

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION A: QUALIFICATION DETAILS														
QUALIFICATION DEVELOPER (S)		Construction Industry Trust Fund												
TITLE	Certificate III in Hairdressing										NCQF LEVEL	3		
FIELD	Services		Sub-Field		Hairdressing					CREDIT VALUE	44			
New Qualification					<input checked="" type="checkbox"/>		Review of Existing Qualification							
SUB-FRAMEWORK		General Education			<input type="checkbox"/>		TVET			<input checked="" type="checkbox"/>		Higher Education		
QUALIFICATION TYPE	Certificate	I	<input type="checkbox"/>	II	<input type="checkbox"/>	III	<input checked="" type="checkbox"/>	IV	<input type="checkbox"/>	V	<input type="checkbox"/>	Diploma	<input type="checkbox"/>	Bachelor
	Bachelor Honours		<input type="checkbox"/>		Post Graduate Certificate					<input type="checkbox"/>		Post Graduate Diploma		
	Masters					<input type="checkbox"/>		Doctorate/ PhD						
RATIONALE AND PURPOSE OF THE QUALIFICATION														
<p>Government has identified high unemployment and poverty amongst youth as a national security risk, hence the need to train this section of the population in productive and income generating skills.</p> <p>Despite the country continuing to receive investments, these investments are biased towards capital intensive ventures. This situation has the inherent risk of unemployment continuing to surge, and the government, through its vital development policy paper, National Development Plan 11 (NDP 11), has identified areas of potential high employment uptake such as civil construction, agriculture, services, and manufacturing and has made a commitment to give these sectors extensive support with a view to making meaningful contribution the growth of the economy.</p> <p>Another policy document that makes mention of skills development as a vehicle towards inclusivity and provision of opportunities for all, is the Vision 2036 document under the of Human and Social Development (Pillar 2) which states that” Botswana society will be knowledgeable with relevant quality education that is outcome based, with emphasis on technical and vocational skills as well as academic competencies.”</p> <p>Hairdressing is one such sector with a high potential for employment uptake. As an emerging sector there is need for standardization that would give professionalization of this sector, hence the need for this qualification. Hairdressers, Barbers, Beauticians and related workers have also been forecasted as one of the priority occupations in demand for the future (HRDC, 2019).</p>														

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This qualification provides qualifying learners with the underlying hairdressing knowledge, skills and values in order to become competent practitioners in the health and beauty sector; be employed or self-employed within the industry and pursue further learning in specific areas of health and social services.

PURPOSE:

The qualification enables the qualifying learner to:

- Practice salon hygiene and safety health and environment.
- Provide salon reception services.
- Shampoo, condition and treat hair and scalp.
- Provide hairstyling services.
- Perform hair cutting services.
- Maintain professional standards at all times.

ENTRY REQUIREMENTS (including access and inclusion)

- NCQF Level 2 in General Education or TVET or equivalent.
- There shall be access through RPL and CAT in line with the National RPL and CAT policies.

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SECTION B QUALIFICATION SPECIFICATION	
Upon completion of this qualification, candidates will:	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Apply the principles of occupational health and safety in the work environment.	1.1 Identify hazards in the Workplace. 1.2 Assess possible risks in the workplace. 1.3 Practice Good Housekeeping. 1.4 Wear Appropriate Personal Protective Equipment.
2. Demonstrate knowledge to shampoo, condition and treat hair and scalp.	2.1 Prepare and maintain workstations, tools and equipment to meet hygiene and sanitation standards. 2.2 Identify different common hair and scalp conditions. 2.3 Select correct shampoo, conditioner and treatment for different hair types. 2.4 Apply Shampoo and hair conditioner according to industry standards. 2.5 Treat of hair and scalp according to industry standards.
3. Perform different hairstyling services.	3.1 Use select and sterilise styling tools for a different required services. 3.2 Identify various hair structure and condition as related to hair styling services. 3.3 Identify various hair structure and condition as related to hair styling services. 3.4 Select different styling products for specific applications and recommendations. 3.5 Conduct Hair styling services according to professional standards.
4. Demonstrate skill to carry out different hair cutting services.	4.1 Explain hair structure and condition as related to hair cutting service. 4.2 Sterilize selected hair cutting tools for a required cutting service.


