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		Issue No.	01
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SECTION A: QUALIFICATION DETAILS														
<b>QUALIFICATION DEVELOPER (S)</b>		Serala Entrepreneurship College												
<b>TITLE</b>	Bachelor of Entrepreneurship										<b>NCQF LEVEL</b>	7		
<b>STRANDS (where applicable)</b>	1. Agriculture 2. Bespoke Fashion 3. Horticulture 4. Animal Production													
<b>FIELD</b>	BUSINESS, COMMERCE AND MANAGEMENT SERVICES			<b>SUB-FIELD</b>		Agriculture and Fashion				<b>CREDIT VALUE</b>		4 8 0		
New Qualification						<input checked="" type="checkbox"/>		Legacy Qualification						
<b>SUB-FRAMEWORK</b>		General Education			<input type="checkbox"/>		TVET			<input type="checkbox"/>		Higher Education		<input checked="" type="checkbox"/>
<b>QUALIFICATION TYPE</b>	Certificate	I	II	III	IV	V	Diploma	Bachelor						<input checked="" type="checkbox"/>
	Bachelor Honours			Post Graduate Certificate				Post Graduate Diploma						
	Masters					Doctorate/ PhD								
<b>RATIONALE AND PURPOSE OF THE QUALIFICATION</b>														
<b>RATIONALE:</b> <b>Entrepreneurship</b> The Botswana Labour Market Observatory states the current unemployment rate as 23.2%. A significant proportion of this number is made up of the youth. According to the 2015-2016 Botswana Multi-Topic Household Survey, there were approximately 32 000 unemployed graduates in the country. Analysts estimate this number														

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to have risen to approximately 80 000 today. This number justifies why there needs to be more tailored entrepreneurship education, to equip the youth with the necessary skills they need to create jobs for themselves and others, thereby reducing the unemployment rate.


This qualification intends to address this gap by providing practical entrepreneurship training and support interventions, to ensure that our graduates are ready to start and run enterprises successfully, thereby contributing to job creation. Research findings also highlight gaps in current entrepreneurship education. For example, Lekoko and Rankhumise (2012) found that the teaching strategies of two universities in Botswana in their entrepreneurship programmes are not aligned with the international best practice in teaching entrepreneurship.

### **Agriculture Related Strands**

The HRDC report on Priority Skills and Employment Trends (2019), highlighted the need for the following technical skills in the Agriculture Sector:

- Agricultural Production,
- Mechanization,
- Marketing and Sales,
- Entrepreneurship
- Farm management,
- Agric Business,
- Experimental Design,
- Livestock Production,
- Pests and Preservation.
- Food Processing Techniques,
- Quality Procedures and Control.
- Practical-Skills for equipment and vehicles,
- Safety, Health and Environment (SHE)
- Horticultural
- Irrigation Systems,
- Agriculture Value Chain Management.

The report also stated soft skills that specialists in the Agriculture sector should have, over and above the technical skills. These include critical thinking, problem solving, decision making, entrepreneurial skills, adaptability and self-motivation. These technical and soft skills are key components of what this qualification intends to offer; Prioritizing core modules for the development of these skills will close a gap that exists in

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current agricultural qualifications. The Agribusiness sector has an impact on practically all the Sustainable Development Goals (SDGs).

### **Horticulture**

According to the Human Resource Development Council of Botswana (HRDC) human resource development plan under agriculture sector committee, “The sector’s contribution to GDP declined from 40% in 1966 to about 2 % in the current period. Most farmers in Botswana do not produce enough to meet their own subsistence needs and have no surpluses to sell. Therefore, there is need for improvement of skills to develop and expand the subsectors to encourage people to operate on a commercial basis.” In this sense, there is immense potential to shift the country from a majority subsistence farming setup to a thriving commercial horticultural ecosystem, by both i) improving horticultural production and use of technology to enhance productivity and efficiency and ii) training for the development of entrepreneurial and business management skills. Therefore, this programme of study in entrepreneurship specializing in horticulture aims to encompass critical elements of both practical entrepreneurship and tech-enabled horticulture. This qualification is designed to contribute towards reducing poverty and food insecurity by training young people who will be future entrepreneurial farmers, innovators in food production and key players in the growth of the national horticulture value chain.

