage of hard copies / videos / photos of products, etc.) until the learner has been certificated, and may thereafter be achieved for 5 years, and in accordance with your internal policies, provided all relevant internal summative results have been recorded for historic purposes.
- The SoR is valid for a period of 2 years from date of issue
- Template link: [statement-of-results-\(sor\)-template-and-guidelines.docx](#)

QCTO SoR Template

<Insert Letter Head of the SDP>

<Insert Address of the SDP>



STATEMENT OF RESULTS

Occupational Certificate: Safety Health & Quality Practitioner
SAQA ID: 99714, Credits: 256, NQF Level 5

For

<Full names of Learner (as per ID)>

<ID Number :.....>

Knowledge Modules			
ate Assessment	Name of Module:	Credits	Achievemer
	Fundamentals of Occupational Health and Safety	09	
	Fundamentals of Communication	06	
	Occupational Health and Safety applications	17	
	Occupational Health and Safety Management	38	
	Operations Management and Supervision	06	

Practical Skills Modules			
ate Assessment	Name of Module:	Credits	Achievemer
	Represent the needs of employees with regard to Occupational Health and Safety matters	08	
	Inspect work places, identify hazards and risks and take immediate action to ensure health and safety in the workplace	04	
	Consult with employees and raise their needs and issues	04	
	Inspect work places and environments to identify the occupational health and safety hazards and determine the risks associated with the work	16	
	Coordinate the work activities of Occupational Health and Safety representatives	06	
	Develop a risk profile and legal register for a designated work area	06	
	Establish, maintain and improve the health and safety documentation and reporting systems, controls and processes	04	
	Advise on the establishment maintenance and improvement of emergency response and preparedness	08	
	Manage the effectiveness of operational Occupational Health and Safety systems	06	

Work Experience Modules

EXTERNAL INTEGRATED SUMMATIVE ASSESSMENT

- **EISA**(External Integrated Summative Assessment). It's the QCTO's quality assurance system leading to an Occupational Certificate award.
- It's a single national assessment conducted by applying nationally standardised assessment instruments developed and administered by the Quality Partner (QP)
- **For learners to qualify for the EISA, they must complete all **THREE** components, which are Theory/knowledge, Practical and Workplace(or Knowledge and application) experience, and the learner must be competent in all three.**
- The SDP issues the Statement of Results (SoR) as proof that the learner met all EISA requirements and can sit for the EISA.

The EISA: a competency-based final assessment

Determining Competency:

- SAQA defines Competency as “*specific knowledge and/or values and/or skills that can be applied in learning and/or work*”.
- Occupational Qualifications seek to achieve competency for the workplace.
- The EISA is intended to be a Competency-based Assessment that determines if the candidate has the specific knowledge (able to apply it) and/or values and/or skills to fulfil the tasks and responsibilities of the occupation (Work).

The EISA (continued)

- All final assessments (EISAs) are competency-based assessments, where applied knowledge must be demonstrated. The required evidence produced by the candidate will declare whether he/she has achieved the relevant occupational standards as intended in the curriculum. This approach is used to produce competent, work-ready learners.

