

QUALIFICATION SPECIFICATION							
SECTION A							
QUALIFICATION DEVELOPER		Botswana University of Agriculture and Natural Resources					
TITLE		Bachelor of Agribusiness				NCQF LEVEL	7
FIELD	Agriculture and Nature Conservation			SUB-FIELD		Agribusiness	
New qualification		√	Review of existing qualification				
SUB-FRAMEWORK	General Education			TVET		Higher Education	√
QUALIFICATION TYPE	Certificate			Diploma		Bachelor	√
	Bachelor Honours			Master		Doctor	
CREDIT VALUE						528	
RATIONALE AND PURPOSE OF THE QUALIFICATION							
<p>Rationale for the Qualification</p> <p>The Agriculture Sector Human Resource Development Plan developed in 2015 identified the following occupation codes “1224: Small Business Managers”, “1211: Finance Managers”, “2412: Financial and Investment Advisors”, 2413: Financial Analysts”, “Project Managers (uncoded)” and “2631: Agricultural Economists” among the top 20 occupations identified by employers as being in high demand at a national level. These occupations were (and are still) experiencing short term shortages in the labour market and showed relatively strong employment growth in the long term. Entrepreneurship, innovation, business incubation, finance and accounting were identified as priority and core skills in immediate need in both the Agricultural and the Business and Financial Services sectors in Botswana (Human Resource Development Council, 2016). The National Development Plan (NDP) 11 (April 2017 – March 2023) emphasizes and calls for concerted efforts to be made towards resourcing initiatives that promote entrepreneurship development, with a view to stimulating economic activities, including youth and women’s economic empowerment business initiatives that will generate employment opportunities. Majority of these economic empowerment business initiatives are earmarked in the Agricultural sector to diversify Botswana’s economic base and promote food security in the country (Ministry of Finance and Economic Development, 2016).</p> <p>The National Policy on Agricultural Development review highlighted “Poor Agribusiness Skills” and “Weak Agro-Industries and Poor Linkages within the Value Chain” as some of the major challenges which</p>							

have tended to slow down the performance of the agricultural sector over the years. Despite these challenges, the Government is geared towards commercialization of the agricultural sector during the NDP 11 and national vision 2036 periods and beyond (Ministry of Agriculture, 2014). A needs assessment study was conducted nationally in Botswana in 2015 to solicit opinion among key agribusiness stakeholders on the need to establish new Agribusiness programmes at tertiary level. The results indicated about ninety (90) percent acceptance and support among key agribusiness stakeholders of introduction of a Bachelor of Agribusiness (Marumo, 2015) hence the proposal for this qualification.

Botswana's national Vision 2036 emphasizes transformation from resource-based to a knowledge-based economy through development of relevant sector-specific and globally competitive human capital to drive economic growth and diversification in the country. This qualification, if registered, will positively contribute toward attainment of Vision 2036 pillars of Sustainable Economic Development and Human and Social Development (Government of Botswana, 2016) and provide for market-driven Bachelors in Agribusiness programmes to fill both the short-and long-term sector demands for Agribusiness entrepreneurs, managers, innovators, business incubators, analysts, advisors and risk managers. The National Development Plan XI (2017) and the Education and Training Sector Strategic Plan (ETSSP) of 2015 – 2020, which drew from the Revised National Policy on Education (RNPE) of 1994 which seek to improve quality of education and training by eliminating mismatch between skills produced by the education system and the needs of the economy (Ministry of Education and Skills Development, 2015; Ministry of Finance and Economic Development, 2016). In order to manage successful commercial farms, farmers need to be advised on the most profitable enterprises to embark on and agribusiness professionals will be essential in this regard. In previous years, Botswana students have been sent abroad to study agribusiness at a high cost to the country compared to training in local institutions (MoE, 2006). Developing and registering a qualification for the Bachelor of Agribusiness will enable local higher education institutions to offer related programmes which will reduce the high cost of human capital development the country incurs in training learners abroad.

Purpose of the Qualification

The purpose of this qualification is to develop agri-business professionals with the necessary knowledge, skills and competences to:

- Demonstrate understanding and application of Agribusiness principles and processes.
- conduct market research.

- establish and manage their own agribusinesses effectively and profitably.
- conduct economic research and advise farmers on how to maximize financial returns in their agribusiness enterprises.
- Apply planning skills and communicate effectively in a variety of modes in the discourse of agribusiness and management.

ENTRY REQUIREMENTS (including access and inclusion)

Minimum entry requirement for this qualification is a:

NCQF level 4, Certificate IV (General Education or TVET) or equivalent, with a pass in relevant subjects, including English Language and Mathematics.