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	<p>4.3 Use, care and handled Hair cutting tools with proficiency and according to standards.</p> <p>4.4 Conducted different hair cutting services according to professional standards.</p>
5. Demonstrate competence to maintain professional standards	<p>5.1 Provide service to clients in a structured, organised and professional manner.</p> <p>5.2 Put signage around a work area for safety issues.</p> <p>5.3 Operate the plant to carry out maintenance work.</p> <p>5.4 Carry out minor maintenance to a plant.</p>
6. Apply knowledge of Entrepreneurial principles in the workplace	<p>6.1 Plan for given work assignments.</p> <p>6.2 Implement a personal grooming plan.</p> <p>6.3 Comply with Client protection standards.</p>

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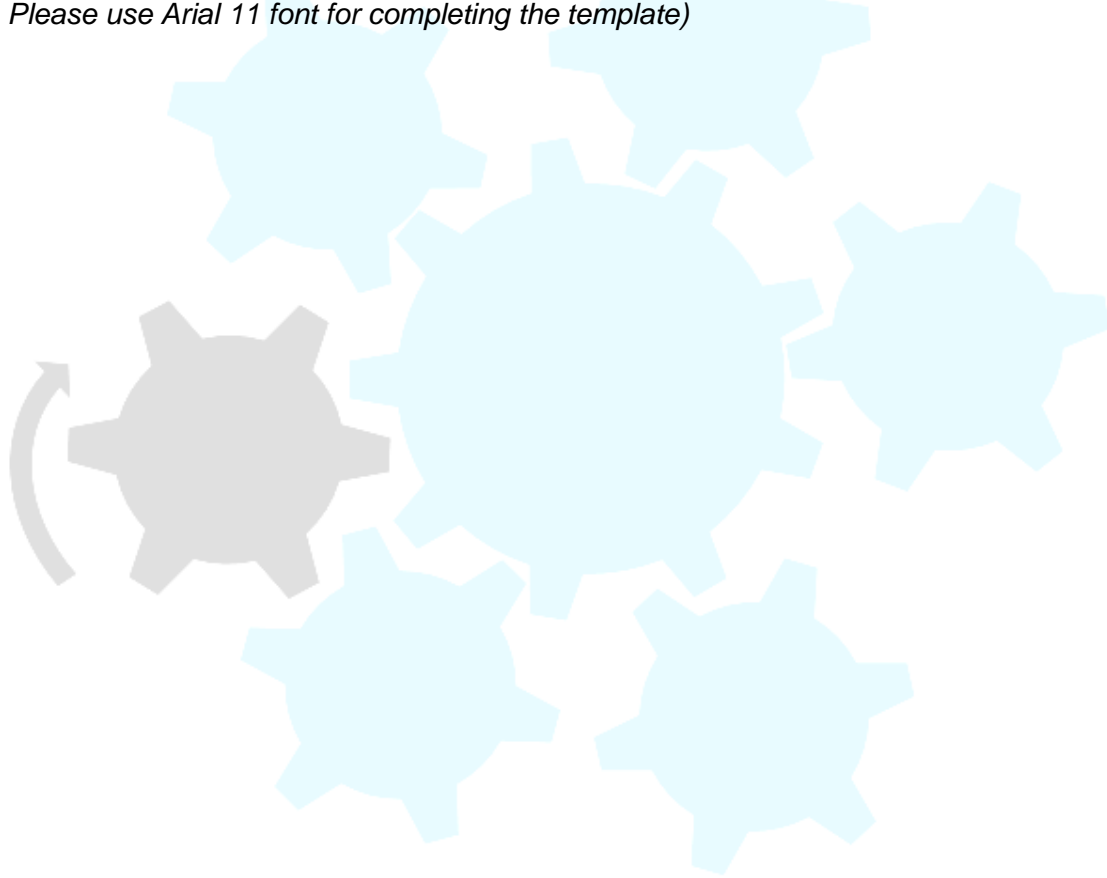
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SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total (Per Subject/ Course/ Module/ Units)
		Level [3]	Level [4]	Level []	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	Safety Health and Environment	3			3
	Fundamental Entrepreneurial Principles	3			3
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Introduction to Hairdressing Industry	3			2
	Hair Services Workstations and Clients	3			3
	Salon Hygiene	3			3
	Hair and Scalp Conditions	3			3
	Shampoo, Condition and Treat Hair and Scalp	3			3
	Perform Plaiting Style		4		4
	Hair Braiding and Extensions	3			4
	Perform Hair Roller Setting	3			4
	Perform Blow Drying	3			4
	Cut and Shave Hair	3			4
	Salon Tools and Equipment	3			2
	Personal Grooming Plan	3			2
ELECTIVE/ OPTIONAL COMPONENT	N/A				

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Subjects/Courses/ Modules/Units					
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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
3	41
4	4
TOTAL CREDITS	44
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
<p>The qualification consists of Fundamental and Core Components.</p> <p>To be awarded the Qualification learners are required to obtain a minimum of 44 credits as detailed below.</p> <p>Fundamental Components:</p> <p>The Fundamental components consist of foundational knowledge, all of which are compulsory and make up 6 credits.</p> <p>Core Components:</p> <p>The core components consist of modules containing applied knowledge and practical skills to the value of 38 credits which are compulsory.</p>	

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ASSESSMENT ARRANGEMENTS

All assessments leading/contributing to the award of credits or a qualification shall be based on learning outcomes and/or sub-outcomes.

