

BQA NCQF QUALIFICATION TEMPLATE

SECTION A:		QUALIFICATION DETAILS											
QUALIFICATION DEVELOPER (S)		De Beers Global Sightholder Sales Diamond Academy											
TITLE	Certificate V in Rough Diamond Sorting and Valuation							NCQF LEVEL	5				
STRANDS (where applicable)	N/A												
FIELD	Mining							CREDIT VALUE	130				
SUB FIELD	Mineral Processing												
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				
	Bachelor Honours			Post Graduate Certificate				Post Graduate Diploma					
	Masters					Doctorate/ PhD							
RATIONALE AND PURPOSE OF THE QUALIFICATION													
<p>RATIONALE:</p> <p>The economy of Botswana relies heavily on mineral exports which account for over 80% of the country's GDP. Among the numerous minerals exported by the country, diamonds stand out as the main backbone of the national economy and have played a pivotal role in the development of the country since independence in 1966. Within the diamond industry, there has been a growing demand to raise the standard of diamond sorting and valuing performance by up-skilling the human capital who are engaged in this critical role to align the industry to international level</p> <p>The sorting and valuation of diamonds is a skill which requires understanding of the nature and structure of the diamond crystal and how the 4Cs (carat, cut, clarity and colour) can affect the</p>													

ultimate value of the diamond. Previously, there has been no formal recognition of the knowledge and skills represented in the qualification as employees were trained and developed on-the-job.

In its publication – Priority Skills 2023/2024 – (HRDC, 2023) the Human Resource Development Council identifies Diamond Polisher/Grader as well as Diamond Manufacturer as critical future occupations for Botswana (pp 2 & 3). The technical skills required of the Diamond Manufacturer include Rough and Polished Diamond Valuation, Diamond Sorting Classifications and Techniques, and Numerical & Data analysis skills. It is therefore imperative that the skills of diamond sorting and valuation are critical for the future development of Botswana. This is further noted by The National Employment Policy (2021) which advocates for increasing Botswana’s participation in the diamond value chain by enhancing citizen participation through skills development and mentoring.

Further to the above, the need for the technical skills embedded in the qualification has been reinforced by the following factors:

- It is a scarce skill that requires specialised training
- Employers within the diamond industry have indicated the need to give formal recognition of the skill
- Standards that will enable the Botswana Diamond Industry to compete favourably with international industry players will demand stringent quality and operating standards applied to enable the diamond sector to remain viable and support the expansion of the wider jewellery manufacturing industry
- Current rough diamond sorters and valuers without formal qualifications will benefit from the opportunities of assessment and subsequent Recognition of Prior Learning (RPL)

The Certificate V in Rough Diamond Sorting and Valuation Qualification is primarily designed to close the identified skills gap and meet the needs of employees as well as learners wishing to enter the diamond industry. Employers will also benefit from promoting recognised levels of competence in the workforce.

PURPOSE: (itemise exit level outcomes)

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

BQA NCQF QUALIFICATION TEMPLATE

1. Apply gemmological principles and methods to sort and value rough diamonds in line with industry and regulatory standards.
2. Use specialised technology for planning and mapping rough diamonds to estimate polished yield outcomes
3. Grade polished diamonds by colour, cut, clarity and carat using industry-approved tools and standards to determine the market value
4. Apply knowledge of relevant national and international regulatory frameworks to ensure secure, ethical sourcing, and legal compliance in movement, documentation and trading of diamonds in managing diamonds
5. Adhere to occupational safety, health and environmental standards by applying risk management processes, safe handling practices, and sustainable management protocols to promote workplace safety.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

The entry requirements for the qualification are:

1. Certificate IV, NCQF Level 4.
2. Entry through RPL and CAT will be done in accordance with institutional policies which are aligned to national RPL and CAT policies.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Apply and integrate knowledge of stock management, national and international regulations to ensure the secure handling and management of diamonds.	1.1 Research and interpret relevant national and international regulatory frameworks to ensure legal compliance 1.2 Apply regulations in procedures for diamond handling, storage, and transportation. 1.3 Document compliance processes in line with security and traceability requirements. 1.4 Record and verify diamond movement in stock registers or digital systems to support auditing, issuing, and reconciliation processes.