### **Agriculture and Vision 2036**

The Government of Botswana in partnership with the Food and Agriculture Organization produced the Country Planning Framework document in 2014 which prioritized government support and promotion of trade oriented livestock, crop and food systems. This exemplifies the need for specialized entrepreneurial training in agriculture to realize sustainable agricultural trade in Botswana. According to the Pillar of Sustainable Economic Development of Botswana’s Vision 2036, our country will have a sustainable, technology driven and commercially viable agricultural sector. For this objective to be realized, human capital needs to be capacitated, not only in technical agriculture skills, but also in the entrepreneurial skills needed to run commercial agricultural enterprises.

### **Fashion**

According to the Human Resource Development Council of Botswana (HRDC) human resource development plan under the manufacturing sector committee, “Manufacturing in Botswana is still young (3.7% of GDP) with potential for growth, and this has put the sector among top priorities in the national development agenda for economic diversification, employment creation and self-sufficiency.” The manufacturing sector presents an

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abundance of opportunities for entrepreneurial graduates who want to take the lead in driving the national development transformation agenda. The qualification is meant to equip graduates with relevant occupation and skills required in order to become a competitive and vibrant entrepreneur in the fashion sector.

The National Development Plan 11 and the National Policy on Vocational Education and Training (NAPVET) also stated the need for skills development and delivery in textile related industry to support economic diversification from mineral-led to other sectors that will also support citizen economic empowerment. The proposed qualification will also be developed in line with Botswana Government's Economic Diversification Drive which acknowledges and identifies the Textiles sector as one of the key sectors that contribute to economic growth and employment creation (EDD strategy, 2011-2016.). Moreover, the textile manufacturing sector is poised to modestly benefit from the African Growth and Opportunity Act (AGOA), which was extended in 2015 by the Government of the United States of America. (NDP11 page 74 table 5.1 under manufacturing).


### **Import Substitution**

Currently, Botswana is a net importer of goods and services. In support of the national agenda goal of driving local production of goods and services, there is need to train citizens not only on clothing production, but also on the necessary entrepreneurial skills and competencies to start and grow sustainable enterprises. Providing an entrepreneurship qualification that specializes in either fashion, agriculture, horticulture and animal production would see the country achieving its import substitution goals, as the capacity and capabilities of our local fashion industry entrepreneurs would be built up to be able to produce at the requisite quantity and quality.

### **PURPOSE: (itemise exit level outcomes)**

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

1. Develop and exhibit a resilient, optimistic, and adaptable mindset, which is crucial in overcoming the obstacles and uncertainties faced in the entrepreneurial journey and achieving business success.
2. Show a capacity for critical thinking and creativity through an iterative problem-solving process, continuously evaluating and refining solutions to reach optimal outcomes.
3. Successfully identify and utilize key resources necessary for entrepreneurship, such as financial, human, and technological assets, and effectively manage and mobilize them to achieve business goals.
4. Evaluate potential business opportunities in the value chain, including analyzing the industry framework, examining the supply chain, determining distribution methods, and evaluating the commercialization of products and services for end-consumer utilization.


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### Stranded Exit Level Outcomes

5. Launch and efficiently manage a profitable animal production business, ensuring long-term viability and sustainability through effective planning and operations.
6. Establish and maintain a profitable horticultural produce enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability.
7. Establish and maintain a profitable agricultural enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability.
8. Establish and maintain a profitable bespoke fashion production enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability.

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

- Certificate IV, NCQF level 4 (General Education or TVET) (e.g. BGCSE or its equivalence) with passes in, Mathematics and English Language.
- 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.


