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SECTION A: QUALIFICATION DETAILS														
<b>QUALIFICATION DEVELOPER (S)</b>				Botswana Bible Training Institute										
<b>TITLE</b>		Diploma in Theology								<b>NCQF LEVEL</b>		6		
<b>FIELD</b>		Humanities and Social Sciences		<b>SUB-FIELD</b>		Theology.				<b>CREDIT VALUE</b>		240		
New Qualification						√		Review of Existing Qualification						
<b>SUB-FRAMEWORK</b>		General Education						TVET				Higher Education		√
<b>QUALIFICATION TYPE</b>		Certificate	I	II	III	IV	V	Diploma	√	Bachelor				
		Bachelor Honours				Post Graduate Certificate				Post Graduate Diploma				
		Masters						Doctorate/ PhD						

## RATIONALE AND PURPOSE OF THE QUALIFICATION

### RATIONALE:

Christianity is applied in various spheres of the society, for example, churches, schools, homes, community, military, police and prison services, to provides a decisive network to ensure a healthy and safe public environment. It is seen as the task of theological education to provide professional chaplains that can develop a spiritual approach to healing and care within different cultural and clinical settings. According to Moorad, (1993) and Mautle, (2001) faith-based organisations have contributed significantly to Botswana's education. There has been a symbiotic relationship and collaboration around resolution of youth related problems between faith-based organisations and Government (Hon. B. K. Temane, National Youth Policy, 1996). Botswana's faith-based organisations have been automatically assigned among many other non-governmental organisations the responsibility of dealing with social ills including the ones that are youth related due to the nature of their work which is community based. Vision (2036:28) categorically states that faith and religion are:

- Foundational to build society's moral and ethical standards for social development and cohesion.
- Part of fabric that holds society together, expected to safeguard morality, promote tolerance, and assure progressive governance.
- Instrumental in providing services such as medical treatment, leadership, orphan care, education.

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- Accorded the respect to play a meaningful role in Botswana's socio-economic development"

Given Botswana's concern with the ever-deteriorating standards of morality; the rise in crime (particularly violent crime and corruption); high incidences of alcohol and substance abuse; high rates of domestic violence and divorce, there is, now, more than ever before, a critical need for a tertiary institution in Botswana, that specializes in the area of Theology, Religion, Pastoral Counselling to provide emotional healing and wellness.

The indicators that show there is substantial demand for this qualification are found in the HRDC Sector Skills Plans 2017, under the Humanities & Social Sciences, Council of Churches reports and Media reports and the Specific targeted training needs assessment for theology and Christian ministry.

Formal theology, Christian education and training services survey in Botswana have revealed that there are few institutions that offer a suite of programmes that match the human resources needs of the target personnel. Theologians and Church Workers in Botswana particularly rely on self-taught staff in most cases, learned on the job and by experience for their ministerial, spiritual and theological education service to the communities they serve. This qualification has been designed to fill this general gap and align theology practices in Botswana to the theological content it covers. It shall help to recognise those who have the required competence to serve as lay and ordained leaders in Christian communities or community organisations and society.


#### **PURPOSE:**

The purpose of this qualification is to produce graduate with knowledge, skills and competences to:


- Preach and teach the biblical fundamentals of the Bible to Christians and the secular community.
- Establish and manage a Church.
- Interpret information and solve problems affecting Christians and community-at-large.
- Collaborate with Christians and secular community members displaying teamwork.
- Provide biblical based counselling.

#### **ENTRY REQUIREMENTS (including access and inclusion)**

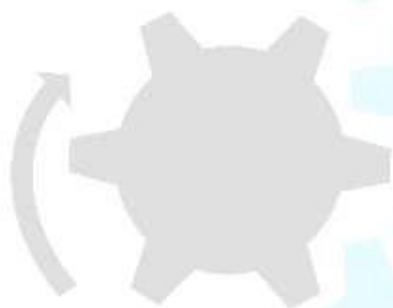
- Certificate IV, NCQF level 4
- Candidates with relevant experience may be considered through Recognition of Prior Learning (RPL) and Credit Accumulation Transfer (CAT) policies for access.


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<b>SECTION B QUALIFICATION SPECIFICATION</b>	
<b>GRADUATE PROFILE (LEARNING OUTCOMES)</b>	<b>ASSESSMENT CRITERIA</b>
1. Demonstrate knowledge and understanding of concepts and issues related to body, soul and spirit.	1.1 State concepts and issues relating to body, soul and spirit. 1.2 Discuss concepts and issues relating to human spirituality. 1.3 Show how emotional intelligence can inform our well-being (i.e., balance between body, soul and spirit). 1.4 Use counselling approach in relation to addressing human problems holistically (harmony between body, soul and spirit).
2. Apply appropriate theological methods to solve problems in real life situations.	2.1 Identify the appropriate theological methods used to solve the real-life problems. 2.2 Analyse the different theological methods used to solve the real-life problems. 2.3 Discuss the different theological methods used to solve life problems.
3. Apply prescribed codes of pastoral practice for personal, ecclesiastical ministry and community at large.	3.1 Identify codes of pastoral practice for personal, ecclesiastical ministry and community at large 3.2 Discuss codes of pastoral practice. 3.3 Differentiate codes of pastoral practice with her professions in human and social sciences. 3.4 Assess interdisciplinary and ethical requirements for effective pastoral ministry.
4. Defend biblical doctrines in addressing problems in real life situations.	4.1 Identify different biblical doctrines. 4.2 Describe biblical doctrines and how they can be used in addressing problems in real life situations. 4.3 Explain methods of biblical interpretation. 4.4 Compare and contrast biblical doctrines.
5. Provide spiritual theological development of people.	5.1 Design a plan of intervention for theological and spiritual development. 5.2 Execute the plan of intervention. 5.3 Evaluate the plan of intervention.


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6. Apply principles of management in Christian leadership/stewardship.	6.1 Describe principles of management in Christian Leadership. 6.2 Exhibit the ability to apply one's management skills in Christian stewardship. 6.3 Apply principles of management in Christian stewardship. 6.4 Provide effective Christian leadership skills in diverse organizations, institutions, and countries. Model Christian ethos, values and beliefs as a leader of a Christian group.
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<b>SECTION C</b>	<b>QUALIFICATION STRUCTURE</b>				
<b>COMPONENT</b>	<b>TITLE</b>	<b>Credits Per Relevant NCQF Level</b>			<b>Total (Per Subject/ Course/ Module/ Units)</b>
		<b>Level [ 5 ]</b>	<b>Level [6]</b>	<b>Level [ 7 ]</b>	
<b>FUNDAMENTAL COMPONENT</b> <i>Subjects/ Courses/ Modules/Units</i>	Stress Management Skills		10		10
	Emotional Intelligence		10		10
	Business Ethics.		10		10
	Academic Writing & Study Skills.		10		10
<b>CORE COMPONENT</b> <i>Subjects/Courses/ Modules/Units</i>	Introduction to the Bible		25		25
	Survey of the Bible		20		20
	Life and Ministry of Jesus			15	15
	Genesis to Deuteronomy		15		15
	Introduction to Prophecy		15		15
	Communicating the Christian Faith		15		15
	Letters of Paul			15	15
	Divine Healing		25		25
	Christian Church Leadership.		15		15


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	Biblical Anthropology		<b>15</b>		<b>15</b>
	Cults and Other Religions.	<b>15</b>			<b>15</b>
<b>ELECTIVE/ OPTIONAL COMPONENT</b>  <i>Subjects/Courses/ Modules/Units</i>	Introduction to Political Science.	<b>5</b>			<b>5</b>
	The Spirit filled Pastor's Guide	<b>5</b>			<b>5</b>
	Gender and the Bible.	<b>5</b>			<b>5</b>
	Chaplaincy Ministry.	<b>5</b>			<b>5</b>
	Spiritual Development (Worship, walking in the Spirit and Divine Guidance, God's plan for marriage)	<b>5</b>			<b>5</b>
	Extended project: Mini research	<b>5</b>			<b>5</b>
	Principles of Management	<b>5</b>			<b>5</b>
	World Evangelism	<b>5</b>			<b>5</b>

