

	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 Small Stock Production										NCQF LEVEL	3		
FIELD	Agriculture and Nature Conservation			SUB-FIELD		Small Stock Production			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			<input type="checkbox"/>		
	Masters						<input type="checkbox"/>	Doctorate/ PhD						<input type="checkbox"/>
RATIONALE AND PURPOSE OF THE QUALIFICATION														
<p>RATIONALE:</p> <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 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>Small stock Production 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. The Human Resources</p>														

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Development Council (HRDC) report of 2016, *Top Occupations in Demand*, listed Agronomists and Breeders as those occupations that would be in demand in the future.

PURPOSE:

The purpose of this qualification is to equip candidates with knowledge, skills and competencies to:

- Select breeding stock.
- Determine the stocking rate.
- Calculate Inputs for production and husbandry practices.
- Classify different stock by species, breeds and their classes.
- Manage and care for small stock.
- Package, store and market Small Stock produce.
- Keep proper records for Health and Production.
- Maintain farm structures.

ENTRY REQUIREMENTS (including access and inclusion)

- Must have acceptable basic education NCQF Level II, Certificate II or equivalent.
- Admission shall also be through RPL.
- Mature entry learners shall also be admitted.

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SECTION B		QUALIFICATION SPECIFICATION	
Upon completion of the programme for this qualification, candidates will:			
GRADUATE PROFILE (LEARNING OUTCOMES)		ASSESSMENT CRITERIA	
1.0	Demonstrate skill to separate stock by species, breeds and select breeding stock.	1.1	Apply knowledge of Breeding Stock Selection Criteria to select appropriate breeding stock.
		1.2	Separate species and breeds of small stock.
		1.3	Paddock small stock according to their various classes.
2.0	Demonstrate knowledge to control stocking rate and ratios.	2.1	Calculate stocking rates for small stock productions.
		2.2	Apply stocking (breeding) ratios for small stock under different production systems.
3.0	Apply knowledge of husbandry practices to determine inputs for production.	3.1	Identify the necessary inputs required to establish a small stock farm.
		3.2	Use tools and equipment for production and husbandry practices according to manufactures specification.
		3.3	Calculate the output of small stock production.
4.0	Perform the treatment of Pests and Diseases in small Stock.	4.1	Identify common pests in small stock and their appropriate pesticides.
		4.2	Perform disease control activities according to industry standards.
		4.3	Apply preventative measures for common diseases in small stock
		4.4	Safely handle pharmaceutical drugs applicable to pest and diseases in small stock.
5.0	Demonstrate competence to manage a small stock farm.	5.1	Select farm site.
		5.2	Use proper pen and shelter design and construction requirements to construct pens.
		5.3	Install suitable feeding and drinking troughs.
		5.4	Determine Nutritional and Feeding requirements for different classes of sheep and goats.
		5.5	Apply acceptable identification and marking methods according to standards.

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	<p>5.6 Perform castration using acceptable methods and according to standards.</p> <p>5.7 Carry out tail docking on sheep using proper technique and according to standards.</p> <p>5.8 Perform proper hoof trimming technique according to standards</p> <p>5.9 Dehorn small stock according to standards.</p> <p>5.10 Perform proper oral Dosing of Deworming formulations according to standards.</p> <p>5.11 Facilitate for stock on heat to mate with buck.</p> <p>5.12 Take care of Pregnant Ewes/Does according to standards.</p> <p>5.13 Take care and Management of Nursing/Lactating Ewes according to standards.</p> <p>5.14 Care for new-born Animals (Lambs and Kids) according to standards.</p>
6.0 Demonstrate skill to package Small Stock Produce for the Market	<p>6.1 Apply correct Milking, treatment, packaging and storing of dairy products according to standards.</p> <p>6.2 Apply Care during slaughtering and flaying, packaging of meat and storing.</p> <p>6.3 Store produce appropriately to preserve its freshness</p> <p>6.4 Label the packaging to include all required information by law</p>
7.0 Apply the principles of Occupational Health and Safety in the Work Environment	<p>4.5 Identify hazards in the Workplace</p> <p>4.6 Asses possible risks in the workplace</p> <p>4.7 Practice Good Housekeeping.</p> <p>4.8 Wear Appropriate Personal Protective Equipment</p>
8.0 Demonstrate knowledge of Entrepreneurial principles in the workplace	<p>8.1 Plan for given work assignments</p> <p>8.2 Solve problems creatively in the workplace</p> <p>8.3 Mobilise people and resources to execute tasks.</p> <p>8.4 Create value through implementation of innovative ideas</p>