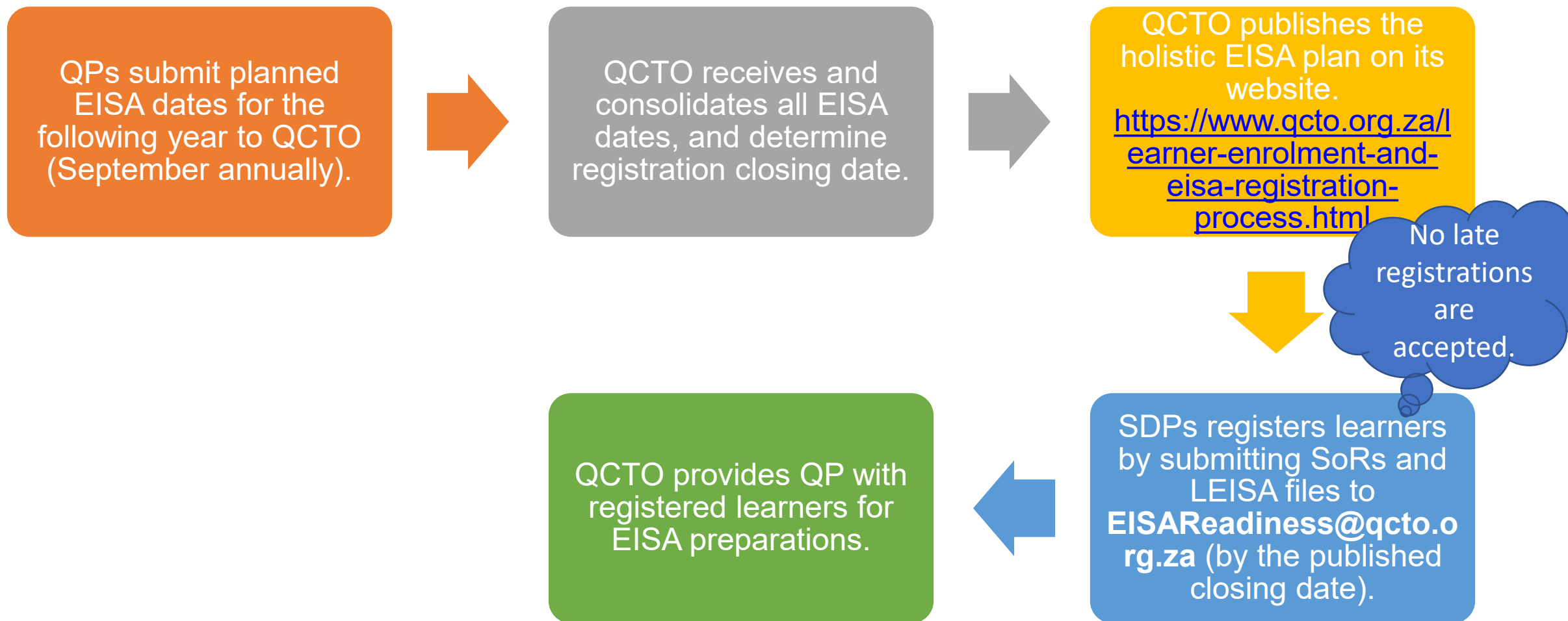
FOR ASSESSMENTS OF FULL AND PART QUALIFICATIONS:

Consult the QCTO's Assessment Policy (available on the QCTO website) to ensure familiarity with the following requirements:

- Formative Assessments
- Internal Summative Assessments
- The EISA (External Integrated Summative Assessment)

Ensure to study the registered qualification, curriculum document and Qualification Assessment Specifications for your qualification (available on the QCTO website: www.qcto.org.za)

EISA REGISTRATION AND READINESS



EISA Requirements

1

- SDP must have submitted learner enrolments to Learnerenrolments@qcto.org.za within 21 working days from start of training. This triggers monitoring.

2

- The QCTO Quality Assurance (QA) team is responsible for quality assurance of the internal assessments – curriculum Implementation and EISA Readiness to ensure credibility. **A QA Monitoring report with a positive outcome**

3

- A Learner must be competent in all **THREE** components, which are Theory/knowledge, Practical and Workplace

4

- **A valid SoR** issued by the SDP upon completion of training.

5

- Registration before closing date.

THE FINAL INTEGRATED SUPERVISED ASSESSMENT (FISA)



- **FISA** (Final Integrated Supervised Assessment). It is the final assessment, which leads to an Occupational Certificate award for skills programs (SPs).
- It's a decentralised assessment conducted by applying QCTO-standardised assessment instruments developed and administered by the Skills Development Providers (SDPs), according to the set standards in the “Assessment” section of the Skills Programme Document, which must be used as a guide to develop the final assessment.
- The QCTO validates the Assessment Instrument (question paper before the learners write the FISA.

FOR ASSESSMENTS OF SKILLS PROGRAMMES:

- Consult the QCTO's Assessment Policy (available on the QCTO website) regarding the assessments of Skills Programmes.
- Ensure to study the Skills Programme and curriculum document for the Skills Programme (available on the QCTO website:
www.qcto.org.za

The Importance of Final Assessments

- The QCTO's objective is to set standards upfront of what the EISA/FISA should encompass (specifications for tasks, at what level, what evidence is required, required competency rate, etc.)
- Assessments are developed, moderated, and implemented with integrity, which gives a reliable indication of learner achievements and a consistent attainment level including, over time, between comparable assessments.

RECOGNITION OF PRIOR LEARNING(RPL):

Recognition of Prior Learning (RPL) is governed by the QCTO's RPL policy.

QP must develop a Standard RPL Mechanism for SDPs

RPL for access, advanced standing, or credits remains part of the QCTO's approach and is supported and encouraged.

For **RPL for Advanced Standing**, the RPL process must prove that the candidate is ready to write the EISA. This process is evidence based. Identified gaps must be closed, internal assessments must be conducted by a QCTO accredited SDP, and the SDP must issue a Statement of Results to the candidate.

RPL Learners need to write the EISA to be issued the certificate.



**FOR MORE INFORMATION ON ASSESSMENTS, VISIT OUR WEBSITE
(www.qcto.org.za) OR CONTACT
Assessments@qcto.org.za**



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Thank you

