

QUALIFICATION SPECIFICATION						
						SECTION A
QUALIFICATION DEVELOPER		Ministry of Employment, Labour Productivity and Skills Development				
TITLE		Certificate III In Bricklaying and Plastering		NCQF LEVEL		3
FIELD		Physical Planning and Construction		SUBFIELD		Bricklaying and Plastering
New qualification		✓	Review of existing qualification			
SUB-FRAMEWORK		General Education		TVET	✓	Higher Education
QUALIFICATION TYPE		Certificate	✓	Diploma		Bachelor
		Bachelor Honours		Master		Doctor
CREDIT VALUE					40 Credits	
RATIONALE AND PURPOSE OF THE QUALIFICATION						
<p>RATIONALE</p> <p>The Botswana Vision 2036 states that development of the human capital and the informal sector and the micro and small enterprises (MSES) are essential in achieving the VISION 2036 pillars, Sustainable Economic Development and Human and Social Development. Although Botswana has been fortunate to experience unprecedented economic growth since independence, this has not generated enough jobs to reduce unemployment. The most severely hit group amongst the unemployed is the youth, who account for about 51.7 % of the total unemployed, with the 15-19 age group most affected.</p> <p>The National Development Plan (NDP) 11 captures Technical and Vocational Education and Training (TVET) as the main key to creation of employment, because the white-collar job market is saturated. On a similar note, the Botswana Vision 2036 states that development of the human capital and the informal sector and the micro and small enterprises (MSE's) are essential in achieving the VISION 2036 pillars, including but not limited to Sustainable Economic Development and Human and Social Development. The country's vision in respect of MSEs in particular is that Botswana will have a vibrant micro and small enterprise sector that contributes significantly to the economy, creating decent jobs and providing sustainable livelihoods for Batswana. Initiatives that support this sector couldn't be more relevant against a backdrop of youth unemployment levels hovering around 20% (VISION 2036, 2016). Furthermore, the Human Resource Development Council (HRDC 2016) Top Occupations in demand Strategy states that economic diversification is critically tied to having the right skills in place for the diversification to take place.</p>						

Skills shortage is a major challenge within the construction sector. Links between training institutions and construction sector should be encouraged to ensure the construction sector has input in the curriculum. This would help integrate education system and sector needs and trends (Kaboyakgosi & Sengwaketse 2003). With the country having one of the fastest growing economies, the supply and demand of Bricklayers does not match, thus leading to the need towards training more Bricklayers, hence the development of this qualification.

PURPOSE

The purpose of the qualification is to produce an artisan assistant with knowledge, skills and competence to:

- perform a range of functions including business communication,
- use ICT equipment and applications.
- use basic construction tools and equipment for performing bricklaying and plastering.
- produce and interpret basic engineering drawings.
- work at heights.
- perform setting out as well as constructing foundations and slabs in accordance with established codes of practice and relevant legations.

People holding this qualification should be able to perform routine work under supervision and take some responsibility for own learning and completion of work.

ENTRY REQUIREMENTS (including access and inclusion)

Minimum entry requirement for this qualification is a:

NCQF level 2, Certificate II (General Education or TVET) or equivalent

Recognition of Prior Learning (RPL):

There will be access through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) in accordance with the RPL and CAT National Policies.

QUALIFICATION SPECIFICATION		SECTION B
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA	
<p>Communicate with clients, colleagues and others using appropriate forms of communication techniques.</p>	<ul style="list-style-type: none"> • Use written, verbal, non-verbal communication appropriate to the target audience. • Interpret stipulated instructions or requirements. • Apply information acquired in the performance of tasks or discussions with other people. • Apply relevant definitions, terminology, abbreviations and language. • Present information using appropriate language and formats. • Construct clear sentences to produce a written logical and coherent piece of writing. • Use appropriate presentation formats and styles of writing to produce error free business documents. 	
<p>Utilise ICT for information retrieval and processing as well as communication and collaboration with others</p>	<ul style="list-style-type: none"> • Use ICT responsibly and ethically. • Manage information using ICT. • Organize and synthesize information using ICT. • Implement data loss prevention strategies using ICT. • Present information in a variety of formats using ICT. 	
<p>Utilize and maintain common Bricklaying and Plastering hand and power tools in accordance with organizational requirements.</p>	<ul style="list-style-type: none"> • Carry out tasks as per job specification, adhering to health, safety, and quality standards • Examine the nature of work to be done to determine tools to be used. • Use appropriate hand tools and equipment safely to carry out bricklaying and plastering process. • Clean and store hand and power tools after use in accordance with established codes of practice 	
<p>Demonstrate ability to use building materials (bricks, aggregates, and binding).</p>	<ul style="list-style-type: none"> • Carry out tasks as per job specification, adhering to health, safety, and quality standards 	