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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>	Personal wellness	3			2
	Safety, health and environmental protection	3			2
	Productive work requirements	3			2
	Fundamental entrepreneurial principles	3			3
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Small stock production systems		4		3
	Breeds of goats and sheep	3			2
	Stocking rates and Breeding ratios	3			4
	Pest Control in Small Stock Farming	3			2
	Kidding, lambing and after care of small stock	3			2
	Weaning of small stock	3			2
	Herding of small stock	3			2
	Body condition scoring of small stock	3			3

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	Small Stock Nutrition and Pasture Management		4		3
	Small Stock identification and Branding	3			3
	Small Stock Breeding	3			2
	Managements and feeding of the goat and sheep herd	3			2
	Management of Pregnant stock	3			2
	Small Stock Diseases and Treatment	3			3
ELECTIVE/ OPTIONAL COMPONENT Subjects/Courses/ Modules/Units	N/A				

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
3	38
4	6
TOTAL CREDITS	44

Rules of Combination:
(Please Indicate combinations for the different constituent components of the qualification)

The qualification consists of Fundamental and Core Components.

To be awarded the Qualification learners are required to obtain a minimum of **44** credits as detailed below.

Fundamental Components:

The Fundamental components consist of underpinning knowledge and practice in Small Stock Production to the value of **9** credits all of which are compulsory.

Core Components:

The core components consist of modules containing applied knowledge and practical skills to the value of **35** credits which are compulsory.

Elective Components:

There are no Electives for this qualification.

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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 Mark.

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 Mark.

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 BQA, or any other recognized authority.

RECOGNITION OF PRIOR LEARNING

Candidates may submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the award of credits towards the qualification in accordance with applicable RPL policies and relevant national-level policy and legislative framework.

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.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

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Horizontal Articulation:

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

- Certificate III in Poultry Production
- Certificate III in Rabbit Production
- Certificate III in Piggery
- Certificate III in Bee keeping
- Certificate III in Beef Production

Vertical Articulation:

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

- Certificate IV in Animal Health and Production
- Certificate IV in Range management
- Certificate IV in Small Stock Breeding

Employment Pathways

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

- Farm Attendant
- Farm Assistant
- Small Stock Farmer

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 award of the **Certificate III in Small Stock Production** qualification.

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REGIONAL AND INTERNATIONAL COMPARABILITY

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

Similarities

All the qualifications, with the exception of the one offered at the Potchefstroom College of Agriculture in South Africa, are generalist agriculture qualification, covering other areas of agriculture such as horticulture, beekeeping, land management, and livestock breeding. The qualifications are long term with the ones offered at the Brooksby Melton College in the United Kingdom and the Namibian School of Agriculture and Environment going up to 2 years, one year in New Zealand, and the South African qualification having 120 Credits.

The qualifications share similar outcomes and modules which form the core of the qualification. These include agri-business, land management, livestock breeding, and agricultural practices. Since the qualification is skills based, assessment is integrated, with a combination of theory, applied theory and practical subjects across a broad range of subjects. In Namibia, there is also a 150 hours of work experience that will be a mixture of industrial work placements and farm duties at college. At Brooksby Melton College, the learners have an opportunity to attend local fairs where they would be exposed to real-life agricultural experiences.

In all the qualifications examined, the qualification acts as entry point for learners wishing to articulate to higher level qualifications in Agriculture. The qualification also allows learners to able to articulate to other occupations within the agricultural pharmaceutical operations such as laboratory assistant, marketing and selling of agricultural pharmaceutical products and fertilisers. In the United Kingdom, the “job-ready” learners join the job market as:

- Shepherds
- Herdsmen
- Tractor Operators
- Agricultural Representatives

Differences

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Differences include the duration of the qualifications. In the UK and Namibia, the length of training is two years, while in New Zealand the duration is only one year. The credit weighting in most of the qualifications, except South Africa, have not been stated, thus making it difficult for comparison.

No other differences have been noted.

Comparability and articulation of the proposed qualification with the ones examined

The proposed qualification generally compares well with the qualification 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 small stock producer.

While the qualifications cover a broad spectrum of agricultural activities, the main focus of this proposed qualification is small stock production, and all the learning outcomes and modules have been crafted to achieve this. This has had the effect of making the credit weighting and duration lower than that of the qualifications examined.

What really sets this qualification apart from the qualifications examined is that there is provision for development of attributes such as effective communication and entrepreneurship, thus offering the learners with a window of opportunity for self-employment

REVIEW PERIOD

The qualification shall be reviewed after 5 years.

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