

# Recognising excellence amongst Skills Development Practitioners

## Stimulating strategic leadership and professional practice

The field of skills development has traditionally lacked academic credibility within commerce and industry. Similarly formal qualifications for adult learning have often been viewed as lacking industry relevance or context. So the constant call for the integration of theory and practice lives on for vocational and occupational skills development practitioners.

The skills development field is rapidly changing with commerce and industry demanding credibility of both learning inputs and behavioural outputs in the workplace. It is the responsibility of skills development practitioners and managers themselves to shape this profession according to the needs of the market and international best practices.

Some key initiatives have recently emerged to develop a community of expert skills development practice, for example during 2009 The Institute of People Development (IPD) supported by the SERVICES SETA have facilitated a professional development programme leading to a full qualification in ETD Practice at NQF 6 for 100 practitioners; this initiative has grown the strategic leadership of skills development within that sector. The Association of Skills Development Facilitators in South Africa (ASDFSA) has developed a large member base of SDFs who have dialogued, debated and grappled with the policy environment as well as the application best practice in this segment of the skills development field for a few years now.

Groundbreaking work has emerged from the South African Board for People Practices (SABPP) defining levels of professional registration for Human Resource Development (HRD), which includes vocational and occupational learning and skills development. It has become important that professionalisation and building of credibility strives for a balance between knowledge, practical application and experience and is continuously fostered to ensure relevance.

Experienced expert practitioners are invited to participate in the establishment of a professional body specifically for HRD/skills development practitioners that will represent the field of expert practice and enable this professional body.

The rising need for clarifying the formal routes of learning for education, training and skills development

practitioners in their respective careers in South Africa has also commanded the design and development of an inclusive articulation framework to map these routes and career pathways. This framework is the product of a task team made up of subject matter experts and HRD specialists drawn from accredited learning institutions, the ETDQA, the QCTO and the SABPP and will be released early in 2010. This articulation framework will inform educators, lecturers, skills trainers, HRD practitioners and facilitators of adult learning on clear career path progression, linked to professional recognition levels and awards for excellence. A preview of this articulation framework is to be released at the Skills Summit in March 2010.

Furthermore continuous professional development (CPD) learning programmes will now need to be carefully shaped to stimulate strategic leadership and professional practice in the field of skills development. All skills development practitioners and managers are hereby invited to join this exciting journey of continuous professional development.

[Mark Orpen](#)  
[Institute of People Development](#)  
[082 800 3609](#)



## National Certificate in OD-ETD Practices (NQF 6)

Starting February 2010

Thought leaders in work based learning are currently researching and refining best skills development practices through a continuous professional development (CPD) programme offered by The Institute of People Development (IPD) in Midrand, leading to a National Certificate in OD-ETD Practices - NQF 6.

Facilitated by leading practitioners, thinkers and policy makers in the fields of HRD & ETD; drawn from major corporations, government departments, parastatals and universities, this CPD programme brings together a team of scholars and some of the most talented, senior skills development professionals in South Africa.

To participate, contact us: 011 315-2913

website: [www.peopledev.co.za](http://www.peopledev.co.za)



EXCELLENCE IN PEOPLE