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	
Graduates of this qualification will:		
1. Apply the principles of financial management in agribusiness, including investment analysis, debt servicing and accounting systems.	1.1 Synthesize and apply the principles, concepts and contributing parameters of agricultural production, management, and agribusiness finance in an agribusiness environment. 1.2 Demonstrate how to organize financial information. 1.3 Prepare financial statements. 1.4 Analyze financial statements and produce financial reports that inform decision making.	
2. Analyze and interpret economic data and information	2.1 Analyze and interpret economic data and information. 2.2 Undertake appropriate research to analyze and evaluate a multidiscipline contemporary practice for application, development, and improvement in agribusiness. 2.3 Simulate a research process (planning, literature review, data collection and survey techniques, statistical and econometric analysis of both qualitative and quantitative data and data analysis) and produce a final report.	
3. Apply planning skills and communicate effectively in a variety of modes in the discourse of agribusiness and management.	3.1 Discuss how to plan in agribusiness management. 3.2 Demonstrate how to effective communication with government, business owners and other decision-makers to influence agribusiness policy outcomes. 3.3 Demonstrate social, professional, and ethical competence while working independently or in teams. 3.4 Write an agribusiness technical report. 3.5 Search, present and disseminate agribusiness information using ICT.	

4. Synthesize, assess and apply risk mitigation tools to minimize risk in agribusiness operations.	<p>4.1 synthesize, assess and create innovative solutions for complex agribusiness management issues to minimize risk.</p> <p>4.2 undertake risk assessment in agribusiness.</p> <p>4.3 develop and apply risk mitigation tools in agribusiness operations.</p>
5. Develop and evaluate business plans	<p>5.1 Prepare a comprehensive business plan.</p> <p>5.2 Evaluate a business plan.</p>
6. Evaluate different forms and operations of agricultural marketing systems.	<p>6.1 Evaluate different agribusiness marketing systems, types, stakeholders, value addition, and general set up of value chains.</p> <p>6.2 Describe commodity marketing and value chains</p>
7. Plan, allocate and manage agribusiness resources.	<p>7.1 Identify, quantify, and cost resources required for agribusiness operations.</p> <p>7.2 Allocate agribusiness resources effectively and efficiently</p> <p>7.3 Prepare enterprise budget.</p>
8. Evaluate and advise on implementation of regulations, policies and legal requirements in agribusiness.	<p>8.1 Interpret the impact of relevant legislation on agriculture operating environments and manage compliance.</p> <p>8.2 Explain contracts, negotiable instruments, the law of sales, torts, crimes, constitutional law, the uniform commercial code, and the court systems.</p>
9. Develop and manage different agricultural organizations.	<p>9.1 Explain forms of agricultural organizations and management styles.</p> <p>9.2 develop and manage an agricultural organization.</p>
10. Assess efficiency of agriculture value chains, from farm to fork, using advanced procedures and techniques	<p>10.1 Assess efficiency of agriculture value chains.</p> <p>10.2 Apply principles of sustainability and life cycle analysis to current and emerging practices in agribusiness value chains.</p> <p>10.3 Describe the effects of climate change, policies, social, economic, adaptation strategies, on efficiency of the value chains.</p>

QUALIFICATION STRUCTURE			
SECTION C			
FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Title	Level	Credits
	Communication and Academic Literacy Skills	6	12
	Computer Skills Fundamentals	6	12
	Introduction to the Food Industry	6	12
	Principles of Crop Production	7	12
	Fundamentals of Environmental Management	7	12
	Livestock Production	7	12
	Principles of Microeconomics	7	12
	Principles of Macroeconomics	7	12
CORE COMPONENT Courses	Agribusiness Management	7	12
	Mathematics for Economists	7	12
	Organizational Theory and Behaviour	7	12
	Agricultural and Food Marketing	7	12
	Industrial Organization	7	12
	Leadership in Agribusiness Organizations	7	12
	Theory and Practice of Entrepreneurship	7	12
	Statistics for Economists	7	12
	Financial Accounting	7	12
	Agribusiness Value Chain Analysis	7	12
	Agricultural Commodity Products Marketing	7	12
	Management Information Systems in Agribusiness	7	12
	Human Resource Management	7	12
	Financial Management	7	12
	Agricultural and Food Policy	7	12
	Research Methods	7	12
	Business Decision Making	7	12