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	1.5 Evaluate adherence to regulations through audits or monitoring reports
2. Identify and differentiate rough diamonds from simulants and synthetics by demonstrating understanding of their origins, characteristics, and the diamond value chain.	<p>2.1. Examine physical and optical properties of rough stones using standard tests and technology.</p> <p>2.2. Compare features of natural diamonds against common simulants and synthetics.</p> <p>2.3. Map stones within the diamond value chain to establish authenticity and provenance.</p> <p>2.4. Record and report findings in line with industry-recognized identification protocols.</p>
3. Demonstrate understanding of diamond cutting and polishing processes to enhance accuracy in sorting and valuing diamonds.	<p>3.1. Prepare and assess rough diamonds to understand their transformation from rough to polished status using scanning or mapping technology</p> <p>3.2. Relate polished diamond cuts to their influence on value, brilliance, and weight retention.</p> <p>3.3. Apply knowledge of cutting and polishing processes when sorting diamonds for valuation.</p>
4. Operate and interpret specialized laboratory equipment to examine characteristics of diamonds for accurate grading, valuing, and quality assurance in compliance with industry standards.	<p>4.1. Calibrate and prepare gemmological instruments for testing, grading and sorting</p> <p>4.2. Conduct examinations using microscopes, spectrometers, or other relevant tools in compliance with industry standards</p> <p>4.3. Interpret data obtained from laboratory analysis to assess diamond quality.</p> <p>4.4. Document results in compliance with recognized grading and quality protocols.</p>
5. Sort and classify rough diamonds by colour, size, quality, and shape using industry-recognized classification systems to determine the market value in	<p>5.1. Observe and categorize rough stones by external and internal features (size, shape, quality and colour) using classification systems.</p> <p>5.2. Conduct stress and fluorescence tests to support valuation and equitable distribution practices</p> <p>5.3. Compare stones against reference samples to ensure consistency for quality assurance.</p>

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<p>alignment with international best practices</p>	<p>5.4. Record classification outcomes for valuation and reporting purposes.</p>
<p>6. Grade and certify polished diamonds accurately to determine value and produce grading certificates in compliance with trade and certification protocols.</p>	<p>6.1. Examine cut, clarity, colour, and carat weight according to samples and grading standards.</p> <p>6.2. Apply and interpret international grading systems (e.g., GIA, HRD) to ensure consistency in the market.</p> <p>6.3. Prepare grading documentation and certificates in line with certification protocols.</p> <p>6.4. Authenticate and validate certificates for trade and market purposes.</p>
<p>7. Calculate and estimate basic yield on rough diamonds to estimate the potential polished outcome and value using recognised price lists in the market</p>	<p>7.1. Measure dimensions and weight of rough stones to estimate the potential polished outcome</p> <p>7.2. Apply mathematical formulae to calculate yield potential.</p> <p>7.3. Compare estimated yield with actual polished to guide cutting decisions</p> <p>7.4. Use the polished outcome to work out the market value of stones using the recognised price list</p>
<p>8. Apply and adhere to occupational safety, health, and environmental standards to ensure safe, sustainable, and ethically responsible operations</p>	<p>8.1. Identify potential occupational and environmental risks to ensure health and safety in the diamond operation.</p> <p>8.2. Apply safety procedures and protective measures to secure a compliant work environment</p> <p>8.3. Monitor compliance with occupational health and safety legislation to prevent injuries, illnesses, and fatalities</p> <p>8.4. Participate in health and safety activities to advocate for ethical, sustainable, and environmentally responsible practices</p>