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<b>SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL</b>							
<b>TOTAL CREDITS PER NCQF LEVEL</b>							
<b>NCQF Level</b>	<b>Credit Value</b>						
5	25						
67	185						
7	30						
<b>TOTAL CREDITS</b>	<b>240</b>						
<b>Rules of Combination:</b> <b>(Please Indicate combinations for the different constituent components of the qualification)</b>							
<p>To be awarded this Diploma in Theology, a learner must attain at least 240 credits from fundamental, core and electives as follows:</p> <table> <tr> <td>Fundamental</td><td>40</td></tr> <tr> <td>Core</td><td>190</td></tr> <tr> <td>Electives</td><td>10</td></tr> </table>		Fundamental	40	Core	190	Electives	10
Fundamental	40						
Core	190						
Electives	10						
<b>ASSESSMENT ARRANGEMENTS</b>							
<p>Assessment will include both formative and summative assessments:</p> <ul style="list-style-type: none"> <li>Formative assessment will contribute 60%.</li> <li>Summative assessment will constitute the other 40%.</li> <li>Assessment shall be carried out by registered and accredited assessors.</li> </ul>							
<b>MODERATION ARRANGEMENTS</b>							
<p>Both internal and external moderation shall be done in accordance with applicable policies and regulations and shall be carried out by BQA registered and accredited moderators.</p>							
<b>RECOGNITION OF PRIOR LEARNING</b>							
<p>There will be provision of awarding this qualification through Recognition of Prior Learning (RPL) through National RPL policy and the well-established ETP RPL Policy.</p>							



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### **CREDIT ACCUMULATION AND TRANSFER**

This qualification is designed to allow award through Credit Accumulation and Transfer (CAT) in line with National CAT policy.

### **PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)**

#### **Horizontal Progression**

- Diploma in Pastoral Ministry
- Diploma in Religious Education
- Diploma in Missions
- Diploma in Pastoral Studies
- Diploma in Bible and Theology
- Diploma in Counselling

#### **Vertical Progression**

- Bachelor of Arts in Theology
- Bachelor of Arts in Pastoral Studies
- Bachelor of Arts in Counselling
- Bachelor of Arts in Religious Education
- Bachelor of Arts in Bible/Pastoral Ministries

#### **Employment Progression**

- Church pastor or minister
- Christian Counsellor
- Chaplains in military, police, or prison services
- Christian worker in NGOs and Government

### **QUALIFICATION AWARD AND CERTIFICATION**


A candidate is required to successfully achieve the stipulated total credits (240 credits) inclusive of the fundamental, and core components, to be awarded Diploma in Theology.

Students awarded the qualification will be issued with a Diploma certificate in respect of the qualification in the name held in formal records at the point when the qualification is conferred.

### **REGIONAL AND INTERNATIONAL COMPARABILITY**

A benchmarking exercise was conducted against similar types and levels of qualifications offered by the following theological institutions which are highly recognized regionally and internationally: Hebron Theological College offers Diploma in Theology with 240 credits at level 5. SGB Christian Theology and Ministry offers South Africa National Diploma in Theology: Theology and Ministry 240 Credits on NQF level 5, Baptist Theological College of Southern Africa- South Africa Higher Certificate in Theology 240 credits on



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NQF level 5, Theological Education by Extension College (TEE College) Higher Certificate in Theology, 240 credits on NQF level 5. A closer examination was conducted bringing out the similarities and differences between BBTI initiated qualification and the Hebron Theological College-initiated qualification as follows:

#### **Similarities**

- The two qualifications have the same structure with a credit value of 240
- Both programmes are of a 2-year duration.
- The admission requirements are similar.
- The teaching methodologies to be used when the qualifications are converted to learning programmes are the same i.e., face to face and online
- The philosophy of education of the qualifications are the same i.e., outcome-based education. Assessments of both qualifications are the same i.e., continuous assessment 60 % and final examination 40 %.
- The core modules in the qualifications are the same.

#### **Differences**

- The BBTI initiated qualification has fundamental modules namely Stress management Skills, Emotional Intelligence Skills, Academic Writing and Study Skills and Business Ethics and the Hebron Theological College initiated qualification does not.
- The BBTI initiated qualification has different elective components that Hebron Theological College initiated qualification does not have e.g., Introduction to Political Science, Gender and the Bible and Principles of Management.

#### **REVIEW PERIOD**

- Every five (5) years