1. Formative assessment :

Formative or continuous assessment would be conducted to inform teaching and learning and establish the learner's level of readiness for progression to the next learning unit or module.

Formative assessment shall constitute 60% of the Final grade.

2. Summative assessment :

Internal summative assessments shall be carried out in accordance all applicable examination rules, and the weighting of the assessment shall constitute 40% of the Final grade.

All assessment shall be carried out by Assessors registered and accredited with BQA or any other recognized authority.

MODERATION ARRANGEMENTS

There shall be internal and external moderation carried out by Moderators registered and accredited with BQA or any other recognized authority, and in accordance with relevant national and ETP policies and guidelines.

RECOGNITION OF PRIOR LEARNING

There will be provision for award of this qualification or for the award of credits towards the qualification through RPL assessment in accordance with applicable and relevant national and ETP RPL policies.

CREDIT ACCUMULATION AND TRANSFER

Candidates would be allowed to accumulate enough credits that would warrant them the award of the qualification. This would include transfers of credits from previous learnings.

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PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Articulation and Education Pathways

Horizontal Articulation:

Graduates of this qualification may consider pursuing to other qualifications on the same levels in the field of landscaping such as:

- Certificate III in Beauty Therapy
- Certificate III in Make Up
- Certificate III in Manicure and Pedicure

Vertical Articulation:

Learners may progress to higher level in the same field such as

- Certificate IV in Hairdressing
- Certificate IV in Beauty Therapy

Employment Pathways

Learners who attain this qualification will have competencies and attributes to work as:

- Salon Assistant
- Hairdresser

QUALIFICATION AWARD AND CERTIFICATION

To be awarded the qualification the candidate must have met the following requirements:

- All exit level outcomes
- Minimum **44** credit requirements

Certification:

Upon completion of the qualification the candidate will be awarded a certificate for **Certificate III In Hair Dressing**.

REGIONAL AND INTERNATIONAL COMPARABILITY

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Benchmarking has been done against qualifications registered in neighbouring countries within the region like South Africa and beyond to appreciate what is typical of this level and type of qualification out there, in relation to graduate profiling, scope and depth of content, to ascertain regional and international comparability and articulation of the proposed qualification. The outcomes of this process are highlighted below

The following Similarities and Differences of the qualifications examined were observed.

Similarities

The exit level outcomes of the 4 qualifications examined are similar and their scope covers core Hairdressing outcomes that include skin and hair analysis, shampoo and basin services, barbering, plaiting, and braiding. The scope also covers modern salon operations, chemical safety, blow drying and roller setting.

Since the qualification is skills based, assessment is integrated, and competencies are achieved through the design and development of assessment activities that make use of a variety of assessment methods and tools that measure not only the learner's knowledge and ability to perform practical tasks and activities within a familiar context, but which also challenge learners to demonstrate their ability to deal with problem situations that might or can arise in the workplace from time and which require learners' to demonstrate their ability to adapt their performance to meet the requirements of changed circumstances and to reflect on what they are doing and why.

Differences

While all the four qualifications contain similar core Hairdressing modules and outcomes, there are slight variations when it comes to the peripheral outcomes. The South African qualification from The College of Cape Town have included Prepare for and apply, day, evening, bridal and photographic make-up, while the Australia one from TAFE NSW Queensland, Australia have incorporated the creation of combined traditional and classic men's haircut structures

Another difference is the disparity of credit and duration between the qualifications. The South African qualification has 121 credits, while the other qualifications have not specified their credits, but have rather spelt

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out duration, with the qualification from Kenya being 6 months, 720 hour for the UK qualification, and the Australian qualification not specifying either the number of credits or the duration.

Comparability and Articulation of Proposed Qualification

The proposed qualification generally compares well with the qualifications studied since the exit outcomes cover similar scope and depth and are aligned to exit-level descriptors typical of this level and as done within the region and beyond as well as competencies required for employment as a Hairdresser.

The proposed qualification has also included fundamentals that include communication skills, entrepreneurship, and occupational health and safety to ensure that there is provision for development of attributes, thus offering the learners with a window of opportunity for self-employment.

REVIEW PERIOD

The qualifications shall be reviewed after 5 years or when the need arise.

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