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<b>SECTION B QUALIFICATION SPECIFICATION</b>	
<b>GRADUATE PROFILE (LEARNING OUTCOMES)</b>	<b>ASSESSMENT CRITERIA</b>
<p>1. Overcome the obstacles and uncertainties faced in the entrepreneurial journey by applying a resilient, optimistic, and adaptable mindset</p>	<p>1.1 Persist and overcome entrepreneurial challenges through a resilient and optimistic outlook.</p> <p>1.2 Adapt to changing circumstances and demonstrate flexibility in problem-solving.</p> <p>1.3 Assess risks and make decisions based on a positive, solution-focused mindset.</p> <p>1.4 Communicate a confident and determined attitude in the face of obstacles and setbacks.</p> <p>1.5 Demonstrate a growth mindset by continuously seeking to improve and learn from failures.</p>
<p>2. Utilize critical thinking and creativity through an iterative problem-solving process, continuously evaluating and refining solutions to reach optimal outcomes.</p>	<p>2.1 Analyze problems systematically, considering different perspectives and relevant information.</p> <p>2.2 Generate multiple potential solutions, using creative and innovative thinking.</p> <p>2.3 Evaluate the potential solutions, considering their feasibility, impact, and potential risks.</p> <p>2.4 Refine solutions as needed, based on the evaluation, feedback, and new information.</p> <p>2.5 Engage in a continuous process of improvement, updating solutions as needed and seeking new opportunities for improvement</p>
<p>3. Successfully identify and utilize key resources necessary for entrepreneurship, such as financial, human, and technological assets, and effectively manage and mobilize them to achieve business goals.</p>	<p>3.1 Identify and locate the necessary resources (financial, human, and technological) for entrepreneurship.</p> <p>3.2 Allocate resources effectively to achieve specific business goals and maximize their impact.</p> <p>3.3 Manage resources efficiently, ensuring their proper utilization and minimizing waste.</p> <p>3.4 Mobilize resources quickly and effectively to respond to changing business needs and opportunities.</p> <p>3.5 Manage business finances by monitoring and controlling expenses, generating revenue, and ensuring the long-term viability of the business.</p>



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<p>4. Evaluate potential business opportunities in the value chain, including analyzing the industry framework, examining the supply chain, determining distribution methods, and evaluating the commercialization of products and services for end-consumer utilization.</p>	<p>4.1 Analyze the industry framework to understand the competitive landscape and identify potential business opportunities.</p> <p>4.2 Examine the supply chain to identify potential inefficiencies and areas for improvement.</p> <p>4.3 Determine the most effective distribution methods for products and services, considering factors such as cost, accessibility, and reach.</p> <p>4.4 Evaluate the potential for commercialization of products and services, considering factors such as demand, profitability, and market fit.</p> <p>4.5 Analyze end-consumer utilization of products and services to determine potential areas for improvement and to inform future product and service development</p>
<p>5. Launch and efficiently manage a profitable animal production business, ensuring long-term viability and sustainability through effective planning and operations. (STRAND 4)</p>	<p>5.1 Utilize and improve animal breeds with tolerance to stresses prevailing in semi-arid environments.</p> <p>5.2 Apply concepts of breeding, physiology, feeding systems, herd-health, finances, and entrepreneurship into practical and profitable animal production programs.</p> <p>5.3 Improve and conserve livestock genetics through modern breeding technologies.</p> <p>5.4 Understand how the application of modern animal production technologies and management practices impact their production facilities.</p> <p>5.5 Integrate a deep understanding of the principles and concepts of the structure and function of animal body systems to evaluate the responses of animals to environmental factors and stressors.</p>
<p>6. Establish and maintain a profitable horticultural produce enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability. (STRAND 3)</p>	<p>6.1 Establish, operate, grow, and manage a horticultural enterprise.</p> <p>6.2 Efficiently produce safe horticultural crops with an understanding of the natural resources in semi-arid environments.</p> <p>6.3 Integrate basic and modern technologies in the production and protection of horticultural plants.</p> <p>6.4 Employ technical skills for managing horticultural projects and natural resources.</p>


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	6.5 Implement technologies for improving horticultural plant productivity, quality, and protection methods.
7. Establish and maintain a profitable agricultural enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability. (STRAND 1)	7.1 Manage costs to ensure profitability. 7.2 Implement and maintain sustainable practices such as efficient use of resources, reducing waste, and protecting the environment. 7.3 Maintain customer satisfaction through consistent delivery of quality products and services. 7.4 Promote the enterprise, its products and services, and maintaining a competitive advantage in the marketplace.
8. Establish and maintain a profitable bespoke fashion production enterprise through sustainable business practices, effective management, and efficient operations to ensure long-term viability (STRAND 2)	8.1 Evidence clear and systematic knowledge of bespoke tailoring principles and applications. 8.2 Conceive, critically evaluate, organise, develop, and realize creative ideas in pattern cutting and tailoring of bespoke garments. 8.3 Understand the relationship between the fit, silhouette, and balance of a finished sample garment, and how that relates to the successful alignment of the correct pattern to body shape and the right fabric selection for the design. 8.4 Develop a portfolio underpinned by digital and traditional drawing skills, extensive customer profiling, thematic research, and digital visual communication skills. 8.5 Create a digital brand and business plan for bringing products to market.




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SECTION C		QUALIFICATION STRUCTURE			
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [ 5]	Level [ 6]	Level [ 7]	
<b>FUNDAMENTAL COMPONENT</b> Subjects/ Courses/ Modules/Units	Entrepreneurial Practice Concepts	12			12
	Driving Decisions: Financial Accounting		18		18
	Driving Decisions: Management Accounting		18		18
	Driving Decisions: Legal		15		15
	Digital Technology Entrepreneurship		18		18
	Managing Risks		15		15
	Value Creation and Branding			15	15
	Scaling a Start-up			15	15
	Innovation and Creativity	15			15
	Opportunity Spotting	12			12
<b>CORE COMPONENT</b> Subjects/Courses/ Modules/Units	Entrepreneurship in Action: Customer Acquisition and Retention Strategies		15		15
	Entrepreneurship in Action: SMME Problem Solving		30		30

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	Entrepreneurial Leadership:		15		15
	Ethics in Entrepreneurial Practice			15	15
	Graduation Project 1: Entrepreneurial Research			15	15
	Graduation Project 2: Business Modelling			18	18
	Skills Lab: Developing an Entrepreneurial Mindset	15	15	18	48
	Skills Lab: Developing the Entrepreneurial Self		15		15
	Skills Lab: Managing Projects			18	18
	Skills Lab: Personal Development and High-Performance Entrepreneurship			18	18
<b>STRANDS/ SPECIALIZATION</b>	Subjects/ Courses/ Modules/Units	<b>Credits Per Relevant NCQF Level</b>			<b>Total Credits</b>
		<b>Level [5]</b>	<b>Level [6]</b>	<b>Level [7]</b>	
<b>1. Agriculture</b>	Principles of Animal Production	12			12
	Principles of Crop Production	12			12

 <b>BOTSWANA</b> Qualifications Authority	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.P01.GD02
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	Diversification and Alternative Agriculture Enterprises			15	15
	Land based Machinery & Technology		15		15
	Agriculture Value Chain Analysis and Business Development			15	15
	Postharvest Physiology and Management		12		12
	Product and Service Development		15		15
	My Agric Startup: Agripreneurship Practice		24		24
<b>2. Bespoke Fashion</b>	Bespoke Tailoring and Couture Techniques			15	15
	Pattern Making and Garment Construction	12			12
	Fashion Design Techniques and Processes		15		15
	Fashion Visualisation and Presentation	12			12
	Hand and Machine Sewing Techniques and Processes		12		12
	Textile Science and Fabric Technology			15	15
	Advanced Garment Draping and Tailoring			15	15

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	My Fashion Start-up: Fashionpreneurship Practice			24	24
<b>3. Horticulture</b>	Principles of Crop Production	12			12
	Plant and Soil Science		15		15
	Protective Crop Production		15		15
	Plant and Crop Health	12			12
	Plant Breeding and Genetics			15	15
	Postharvest Physiology and Management		12		12
	Plant Propagation and Nursery Management			15	15
	My Farm Startup: Agripreneurship Practice			24	24
<b>4. Animal Production</b>	Principles of Animal Production	12			12
	Animal Health and Welfare		12		12
	Animal Nutrition	12			12
	Animal Anatomy and Physiology		15		15
	Animal Breeding and Genetics			15	15
	Feed Technology and Production		15		15

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	Micro-livestock Production, Value Addition and Marketing			15	15
	My Farm Startup: Agripreneurship Practice			24	24
<b>Electives</b>					

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL						
TOTAL CREDITS PER NCQF LEVEL						
NCQF Level			Credit Value			
5			Agriculture Strand: 93 Bespoke Fashion Strand: 81 Horticulture Strand: 93 Animal Production Strand: 93			
6			Agriculture Strand: 171 Bespoke Fashion Strand: 183 Horticulture Strand: 186 Animal Production Strand: 186			
7			Agriculture Strand: 216 Bespoke Fashion Strand: 216 Horticulture Strand: 201 Animal Production Strand: 201			
TOTAL CREDITS			480			
Rules of Combination:						
(Please Indicate combinations for the different constituent components of the qualification)						
Agriculture	Level	Fundamental	Core	Specialization	Total	
	[5]	39	15	24	108	
	[6]	84	90	27	240	
	[7]	30	102	69	132	
	Total	153	207	120	480	
Bespoke Fashion	Level	Fundamental	Core	Specialization	Total	
	[5]	39	15	12	96	
	[6]	84	90	39	252	
	[7]	30	102	69	132	
	Total	153	207	120	480	



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<b>Horticulture</b>	<b>Level</b>	<b>Fundamental</b>	<b>Core</b>	<b>Specialization</b>	<b>Total</b>
	[5]	39	15	24	<b>90</b>
	[6]	84	90	42	<b>258</b>
	[7]	30	102	54	<b>132</b>
	<b>Total</b>	<b>153</b>	<b>207</b>	<b>120</b>	<b>480</b>
<b>Animal Production</b>	<b>Level</b>	<b>Fundamental</b>	<b>Core</b>	<b>Specialization</b>	<b>Total</b>
	[5]	39	15	24	<b>108</b>
	[6]	84	90	42	<b>240</b>
	[7]	30	102	54	<b>132</b>
	<b>Total</b>	<b>153</b>	<b>207</b>	<b>120</b>	<b>480</b>

A minimum total of 480 credits are required to attain a bachelor's degree in Entrepreneurship. Candidates will have to complete all modules and attain all required credits in the Fundamental and Core components.

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## ASSESSMENT ARRANGEMENTS

### Formative Assessment

Formative assessment or continuous assessment to constitute 60%.

### Summative Assessment

Summative assessment to constitute 40%.

Overall combined assessment totals 100%.

Assessment shall be carried out by BQA registered and accredited assessors.

## MODERATION ARRANGEMENTS

### Internal Moderation:

Pre-moderation is done by relevant internal structures. Quality assurance of the assessment instruments is conducted prior to administration.

### External Moderation:

There will also be external moderation.

Moderation will be done in accordance with the institutional policies and in line with the national policy.

Moderators must be BQA registered and accredited.

## RECOGNITION OF PRIOR LEARNING

There shall be an award of the qualification using Institutional RPL Policy in line with the National RPL Policy.

## CREDIT ACCUMULATION AND TRANSFER


There will be provision for awarding this qualification through CAT in accordance with national and institutional policies.

## PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

### Vertical Articulation:

Postgraduate study at Honours Level, at Level 8 in related subfields of study.

### Employment:

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Graduates of this qualification will be equipped to establish and manage their own ventures in the fields represented by its four (4) strands.

Examples of careers graduates may pursue:

- Agricultural entrepreneur,
- Animal Nutrition Entrepreneur,
- Fashion Entrepreneur,
- Fashion Entrepreneurial Analyst,
- Fashion Consultant,
- Horticultural Entrepreneur,
- Horticultural Entrepreneurial Consultant
- Animal Production Entrepreneurial Consultant
- Agriculture Value Chain Development Consultant
- Business owners
- Business consultants
- Business project managers
- Business operations managers
- Business analysts
- Entrepreneurship research and policy making.

## QUALIFICATION AWARD AND CERTIFICATION

### Qualification award:

To graduate from this qualification graduates should have fulfilled all the requirements of the qualification and acquired a total of 480 credits.

### Certification:

Upon successful completion of the qualification, a Bachelor of Entrepreneurship in:

Agriculture, or

Bespoke Fashion or,

Horticulture or,

Animal Production,

at NCQF level 7 will be awarded as well as an official transcript.

## SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

### Similarities

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### Similarities

- All the qualifications selected fall within the same NQF level 7 as the proposed qualification, suggesting alignment with the National Credit and Qualification Framework.
- The learning outcomes of most of the existing programmes match or are in line with the proposed qualification.

### Differences:

- The number of credits required for completion vary considerably and is influenced by that the proposed qualification is a combination in essence of entrepreneurship training modules with specialised occupation modules per stream.
- The above qualifications are all three-year qualifications; however, the proposed qualification is a four-year qualification owing to the increased content due to additional content combinations.
- The proposed qualification has some modules that while similar to those from above qualifications, they differ in that they have been contextualised to achieve specific outcomes unique to Botswana and Africa.

### REVIEW PERIOD

This qualification shall be reviewed every five (5) years.