

QUALIFICATION SPECIFICATION							
SECTION A							
QUALIFICATION DEVELOPER		Ministry of Employment, Labour Productivity and Skills Development					
TITLE		Certificate III in Clothing Design and Technology				NCQF LEVEL	3
FIELD	Manufacturing, Engineering and Technology			SUB-FIELD	Clothing Design and Technology		
New qualification		√	Review of existing qualification				
SUB-FRAMEWORK		General Education			TVET	√	Higher Education
QUALIFICATION TYPE		Certificate	√	Diploma		Bachelor	
		Bachelor Honours		Master		Doctorate/ PhD	
CREDIT VALUE						40 Credits	
RATIONALE AND PURPOSE OF THE QUALIFICATION							
<p>RATIONALE</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 Small and Medium Enterprises (SME'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 SMEs is that Botswana will have a vibrant and small and micro 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).</p> <p>Furthermore, the Human Resource Development Council (HRDC) Top Occupations Strategy states that economic diversification is critically tied to having the right skills in place for the diversification to take place.</p> <p>The Clothing Industry in Botswana is currently dominated by imported ready to wear clothing in retail shops hence the need to grow the industry by producing Clothing Manufacturers and Designers. The (HRDC 2016) report on top occupations in demand identifies production and garment designers, patternmakers and</p>							

cutters, production designers and apparel technologists as some of the skills required within the Creative Industries and the Manufacturing sectors.

As manufacturing in Botswana has been identified as another way of diversifying the economy, which has been dependent on diamonds for a long time, it is imperative to build capacity for clothing design and manufacturing. The president of Botswana Textile and Clothing Association reported that the Trade Ministry's lobbying of retail chain stores to open for local textile players are yielding fruit. Entities like retail chain stores are turning to the local market for textile and apparel supply, supporting citizen enterprise and jobs, hence the need to introduce the new Clothing Design and Technology NCQF Level 3 qualification to train learners for employment in Clothing and Apparel business.

PURPOSE

The purpose of the qualification is to produce semi-skilled personnel with competence to perform functions in relation to:

- Sewing machine maintenance.
- Fabrics Science and Care.
- application of Sewing and Finishing Techniques.
- Patternmaking and Garment Construction.
- Effective use of Communication skills.
- Use Information and Communication Technology skills.

People holding this qualification should be able to perform routine work under minimal 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
Communicate with clients, colleagues and others using appropriate forms of communication techniques.		<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 (communication) documents.
Utilise Information and Communication Technology for information retrieval and processing as well as communication and collaboration with others.		<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
Select and use appropriate tools and equipment for basic clothing manufacturing projects in accordance with job specification and organizational requirements.		<ul style="list-style-type: none"> • Apply personal and workshop safety in the use of tools and equipment for Clothing manufacturing purposes • Select and use appropriate tools and equipment to carry out clothing and manufacturing processes. • Perform minor service on tools and equipment being used as needed. • Clean, store and secure tools and equipment in appropriate places after use.

<p>Select and use different types of fabrics according to their fibre source, origin, and properties, and perform fabric testing and cleaning for manufacturing purposes.</p>	<ul style="list-style-type: none"> • Apply personal and workshop safety in the use of tools and equipment to test and clean for fabric manufacturing purposes. • Examine job specification to determine the type of fabric to be used in terms of sources, origin and properties in line with practice standards and Organizational requirements. • Use appropriate methods to test fabrics for strength and durability before use in line with job specification and Organizational requirements. • Analyze information on care labels for instructions on caring of clothing. • Select appropriate methods to care for clothes including removal of stains, hand washing, airing, pressing and dry cleaning in line with types of fabrics dealt with and practice standards.
<p>Apply sewing techniques to sew types of seams, hand and machine stitches, with suitable haberdasheries to be used in Clothing manufacturing processes in line with Organizational standards</p>	<ul style="list-style-type: none"> • Apply personal and workshop safety in the use of tools and equipment for Clothing manufacturing purposes. • Select and use appropriate tools and equipment to carry out clothing and manufacturing processes including seams and stitches in line with job specification. • Select and prepare fabrics and haberdasheries to be used to produce sewing samples. • Perform quality control and checks to ascertain conformity to job specification.

<p>Apply basic pattern making skills and operational techniques, including laying, cutting and sewing processes in constructions of patterns and garments in line with job specification.</p>	<ul style="list-style-type: none"> • Apply personal and workshop safety in the use of tools and equipment for Clothing manufacturing purposes. • Examine the job specification to determine fabrics to be used, processes to be carried out, tools and equipment to be used. • Prepare basic pattern blocks for garments manufacturing purposes using appropriate tools and instruments • Select and adapt accurate flat patterns from basic blocks • Label accurately pattern information and laying instructions on pattern components/pieces. • Select fabrics, production patterns, lay, cut and label work to be used to carry out production processes in line with job specification and organizational requirements. • Perform basic joining methods such as sewing, pressing and other related operations and check work for conformity to job specification and quality standards. garment
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QUALIFICATION STRUCTURE			
SECTION B			
FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Title	Level	Credits
	Communication Skills	3	3
CORE COMPONENT Subjects / Units / Modules /Courses	Information and Communication Technology	3	3
	Tools, Equipment and Machine maintenance	3	4
	Fabrics Science and Care	3	10
	Sewing and Finishing Techniques	3	10
ELECTIVE COMPONENT Subject/Units/ Modules/Courses	Patternmaking and Garment Construction	3	10
	N/A		
RULES OF COMBINATIONS ,CREDIT DISTRIBUTION (where applicable)			
Rules of combinations Candidates are required to achieve 40 credits for this qualification.			
Credit distribution Level 3 total credits are inclusive of 34 credits for core and 6 credits for fundamental units.			
ASSESSMENT AND MODERATION ARRANGEMENTS			
ASSESSMENT ARRANGEMENTS 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.			
Formative assessment 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% .			
Summative assessment 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.			
MODERATION ARRANGEMENTS 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.

RECOGNATION OF PRIOR LEARNING (RPL) if applicable

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 to be credited for the qualification they are applying for.

PROGRESSION PATHWAYS. (Learning and Employment)

Learning Pathways

Horizontal Articulation

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

- Certificate III in Clothing Design and Technology
- Certificate III in Applied Textile Design NCQF
- Certificate III in Fashion Merchandising NCQF
- Certificate III in fashion marketing and buying NCQF

Vertical Articulation

Graduates may progress to level 4 in:

- Certificate IV in Dressmaking and Pattern Cutting
- Certificate IV in Fashion Design

Employment Pathways

Graduates attaining this qualification, may work as:

- Machinist/Seamstress
- Workshop assistant
- Showroom assistant
- Sample maker

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve a minimum of **40 credits** for the qualification inclusive of **6 credits for fundamentals** and **34 credits for core** to be awarded the qualification.

Certification

Candidates meeting prescribed requirements will be awarded **Certificate III in Clothing Design and Technology** certificate in accordance with standards prescribed for the award of the qualification and applicable policies.

REGIONAL AND INTERNATIONAL COMPARABILITY

Benchmarking has been done against a sample of similar types of levels qualification offered within the region and beyond to appreciate international trends and practices in relations to exit level descriptors and scope of content covered and ascertain regional and international comparability and articulation of the proposed qualification. The outcomes of this process are highlighted below.

University of Manitoba (GQA- Ghana)

University of Manitoba Certificate in Fashion Design, NQF level 5, which is worth 138 credits, is intended to develop knowledge, skills and competencies in relation to Fashion Design\Draw, Design Development, Coloring /Textile, CAD in Design, Intro to Measurements, Patternmaking 1&2, Cutting for Sewing, and Sewing. Fundamental skills include Communication and Marketing.

Assessment's strategies include examinations and portfolio. Candidates are required to achieve a minimum of 138 credits inclusive of core and fundamentals.

Holders of this qualification may be exempted from relevant modules or courses of higher-level qualifications enrolled for where applicable. Graduates may be eligible for direct entry to Degree in Fashion Design or other equivalent qualification in a cognate area.

Employment pathways include career or self-employment in the field of Fashion, Production industry assistant, Assistant in cottage industry.

Design Academy of Fashion (SAQA-South Africa)

Design Academy of Fashion Certificate in Fashion Design, NQF level 5, which is worth 120, is intended to develop knowledge, skills and competencies in relation to Fabric and Textile Care, History of Fashion, costumes for different cultures, Finishing Techniques, Design and Construction of patterns for Garments, Computer Aided design (CAD) skills and Business Management. Electives subjects include Public Relations, Marketing and Human Resource Management. Assessment's strategies include tests, assignments, examinations, practical work and projects. Candidates are required to achieve a minimum of 120 credits inclusive of core, fundamentals and electives.

Holders of this qualification may be exempted from relevant modules or courses of higher-level qualifications enrolled for where applicable. Graduates may be eligible for direct entry to Degree in Fashion Design or other equivalent qualification in a cognate area.

Employment pathways include Fashion Designer, Clothing Designer, Clothing Manager, Colour Consultant, Fashion Editor and Fashion Buyer

Pearl Academy (IQA- India)

Pearl Academy Craft Certificate in Fashion Design and Technology, which is worth 104 credits, seeks to develop knowledge, skills and competencies in relation to health and safety, commercial aspects of the Apparel Industry, Understand fashion business.

Candidates are required to achieve a minimum of 60 credits inclusive of core, fundamentals, and electives. Graduates may be eligible for direct entry to Advances certificate in Fashion Design or other equivalent qualification in a cognate area. Graduates of this qualification may be self-employed or qualify for employment within the fashion industry as sample makers, assistant's designers, assistants in wholesale and retail, and production machine operators.

The qualifications noted above are generally comparable in terms of main exit outcomes, qualification structure, education, and employment pathways. The difference observed is that the IQA qualification has a lower credit weighting and content scope than the GQA qualification. Unlike the GQA qualification the IQA has a component of Fabric Embellishment. Employment pathways are similar as graduates can either be self-employed or work in Fashion business.

White cliff College (NZQA-New Zealand)

White cliff College Certificate in Fashion Design NQF level 4, which worth 60 credits., seeks to develop knowledge, skills, and competencies in relation to health and safety, structures and roles within the fashion industry, fashion design project from concept to completion, appraisal of products. Candidates are required to achieve a minimum of 60 credits inclusive of core, fundamentals, and electives. Graduates may be eligible for direct entry to Diploma or degree in Fashion Design or other equivalent qualification in a cognate area. Graduates of this qualification may be self-employed or qualify for employment within the fashion industry as community educators, designers, assistants in wholesale and retail, production machine operators.

The qualifications noted above are generally comparable in terms of main exit outcomes, qualification structure, education, and employment pathways. The difference observed is that the SAQA qualification has a higher credit weighting and a wider content scope than the NZQA qualification. Unlike the SAQA qualification the NZQA has a component of footwear design. Employment pathways are similar as graduates can either be self-employed or work in Fashion business.

Comparability and articulation of the proposed qualification with the ones examined

The qualification designed compares well with the regional and international qualifications examined above in that it emphasizes the same or similar competencies and attributes and that it follows a structure typical of similar types and levels of qualifications. The main difference observed is in credit weightings, which ranges from 120 to 138 regionally and 60 to 104 internationally whereas for Botswana qualification is only 40 credits as per the NCQF.

REVIEW PERIOD

This qualification shall be reviewed every 5 years.