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<p>9. Utilize Microsoft computer applications to document and present diamond-related information digitally.</p>	<p>9.1. Prepare reports and valuation documents in Microsoft Word in line with industry requirements</p> <p>9.2. Present findings and analyses using Microsoft PowerPoint to communicate business data</p> <p>9.3. Store and secure digital records in line with industry requirements</p> <p>9.4. Implement workplace cybersecurity protocols when handling digital documents to maintain access controls, password protection, and secure storage practices.</p>
<p>10. Apply general business skills to support effective operations, personal and entrepreneurial development within the diamond industry</p>	<p>10.1. Demonstrate financial literacy by preparing simple budgets and costings for planning.</p> <p>10.2. Apply marketing and negotiation skills in diamond trade scenarios to foster Collaboration and Teamwork</p> <p>10.3. Manage time, resources, and customer relations to support effective operations.</p> <p>10.4. Explore entrepreneurial opportunities for sustainable career growth</p>

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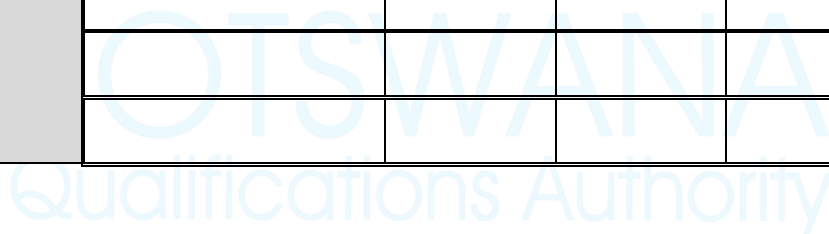
SECTION C	QUALIFICATION STRUCTURE		
	TITLE	Credits Per Relevant NCQF Level	Total Credits

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COMPONENT		Level [3]	Level [4]	Level [5]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Safety Health and Environment		3		3
	Business Skills		3		3
	Business Computer Applications		6		6
CORE COMPONENT Subjects/Courses/ Modules/Units	Yield Estimation		3		3
	Rough Diamond Identification Techniques		6		6
	Use of Sorting Tools and Equipment/ Specialised Equipment for Sorting Diamonds		3		3
	Diamond Sorting by Size, Shape and Colour			38	38
	Diamond Sorting by Quality			38	38
	Grading Polished Diamonds			12	12
	Cutting and Polishing Methodologies			15	15
	Diamond Stock Management, national and international regulations		3		3
	STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level		
Level []			Level []	Level []	

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1.	N/A				
2.					
Electives					



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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
4	27
5	103
TOTAL CREDITS	130

Rules of Combination:

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

This qualification consists of Fundamental and Core components. Candidates are required to complete the minimum of 130 credits to qualify for the award of the qualification. This is made up of the following:

- Fundamental = 12 credits
- Core = 118 credits

TOTAL = 130 Credits

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ASSESSMENT ARRANGEMENTS

Assessment for the award of this qualification shall incorporate both formative and summative assessments which shall be conducted by subject matter experts accredited as assessors with BQA

The assessments shall be based on the learning outcomes and their related assessment criteria and shall be weighted as follows:

Formative Assessment = 70%

Summative Assessment = 30%

MODERATION ARRANGEMENTS

There shall be internal and external moderation of assessment prior to award of the qualification.

The moderation shall be carried out in compliance with the internal policies of the institution and the BQA established guidelines.

All persons moderating assessments against this qualification shall be registered and accredited by BQA or a recognised qualifications authority

RECOGNITION OF PRIOR LEARNING

There shall be provision for the award of this qualification through the process of Recognition of Prior Learning (RPL) in line with institutional and national policies on RPL

CREDIT ACCUMULATION AND TRANSFER

There shall be provision for award of this qualification through Credit Accumulation and Transfer (CAT) in compliance with institutional and national policies on CAT

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAYS

This qualification provides various types of articulation.

