

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS																
QUALIFICATION DEVELOPER (S)			Morongwa Institute of Leather Works and Leather Technologies													
TITLE		Certificate V in Leather works								NCQF LEVEL			5			
STRANDS (where applicable)		1. 2.N/A 3. 4.														
FIELD		Culture, Crafts and Arts			SUB-FIELD			Visual Arts			CREDIT VALUE			1 2 4		
New Qualification					☒					Legacy Qualification						
SUB-FRAMEWORK		General Education						TVET			☒			Higher Education		
QUALIFICATION TYPE		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 Botswana 2036 vision's one pillar is on human social development which is part of human skills development. According to the HRDC priority skills list (2023), leather processing technicians, leather technicians and machine operators were identified as consolidated top occupations and skills needed in the country. There are no institutions in Botswana offering leather qualifications except one at level III, therefore there is a need to develop the qualifications to cater for the gap in the leather industry in Botswana. According to HRDC-TVET report (2019), there are more unskilled workers than there are knowledgeable workers. The same report identifies skills gap such as: Botswana having training																

which is more theory oriented and lacking in terms of practical skills, shortage of soft skills, entrepreneurial skills and a lack of adequate career guidance.

Botswana intends to establish a thriving leather cluster, beginning with the construction of a leather park in Lobatse by 2025. Hides and skins are currently being exported in the raw (wet salted) however the new leather park will allow for them to be processed into finished leather and stimulate the leather industry in the country hence the need for skilled personnel (<https://internationalleathermaker.com>). The global leather goods market size reached US\$370.5 Billion in 2022. For future IMARC group expects the market to reach US\$505.1Billion by 2028 depicting a growth rate (CAGR) of 4.7% during 2023-2028.

The ETP held a stakeholder's consultative meeting in October 2021 where they concluded that leather works skills needs to be developed in Botswana and Morongwa (the ETP) was appreciated for such an initiative. A survey was also conducted in 2021 and findings revealed that skills in leather industry such as buffing, tanning, staking, upholstery, designing and making of leather products are needed.

PURPOSE: (itemise exit level outcomes)

The purpose of this qualification is to equip graduates with broad technical knowledge, skills and competencies to:

- Execute leather crafting projects with precision and attention to detail
- Apply a comprehensive understanding of different types of leather, their properties and appropriate uses in various leather goods
- Adhere and promote safety protocols and practices in the leather working environment
- Collaborate with team members, clients and suppliers to achieve project goals
- Communicate effectively in the leather industry with all the relevant stakeholders

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- According to the NCQF standard, Minimum NCQF level 4

BQA NCQF QUALIFICATION TEMPLATE

- RPL and CAT will apply for entry based on institutional policies

(Note: Please use Arial 11 font for completing the template)

SECTION B		QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)		ASSESSMENT CRITERIA	
1.1	Employ basic knowledge, skills and competences in the leather tanning process.	1.1.1	Identify different types of leather materials
		1.1.2	Utilize the leather tanning chemicals
		1.1.3	Prepare hides for the tanning process
		1.1.4	Perform the leather tanning process
		1.1.5	Practice appropriate techniques of maintaining leather
1.2	Apply safety practices and procedures while working in the leather workshop.	1.2.1	Employ safety procedures in the leather workshop
		1.2.2	Utilize Personal Protective Equipment (PPE) in the leather working environment.
		1.2.3	Clean the tools and equipment's used in the leather workshop
		1.2.4	Store safely the leather equipment's
		1.2.5	Report all the unsafe situations in the workshop
		1.2.6	Identify basic first-aid and use them under different circumstances.
		1.2.7	Dispose-off dangerous goods and substances according to policy and procedures following safety regulations and requirements
		1.2.8	Utilize the evacuation procedures in case of emergencies
1.3	Sketch, design and cut various leather goods patterns in a leather factory.	1.3.1	Identify different types of patterns for leather materials
		1.3.2	Prepare patterns and full –size canvas models on garments
		1.3.3	Draw patterns on paper in accordance to garment designs or customer's measurements
		1.3.4	Check patterns and models for accuracy
		1.3.5	Select raw materials and visually inspect for defect
		1.3.6	Cut patterns by hand or using clicking press

BQA NCQF QUALIFICATION TEMPLATE

		1.3.7 Personalise the designs as per the customer needs
1.4	Produce different small leather goods like wallets using a machine or by hand.	1.4.1 Measure leather material for making small to medium leather goods 1.4.2 Glue and assemble leather components. 1.4.3 Use different types of stitches to produce small leather goods like belts and wallets 1.4.4 Skive the edges for folding components 1.4.5 Apply sewing operation using appropriate techniques to produce leather garments
1.5	Communicate effectively to all stakeholders orally and in writing using appropriate technology and information systems	1.5.1 Employ effective communication verbally and written to the business stakeholders 1.5.2 Participate passionately in the business meetings 1.5.3 Utilize technology to communicate to the stakeholders 1.5.4 Communicate clearly to the team members
1.6	Implement a marketing plan for the organization	1.6.1 Utilize technology to collect marketing feedback from consumers 1.6.2 Market the leather products using modern technology 1.6.3 Gather testimonials from customers using different channels 1.6.4 Monitor the organization marketing activities 1.6.5 Price the leather goods appropriately
1.7	Start, run and manage a small leather business organization	1.7.1 Brainstorm a business idea in the leather industry 1.7.2 Start a small leather business 1.7.3 Manage a small leather business 1.7.4 Seek for business finance from appropriate sources 1.7.5 Comply with standards of Leather Industries Association of Botswana (LIAB)