	Agribusiness Procurement and Logistics Management	7	12
	Agribusiness Risk Management	7	12
	Farm Business Management	7	12
	Economics of Agricultural Development	7	12
	Project Management	7	12
	Production Economics	7	12
	Strategic Agribusiness Management	7	12
	Business Law	6	12
	Cooperatives Development and Management	6	12
	International Trade in Agricultural Products	7	12
	Rural Micro Finance	7	12
	Project Planning, Monitoring and Evaluation	7	12
	Agribusiness Taxation	7	12
	Rural Sociology	7	12
	Research Project	7	12
	Industrial Attachment	7	12
ELECTIVE COMPONENT Subjects / Units / Modules /Courses (Select three)	Fruit and Vegetable Processing	7	12
	Game Farming and Ranching	7	12
	Fodder Production	7	12
	Aquaculture	7	12
	Agricultural Machinery and Evaluation	7	12
	Plant Propagation	7	12
	Cereal crop production	7	12
	Legume, Oilseed and Fibre Crop Production	7	12
	Vegetable Production	7	12
	Floriculture	7	12
	Fruit Production	7	12
	Beef Production	7	12

	Beekeeping	7	12
	Poultry Production	7	12
	Ornamental Horticulture	7	12
	Dairy Production	7	12
	Sheep and Goat Production	7	12
	Livestock Product Processing	7	12
	Pig and Rabbit Production	7	12
	Ostrich Production	7	12
	Scientific Writing and Presentation Skills	7	12
	Agricultural Extension	7	12

Rules of combinations, Credit distribution (where applicable):

To complete this qualification a learner needs to attain at least 528 credits. 96 credits from fundamentals, 396 credits from core and 36 credits from the electives.

Level 6 – 60 credits

Level 7 – 468 credits

Total – 528 credits

SSESSMENT AND MODERATION ARRANGEMENTS

ASSESSMENT ARRANGEMENTS

Formative and Summative Assessments

Both formative and summative assessment will be used to assess learner competencies against this qualification.

Formative assessment

The contribution of formative assessment to the final grade is **50%**

Summative assessment

The contribution of summative assessment to the final grade shall be **50%**.

Research Project: Students will undergo a research project as part of the fulfilment of the award of the qualification.

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.

RECOGNITION OF PRIOR LEARNING (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 in order to be credited for the qualification they are applying for.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Progression Pathways

Vertical Progression

Holders of a Bachelor of Agribusiness qualification may progress to various qualifications such as:

- Bachelor of Agribusiness Honours, NCQF Level 8
- Post Graduate Diploma in Agribusiness, NCQF Level 8
- Post Graduate Diploma in Business Administration, NCQF Level 8
- Masters of Agribusiness, NCQF Level 9
- Master of Business Administration, NCQF Level 9
- Master of Commerce, NCQF Level 9
- Master of Agricultural Economics, NCQF Level 9
- Master of Arts in Economics, NCQF Level 9
- Doctor of Philosophy Agribusiness, NCQF Level 10
- Doctor of Philosophy Business Administration, NCQF Level 10
- Doctor of Philosophy Commerce, NCQF Level 10
- Doctor of Philosophy Agricultural Economics, NCQF Level 10

- Doctor of Philosophy Economics, NCQF Level 10

Parallel Progression

- Bachelor of Agricultural Economics
- Bachelor of Commerce
- Bachelor of Agribusiness
- Bachelor of Business Administration

Employment Pathways

Graduates with a Bachelor of Agribusiness qualification will be able to serve as:

- Self-employment in various agricultural enterprises, starting from primary, secondary to the tertiary sectors
- Farm Managers for commercial farms
- Managers in Supermarkets/chain stores
- Policy Analysts in Agricultural sector
- Non-governmental organisations (NGOs) concerned with rural development
- Sales personnel and production line managers
- Poverty alleviation coordinators (government and non-governmental organizations)
- Agribusiness advisors
- Project management specialists
- Marketing managers
- Agricultural Cooperatives and farmers associations advisors
- Agri-business Consultants

QUALIFICATION AWARD AND CERTIFICATION

For a Candidate to achieve this qualification they must have acquired a minimum of **528** credits. The Candidate should pass all the **FUNDAMENTAL, CORE and 3 ELECTIVES** modules.

Certification

A **Bachelor of Agribusiness** certificate will be awarded to a candidate upon completion of the qualification in accordance with applicable policies. A transcript will also be issued.

REGIONAL AND INTERNATIONAL COMPARABILITY

Summary

In summary, generally this proposed Bachelor of Agribusiness qualification compares very well with all the qualifications studied for the exit outcomes and the fundamental, core and elective courses under the qualification cover, similar scope and depth and are aligned to exit-level descriptors typical of this level and type of qualification, as done within the region and internationally.

Similarities

This qualification has many common courses/modules in agribusiness production and management, economics, agricultural policy, accounting, financial management, marketing risk management, cooperative management, project management, quantitative analytics, marketing communication skills.

The proposed Bachelor of Agribusiness qualification compares favourably with similar qualifications in the SADC region and internationally. The following institutions/universities and their qualifications were considered for comparison:

Differences

This qualification focuses on application of agribusiness, to agricultural production, a natural science, economic quantification and entrepreneurial skills. Emphasis on industrial attachment is characteristic of this qualification for hands on experience and industrial exposure to equip graduates with knowledge and skills needed to consult and undertake business in various areas/fields.

The credit value of this qualification structurally varies across institutions/universities.

Location/ Institution/ University	Qualification Title	Credit Value	Domains	Assessment Strategy	Standards	Pathways
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Regional Comparison	1. Solusi University, Zimbabwe	Bachelor of Science in Agribusiness	130 credits	English, Mathematics and a science subject (Biology, chemistry, and Physics)	Assignments, Tests and examinations. 6 weeks industrial attachment	The Agribusiness program is standard. However, it has modules in Insurance & Risk Management ; Investment & Portfolio Management ; Money & Banking; Intermediate Corporate Finance; Financial Modelling ; Financial Derivatives; Public Finance; International Financial Management ; Advanced Corporate Finance ; and Corporate Financial Strategy	BSc(honors) Agribusiness Graduate Studies (MSc/PhD) Employment as; Researchers, Agriculture Project Directors, Projects analysts, Consultants, commercial banks, NGOs, Farm Managers, Lecturers.

2.	Egerton University, Kenya	Bachelor of Agribusiness Management	160.5 credit points	Biological Sciences and Mathematics, Economics, Commerce.	Assignments, Tests, Examinations. Field Attachment	Students should take modules in Accounting Cooperatives Behavioral Sciences Statistics, Economics and Project Marketing and Policy	<p>Graduate should be able to;</p> <p>run their own individual firms and agribusiness enterprises including consulting</p> <p>Graduates can assume positions of managerial responsibilities in public and private agricultural and food-related enterprises and organizations</p>

International Comparison							
	1. Leaders Institute, Australia	Bachelor of Agribusiness	240 credit points	Applied Quantitative Data Analysis Marketing Management Accounting Professional Business Communication Agricultural Economics Introduction to Agribusiness Production and Management	Assignment, Tests, and Examinations. Agribusiness professional internship	This qualification includes modules on Organization and Behaviour; Applied Market Research; Global Management ; Agriculture Value Chain Management ; Intelligent Farm Machinery Production and Management ; Contemporary Issues in Agribusiness Production and Management ;	Double Major (Production & Agribusiness Finance) and a Minor in Management Double Major (Management & Agribusiness Finance) Double Major (Agribusiness Finance & Management / Production) Employment in; Farm management Agribusiness management Agriculture and resource economy Policy development and analysis

				Organizational and Human Management			Sales and marketing; Banking and Finance; Management consultancy
	2. University of New England, Australia	Bachelor of Agribusiness	144 credit points	Financial Management, Economics, Marketing, Risk Management, Mathematics	Assignments, Tests, and Examinations	Students can take modules that shapes their desired graduating qualification majors which includes; Accounting Economics Finance Marketing and Management, Rural Science Technology and Data Analytics	BSc(Agribusiness) Employment in ; small, medium and large agribusiness companies; banking, finance and insurance services sectors; business and market analysis; commodity trading; policy analysis; primary production; sales;

							government departments and international agencies.
	3. University of Manitoba, Canada	Bachelor of Science (Agribusiness)	120 credit points	Agribusiness Management, Risk management, Transport economics, Econometrics	Assignments, Tests, Examination Co-op program (3 terms of 4 months)	The BSc Agribusiness includes modules in Animal Systems; Entomology; Food Science; Plant Biotechnology; Soil Science; Economics of World Food Issues and Policies; Introduction to Environmental Economics; Agricultural and Food Policy; Cooperative Education;	BSc(Agribusiness)-specializing in; 1.Agricultural Business 2.Agricultural Economics 3.International Agribusiness Employment in; Sales and Marketing Representative, Financial Account Manager, International Business, Trade and

						Practical work experience in industry, government and the farming profession.	Development Analyst, Risk Management Specialist.
REVIEW PERIOD							
After every five (5) years							