	<ul style="list-style-type: none"> • Examine job specification to determine the type, properties, and quality of materials to be used. • Select appropriate materials in accordance with job specifications. • Carry out work in accordance with the client’s specifications. • Perform quality checks on the work done and make improvement as needed. • Clean tools and equipment and store them in appropriate places in accordance with organizational requirements. • Prepare report on the work done.
<p>Construct a wall as per the job specifications.</p>	<ul style="list-style-type: none"> • Carry out tasks as per job specification, adhering to health, safety and quality standards • Examine job specification to determine the type and properties of brick or block to be used. • Select appropriate tools to carry out the work. • Use appropriate tools and equipment to construct the walls. • Lay bricks/blocks using specified bonding techniques to construct the required structure. • Perform quality checks on the work done and make improvement as needed. • Clean and store tools in appropriate places after use in accordance with organizational requirements. • Prepare report on the work done.
<p>Produce and interpret basic engineering drawings and specifications in accordance with established codes of practice.</p>	<ul style="list-style-type: none"> • Examine job specifications and determine tools and equipment to be used. • Select and use appropriate instruments, equipment and associated materials to produce the required working drawings. • Adhere to established codes of practice in relation to use of scale, symbols and graphical representations including freehand sketches, isometric and orthographic projections as well and rules of dimensioning.

	<ul style="list-style-type: none">• Interpret the working drawings and associated information to produce a list of materials to be used for the construction of the required building structure.• Present working drawings and associated information using appropriate layouts and formats in line with practice standards and organizational requirements.• Perform quality checks on the work done and make improvement as needed.• Clean instruments and equipment and store them in appropriate places in accordance with organizational requirements.• Prepare report on the work done.
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QUALIFICATION STRUCTURE			
SECTION C			
FUNDAMENTAL COMPONENT	Title	Level	Credits
Subjects / Units / Modules /Courses	Communication Skills	3	3
	Information and Communication Technology	3	3
CORE COMPONENT	Tools and equipment	3	5
	Building materials	3	7
	Sub- structure	3	12
	Basic Engineering Drawing	3	10
ELECTIVE COMPONENT	Not applicable		
Rules of combinations, Credit distribution (where applicable):			
A candidate is required to achieve a total of 40 credits for this qualification, inclusive of 6 credits of fundamental units, 34 for core units.			
ASSESSMENT AND MODERATION ARRANGEMENTS			
<p>ASSESSMENT ARRANGEMENTS</p> <p>All assessments, formative and summative, leading/contributing to the award of credits or a qualification should be based on learning outcomes and/or sub-outcomes.</p> <p>Formative assessment</p> <p>Formative assessment or continuous assessment contributing towards the award of credits should be based on course outcomes. The contribution of formative assessment to the final grade shall be 60%.</p> <p>Summative assessment</p> <p>Learners shall undergo assessment including written and practical and simulated projects. The final examination for each course contributes 40% of the final mark for that course.</p> <p>MODERATION ARRANGEMENTS</p>			

Internal and external moderators to be engaged will be BQA accredited subject specialists in relevant fields with relevant industry experience and academic qualifications.

Both internal and external moderation shall be done in accordance with applicable policies and regulations.

Recognition of Prior Learning (RPL)

There shall be provision for award of the qualification through Recognition of Prior Learning (RPL) in accordance with institutional Policies in line with the National RPL Policy.

Candidates may submit evidence of credits accumulated in related qualification in order to be credited for the qualification they are applying for.