Note: Please use Arial 11 font for completing the template)

BQA NCQF QUALIFICATION TEMPLATE

SECTION C		QUALIFICATION STRUCTURE			
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [4]	Level [5]	Level [6]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Introduction to computer skills	10			10
	Introduction to business communication	10			10
	Introduction to entrepreneurship	10			10
	Basic skills in leather works		15		15
	Fundamentals of Marketing	10			10
CORE COMPONENT Subjects/Courses/ Modules/Units	Principles of Leather manufacturing		15		15
	Introduction to SHE		12		12
	Sketching leather designs		15		15
	Leather sewing skills		15		15
	Introduction to hides and skins		12		12

BQA NCQF QUALIFICATION TEMPLATE

STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
1.					
2.					
Electives					

BQA NCQF QUALIFICATION TEMPLATE

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
Level 4	40
Level 5	84
TOTAL CREDITS	124

Rules of Combination:

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

- The qualification in Certificate in leather works of 124 credits.
- The Composition of the qualification has two levels: Levels 4, and 5 with core modules accounting for 84 credits, fundamental modules accounting for 40.

Credit Distribution Summary

- Level 4: 40
- Level 5: 84

BOTSWANA
Qualifications Authority

(Note: Please use Arial 11 font for completing the template)

BQA NCQF QUALIFICATION TEMPLATE

ASSESSMENT ARRANGEMENTS

- Assessment weightings will be 60% for formative assessment and 40% for summative assessment

MODERATION ARRANGEMENTS

- There will be internal and external moderation on assessments
- All assessors and moderators must be accredited by BQA and any leather regulatory authority/body

RECOGNITION OF PRIOR LEARNING

- RPL will be administered towards award of a qualification to any relevant industry experience and informal learning as per ETP, RPL policy in line with BQA RPL policy.

CREDIT ACCUMULATION AND TRANSFER

- Credit Accumulation and Transfer (CAT) will apply as per the ETP policies which are aligned to BQA policies to award a qualification.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

This qualification is designed to facilitate vertical, horizontal and diagonal progression:

: This qualification is designed to facilitate vertical, and horizontal progression both locally and internationally.

- **Horizontal Progression**

Learners may progress horizontally between qualifications if they meet the minimum requirements for admission to the target qualification. Other comparable qualification to this qualification include:

- Certificate V in shoe manufacturing
- Certificate V in leather production
- Certificate V in leather manufacture technology

Vertical Progression:

Graduates from this qualification may progress to:

- Diploma in Leather works
- Diploma in shoe manufacturing
- Diploma in leather production
- Diploma in leather manufacture technology

Employment pathways

Graduates of the qualification may find employment in a range of public and private organisations for the following positions. Typical roles include:

- Leather buffing Operators
- Leather finishing Operators
- Leather Designers
- Leather Machinists
- Leather Cutters
- Quality Control Inspectors
- Leather Upholsterers
- Leather Tanners
- Leather Stakers
- Leather Stretchers
- Leather Splitters
- Leather Shavers
- Leather Sprayers

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

- Attain a minimum of 124 credits overall.
- Complete satisfactorily any additional and specified requirements of the qualification.
- Have official verification that he/she has covered and passed all the modules

There will be issuance of the certificate and transcripts upon completion

- Graduates will be issued with Certificate V in Leather works.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The qualification was compared with two Level III qualifications from Australia (AQF) which is based on Australia Association of Leather Industries(AALI) and India (NSQF) and one Level IV from South Africa (NQF). The proposed qualification compares well with the three qualifications used in the benchmarking exercise.

Similarities

The similarities noted were numerous: in the framework Level, two qualifications offered in India (NSQF) and Australia(AQF) are at level III, in terms of credits three institutions have not stated the number of credits, for duration of study, two qualifications offered in India (NSQF) and Australia (AQF) have a duration of 1 year. as well as their ELOs which aligned towards leather production, testing, entrepreneurship among others, the three institutions have not classified modules, for assessments three qualifications have formative and summative. Regarding qualification rules and minimum standards (AQF) have indicated the minimum standards for a student to acquire the qualification and for career progression India (NSQF) and Australia (AQF) have indicated the employment pathways.

Differences

The differences were noted in terms of titles with India (NSQF) training institute calling it Certificate in leather goods maker while the Australian institution (AQF) calls it Certificate III in leather Production and International School of Tanning Technology (ISTT), SOUTH AFRICA (NQF) names it Advanced Certificate In Leather Technology. For duration Australian(AQF) and Indian(NSQF institutions take 1 year to complete, International School of Tanning Technology (ISTT), SOUTH AFRICA (NQF) takes 2 years, for framework Level two qualifications offered in India (NSQF) and Australia(AQF) are at level III while the one in RSA(NQF) is at level IV. Regarding qualification rules and minimum standards two qualifications being (India (NSQF) and Australia(AQF) have indicated the minimum standards for a student to acquire the qualification while the RSA institution (NQF) did not indicate and for ELOs two qualifications in India(NSQF) and Australia(AQF) are aligned towards leather production, testing, entrepreneurship while the RSA institution(NQF) has not explicitly stated the ELOs.

The benchmarked qualifications have similarities and differences and compares well with the proposed qualification with many similarities in aspects of: duration, learning outcomes, assessments, progression career pathways and some differences such as title among others.

BQA NCQF QUALIFICATION TEMPLATE

REVIEW PERIOD

- Every five (5) years

(Note: Please use Arial 11 font for completing the template)

For Official Use Only:

CODE (ID)			
REGISTRATION STATUS	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT	