

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS															
QUALIFICATION DEVELOPER (S)			Madirelo Training and Testing Centre												
TITLE		Certificate V in Beauty Therapy						NCQF LEVEL			5				
STRANDS (where applicable)		N/A.													
FIELD		Services						CREDIT VALUE			120				
SUB FIELD		Personal Services													
New Qualification				Legacy Qualification		✓		Renewal Qualification							
								Registration Code							
SUB-FRAMEWORK		General Education				TVET		✓		Higher Education					
QUALIFICATION TYPE		Certificate		I	II	III	IV	V	✓		Diploma		Bachelor	or	
		Bachelor Honours						Post Graduate Certificate						Post Graduate Diploma	
		Masters								Doctorate/ PhD					
RATIONALE AND PURPOSE OF THE QUALIFICATION															

RATIONALE:

According to Vision 2063, Africa Agenda, emphasis on a prosperous inclusive growth and sustainable development aiming to educated citizens and skills revolution underpinned by science, technology and innovation for the growth of Beauty Industry. It requires to have skilled manpower relevant to match the industry demand.

The Botswana Vision 2036 states that development of the human capital and the informal sector and the micro and small enterprises (MSES) are essential in achieving the VISION 2036 pillars, in particular Sustainable Economic Development and Human and Social Development. Although Botswana has been fortunate to experience unprecedented economic growth since independence, this has not generated enough jobs to reduce unemployment. The most severely hit group amongst the unemployed is the youth, who account for about 51.7% of the total unemployed, with the 15-19 age group most affected.

The Botswana Education and Training Sector Strategic Plan (ETSSP2015-2020) marks a significant milestone in our collective efforts as a nation to bring about a more diversified, knowledge-based economy. Through a planned and careful development of human capital, the ETSSP seeks to refocus our education and training towards fulfillment of social and economic aspirations identified in our Revised National Policy on Education (RNPE), the National Development Plan, Vision 2036 and as well as the Millennium Development Goals. In particular, the ETSSP is intended to strengthen the match between qualifications and labour market requirements, thereby ensuring that education and training outputs are more closely aligned to socio economic development needs of the country.

HRDC has identified priority occupations which are informed by the current needs of the labour. The occupations are classified by the sector of the economy, by Subjects, by Science, Technology, Engineering, Arts and Mathematics (STEAM) by Technical Vocational Education Training (TVET) and lastly by Individual Characteristics for ease of self-reflection. Page 25 of the Botswana Human Resource Development Sector Clinic catalogue quotes Beauticians as an identified top occupation. (https://www.hrdc.org.bw/sites/default/files/BHRDS_Catalogue_2020).

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PURPOSE: (itemise exit level outcomes)

The purpose of this qualification is to produce graduates with broad technical knowledge, skills, and competence to;

1. Identify available business ventures for preparing a business plan.
2. Use electrical and electronic equipment/tools for skin and facial treatment.
3. Perform full Body treatments for therapeutic purposes.
4. Perform advanced nails enhancement for nail service.
5. Maintain health, safety, and security in a Beauty Salon.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- Certificate IV in Beauty Therapy (NCQF Level 4) OR ANY other EQUIVALENT qualification accepted in the institution.
- Candidates with relevant unaccredited prior learning may be considered for admission and through Recognition of Prior Learning (RPL) Assessment.

SECTION B		QUALIFICATION SPECIFICATION
GRADUATE OUTCOMES)	PROFILE (LEARNING	ASSESSMENT CRITERIA
1. Use electrical and electronic equipment/tools to perform skin and body treatment.		<p>1.1 Explain to clients the benefits of using electrical and electronic equipment /tools for skin and body treatment to aid them in treatment decision making.</p> <p>1.2 Identify various electrical and electronic equipment</p>

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	<p>and tools for skin and body treatment.</p> <p>1.3 Select and use tools, materials, equipment following the standard procedure for skin and body treatment.</p> <p>1.4 Sterilise tools, equipment and workstation for skin and body treatment.</p> <p>1.5 Examine and consult the client for skin and body treatment.</p> <p>1.6 Carry out skin and body treatment using electrical and electronic equipment/tools.</p> <p>1.7 Provide post care advice following standard procedures for skin and body electrical treatment.</p>
2. Perform Facial treatment using electrical and electronic equipment/tools.	<p>1.1 Explain the benefits of using electrical and electronic equipment /tools for facial treatment.</p> <p>1.2 Select and use tools, materials, equipment following the standard procedure for facial treatment.</p> <p>1.3 Sterilise tools, equipment and work station for facial treatment.</p> <p>1.4 Examine and consult the client for facial treatment.</p> <p>1.5 Carry out skin treatment using electrical and electronic equipment/tools for facial treatment.</p> <p>1.6 Provide post care advice following standard procedures for facial treatment.</p>
3. Provide eyelash and eyebrow tinting.	<p>3.1 Describe the structure and function of the skin and hair for eyelash and eyebrow tinting.</p> <p>3.2 Access and review client treatment plan for eyelash and eyebrow tinting.</p> <p>3.3 Perform eyelash and eyebrow tinting treatment procedure according to manufacturer instructions.</p>

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	<p>3.4 Follow health and safety working practices for eyelash and eyebrow tinting.</p> <p>3.5 Review service and provide post service advice for eyelash and eyebrow tinting.</p>
4. Provide nail enhancement services	<p>4.1 Understand the anatomy and physiology of the hands and the feet.</p> <p>4.2 Understanding nail enhancement products and their uses.</p> <p>4.3 Provide nail enhancement services using a variety of skills and techniques to achieve a variety of looks.</p> <p>4.4 Apply safe hygienic, health and work practices for nail enhancement.</p>
5. Perform Full Body Massage treatments	<p>5.1 Understand the anatomy and physiology that relates to body massage treatments.</p> <p>5.2 Review the treatment plan for full body massage.</p> <p>5.3 Perform safe and effective full body massage.</p> <p>5.4 Provide post treatment advice for a full body massage.</p>
6. Use of aromatherapy oils	<p>6.1 Evaluate the methods of extraction used for aromatherapy oils.</p> <p>6.2 Assess the therapeutic use of aromatherapy oils on the body system during entry and excretion.</p> <p>6.3 Evaluate the effectiveness of aromatherapy oils chosen for the treatment of a named condition.</p> <p>6.4 Select and blend appropriate aromatherapy oils which meet the client needs.</p>
7. Carry out Body Electrical treatments	<p>7.1 Understand the anatomy and physiology that relates to body treatments.</p> <p>7.2 Review the treatment plan for body treatments.</p> <p>7.3 Carry out a skin test prior to body treatment.</p>

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	<p>7.4 Understand how to work safely and effectively when providing body treatments.</p> <p>7.5 Provide post treatment advice for body treatments.</p>
8. Carry out health, safety and security practices	<p>8.1 Understand the policies and principles of health, safety and security in a Beauty Salon.</p> <p>8.2 Practice health, safety and hygienic procedures in the Beauty Salon.</p> <p>8.3 Monitor health and safety rules and regulations in the Beauty Salon.</p>
9. Demonstrate knowledge, skill and competence to engage in vocationally relevant tasks, be it in an organization or vocational context.	<p>9.1 Demonstrate negotiation and communication skills prior and during work-based learning.</p> <p>9.2 Perform assigned vocation related tasks to the required standards.</p> <p>9.3 Apply effective fundamental (core) skills throughout the duration of the work-based learning.</p> <p>9.4 Adhere to health and safety requirements at all times.</p> <p>9.5 Demonstrate problem solving skills as and when problems are encountered during the work process.</p> <p>9.6 Contribute effectively to teamwork initiatives within the work environment.</p> <p>9.7 Evaluate the work-based learning experience, to determine its benefits and or limitations.</p>
10. Identify a viable business venture for preparing a business plan	<p>10.1 Identify a venture of interest.</p> <p>10.2 Conduct a market survey to assess the viability of the project.</p>

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	<p>10.3 Prepare a business plan for the chosen venture.</p> <p>10.4 Provide an Overview/background of the business undertaking.</p> <p>10.4 Prepare the business' operations plan</p> <p>10.5 Develop the marketing plan.</p> <p>10.6 Prepare the Human Resource Management plan.</p> <p>10.7 Conduct an internal and external factors viability assessment (SWOT) as well as a Risk assessment of the business understudy.</p> <p>10.8 Prepare the financial projections (incomes and cash flow statements) for the business, determine the estimate total project costs and evaluate possible sources of finance.</p> <p>10.9 Prepare an implementation schedule for the business in the form of a Gantt chart (or any suitable presentation technique).</p>
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SECTION C	QUALIFICATION STRUCTURE		
	TITLE		

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COMPONENT		Credits Per Relevant NCQF Level			Total Credits
		Level []	Level [5]	Level []	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Entrepreneurship I		11		
CORE COMPONENT Subjects/Courses/ Modules/Units	Electricals and Electronics equipment/tools		12		
	Full Body Massage treatments		12		
	Eyelash and Eyebrow Tinting		12		
	Body Electrical treatments		15		
	Nail enhancement services		10		
	Work Based Learning/ Attachment		48		

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

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
5	120
TOTAL CREDITS	120
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
<p>To be awarded this qualification, candidate should achieve 120 credits with all credits at NCQF Level V. Fundamentals units 11 credits, 61creditsforCoreand 48 credits for Industrial Attachment.</p>	

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ASSESSMENT ARRANGEMENTS

The weightings for the assessment will be as follows:

1. Formative assessment

The weighting of formative assessment is 60% of the final assessment mark.

2. Summative Assessment

The weighting of summative assessment is 40% of the final assessment mark.

Internal and external assessors perform assessments of the qualification. Both internal and external assessments are done in-line with the national assessment policy. Anyone assessing a learner against this qualification must be registered as an assessor from any relevant body.

MODERATION ARRANGEMENTS

Internal and external moderators perform assessments of the qualification. Both internal and external moderation are done in-line with the national assessment policy. Anyone assessing a learner against this qualification must be registered as moderator a relevant body.

RECOGNITION OF PRIOR LEARNING

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.

CREDIT ACCUMULATION AND TRANSFER

Credits Accumulated and Transfer for award will be administered in line with the national and institutional policy.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAYS

Horizontal Articulation

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

- Certificate V in Skincare and Body Therapy
- Certificate V in Health and Skincare
- Certificate V in Hairdressing
- Certificate V in Beauty Therapy

Vertical Articulation

Graduates may progress to level V in but not limited to

- Diploma in Beauty Therapy
- Diploma in Hairdressing

Employment Pathways

Holders of this qualification can work as but not limited to:

- Senior Beauty Therapist
- Skin Care Therapist
- Make-up Artist
- Nail Technician
- Store merchandiser
- Salon Owner

Masseurs

QUALIFICATION AWARD AND CERTIFICATION

A candidate is required to achieve the stipulated 120 credits inclusive of the 11 credits for fundamentals, 61 credits for core components and 48 credits for work-based learning credits for elective. A candidate will be awarded Certificate V in Beauty Therapy.

Certification

Candidates meeting prescribed requirements will be awarded a certificate in accordance with

standards prescribed for the award of the qualification and applicable policies.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The following were used for benchmarking:

The following were used for benchmarking:

1. Title: National Certificate in Beauty Therapy Skills
Name of University: Scottish Borders Campus

2. Title: Beauty Therapy ITEC
Name of University: College of Cape Town

All qualifications are of Level 5 (because Scottish SCQF level 6 is equivalent to NCQF level 5) and have similar components of Beauty Therapy that reflects the occupational competencies - Back, Neck and Shoulder Massage, Waxing Services, Applying Nail Art etc., and Contexts of the qualification – which are regulatory frameworks such as proper licensing and inspection, sanitation and hazardous chemical compliance, labour law, among others. Both qualifications contain units that provide knowledge and skills reflective of best industry practice. Assessments are theoretical and practical.

The difference noted between the two qualifications being the Scotland qualification - National Certificate in Beauty Therapy Skills and South African qualification - Beauty Therapy ITEC is that the Scotland qualification did not outline the work experience while the South African does. Furthermore, the Scottish qualification candidates work under supervision on completion of the course while the South African work under no supervision. The credits distribution for Scottish was clearly stated while the South African only outlined the duration of the course.

The proposed qualification compares well with two qualifications benchmarked in terms of content scope, employment pathways. What sets the proposed qualification apart from the one benchmarked is that it emphasizes more on fundamental skills which are more important for employability. The intention of this qualification is to develop skills, knowledge and competences in Beauty Therapy.

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The graduates may go for further studies on NC in Beauty Therapy Level 6, Advanced Therapist, ITEC and Lecturing. This qualification enables the candidate to seek employment as a Beauty Specialist, in Facial, Body and Complementary Therapies, Beauty Salons, Health Spas. In conclusion this qualification provides equal opportunities in education and employment.

REVIEW PERIOD

This qualification shall be reviewed every 5 years.

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	