Horizontal Articulation:

Learners completing the Certificate V in Rough Diamond Sorting and Valuation can branch into any of the following at Level 5 of the NCQF

- Certificate V in Gemmology
- Certificate V Rough Diamond Sorting and Valuing
- Certificate V in Diamond Processing

Vertical Articulation;

For upward progression, learners achieving this qualification can pursue any of the following:

- Diploma in Gemmology
- Diploma in Diamond Processing

EMPLOYMENT PATHWAYS

On achieving this qualification, the graduate is eligible for employment as:

- Diamond Sorter
- Diamond Handler
- Operator - Technical Sorting
- Diamond Valuer

QUALIFICATION AWARD AND CERTIFICATION

Learners who achieve the minimum of 130 credits shall be awarded the Certificate V in Rough Diamond Sorting and Valuation. They shall be issued with a certificate and transcript

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The Certificate V in Rough Diamond Sorting and Valuation has been developed in a context of national, regional and international comparability and international best practices have been duly considered. The general observation was that there were similar qualifications locally and regionally but no similar qualifications internationally, though a number of gemmological associations offer courses that do not constitute full qualifications. Most of the available qualifications focus on

processing of diamonds into jewellery. The qualification was therefore compared with the following: Locally, the Certificate V in Rough Diamond Sorting and Valuing offered by Diamond Trading Company Botswana, and regionally with the Further Education and Training Certificate: Diamond Design and Evaluation offered by the De Beers Group Sightholder Sales of South Africa, as well as the diamond sorting and valuation short courses offered by Harry Oppenheimer Diamond Training School of South Africa. The comparison was done in terms of title, main exit outcomes, entry requirements, modules, duration, credit values and assessments.

Similarities

- This Certificate V in Rough Diamond Sorting and Valuation and the training offered by the other institutions are duly recognized in their respective countries
- This qualification and those offered by the three institutions benchmarked with have outcomes that cover the core areas of rough diamond sorting and valuation and the grading of polished diamonds
- All the qualifications have rigorous assessment systems that require learners to achieve the minimum set standards prior to certification

Differences

- The Certificate V in Rough Diamond Sorting and Valuation and the other benchmarked qualifications have different titles.
- The Harry Oppenheimer Diamond Training School only offers short courses and does not award a group qualification
- This qualification has exit outcomes on application of gemmological principles in sorting and valuing rough diamonds, use of specialised technology for planning and mapping rough diamonds, and application of national and international regulations in managing diamonds which are not found on the other qualifications
- This qualification and the Certificate V in Rough Diamond Sorting and Valuing offered by Diamond Trading Company has entry requirements at Level 4, while the Further Education and Training Certificate: Diamond Design and Evaluation on the SAQA framework has a Level 3 entry requirement on the respective National Qualifications Frameworks. There are

BQA NCQF QUALIFICATION TEMPLATE

no specified entry requirements for the short courses offered by Harry Oppenheimer Diamond Training School of South Africa

- This qualification and the other two qualifications offered by Diamond Trading Company Botswana and De Beers Global Sightholder Sales South Africa have different credit values. The short courses offered by Harry Oppenheimer Diamond Training School of South Africa do not use the credit system
- This qualification, the Certificate V in Rough Diamond Sorting and Valuing offered by Diamond Trading Company, Botswana and the short courses offered by Harry Oppenheimer Diamond Training School are offered through modules whilst the FET Certificate: Diamond Design and Evaluation is offered through unit standards
- The FET Certificate: Diamond Design and Evaluation has electives and streams or strands while this qualification and the other qualifications selected for benchmarking do not have electives and strands

On the basis of the above, this Certificate V in Rough Diamond Sorting and Valuation compares favourably with the other two qualifications. It offers a wider range of learning and prepares the learner to be well rounded in the field of diamond sorting and valuation and general management of diamonds within the industry.

REVIEW PERIOD

This qualification shall be reviewed every five (5) years

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For Official Use Only:

CODE (ID)			
REGISTRATION STATUS	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE

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LAST DATE FOR ENROLMENT	LAST DATE FOR ACHIEVEMENT



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