PROGRESSION PATHWAYS (EDUCATION AND EMPLOYMENT)

Learning Pathways

Horizontal Articulation

Graduates of this qualification may consider pursuing related qualifications in the following:

- Certificate III in carpentry & joinery
- Certificate III in Plumbing and Pipe fitting
- Certificate III in Painting and Decoration
- Certificate III in Architectural Draughting

Vertical Articulation

Graduates may progress to level 4:

- Certificate IV in Bricklaying and Plastering
- Certificate IV in Carpentry & Joinery
- Certificate IV in Architectural Draughting
- Certificate IV in Plumbing and Pipe fitting
- Certificate IV in Painting and Decoration

Employment Pathways

Holders of this qualification can work as:

- Assistant Bricklayer/ Block layer

- Technical assistant
- General construction operator assistant

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve the stipulated minimum of **40 credits** inclusive of **6 credits for fundamental** and **34 credits of core components**, to be awarded the qualification.

Certification

Candidates meeting the prescribed requirements will be awarded **Certificate III in Bricklaying and Plastering** in accordance with standards prescribed for the award of the qualification and applicable policies.

REGIONAL AND INTERNATIONAL COMPARABILITY

South African Qualifications Authority (SAQA) National Certificate In Construction Masonry (NQF Level 3, 120 Credits)

The qualification is intended to develop knowledge and competence in:

- Health and safety
- Basic first aid
- Construction of masonry superstructures using concrete hollow and solid units
- Erect, use and dismantle access equipment
- Setting out, excavation and casting concrete strip foundations
- Building foundation walling
- Apply plaster to surfaces
- Prepare for plastering

Assessment strategies employed for this qualification include formative assessments entailing written tests, demonstrations and a number of self-assessments. Summative assessment consists of written tests, assignments, case studies and practical demonstrations. People with relevant prior knowledge and current competence may be evaluated against this qualification through RPL. Processes to attain credits and certification.

Candidates are required to achieve a minimum of 120 credits inclusive of 43 credits for fundamental units, 52 credits for core and 25 credits for elective units. The qualification has been designed and structured so that qualifying learners can move from one context to another.

Employment pathways for the qualification holders include working as bricklayer, block layer, and paver.

Australia Certificate III In Bricklaying/Block laying (12 Months)

The qualification is intended to develop knowledge and competence in practical and theoretical aspects of the trade.

- Bricklaying and block laying using mortar, which is usually a mixture of cement, lime and sand.
- Working drawings of buildings.
- Basic mathematics.
- Construction of arches and building fire places.

Assessment strategies employed for this qualification are designed to provide learners with opportunities to demonstrate what they have attained (the required skills and knowledge) using a range of practically based activities and tasks, as required by recognized standards. To achieve this qualification, students must demonstrate competency in a total of 27 units

(21 core units and 6 elective units). Graduates may pursue Diploma of Building and Construction, Advanced Diploma of Building Design (Architectural) or the Advanced Diploma of Building Surveying. Graduates may work as Bricklayers and block layers.

Namibian Qualifications Authority National Vocational Certificate in General Construction (Level 3) (Bricklaying and Plastering) 127 Credits

This qualification recognises people who have the competencies required for performing bricklaying and plastering tasks. It is awarded to people who have demonstrated the skills and knowledge required to perform a range of bricklaying tasks which includes:

- Use bricklaying and plastering machine tools, plants and equipment
- Use concreting machine tools and small plant and equipment
- Develop innovative ideas for the bricklaying workplace Apply knowledge fundamental building science in different context.
- Apply fundamental knowledge of building drawing in different contexts.

The main focus is on the outcomes of this qualification, not the how, when and where learning occurred. Some people applying to do this qualification may currently be competent in one or more of the unit standards and should then be given the opportunity to apply for recognition of prior learning. All the unit standards listed are required.

The foreign qualifications examined are generally comparable in terms of exit outcomes, content scope; domains covered and credit weighting as well as assessment strategies though NQA did not indicate it. The differences noted are that information on credit weight has been given for the SAQA and NQA qualification while none has been provided for the Australian qualification.

This qualification compares well with the foreign qualifications examined above in that it emphasizes the same or similar competences, assessment strategies and attributes and that follows a structure typical of similar types and levels of qualifications.

REVIEW PERIOD

This qualification shall be reviewed every 5 years.