

**REPUBLIC OF KENYA**

**COMPETENCY -BASED MODULAR CURRICULUM**

**FOR**

**OFFICE ADMINISTRATION**

**LEVEL 6**

**PROGRAMME CODE: 0415554 A**

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**FOREWORD**

The provision of quality education and training is fundamental to the Government’s overall strategy for social and economic development. Quality education and training contribute to the achievement of Kenya’s development blueprint and sustainable development goals.

Reforms in the education sector are necessary to achieve Kenya Vision 2030 and meet the provisions of the Constitution of Kenya 2010. The education sector had to be aligned to the Constitution, and this resulted in the formulation of the Policy Framework for Reforming Education and Training in Kenya (Sessional Paper No. 14 of 2012). A key feature of this policy is the radical change in the design and delivery of TVET training. This policy document requires that training in TVET be competency-based, curriculum development be industry-led, certification be based on demonstration of competence, and the mode of delivery allow for multiple entry and exit in TVET programmes.

These reforms demand that Industry takes a leading role in curriculum development to ensure the curriculum addresses its competence needs. It is against this background that this curriculum has been developed. For trainees to build their skills on foundational hands-on activities of the occupation, units of learning are grouped in modules. This has eliminated duplication of content and streamlined exemptions based on skills acquired as a trainee progresses in the up-skilling process, while at the same time allowing trainees to be employable in the shortest time possible through the acquisition of part qualifications.

It is my conviction that this curriculum will play a great role in developing competent human resources for the Office Administration Sector’s growth and development.

**PRINCIPAL SECRETARY**

**STATE DEPARTMENT FOR TVET**

**MINISTRY OF EDUCATION**

**PREFACE**

Kenya Vision 2030 aims to transform Kenya into a newly industrializing middle-income country, providing high-quality life to all its citizens by the year 2030. Kenya intends to create globally competitive and adaptive human resource base to meet the requirements of a rapidly industrializing economy through lifelong education and training. TVET has a responsibility to facilitate the process of inculcating knowledge, skills, and worker behaviour necessary for catapulting the nation to a globally competitive country, hence the paradigm shift to embrace Competency-Based Education and Training (CBET).

CAP 210A and Sessional Paper No. 1 of 2019 on Reforming Education and Training in Kenya for Sustainable Development emphasized the need to reform curriculum development, assessment, and certification. This called for a shift to CBET to address the mismatch between skills acquired through training and skills needed by industry, as well as increase the global competitiveness of the Kenyan labour force.

This curriculum has been developed in adherence to the Kenya National Qualifications Framework and CBETA standards and guidelines. The curriculum is designed and organized into Units of Learning with Learning Outcomes, suggested delivery methods, learning resources, and methods of assessing the trainee’s achievement. In addition, the units of learning have been grouped in modules to concretize the skills acquisition process and streamline upskilling.

I am grateful to all expert trainers and everyone who played a role in translating the Occupational Standards into this competency-based modular curriculum.

**CHAIRPERSON**

**xxxxxxxxxxxxx**

**ACKNOWLEDGEMENT**

This curriculum has been designed for competency-based training and has independent units of learning that allow the trainee flexibility in entry and exit. In developing the curriculum, significant involvement and support were received from expert trainers, institutions and organizations.

I recognize with appreciation the role of the National Sector Skills Committee (NSSC) in ensuring that competencies required by the industry are addressed in the curriculum. I also thank all stakeholders in the office administration sector for their valuable input and everyone who participated in developing this curriculum.

I am convinced that this curriculum will go a long way in ensuring that individuals aspiring to work in the office administration Sector acquire competencies to perform their work more efficiently and effectively.

**COUNCIL SECRETARY/CEO**

**xxxxxxxxxxxxx**

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# OVERVIEW

The Office Administrator Level 6 curriculum is designed to equip learners with comprehensive skills and knowledge essential for efficient office management and administrative operations. The program focuses on key competencies, including Handling Office Correspondence, Customer Care Relations, Office Errands, Coordinating Office Facilities Maintenance, Managing Telephone Calls, Managing Office Records, Coordinating Official Meetings, Coordinating Travel Arrangements, Processing Office Documents, Managing Office Security, Applying Financial Accounting, Undertaking Business Communication, Applying Commerce Principles, Applying Shorthand Skills, Applying Management Principles, Handling Office Administrative Duties, Applying Principle of Commercial Law, Applying Information and Communication Technology, Carrying out Research Project.

The qualification consists of basic, common and core competencies:

**MODULER UNITS OF COMPETENCY**

|  |  |  |
| --- | --- | --- |
| **MODULE ONE** | | |
| **UNIT CODE** | **UNIT NAME** | **DURATION**  **(Hours)** |
| 0415 351 09A | OFFICE CORESPONDENCE | 80 |
| 0415 351 10A | OFFICE ERRANDS | 40 |
| 0415 351 11A | CUSTOMER CARE DUTIES | 80 |
| 0415 351 12A | INTRODUCTION TO SHORTHAND SKILLS 1 | 80 |
| 0415 351 13A | INTRODUCTION TO PROCESS OFFICE DOCUMENTS 1 | 80 |
| SUB-TOTAL | | 360 |
| MODULE TWO | | |
| 0415 351 14A | OFFICE PAPER RECORDS | 40 |
| 0415 351 15A | OFFICE REPAIRS  AND MAINTENANCE | 35 |
| 0415 351 16A | INTRODUCTION TO SHORTHAND SKILLS 2 | 80 |
| 0415 351 17A | INTRODUCTION TO PROCESS OFFICE DOCUMENTS 2 | 80 |
| 0413 351 03A | UNDERTAKE BUSINESS COMMUNICATION | 80 |
| 0415 351 18A | MANAGE TELEPHONE CALLS | 50 |
| SUB-TOTAL | | 365 |
| 0417 451 01A | APPLY WORK ETHICS AND  PRACTICES | 40 |
| 0415 451 19A | INTRERMEDIATE SHORTHAND SKILLS | 80 |
| 0415 451 20A | INTERMEDIATE OFFICE DOCUMENTS PROCESSING | 80 |
| 0415 451 21A | APPLY ICT SKILLS | 280 |
| SUB TOTAL | | 480 |
| MODULE FOUR | | |
| 0415 451 22A | APPLY COMMERCE PRINCIPLES | 80 |
| 0413 451 02A | APPLY ENTREPRENEURIAL SKILLS | 40 |
| 0415 551 17A | MANAGE OFFICE SECURITY | 60 |
| 0415 451 24A | OFFICE ADMINISTRATION DUTIES MANAGEMENT | 80 |
| 0415 451 25A | OFFICIAL MEETINGS COORDINATION | 80 |
| SUB – TOTALS | | 340 |
| MODULE FIVE | | |
| 0411 551 04A | APPLY FINANCIAL ACCOUNTING  SKILLS | 100 |
| 0415 551 26A | COORDINATE TRAVEL  ARRANGEMENTS | 80 |
| 0415 551 05A | APPLY MANAGEMENT PRINCIPLES | 100 |
| 0415 551 27A | ADVANCED SHORHAND SKILLS 1 | 100 |
| 0415 551 28A | ADVANCED PROCESS OFFICE DOCUMENTS 1 | 100 |
|  |  | **480** |
| MODULE SIX | | |
| 0415 551 29A | ADVANCED SHORTHAND SKILLS 2 | 100 |
| 0421 541 06A | PRINCIPLES OF COMMERCIAL LAW | 80 |
| 0541 551 07A | RESEARCH PROJECT | 100 |
| 0311 551 08A | ECONOMICS SKILLS APPLICATION | 100 |
| 0415 551 30A | ADVANCED PROCESS OFFICE DOCUMENTS 2 | 100 |
| SUB-TOTAL | | 480 |
| INDUSTRIAL ATTACHMET | | 480 |
| GRAND TOTAL | | 2625 |
|  | |  |

The core units of learning are independent of each other and may be taken independently. The total duration of the course is **2625 HRS**

**Entry Requirements**

An individual entering this course should have any of the following minimum requirements:

1. KCSE C- (Minus) or KCE division III, KACE 1 Principal and 1 Subsidiary or General Certificate of Education (Advanced level) UK

**or**

1. An equivalent qualification as determined by TVETA**.**

**Trainer Qualification**

A trainer training any of the Units of Competency in this course shall:

1. Have a minimum of level seven qualification in Office Administration in the related field.
2. Be licensed by TVETA.

**Assessment and certification**

**Industry Training**

An individual enrolled in this course will be required to undergo Industry training for a minimum period of 480 hours in Office Administration sector. The industrial training may be taken after completion of all units for those pursuing the full qualification or be distributed equally in each unit for those pursuing part qualification. In the case of dual training model, industrial training shall be as guided by the dual training policy.

**Assessment.**

The course shall be assessed formatively and summatively:

1. During formative assessment all performance criteria shall be assessed based on performance criteria weighting.
2. Number of formative assessments shall minimally be equal to the number of elements in a unit of competency.
3. During summative assessment basic and common units may be integrated in the core units or assessed as discrete units.
4. Theoretical and practical weighting for each unit of learning shall be as follows.
5. 10:90 for units in Module one and module two
6. 30:70 for units in Module three and module four
7. 40:60 for units in module five and six
8. Formative and summative assessments shall be weighted at 60% and 40% respectively in the overall unit of learning score

For a candidate to be declared competent in a unit of competency, the candidate must meet the following conditions:

1. Obtained at least 40% in theory assessment in formative and summative assessments.
2. Obtained at least 60% in practical assessment in formative and summative assessment where applicable.
3. Obtained at least 50% in the weighted results between formative assessment and summative assessment where the former constitutes 60% and the latter 40% of the overall score.
4. Assessment performance rating for each unit of competency shall be as follows:

|  |  |
| --- | --- |
| **MARKS** | **COMPETENCE RATING** |
| 80 -100 | Attained Mastery |
| 65 - 79 | Proficient |
| 50 - 64 | Competent |
| 49 and below | Not Yet Competent |
| Y | Assessment Malpractice/irregularities |

1. Assessment for Recognition of Prior Learning (RPL) may lead to award of part and/or full qualification.

**Certification**

A candidate will be issued with a Certificate of Competency upon demonstration of competence in a core Unit of Competency. To be issued with Kenya National Certificate in Office Administration Level 6, the candidate must demonstrate competence in all the Units of Competency as given in the qualification pack. A Statement of Attainment certificate may be awarded upon demonstration of competence in certifiable element within a unit.

These certificates will be issued by Qualification Awarding Institution

# MODULE ONE

## OFFICE CORRESPONDENCE

UNIT CODE: 0415 451 08A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Handle Office Correspondence

**Duration of Unit:** 110 hours

**Unit Description**

This unit specifies competencies required to handle office mail. It includes handling incoming mail, handling outgoing mail, handling electronic correspondence and maintaining mail room equipment.

**Summary of Learning Outcomes**

**Summary of Learning Outcomes**

|  |  |  |  |
| --- | --- | --- | --- |
| **S/NO.** | **LEARNING OUTCOMES** | | **DURATION** |
| 1 | | Handle incoming mail | 18 |
| 2 | | Handle outgoing mail | 27 |
| 3 | | Handle electronic correspondence | 20 |
| 4 | | Maintain mailroom equipment | 15 |
|  | | TOTAL | 80 |

|  |  |  |
| --- | --- | --- |
| 1. Handle incoming mail | * 1. Incoming mails      1. Personal mail      2. Business mail, etc.         1. Procedure of opening incoming mail      3. Importance of sorting incoming mail   2. Incoming mail recording      1. Methods of recording incoming mail e.g. manual logs, digital (e-recording), creating a log/database for details such as date, sender, etc      2. Record remittances in a remittance log or database e.g. sender’s name, payment amount, payment method, etc.      3. Steps in manual recording of incoming mail      4. Prepare a mail log   3. Forwarding Incoming mail      1. Delivery to individual desks, department or relevant personnel      2. Methods of distribution e.g. internal mail delivery systems, inter office envelopes, electronic distribution, physical delivery, etc.      3. Mail forwarding, redirection or holding mail until individual returns      4. Lost or undelivered mail      5. Handling mail that requires attention of more than one officer      6. Content confidentiality and integrity in distributing office mail. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Handle outgoing mail | * 1. Outgoing mail      1. Types of outgoing mails         1. Registered         2. Recorded         3. Legal         4. General correspondence, etc.      2. Outgoing mails receiving and sorting. e.g.         1. Content categorization e.g. confidential, sensitive, legal, general correspondence, etc.,         2. Security and privacy – encryption requirements procedures, etc.   2. Outgoing mail recording      1. Mail register i.e. Components of mail register, Importance of mail register etc         1. Methods of recording outgoing mail e.g. manual logs, digital (e-recording)         2. Outgoing mail is recorded in delivery book or log book e.g. sender’s name, recipient name, date of mailing, etc.         3. Essential information to record         4. Steps in manual recording of outgoing mai         5. Steps in digital recording of outgoing mail         6. Send the mail         7. Monitor delivery and status         8. Archive and store the log         9. Regularly review and update the log      2. Importance of manual and digital recording e.g. Proof of mailing, tracking and accountability, etc      3. Challenges associated with various methods of recording outgoing mail   3. Mail envelope addressing      1. Importance addressing mail envelopes      2. Components of addressing mail envelopes i.e. Address accurate recipient information e.g. recipient full name, job title (if applicable), company name, postal address, town, etc.      3. Return address      4. Proper format and spacing      5. International mail (follow specific postal guidelines for that country)      6. Special consideration e.g. special instructions, etc.   4. Postage stamps affixing      1. Procedure for affixing stamps      2. Postage metering      3. Purpose of postage stamps      4. Factors influencing postage rates      5. Postage stamps etiquette and best practices   5. Outgoing mail dispatch      1. Methods of dispatching outgoing mail         1. Email         2. Post office         3. Hand delivery         4. Courier services      2. Deadlines for submitting outgoing mail to ensure timely dispatch      3. Identify preferred means of mail dispatch e.g. mail carriers or couriers, etc.      4. Screening outgoing mail for security purposes | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3. Handle electronic correspondence | * 1. Electronic correspondence      1. E-mail      2. Chat box      3. Electronic memos      4. Electronic reports, etc.      5. Importance of e-correspondence      6. Components of e-correspondence      7. Equipment used e-correspondence         1. Computers         2. Smartphones         3. Internal connection, etc      8. Drawbacks of e-correspondence      9. Etiquette of e-correspondence   2. E-correspondence acknowledgement   3. Electronic correspondence sharing      1. Methods of sharing e-correspondence      2. Factors to consider when sharing e-correspondence      3. Best practices for sharing e-correspondence   4. Physical correspondence scanning      1. Incoming correspondence for e-circulation      2. Typeset correspondence for signatures, etc.      3. Importance of e-circulation.   5. Scanned correspondence sharing      1. Procedure of sharing the scanned document      2. Hard copies are scanned to convert them into e-correspondence | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 4. Maintain mail room equipment | 4.1 Malfunctioning/damaged/loss of mail room equipment reporting   * + 1. Procedure for identifying and documenting malfunctioning /damaged/loss of mail room equipment   1. Mailroom equipment      1. Franking machine      2. Letter opening machine      3. Letter sealing machine      4. Stapler, etc.      5. Role of the mailroom in an organization      6. Mail room equipment use control   2. Mail room equipment servicing record maintenance | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Methods of instruction**

* Direct instruction
* Field trips
* Discussions
* Demonstration by trainer
* Practice by the trainee
* Role play

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## OFFICE ERRANDS

**UNIT CODE:** 0415 454 02A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Handle Office Errands

**Duration of Unit:** 40 hours

**Unit Description**

This unit covers the competencies required to handle office errands. It involves delivering and collecting organization’s documents, purchasing office supplies, maintaining evidence of deliveries and purchases done.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNUNG OUTCOMES | DURATION |
| 1 | Deliver office documents |  |
| 2 | Collect office documents |  |
| 3 | Purchase office supplies |  |
| 4 | Maintain evidence of deliveries and purchases done |  |
|  | TOTAL |  |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested**  **Assessment**  **Methods** |
| 1. Deliver Office Documents | * Standard operating procedures for handling office errands * Development of mail delivery plan * Mail handling procedures * Types of document for delivery * Reading, using and following maps for direction * Channels of document delivery * Maintaining document delivery record * Tools and equipment used in delivery of documents | * Written tests * Observation * Oral questions * Interview * Third party report |
| 1. Collect office documents | * Standard operating procedures for handling office errands * Development of mail collection plan * Types of document for collection * Channels of document collection * Maintaining document collection record * Tools and equipment used in collection of documents | * Written tests * Observation * Oral questions * Interview * Third party report |
| 1. Purchase Office   Supplies | * Basic accounting principles * Identification of office requirement * Budgeting procedures * Developing office supplies budget * Handling petty cash * Basic principles and procedures of purchasing * Basic book keeping * Record keeping * Basic store keeping procedures * Development of store requisition schedule * Issuing of office supplies | * Written tests * Observation * Oral questions * Interview * Third party report |
| 1. Maintain evidence of deliveries and purchases | * Standard operating procedures of maintaining evidence records * Maintaining a record of daily delivery * Types of evidence records * Surrendering of petty cash | * Written tests * Observation * Oral questioning * Interview * Third party report |

**Suggested Methods of instruction:**

* Direct instruction
* Field trips
* Discussions
* Demonstration by trainer
* Practice by the trainee
* Role play

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## CUSTOMER CARE

**UNIT CODE:** **0415 351 11A**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage

Customer Care Relations

**Duration of Unit:** 80 hours

**Unit Description**

This unit covers the competencies required to perform administrative office duties and manage client services. It involves maintaining office etiquette, organizing the office reception area, attending to organization visitors, maintaining an official diary, handling official appointments, and maintaining clients’ records. The unit enables the learner to uphold professional standards, ensure effective communication, apply office procedures, and safeguard client information to support efficient office operations and enhance service delivery.

|  |  |  |
| --- | --- | --- |
| S/NO | LEARNING OUTCOMES | DURATION |
| 1 | Maintain Office Etiquette | 14 |
| 2 | Maintain Office Reception Area | 14 |
| 3 | Handle Organization Visitors | 12 |
| 4 | Maintain Official Diary | 14 |
| 5 | Handle Official Appointments | 12 |
| 6 | Maintain Client Records | 14 |
|  |  | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Assessment Methods** |
| **Maintain Office Etiquette** | 1.1 Demonstrate professional conduct  1.2 Manage time effectively  1.3 Exercise teamwork  1.4 Handle conflicts  1.5 Apply office technology  1.6 Update self-orientation | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| **Maintain Office Reception Area** | 2.1 Organize reception area  2.2 Landscape reception area  2.3 Maintain physical environment  2.4 Maintain signage  2.5 Maintain reception equipment | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| **Handle Organization Visitors** | Receive visitors | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3.2 Identify and record visitors’ needs  3.3 Attend to visitors’ needs  3.4 Receive visitors’ enquiries  3.5 Analyze visitors’ enquiries  3.6 Act on visitors’ enquiries  3.7 Provide entertainment resources  3.8 Maintain entertainment resources  3.9 Upgrade entertainment resources  3.10 Maintain reference materials |
| 3.11 Record visitors’ feedback |
| **Maintain Official Diary** | 4.1 Acquire official diary  4.2 Receive diary information  4.3 Record diary information  4.4 Seek approval for diary information  4.5 Update diary information  4.6 Harmonize diary information  4.7 Schedule diary information  4.8 Safeguard official diary | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| **Handle Official Appointments** | 5.1 Identify official appointments  5.2 Record official appointments  5.3 Seek approval for appointments  5.4 Confirm appointments  5.5 Book appointments  5.6 Send appointment reminders | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| **Maintain Client Records** | 6.1 Create clients’ register  6.2 Record clients’ details  6.3 Create clients’ databank  6.4 Update clients’ records  6.5 Maintain clients’ records  6.6 Safeguard clients’ records | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## INTRODUCTION TO SHORTHAND SKILLS I

**UNITCODE: 0415 451 05A**

**Duration of Unit: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Applying Shorthand Skills

**Unit Description**

This unit covers the competencies required to apply shorthand skills. It involves Consolidating Shorthand and Writing Principles.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/NO.** | **LEARNING OUTCOME** | **DURATION** |
| **1** | Consolidating shorthand and writing principles | **80** |
|  | **TOTAL** |  |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Consolidate shorthand and writing principles | * 1. Shorthand principles      1. Positioning      2. Penmanship e.g. dark strokes, light strokes, stroke direction, etc.   2. Shorthand symbols      1. Strokes/consonants      2. Outlines      3. Dots      4. Dashes      5. Syllables, etc.   3. Word lists, sentences, phrases, intersections, short forms drilling      1. Straight down strokes      2. Second-place dot vowels   4. Rules in shorthand dictation   5. Transcription skills in shorthand      1. Build strong symbol recognition      2. Transcribe immediately after dictation      3. Enhance your listening skills, etc   6. Transcription and proof reading | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## INTRODUCTION TO PROCESS OFFICE DOCUMENTS I

**UNIT CODE: 0415 451 10A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Applying Keyboard Skills and Interpreting Office Instructions,

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNING OUTCOMES | DURATION |
| 1 | Apply keyboard skills | 40 |
| 2 | Interpret office instructions | 40 |
|  | **TOTAL** | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 2. Interpret office instructions | * 1. Receiving office instructions      1. Font style e.g. Times New Roman, Calibri, etc.      2. Font size, e.g. 12, 14, 16, etc.      3. Style instructions e.g. shoulder headings, paragraph headings, hanging paragraphs, side headings, displaying and in setting numbered/bulleted items.   2. Office instructions recording      1. Defining the instructions – to determine the specific tasks and actions that need to be recorded e.g. document creation, editing formatting reviewing filing or sending.      2. Importance of recording office instructions.      3. Documenting the steps – break down each task into a series of clear and concise instructions e.g. using bullet points or numbered lists to make them easy to follow      4. Including all relevant details e.g. document format, required templates, naming conventions, etc.      5. Organizing instructions logically. i.e. following sequence in which the tasks need to be performed, etc.   3. Typing techniques application      1. Typing speed      2. Accuracy      3. Ergonomics      4. Keyboard shortcuts, etc.   4. Effecting office instructions      1. Purpose of effecting office instructions      2. Familiarizing oneself with the instructions to understand any specific requirements and guidelines mentioned.      3. Organize the documents      4. Verify document integrity – ensure documents are complete and in good condition      5. Follow the given formatting guidelines.      6. Proof read the document for accuracy      7. Process the documents – carry out the necessary actions as outlined in the instructions.      8. Maintain confidentiality – proper security measures are followed      9. Quality – conduct a quality check to ensure that all instructions given have been accurately followed.      10. Seek clarification needed if a part of the instructions is unclear      11. Document and report – keep a record of the processed documents. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

# MODULE 2

## OFFICE PAPER RECORDS

**UNIT CODE:** 0415 454 04A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Maintain Office Paper Records.

**Duration of Unit:** 40 hours

**Unit Description**

This unit covers the competencies required to maintain office paper records. It involves creating clients’ files, identifying and retrieving files for use, monitoring file movement and updating file records.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | **Learning Outcomes** | **DURATION** |
| 1 | Create Clients’ Files | **10** |
| 2 | Identify and retrieve files | **10** |
| 3 | Monitor file movement | **10** |
| 4 | Update file records | **10** |
|  |  | **TOTAL 40HRS** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested**  **Assessment**  **Methods** |
| 1. Create Clients’ Files | * 1. Standard operating procedures for creating file   2. Types of files   3. File classification   4. Establishing a filing system Maintaining office paper record   5. File Coding   6. File indexing   7. File safety and security   8. Information security   9. Handling filled up files   10. File storage | * Written tests * Third party report |
| 1. Identify and retrieve files | * 1. Standard operating procedures for   2. retrieving files   3. Standard operating procedures for releasing files   4. File register   5. Cross referencing of files   6. Recording retrieved files   7. Record management policy | * Written tests * Third party report |
| 1. Monitor file movement | * 1. Standard operating procedures for file preservation   2. Tools for file movement control File movement register   3. File routing system   4. Information security | * Written tests * Third party report |
| 1. Update file records | * 1. Standard operating procedures for updating file records   2. Methods of file disposal   3. File disposal procedure   4. Archiving inactive files   5. Preparing office records report | * Written tests * Third party report |

**Suggested Methods of instruction:**

* Direct instruction
* Field trips
* Discussions
* Demonstration by trainer
* Practice by the trainee
* Role play

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| 3. | Assorted folders | Assorted folders | 25 | 1.1 |
| 4. | Envelope opener | Envelope opener | 5 | 1.5 |
| 5. | Staple remover | Staple remover | 5 | 1.5 |
| 6. | Paper pins and clips | Paper pins and clips | 1 box | 1.1 |
| **B** | **Learning Facilities & Infrastructure** | | | |
| * + 1. 1 | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## OFFICE REPAIRS AND MAINTENANCE

**UNIT CODE:** 0415 454 05A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Coordinate Office Facilities Maintenance

**Duration of Unit:** 35 hours

**Unit Description**

This unit covers the competencies required to coordinate office facilities repairs and maintenance. It involves planning and overseeing facility repairs and maintenance, maintaining office hygiene as well as managing office keys movement.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNING OUTCOMES | DURATION |
| 1 | Plan and oversee facility repairs and maintenance | 15 |
| 2 | Maintain office hygiene | 10 |
| 3 | Manage keys movement | 10 |
|  | TOTALS | 35 |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested**  **Assessment**  **Methods** |
| * 1. Plan and Oversee Facility Repairs and maintenance | * Planning for repair and maintenance * Identification and reporting of facilities that need repair or maintenance * Routine facilities maintenance procedure * Preparing routine maintenance schedule * Occupation safety and health procedures * Tools, equipment and materials needed * Supervisory skills | * Written tests * Observation * Interview * Third party report   Oral questions |
| * 1. Maintain Office Hygiene | * Ideal office environment * Cleaning tools and equipment * Cleaning product and supplies * Methods of cleaning * Hygiene and sanitation * Safety, health and security in the workplace | * Written tests * Observation * Oral questions * Interview   Third party report |
| * 1. Manage Keys Movement | * Office access control * Office security systems * Types of office keys * Tools of handling office keys * Handling lost office keys * Maintaining a record of office keys | * Written tests * Observation * Oral questions * Interview   Third party report |

**Suggested Methods of instruction:**

* + Direct instruction
  + Field trips
  + Discussions
  + Demonstration by trainer
  + Practice by the trainee
  + Role play

**List of Recommended Resources:**

* + Stationery
  + Telephone
  + Computer
  + Key register
  + Key safe
  + Cleaning detergents
  + Cleaning tools and equipment
  + Cleaning product and supplies
  + Safety boots
  + Dust coats • Gloves
  + Dust mask

## TELEPHONE CALLS MANAGEMENT

**UNITCODE: 0415 451 11A**

**Duration of Unit: 50 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Managing Telephone Calls.

**Unit Description**

This unit covers competencies required to manage telephone calls. It involves Handling Telephone Calls, Maintaining Caller Register, and Maintaining Communication Equipment.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/NO.** | **Learning Outcomes** | **Duration** |
| **1** | **Handle telephone calls** | **16** |
| **2** | **Maintain caller register** | **18** |
| **3** | **Maintain communication equipment** | **16** |
| **TOTAL** | | **50** |

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Handle Telephone Calls | * 1. Answering incoming calls      1. Telephone etiquette         1. Identification         2. Tone         3. Greetings Courtesy         4. Diplomacy         5. Professionalism         6. Promptness      2. Significance of phone calls in customer service         1. Effective communication         2. Building relationships         3. Customer service and support         4. Crisis management, etc      3. Types of incoming calls         1. Customer service calls         2. Sales and inquiries         3. Technical support calls         4. Internal communication calls, etc.      4. Procedure of answering incoming calls         1. Be prompt         2. Greet the caller         3. Listen actively         4. Identify purpose of call, etc      5. Call center operations         1. Call center types         2. Inbound call centers         3. Outbound call centers         4. Blended call centers      6. Components of call center operations         1. Telephony system         2. Customer relationship system         3. Call scripts         4. Agent training         5. Quality assurance   2. Incoming calls assessment      1. Assess identification of the caller      2. Assess importance of the call      3. Assess urgency of the call      4. Assess relevance of the call   3. Making Outgoing calls      1. Types of Outgoing calls         1. Sales calls         2. Customer support calls         3. Debt collection calls         4. Market research calls, etc      2. Significance of outgoing calls         1. Professional communication         2. Customer engagement and retention         3. Marketing and promotion, etc      3. Procedure of handling outgoing calls      4. Best practices for outgoing calls   4. Recording telephone message      1. Essentials of message recording      2. Role of a message recorder      3. consequences of inaccurate message-taking   5. Call options actions      1. Call routing      2. Call forwarding      3. Voicemai | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Maintain Caller Register | * 1. Caller details recording      1. Caller’s name      2. Contact information      3. Date and time of the call      4. Reason for call, etc.   2. Recording calls action      1. Tracking call outcomes      2. Categorizing calls      3. Importance of follow-ups and reminders      4. Caller Register Data Entry Best Practices      5. Procedure of updating call Logs   3. Confidentiality of information in call register preservation      1. Data encryption      2. Access control      3. Limit access      4. Authentication      5. Audit trails      6. Data minimization      7. Secure storage and backup   4. Mechanisms of Caller Register Access      1. Key Aspects of caller register access      2. Caller Register Access Mechanism Practice      3. Role of call Register | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3. Maintain Communication Equipment | * 1. Communication Equipment      1. Telephone      2. Computer      3. Mobile phones      4. VoIP phones      5. Headsets      6. Videoconferencing equipment      7. Intercom systems, etc      8. Components of Communication System         1. Information source         2. Transmitter         3. Transmission medium         4. Receiver         5. Destination         6. Channel, etc   2. Communication Equipment Uses      1. Telecommunications      2. Broadcasting      3. Internet access      4. Emergency services, etc   3. Cleaning communication equipment      1. Cleaning Procedure for each equipment      2. General tips for cleaning communication equipment         1. Avoid excessive moisture         2. Check manufacturer’s instructions         3. Be gentle         4. Regular cleaning   4. Safe storage of communication equipment      1. Safe storage procedures for each communication equipment      2. General storage guideline         1. Keep in a dry environment         2. Avoid direct sunlight         3. Temperature control         4. Protection from dust and debris         5. Secure placement | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 Trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 25 | 1:1 |
|  | Business Journals | Annual, Monthly, Daily | 25 | 1:1 |
|  | CCTV Camera |  | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Suggestion box |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Biometric Scanner |  | 1 | 1:5 |
|  | Switchboard |  | 1 | 1:25 |
|  | Appointment book |  | 1 | 1:25 |
|  | Diary |  | 5 | 1:5 |
|  | Reception desk |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standard

## BUSINESS COMMUNICATION

**UNIT CODE:** 0413 441 01A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Undertake Business Communication

**Duration of Unit: 80 Hours**

**Unit Description**

This unit specifies the competencies required to undertake business communication. It involves administering communication channels, implementing types of communication, implementing service charter, safeguarding confidentiality of information, coordinating communication on social media platforms, preparing work place meeting and preparing work place reports.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/No** | **ELEMENTS** | **DURATION (HRS)** |
| 1 | Administer Communication channels | 12 |
| 2 | Implement types of communication | 15 |
| 3 | Implement service charter | 7 |
| 4 | Safeguarding confidentiality of information | 12 |
| 5 | Apply group communication skills | 10 |
| 6 | Coordinate communication on social media platforms | 14 |
| 7 | Prepare work place meetings | 10 |
|  | **SUB TOTAL** | **80** |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Administer Communication channels | 1. Communication process 2. Principles of effective communication 3. Channels/medium/modes of communication 4. Factors to consider when selecting a channel of communication 5. Barriers to effective communication 6. Flow/patterns of communication 7. Sources of information 8. Organizational policies 9. Record keeping | * Written tests * Observation * Oral questions * Third party report * Portfolio of Evidence |
| 1. Implement types of communication | * 1. Written Communication      1. Types of written communication      2. Elements of communication      3. Organization requirements for written communication   2. Non- Verbal      1. Utilize body language and   3. Gestures   4. Apply body posture   5. Apply workplace dressing code   6. Oral Communication   7. Types of oral communication pathways   8. Effective questioning techniques   9. Interviews   10. Workplace etiquette   11. Active listening | * Written tests * Observation * Oral questions * Third party report * Portfolio of Evidence |
| 1. Implement service charter | * 1. Introduction to service charter   2. Importance of service charter | * Oral questioning * Observation * Written report |
| 1. Safeguarding confidentiality of information | * 1. Introduction to confidentiality   2. Importance of confidentiality   3. Classification of information   4. Methods of securing information   5. Challenges of safeguarding confidentiality in human resource communication   6. Advantages and disadvantages of safeguarding confidentiality. | * Oral questioning * Observation * Written report |
| 1. Coordinate communication on social media platforms | * 1. Introduction to social media platforms   2. Importance/uses of social media platforms in an organization   3. Social media ethical issues   4. Social media monitoring tools   5. Advantages and disadvantages of social media platforms | * Oral questioning * Observation * Written questions * Project |
| 1. Prepare work place meetings | * 1. Introduction to minute taking   2. Types of meetings   3. Structure of meetings | * Oral questioning * Observation * Oral presentation * Written report * Project |
| 1. Prepare workplace report | * 1. Introduction to report writing   2. Importance of reports   3. Forms and types of reports   4. Reports formats   5. Reports preparation | * Oral questioning * Observation * Written report * Project |

**Suggested Methods of instructions**

* Instructor led facilitation of theory
* Demonstration by trainer
* Practical work by trainee
* Viewing of related videos
* Project
* Group discussions

**Recommended Resources**

* Office stationeries
* Computers and computer software
* Printers
* Projectors

## INTRODUCTION TO SHORTHAND SKILLS II

**UNITCODE: 0415 451 05A**

**Duration of Unit: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Applying Shorthand Skills

**Unit Description**

This unit covers the competencies required to apply shorthand skills. It involves Developing Vocabulary Extension,

**Summary of Learning Outcomes**

* 1. Developing vocabulary extension

|  |  |  |
| --- | --- | --- |
| **S/NO.** | **LEARNING OUTCOME** | **DURATION** |
| **1** | Developing vocabulary extension |  |
|  | **TOTAL** |  |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| * + 1. Develop vocabulary extension | * 1. Application of vocabulary in shorthand      1. Create a core vocabulary list      2. Use stand abbreviations and short forms      3. Prioritize high frequency words      4. Regularly update and review vocabularies, etc   2. New words, Phrases, short forms, Intersections, Sentences, are identified.      1. Sustainability      2. Artificial      3. Engineering, etc   3. drilling new outlines in shorthand      1. Rules in drilling new outlines in shorthand      2. Understand principles of shorthand      3. Start with common words      4. Practice phonetics      5. Use word groups and phrasing      6. Repetition and consistency      7. Rules in mastering new outlines in shorthand      8. Understand the basics      9. Study existing outlines      10. Focus on sounds not spellings      11. Identify key consonants/vowels      12. Learn new outlines in small groups      13. Create your own abbreviations      14. Use consistent rules, etc   4. Strategies to help in speed reading in shorthand      1. Mastering shorthand basics      2. Build fluency through repetition      3. Increase your recognition speed      4. Practice with dictation exercises, etc.   5. Proofreading in shorthand      1. Familiarize with shorthand rules      2. Check for consistency      3. Look for missing words      4. Cross-check common shorthand errors, etc   6. Transcribing shorthand notes      1. Review the notes thoroughly      2. Decode the shorthand symbols      3. Write out the full text      4. Check for accuracy, etc.   7. Rules in printing shorthand notes      1. Understand the shorthand system      2. Follow word expansion rules      3. Proper placement of punctuation      4. Accuracy in decoding      5. Maintain clarity and readability,      6. Print out the document, etc | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences (POE) |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## INTRODUCTION TO OFFICE DOCUMENT PROCESSING II

**UNIT CODE: 0415 451 10A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Producing Business Letters,

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/NO.** | **LEARNING OUTCOME** | **DURATION** |
| **1** | Produce business letters | **80** |
|  | **TOTAL** |  |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1.Produce business letters | * 1. Base letter template typing      1. Prepare the base letter template on a word processing program.      2. Contents of the base letter template i.e. Letter head (Senders’ Address), Company’s Logo, watermark, Reference Number, Date, Recipients (inside address), Salutation, Subject Heading, Main Content (Body), Recipients (inside address), Complimentary close, Enclosures etc.      3. Types of business letters e.g. enquiry letters, Sales letters, Order letters, Complaint letters, etc.      4. Layout of business letters i.e. Sender’s address, Reference, Date, inside address, special marks/notations such as confidential, personal or private, postscript, etc.      5. Arrangements of parts of a business letter in a logical order.   2. Business letters Mail Merging      1. Designing a standard base letter template      2. Data source preparation      3. Insert merge fields in the base letter template at the appropriate locations where the variable information should appear      4. Merging process      5. Review and completing the merge      6. Save the merged letters      7. Benefits of mail merging   3. Envelopes addressing      1. Different sizes of envelopes.      2. Design the envelope layout in word processing software i.e. recipients name, address, code, city etc.      3. Typing the return address      4. Insert the merge fields in the envelope template at the appropriate locations      5. Complete the merge      6. Importance of clarity and legibility in addressing envelopes.   4. Mailable business letters production      1. High-quality paper      2. Standard paper size      3. Formatting of business letters i.e. Bold, Italic, Underline, Font size, Left-alignment, Right-alignment, Centering, Block, Indented, Displays, Insets, Justification, Page size, Page margins, Page borders, Page numbering e.t.c.      4. Understanding the various proofreaders’ marks used in a business letter e.g. Stet, run on, insert, delete, NP (New paragraph) etc.      5. Insertion of the Post Script (PS) at the end of a complete letter.      6. Saving the business letter.      7. Printing e.g. font style and size, etc.   5. Business letters filing      1. Purpose of business letters in an organization.      2. Importance of proper documentation and filing of copies of business letters.      3. Filing systems i.e. alphabetical, chronological, numerical etc.      4. Procedures for filing copies of business letters. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

# MODULE 3

## WORK ETHICS AND PRACTICES

**UNIT CODE: 0417 441 03A**

**Duration of Unit: 80 hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Apply work ethics and practices.

**Unit Description**

This unit covers competencies required to demonstrate employability skills. It involves the ability to: Conduct Self-Management skills, Promote Ethical Work Practices and Values, Promote Teamwork, maintain professional and personal development, Manage Workplace Conflicts, Apply Problem-Solving, and Promote Customer Care.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/No** | **ELEMENTS** | **DURATION (HRS)** |
| 1 | Apply self-management skills | 10 |
| 2 | Promote ethical work practices and values | 4 |
| 3 | Promote Team work | 10 |
| 4 | Maintain professional and personal development | 10 |
| 5 | Apply Problem-solving skills | 4 |
| 6 | Promote Customer Care | 2 |
|  |  | 40 |

**Learning Outcomes, Content, and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Apply self-management skills | * 1. Self-awareness   2. Formulating personal vision, mission, and goals   3. Healthy lifestyle practices   4. Strategies for overcoming work challenges   5. Emotional intelligence   6. Coping with Work Stress.   7. Assertiveness versus aggressiveness and passiveness   8. Developing and maintaining high self-esteem   9. Developing and maintaining positive self-image   10. Time management   11. Setting performance targets   12. Monitoring and evaluating performance targets | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical |
| 1. Promote ethical work practices and values | * 1. Integrity   2. Core Values, ethics and beliefs   3. Patriotism   4. Professionalism   5. Organizational codes of conduct   6. Industry policies and procedures | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical |
| 1. Promote Teamwork | * 1. Types of teams   2. Team building   3. Individual responsibilities in a team   4. Determination of team roles and objectives   5. Team parameters and relationships   6. Benefits of teamwork   7. Qualities of a team player   8. Leading a team   9. Team performance and evaluation   10. Conflicts and conflict resolution   11. Gender and diversity mainstreaming   12. Developing Healthy workplace relationships   13. Adaptability and flexibility   14. Coaching and mentoring skills | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical Assessment |
| 1. Maintain professional and personal development | * 1. Personal vs professional development and growth   2. Avenues for professional growth   3. Recognizing career advancement   4. Training and career opportunities   5. Assessing training needs   6. Mobilizing training resources   7. Licenses and certifications for professional growth and development   8. Pursuing personal and organizational goals   9. Managing work priorities and commitments   10. Dynamism and on-the-job learning | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical |
| 1. Apply Problem-solving skills | * 1. Causes of problems   2. Methods of solving problems   3. Problem-solving process   4. Decision making   5. Creative thinking and critical thinking process in development of innovative and practical solutions | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical |
| 1. Promote Customer Care | * 1. Identifying customer needs   2. Qualities of good customer service   3. Customer feedback methods   4. Resolving customer concerns   5. Customer outreach programs   6. Customer retention | * Written assessment * Oral assessment * Third party reports * Portfolio of evidence * Project * Practical |

**Suggested Methods of Instruction**

* Simulation/Role play
* Group Discussion
* Presentations
* Projects
* Case studies
* Assignments

**Recommended Resources for 25 Trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 50 | 2:1 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser |  | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Mobile Phones | Smartphones | 5 | 1:5 |

**References**

* Dessler, G. (2020). Human Resource Management (16th ed.). Pearson.
* Occupational standards
* Kenya School of Government (KSG). (2021). *Professional Development and Capacity Building Programs*. Retrieved from <https://www.ksg.ac.ke>
* Ethics and Anti-Corruption Commission (EACC). (2018). *Leadership and Integrity Act: A Guide for Public Officers*. Nairobi: EACC.
* Makau, B. M. (2008). Skills and Attitudes for Life and Work. Nairobi: Jomo Kenyatta Foundation

## INTERMEDIATE SHORTHAND SKILLS

**UNITCODE: 0415 451 05A**

**Duration of Unit: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Applying Shorthand Skills

**Unit Description**

This unit covers the competencies required to apply shorthand skills. It involves Consolidating Shorthand and Writing Principles, Developing Vocabulary Extension, Taking Shorthand Dictation, Transcribing Shorthand Notes, Developing Listening and Art Skills.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/ NO** | **Learning Outcomes** |  |
| **1** | Developing listening skills | **40** |
| **2** | Developing art skills | **40** |
|  | TOTAL | **80** |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| * 1. Develop Listening Skills | * 1. Dictation of varied passages      1. A guide on dictation in shorthand      2. Prepare for dictation      3. Listen carefully      4. Write in shorthand      5. Pace yourself      6. Accuracy      7. Review and transcribe      8. Practice regularly   2. Reading back shorthand passages      1. Individually      2. Collectively   3. Passages read back at varied speeds quickly and accurately      1. 60 words per minute      2. 70 words per minute      3. 80 words per minute   4. Transcribing shorthand notes      1. Transcription techniques      2. Passages      3. Short burst dictation      4. Timed dictation and transcription      5. Correct outlines      6. Mailable work      7. Short sentences   5. Proofreading of shorthand passages done      1. Convert shorthand to full text      2. Check for accuracy      3. Ensure grammar and punctuation is correct, etc |  |
| * 1. Develop Art Skills | * 1. Speed development      1. 60wpm      2. 70 wpm      3. Speed reading      4. From textbook outlines   2. Shorthand own notes      1. Transcribing      2. Transcribing by hand      3. Transcribing by computer   3. Editing spelling errors      1. Common shorthand spelling errors      2. Miswriting symbols      3. Omitting symbols      4. Spelling errors      5. Editing spelling errors      6. Review context      7. Check common mistakes      8. Compare with a key or guide      9. Correct with full words   4. Transcriptions proofreading and editing   5. Timed dictations   6. Assignment |  |

**Suggested Methods of Delivery:**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos/Audio

**List of Recommended Resources for 25 trainees:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:5 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Workshop | (10\* 15 sq. metres) | 1 | 1:25 |
|  | Internet Connection | System | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:5 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | HB pencils |  | 25 | 1:1 |
|  | Shorthand note books | Size A5 | 25 | 1:1 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:13 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |
|  | Shorthand Dictionary |  | 5 | 1:5 |
|  | English Dictionary |  | 5 | 1:5 |
|  | Shorthand course book |  | 25 | 1:1 |
|  | Stop watches |  | 5 | 1:5 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

**INTERMEDIATE OFFICE DOCUMENTS PROCESSING**

**UNIT CODE: 0415 451 10A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Applying Keyboard Skills, Interpreting Office Instructions, Producing Business Letters, Preparing Office Manuscripts, Tabulating Office Documents, Creating Business Forms, Producing Special Purpose Correspondence and Conducting Reprographic Services.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/ NO. | **Learning Outcomes** | **Duration** |
| 1 | Apply keyboard skills | 10 |
| 2 | Interpret office instructions | 10 |
| 3 | Produce business letters | 10 |
| 4 | Prepare office manuscripts | 10 |
| 5 | Tabulate office documents | 10 |
| 6 | Create business forms | 10 |
| 7 | Produce special purpose correspondence | 10 |
| 8 | Conduct reprographic services | 10 |
|  | **totals** | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Apply keyboard skills | * 1. QWERTY keyboard layout      1. Functional keys e.g. F1, F2, F3, etc      2. Numerical keys e.g. 1, 2, 3, =,      3. Alphabetical keys e.g. ASDF      4. Navigation keys e.g. caps lock, shift key,   2. Proper posture and hand positioning      1. Injury prevention      2. Improved comfort and quality of life      3. Increased speed and accuracy      4. Reduced risk of back problems and neck pain, etc   3. Keyboard typing skills      1. Touch typing      2. Blind typing      3. Hand and peck typing, etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Interpret office instructions | * 1. Receiving office instructions      1. Font style e.g. Times New Roman, Calibri, etc.      2. Font size, e.g. 12, 14, 16, etc.      3. Style instructions e.g. shoulder headings, paragraph headings, hanging paragraphs, side headings, displaying and in setting numbered/bulleted items.   2. Office instructions recording      1. Defining the instructions – to determine the specific tasks and actions that need to be recorded e.g. document creation, editing formatting reviewing filing or sending.      2. Importance of recording office instructions.      3. Documenting the steps – break down each task into a series of clear and concise instructions e.g. using bullet points or numbered lists to make them easy to follow      4. Including all relevant details e.g. document format, required templates, naming conventions, etc.      5. Organizing instructions logically. i.e. following sequence in which the tasks need to be performed, etc.   3. Typing techniques application      1. Typing speed      2. Accuracy      3. Ergonomics      4. Keyboard shortcuts, etc.   4. Effecting office instructions      1. Purpose of effecting office instructions      2. Familiarizing oneself with the instructions to understand any specific requirements and guidelines mentioned.      3. Organize the documents      4. Verify document integrity – ensure documents are complete and in good condition      5. Follow the given formatting guidelines.      6. Proof read the document for accuracy      7. Process the documents – carry out the necessary actions as outlined in the instructions.      8. Maintain confidentiality – proper security measures are followed      9. Quality – conduct a quality check to ensure that all instructions given have been accurately followed.      10. Seek clarification needed if a part of the instructions is unclear      11. Document and report – keep a record of the processed documents. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3. Produce business letters | * 1. Base letter template typing      1. Prepare the base letter template on a word processing program.      2. Contents of the base letter template i.e. Letter head (Senders’ Address), Company’s Logo, watermark, Reference Number, Date, Recipients (inside address), Salutation, Subject Heading, Main Content (Body), Recipients (inside address), Complimentary close, Enclosures etc.      3. Types of business letters e.g. enquiry letters, Sales letters, Order letters, Complaint letters, etc.      4. Layout of business letters i.e. Sender’s address, Reference, Date, inside address, special marks/notations such as confidential, personal or private, postscript, etc.      5. Arrangements of parts of a business letter in a logical order.   2. Business letters Mail Merging      1. Designing a standard base letter template      2. Data source preparation      3. Insert merge fields in the base letter template at the appropriate locations where the variable information should appear      4. Merging process      5. Review and completing the merge      6. Save the merged letters      7. Benefits of mail merging   3. Envelopes addressing      1. Different sizes of envelopes.      2. Design the envelope layout in word processing software i.e. recipients name, address, code, city etc.      3. Typing the return address      4. Insert the merge fields in the envelope template at the appropriate locations      5. Complete the merge      6. Importance of clarity and legibility in addressing envelopes.   4. Mailable business letters production      1. High-quality paper      2. Standard paper size      3. Formatting of business letters i.e. Bold, Italic, Underline, Font size, Left-alignment, Right-alignment, Centering, Block, Indented, Displays, Insets, Justification, Page size, Page margins, Page borders, Page numbering e.t.c.      4. Understanding the various proofreaders’ marks used in a business letter e.g. Stet, run on, insert, delete, NP (New paragraph) etc.      5. Insertion of the Post Script (PS) at the end of a complete letter.      6. Saving the business letter.      7. Printing e.g. font style and size, etc.   5. Business letters filing      1. Purpose of business letters in an organization.      2. Importance of proper documentation and filing of copies of business letters.      3. Filing systems i.e. alphabetical, chronological, numerical etc.      4. Procedures for filing copies of business letters. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| * 1. Prepare office manuscripts | * 1. Formatting of manuscripts      1. Bold      2. Italic      3. Underline      4. Font size      5. Left-alignment      6. Right-alignment      7. Centering      8. Block      9. Indented      10. Displays      11. Insets      12. Justification      13. Page size      14. Page margins      15. Page borders, etc.      16. Types of manuscripts.          1. Article extract          2. Research manuscript          3. Speech          4. Technical manuscript   2. Office manuscripts production      1. Use of high-quality paper for printing.      2. Use of standard paper size e.g. A4 portrait      3. Purpose of proofreading in a manuscript.      4. Understanding the various proofreaders’ marks used in a manuscript e.g. Stet, run on, insert, delete, NP (New paragraph) etc.      5. Formatting the manuscript i.e. Drop caps (two lines, three lines), Watermarks, column displays, bold, italics, underscore, font size/type, Page numbering e.t.c.      6. Saving the manuscript      7. Printing the final copy of a manuscript.   3. Office manuscripts filing      1. Purpose of office manuscripts in an organization.      2. Types of office manuscripts in an organization e.g. reports, memos, proposals etc.      3. Importance of effective filing of copies of office manuscripts.      4. Filing systems i.e. alphabetical, chronological, numerical etc.      5. Preparation of manuscripts for filing.      6. Procedure for filing office manuscripts. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Tabulate office documents | * 1. Formatting of office document tabulations      1. Statistical information      2. Reports e.g. sales, weather, etc.      3. Financial statements      4. Academic settings, etc.      5. Office documents tabulations formatting i.e.      6. Centring vertically and horizontally      7. Sorting – sorting rows and columns into ascending or descending order      8. Calculating/computing totals      9. Column headings      10. Merging cell      11. Figure alignment      12. Use table row height feature      13. Use of sum function      14. End notes      15. Multiple tables in one   2. Office documents tabulation display      1. Importance of clear data presentation in tabulation displays.      2. Best practices for designing clear and readable tables. e.g. Mailability e.g. accuracy, etc., consistent formatting (font size/type, abbreviations, bold etc., Logical organization of data (headings, subheadings etc, Alignment (figures/text, margins, centering etc.   3. Tabulated office documents production      1. Use of high-quality paper for printing.      2. Use of standard paper size e.g. A4 portrait      3. Understanding the various proofreaders’ marks used in tabulation e.g. Stet, run on, insert, delete, transpose (trs) etc.      4. Formatting the tabulation i.e. centering (horizontally, vertically), bold, italics, caps, font size/type etc.      5. Sorting, filtering, and analyzing data within tables e.g. use of sum function      6. Saving of tabulated office documents.      7. Printing the final copy.   4. Tabulated office documents filing      1. Purpose of filing tabulated office documents in an organization.      2. Importance of effective filing of tabulated office documents in an organization.      3. Filing systems of tabulated office documents in an organization i.e. alphabetical, chronological, numerical etc.      4. Preparation of tabulated office documents for filing in an organization.      5. Procedure for filing tabulated office documents in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Create business forms | * 1. Business forms processing      1. Application forms,      2. Local purchase order,      3. Curriculum vitae,      4. Bio-data collection forms, etc.   2. Business forms production      1. Understanding the various underscore/underlines used in form preparation e.g. broken lines, leader dots etc      2. Formatting the business forms e.g. form centering of the letterhead, bold, italics, caps, font size/type, page borders, etc.      3. Form alignment e.g. Headings, subheadings, figures/text alignment, margins alignment, lines alignment etc.      4. Use of Textboxes or tabulated display in a form.      5. Consistency in use of abbreviations, caps, figures and text etc.      6. Proofreading the extracted content.      7. Well displayed business forms.      8. Use of high-quality paper for printing.      9. Use of standard paper size e.g. A4 portrait      10. Saving the business forms.      11. Printing the final copy of business form.   3. Business forms filing      1. Importance of effective filing of business forms in an organization.      2. Filing systems of business forms in an organization i.e. alphabetical, chronological, numerical etc.      3. Preparation of business forms for filing in an organization.      4. Procedure for filing business forms in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Produce special purpose correspondence | * 1. Special purpose correspondence formatting i.e.      1. Memos      2. Displays      3. Notices and agenda      4. Menus      5. Advertisements      6. Invitation cards, etc.   2. Special purpose correspondence typing      1. Importance of special purpose correspondence in an organization.      2. Layout of special purpose correspondence e.g. margins, font size/type, spacing etc.      3. Formatting for special purpose correspondence e.g. blocked style, modified style, correct use of punctuation, grammar etc.      4. Specific guidelines for typing special purpose correspondence.      5. Accuracy and proofreading skills on special purpose documents.      6. Privacy and confidentiality when handling special purpose correspondence.   3. Special purpose correspondence production      1. Specific guidelines for producing special purpose correspondence.      2. Use of high-quality paper for printing.      3. Use of standard paper size e.g. A4 portrait, A5 portrait (folded 4 page programme) etc.      4. Purpose of proofreading in a special purpose correspondence in an organization.      5. Understanding the various proofreaders’ marks used in a special purpose correspondence e.g. Stet, run on, insert, delete etc.      6. Page numbering format i.e. 1 of 2, 2 of 2, page 1, 2 etc.      7. Formatting the special purpose correspondence i.e. bold, italics, underlines (broken lines), font size/type, side headings, columns etc.      8. Saving the special purpose correspondence.      9. Printing the final copy.   4. Special purpose correspondence filing      1. Importance of effective filing of special purpose correspondence in an organization.      2. Filing systems of special purpose correspondence in an organization i.e. alphabetical, chronological, numerical etc.      3. Preparation of special purpose correspondence for filing in an organization.      4. Procedure for filing special purpose correspondence in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## INTERMEDIATE OFFICE DOCUMENTS PROCESSING

**UNIT CODE: 0415 451 10A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Applying Keyboard Skills, Interpreting Office Instructions, Producing Business Letters, Preparing Office Manuscripts, Tabulating Office Documents, Creating Business Forms, Producing Special Purpose Correspondence and Conducting Reprographic Services.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/ NO. | **Learning Outcomes** |  |
| 5 | Tabulate office documents | 80 |
|  | **totals** | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Tabulate office documents | * 1. Formatting of office document tabulations      1. Statistical information      2. Reports e.g. sales, weather, etc.      3. Financial statements      4. Academic settings, etc.      5. Office documents tabulations formatting i.e.      6. Centring vertically and horizontally      7. Sorting – sorting rows and columns into ascending or descending order      8. Calculating/computing totals      9. Column headings      10. Merging cell      11. Figure alignment      12. Use table row height feature      13. Use of sum function      14. End notes      15. Multiple tables in one   2. Office documents tabulation display      1. Importance of clear data presentation in tabulation displays.      2. Best practices for designing clear and readable tables. e.g. Mailability e.g. accuracy, etc., consistent formatting (font size/type, abbreviations, bold etc., Logical organization of data (headings, subheadings etc, Alignment (figures/text, margins, centering etc.   3. Tabulated office documents production      1. Use of high-quality paper for printing.      2. Use of standard paper size e.g. A4 portrait      3. Understanding the various proofreaders’ marks used in tabulation e.g. Stet, run on, insert, delete, transpose (trs) etc.      4. Formatting the tabulation i.e. centering (horizontally, vertically), bold, italics, caps, font size/type etc.      5. Sorting, filtering, and analyzing data within tables e.g. use of sum function      6. Saving of tabulated office documents.      7. Printing the final copy.   4. Tabulated office documents filing      1. Purpose of filing tabulated office documents in an organization.      2. Importance of effective filing of tabulated office documents in an organization.      3. Filing systems of tabulated office documents in an organization i.e. alphabetical, chronological, numerical etc.      4. Preparation of tabulated office documents for filing in an organization.      5. Procedure for filing tabulated office documents in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## ICT SKILLS

**UNIT CODE: 0415 451 12A**

**Unit Duration: 280 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Apply ICT Skills

**Unit Description**

This unit covers the competencies required to demonstrate ICT skills. It includes: Operate computer devices, Solve tasks using Office suite, Manage Data and Information, Perform online communication and collaboration, Apply cyber security skills, Perform Online jobs, Apply job entry techniques, Exploring Modern Information and Communication Technology, Applying Computer Software Skills, Applying Online Skills, Applying Word Processing Skills, Applying Presentation Skills, Applying Spreadsheet Manipulation Skills, Applying Accounting Software Skills, Applying Database Management Software Skills, Applying Desktop Publishing Skills and Applying Basic Computer Networking Skills.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO | **LEARNING OUTCOMES** | DURATION |
| 1 | Operate computer devices | 10 |
| 2 | Solve tasks using Office suite | 16 |
| 3 | Manage Data and Information | 20 |
| 4 | Perform online communication and collaboration | 10 |
| 5 | Apply cyber security skills | 16 |
| 6 | Perform Online jobs | 18 |
| 7 | Apply job entry techniques | 8 |
| 8 | To explore modern information and communication technology | 16 |
| 9 | To apply computer software skills | 16 |
| 10 | To apply online skills | 18 |
| 11 | To apply word processing skills | 16 |
| 12 | To apply presentation skills | 16 |
| 13 | To apply spreadsheet manipulation skills | 16 |
| 14 | Apply Accounting Software Skills | 24 |
| 15 | Apply Database Management Software Skills | 20 |
| 16 | Apply Desktop Publishing Skills | 18 |
| 17 | Apply Basic Computer Networking Skills | 22 |
|  |  | **280 hrs** |

| **Learning Outcome** | **Content** | **Suggested**  **Assessment Methods** |
| --- | --- | --- |
| 1. Operate computer devices | * 1. Meaning and importance of digital literacy   2. Functions and Uses of Computers   3. Classification of computers   4. Components of a computer system   5. Computer Hardware      1. The System Unit E.g. Motherboard, CPU, casing      2. Input Devices e.g. Pointing, keying, scanning, voice/speech recognition, direct data capture devices.      3. Output Devices e.g. hardcopy output and softcopy output      4. Storage Devices e.g. main memory e.g. RAM, secondary storage (Solid state devices, Hard Drives, CDs & DVDs, Memory cards, Flash drives      5. Computer Ports e.g. HDMI, DVI, VGA, USB type C etc.   6. Classification of computer software   7. Operating system functions   8. Procedure for turning/off a computer   9. Mouse use techniques   10. Keyboard Parts and Use Technique   11. Desktop Customization   12. File and Files Management using an operating system   13. Computer Internet Connection Options       1. Mobile Networks/Data Plans       2. Wireless Hotspots       3. Cabled (Ethernet/Fiber)       4. Dial-Up       5. Satellite   14. Computer external devices management       1. Device connections       2. Device controls (volume controls and display properties) | * Practical assessment * Project * Portfolio of evidence * Third party report * Written assessment * Oral assessment |
| 1. Solve tasks using Office suite | * 1. Meaning and Importance of Word Processing   2. Examples of Word Processors   3. Working with word document      1. Open and close word processor      2. Create a new document      3. Save a document      4. Switch between open documents   4. Enhancing productivity      1. Set basic options/preferences      2. Help resources      3. Use magnification/zoom tools      4. Display, hide built-in tool bar      5. Using navigation tools   5. Typing Text   6. Document editing (copy, cut, paste commands, spelling and Grammar check)   7. Document formatting      1. Formatting text      2. Formatting paragraph      3. Formatting styles      4. Alignment      5. Creating tables      6. Formatting tables   8. Graphical objects      1. Insert object (picture, drawn object)      2. Select an object      3. Edit an object      4. Format an object   9. Document Print setup      1. Page layout,      2. Margins set up      3. Orientation.   10. Word Document Printing   11. Meaning & Importance of electronic spreadsheets   12. Components of Spreadsheets   13. Application areas of spreadsheets   14. Using spreadsheet application       1. Parts of Excel screen: ribbon, formula bar, active cell, name box, column letter, row number, Quick Access Toolbar.       2. Cell Data Types       3. Block operations       4. Arithmetic operators (formula bar (-, +, \*, /).       5. Cell Referencing   15. Data Manipulation       1. Using Functions (Sum, Average, SumIF, Count, Max, Max, IF, Rank, Product, mode etc)       2. Using Formulae       3. Sorting data       4. Filtering data       5. Visual representation using charts   16. Worksheet printing   17. Electronic Presentations   18. Meaning and Importance of electronic presentations   19. Examples of Presentation Software   20. Using the electronic presentation application       1. Parts of the PowerPoint screen (slide navigation pane, slide pane, notes, the ribbon, quick access toolbar, and scroll bars).       2. Open and close presentations       3. Creating Slides (Insert new slides, duplicate, or reuse slides.)       4. Text Management (insert, delete, copy, cut and paste, drag and drop, format, and use spell check).       5. Use magnification/zoom tools       6. Apply or change a theme.       7. Save a presentation       8. Switch between open presentations   21. Developing a presentation       1. Presentation views          1. Slides          2. Master slide       2. Text       3. Editing text       4. Formatting       5. Tables   22. Chart       1. Using charts       2. Organization charts   23. Graphical objects       1. Insert       2. manipulate       3. Drawings   24. Prepare outputs       1. Applying slide effects and transitions       2. Check and deliver       3. Spell check a presentation       4. Slide orientation       5. Slide shows, navigation   25. Print presentations (slides and handouts) | * Practical assessment * Project * Portfolio of evidence * Third party report * Written assessment * Oral assessment |
| 1. Manage Data and Information | * 1. Meaning of Data and information   2. Importance and Uses of data and information   3. Types of internet services      1. Communication Services      2. Information Retrieval Services      3. File Transfer      4. World Wide Web Services      5. Web Services      6. Automatic Network Address Configuration      7. Newsgroup      8. Ecommerce   4. Types of Internet Access Applications   5. Web browsing concepts      1. Key concept      2. Security and safety   6. Web browsing      1. Using the web browser      2. Tools and setting      3. Clearing Cache and cookies   URIs   * + 1. Bookmarks     2. Web outputs   1. Web based information      1. Search      2. Critical evaluation of information      3. Copyright, data protection   2. Downloads Management   3. Performing Digital Data Backup (Online and Offline)   4. Emerging issues in internet | * Observation * Portfolio of Evidence * Project * Written assessment * Practical assessment * Oral assessment |
| 1. Perform online communication and collaboration | * 1. Netiquette principles   2. Communication concepts      1. Online communities      2. Communication tools      3. Email concepts   3. Using email      1. Sending email      2. Receiving email      3. Tools and settings      4. Organizing email   4. Digital content copyright and licenses   4.5 Online collaboration tools  4.5.1 Online Storage (Google Drive)   * + 1. Online productivity applications (Google Docs & Forms)     2. Online meetings (Google Meet/Zoom)     3. Online learning environments     4. Online calendars (Google Calendars)     5. Social networks (Facebook/Twitter - Settings & Privacy)   1. Preparation for online collaboration      1. Common setup features      2. Setup   2. Mobile collaboration      1. Key concepts      2. Using mobile devices      3. Applications      4. Synchronization | * Observation * Portfolio of Evidence * Project * Written assessment * Practical assessment * Oral assessment |
| 1. Apply cyber security skills | * 1. Data protection and privacy      1. Confidentiality of data/information      2. Integrity of data/information      3. Availability of data/information   2. Internet security threats      1. Malware attacks      2. Social engineering attacks      3. Distributed denial of service (DDoS)      4. Man-in-the-middle attack (MitM)      5. Password attacks      6. IoT Attacks      7. [Phishing Attacks](https://onlinedegrees.sandiego.edu/top-cyber-security-threats/#phishing-attacks)      8. [Ransomware](https://onlinedegrees.sandiego.edu/top-cyber-security-threats/#ransomware)   3. Computer threats and crimes   4. Cybersecurity control measures      1. Physical Controls      2. Technical/Logical Controls (Passwords, PINs, Biometrics)      3. Operational Controls   5. Laws governing protection of ICT in Kenya      1. The Computer Misuse and Cybercrimes Act No. 5 of 2018      2. The Data Protection Act No. 24 Of 2019 | * Observation * Portfolio of Evidence * Project * Written assessment * Practical assessment * Oral assessment |
| 1. Perform Online Jobs | * 1. Introduction to online working   2. Types of online Jobs   3. Online job platforms      1. Remotask      2. Data annotation tech      3. Cloud worker      4. Upwork      5. Oneforma      6. Appen   4. Online account and profile management   5. Identifying online jobs/job bidding   6. Online digital identity   7. Executing online tasks   8. Management of online payment accounts. | * Observation * Portfolio of Evidence * Project * Written assessment * Practical assessment * Oral assessment |
| 1. Apply job entry techniques | * 1. Types of job opportunities      1. Self-employment      2. Service provision      3. product development      4. salaried employment   2. Sources of job opportunities   3. Resume/ curriculum vitae      1. What is a CV      2. How long should a CV be      3. What to include in a AC      4. Format of CV      5. How to write a good CV      6. Don’ts of writing a CV   4. Job application letter      1. What to include      2. Addressing a cover letter      3. Signing off a cover letter   5. Portfolio of Evidence      1. Academic credentials      2. Letters of commendations      3. Certification of participations      4. Awards and decorations   6. Interview skills      1. Listening skills      2. Grooming      3. Language command      4. Articulation of issues      5. Body language      6. Time management      7. Honesty   7. Generally knowledgeable in current affairs and technical area | * + Observation   + Oral assessment   + Portfolio of evidence   + Third party report   + Written assessment |

|  |  |  |
| --- | --- | --- |
| 8. Explore modern information and communication technology | * 1. Impacts of ICT      1. Positive      2. Negative   2. Main components of a computer      1. Motherboard      2. Random Access Memory (RAM)      3. Control unit      4. Hard disk      5. Power supply      6. Keyboard      7. Arithmetic logic unit (ALU)      8. Other components of a computer system include video cards and sound cards.   3. Functions of computer main components      1. Input unit      2. Central Processing Unit (CPU)      3. Memory unit      4. Output unit      5. Motherboard      6. Graphical Processing Unit (GPU)      7. Random Access Memory (RAM)      8. Storage device, etc   4. Steps to shut down a computer   5. Various technologies used in modern office      1. Automating office tasks      2. The cloud      3. Accommodating a mobile workforce      4. Office management software      5. Computer-aided facility management (CAFM)      6. Activity-based working   6. Typing techniques      1. Touch typing      2. Hunt and peck      3. Buffering | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply computer software skills | * 1. Computer software      1. Operating system (OS)      2. Application software      3. Network software      4. System software      5. Software is different from hardware   2. Features and functions of Operating Systems   3. System software and application software   4. Microsoft office for windows      1. Operating system      2. Processor      3. Memory      4. Hard drive space.      5. Browser   5. Computer applications      1. Word processors:      2. Spreadsheet software      3. Presentation software      4. Multimedia software      5. Web browsers      6. Email clients      7. Graphics software      8. Media player software      9. Desktop publishing      10. Productivity software   , nal mobi | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply online skills | * 1. Social media accounts creation      1. Choose your platform      2. Sign up for an account      3. Verify your email/phone number      4. Set up your profile      5. Start posting content      6. Engage with others      7. Maintain privacy and security   2. Managing social media accounts   3. Emails send and received   4. Emails printing   5. Virtual meetings tools      1. Google Meet      2. Microsoft outlook (Teams)      3. Zoom      4. Skype   6. Updating of Software      1. Automatic updates      2. Manual updates   7. Cloud computing skills   8. Content search on the internet      1. Websites      2. News articles      3. Pictures      4. Videos      5. Use specific search terms      6. Use quotation marks      7. Use natural language | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply word processing skills | * 1. Elements of Word processor Window      1. Title bar.      2. Menu Bar.      3. Toolbars.      4. Workspace, etc   2. Open a new document in a word processor   3. Launch of Microsoft word processor   4. Keyboarding Techniques      1. Hand position      2. keyboard.      3. Feet position:      4. Eyes, etc   5. Word processor’s main features      1. Text editing      2. Formatting      3. Spell check and grammar check      4. Page layout      5. Document formatting styles      6. Foot notes and end notes, etc   4.6 Document printing | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply presentation skills | * 1. Presentation slide requirements      1. Font      2. Font size      3. Color      4. Text   2. Design theme and slide layout selection      1. Apply a theme to an existing slide      2. Apply a layout to a new slide      3. Customize a slide layout      4. Reset a layout, etc   3. Preparing a work-related presentation:      1. Know your audience      2. Prepare thoroughly      3. Anticipate questions      4. Prepare and relax, etc   4. Manipulating presentations of work-related presentations      1. Playing on emotions      2. Using negative emotions      3. Dictating terms      4. Presenting biased information   5. Presentation slides printing | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply spreadsheet manipulation skills | * 1. Spreadsheet window elements      1. Name box      2. Ribbon      3. Sheet tabs      4. Row headings      5. Calculated items, etc   2. New workbook opening   3. Spreadsheet features      1. Formulas and functions      2. Worksheet      3. Workbook      4. Cell etc   4. Keyboard techniques      1. Posture      2. Hand position      3. Thumb position      4. Shift key      5. Eyes   5. Formulae and functions      1. Select a cell      2. Start the formula      3. Add a function      4. Complete the formula      5. Press Enter:   6. Presenting tables and charts:      1. Label tables      2. Center tables      3. Include a title      4. Identify axes, etc   7. Printing of a worksheet | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply Accounting Software skills | * 1. Accounting software concepts   2. Accounting Software Installation   3. Accounting software features      1. General ledger      2. Accounts payable (AP)      3. Accounts receivable (AR)      4. Invoicing and billing      5. Bank reconciliation      6. Financial reporting   4. Accounting software functions      1. Recording transactions      2. General ledger management      3. Bank reconciliation      4. Invoicing and billing      5. Payroll processing      6. Tax calculation and filing | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply Database Management Software | * 1. Concepts of database management systems      1. Relational database      2. Relational database management system (RDBMS)      3. E. F. Codd: Proposed the relational model of data in 1970.      4. Hierarchical DBMS, etc   2. Installation of relational database   3. Components of a relational database basic environment   4. Functions of a relational database management system      1. Data storage      2. Data retrieval      3. Data manipulation, etc   5. Open of a new database in Microsoft Access   6. Relational database objects   8.7 Relational database objects of tables, queries, relationships, and reports application   * + 1. Relational database management system (RDBMS)     2. Relational database (RDB)     3. Relational DBMS model, etc   1. Forms and reports printing | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply desktop publishing skills | * 1. Differences between word processors and desktop publishing software      1. Document type      2. Level of control      3. Focus   2. Impact of using DTP in a modern office   3. Types of publication      1. Journal articles.      2. Books.      3. Encyclopedias.      4. Handbooks, etc.   4. Principles of standard page layout and text properties   5. Page size, orientation, and margins setting      1. Microsoft Word      2. Microsoft Publisher      3. Apple Pages   6. Text Frames Creation      1. InDesign      2. Publisher.      3. Things to know about text frames in DTP      4. Shapes      5. Linking      6. WYSIWYG      7. Flexibility   7. Text and images are manipulated      1. Balance tones      2. Use white space      3. Use white space to separate unrelated information. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply basic computer networking skills | * 1. **.** Advantages of Computer Networking   2. . Types of Computer Networks      1. Local Area Networks      2. Wide Area Networks      3. Metropolitan Area Networks      4. Extranet      5. Wireless local area network (WLAN), etc.   3. Communication media and transmission media Identification.      1. Mobile telecommunication generations      2. Transmission media      3. Transmission mediums.   4. Simple local area network configuration      1. Wired LAN      2. Wireless LAN (WLAN)      3. Virtual LAN (VLAN) | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practicals
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:5 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Workshop | (10\* 15 sq. metres) | 1 | 1:25 |
|  | Internet Connection | System | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:5 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:13 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |
| 1. 1 | Biometric scanner |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

# MODULE 4

## COMMERCE PRINCIPLES

**UNIT CODE: 0415 451 06A**

**UNIT DURATION: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Apply Commerce Principles

**Unit Description**

1. This unit specifies the competencies required to apply commerce knowledge. It involves: Analyzing Commerce Concepts, Analyzing Production Concepts, Analyzing Payment Process, Analyzing Money and Banking Concept, Analyzing Government Commercial Policy and Apply commercial business calculations.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/ NO. | LEARNING OUTCOMES | DURATION |
| 1 | Analyze commerce concepts | 12 |
| 2 | Analyze production concepts | 14 |
| 3 | Analyze payment process | 12 |
| 4 | Analyze money and banking concept | 14 |
| 5 | Analyze government commercial policy | 14 |
| 6 | Apply commercial business calculations | 14 |
|  |  | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Analyze commerce concept | * 1. Definition of terms      1. Capital      2. E- commerce      3. Balance sheet      4. Trade, etc.   2. Branches of commerce      1. Trade      2. Aids to trade, etc.   3. Characteristics of commerce      1. Exchange of Goods and Services      2. Technology driven      3. Facilitates Trade, etc.   4. Functions of commerce      1. Buying and Selling      2. Transportation      3. Warehousing, etc.   5. Importance of commerce      1. Economic Growth      2. Facilitates Employment      3. Promotes Specialization and Division of Labor, etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Analyze production concepts | * 1. Methods of production      1. Labour intensive      2. Capital intensive, etc.   2. Types of production      1. Direct production      2. Indirect production, etc.   3. Levels of production      1. Primary      2. Secondary      3. Tertiary   4. Factors of production      1. Capital      2. Land      3. Labor      4. Entrepreneur | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Analyze payment process | * 1. Documents used in business transactions      1. Credit notes      2. Debit notes      3. Invoices      4. Payment vouchers      5. Receipts      6. Purchase orders      7. Quotations      8. Acknowledgment notes      9. Delivery note, etc.   2. Means of payment      1. Money order      2. Standing order      3. E-payment e.g. credit and debit cards, digital wallet, bank transfers such as electronic funds transfer (EFT), M-pesa, etc.      4. Cheques      5. Banker’s cheque, etc.   3. Terms of payment      1. Deferred payments      2. Cash on delivery      3. Cash with order      4. Cash sale      5. Hire purchase, etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 4**.** Analyze Money and Banking | * 1. Terms used in money and Banking      1. Liquidity      2. Monetary policies      3. Plastic money      4. Bank rate      5. Micro finance      6. Mobile banking      7. Bank ombudsman      8. Linked account      9. Base rate etc.   2. Characteristics of Money.      1. Durability      2. Limited supply etc   3. Functions of money      1. A measure of value      2. An exchange medium, etc.   4. Types of Banks      1. Central bank      2. Commercial banks e.g. Cooperative Bank, Absa Bank, Standard Chartered Bank, Kenya Commercial Bank, Equity Bank, Family Bank, Merchant Bank etc.   5. Types of Bank Accounts      1. Current account      2. Savings account      3. Fixed deposit account etc.   6. Functions of Commercial Banks      1. Accepting deposits      2. Lending money etc.   7. Functions of Central Bank   4.7.1 Inflation control | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 5. Analyze government commercial policy | * 1. Ways of Government involvement in commercial activities      1. Regulations   2. Regulatory bodies      1. KEBS      2. NEMA      3. Pharmacy and Poisons Board, etc.   3. Government involvement in Commercial Activities      1. Imposing tariffs      2. Providing financial support      3. Creating regulations etc.   4. Consumer protection      1. Right to goods and services of reasonable quality.      2. Right to the information necessary for them to gain full benefit from goods and services etc.   5. Functions of Commercial Attaches      1. Improving commercial process      2. Prospecting ad negotiation | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Apply commercial business calculations | * 1. Terms used in commercial business calculations      1. Interests      2. Discounts      3. Commissions      4. Principal      5. Amount      6. Compound interest, etc.   2. Simple interest calculations      1. Meaning of simple interest      2. Calculation of simple interest   3. Components of compound interest      1. Interest rate      2. Principal      3. Number of compounding periods in a year      4. Time   4. Calculation of compound interest      1. Convert the interest rate      2. Determine values of p, r, n and t      3. Substitute the principle (P) from the future value (A) to find the compound interest.   5. Calculation of sales discounts      1. Trade discounts      2. Cash discounts      3. Quantity discounts   6. Calculations of various types of sales commission      1. Flat Commission      2. Tiered Commission      3. Bonus Structure      4. Gross Profit Commission, etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 5 | 1:5 |
|  | Business Journals | Annual, Monthly, daily | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

## ENTREPRENEURIAL SKILLS

**UNIT CODE: 0413 441 04A**

**Duration of unit: 80 hours**

**Relationship to Occupational Standards**

This unit addresses the unit of competency: Apply Entrepreneurial skills.

**Unit Description:**

This unit covers the competencies required to demonstrate an understanding of entrepreneurship. It involves: Applying financial literacy, Applying Entrepreneurial Concepts, Identifying Entrepreneurship Opportunities, Applying Business Legal Aspects, Innovating Business Strategies and Developing a Business Plans.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | **LEARNING OUTCOMES** | **DURATION** |
|  | Apply Financial Literacy Skills | 5 |
|  | Apply entrepreneurial concept | 7 |
|  | Identify entrepreneurial opportunities | 6 |
|  | Apply business legal aspects | 7 |
|  | Innovate Business strategies | 7 |
|  | Develop Business Plan | 8 |
| **SUB-TOTAL** |  | **40** |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Apply Financial Literacy | * 1. Personal finance management   2. Balancing between needs and wants   3. Budget Preparation   4. Saving management   5. Factors to consider when deciding where to save   6. Debt management   7. Factors to consider before taking a loan   8. Investment decisions   9. Types of investments   10. Factors to consider when investing money   11. Insurance services   12. Insurance products available in the market   13. Insurable risks | * Project * Written assessment * Oral assessment * Third party report * Interviews |
| 2.Apply Entrepreneurial Concept | * 1. Difference between Entrepreneurs and Business persons   2. Types of entrepreneurs   3. Ways of becoming an entrepreneur   4. Characteristics of Entrepreneurs   5. salaried employment and self-employment   6. Requirements for entry into self-employment   7. Roles of an Entrepreneur in an enterprise   8. Contributions of Entrepreneurship | * Project * Written assessment * Oral assessment * Third party report |
| 3.Identify entrepreneurial opportunities | * 1. Sources of business ideas   2. Factors to consider when evaluating business opportunity   3. Business life cycle | * Project * Written assessment * Oral assessment * Third party report |
| 4.Apply business legal aspects | * 1. Forms of business ownership   2. Business registration and licensing processing   3. Types of contracts and agreements   4. Employment laws   5. Taxation laws | * Project * Written assessment * Oral assessment * Third party report |
| 5.Innovate Business Strategies | * 1. Creativity in business   2. Innovative business strategies   3. Entrepreneurial Linkages   4. ICT in business growth and development | * Project * Written assessment * Oral assessment * Third party report |
| 6.Develop Business Plan | * 1. Business description   2. Marketing plan   3. Organizational/Management   Plan   * 1. Production/operation plan   2. Financial plan   3. Executive summary   4. Business plan presentation   5. Business idea incubation | * Written assessment * Project * Oral assessment * Third party report |

**Suggested Methods of Instruction**

* Direct instruction with active learning strategies
* Project
* Case studies
* Field trips
* Group Discussions
* Demonstration
* Question and answer
* Team training
* Guest speakers

**Recommended Resources for 25 Trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 25 | 1:1 |
|  | Business Journals | Annual, Monthly, daily | 25 | 1:1 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |

**References**

* Kinyua, A. N. (2014). **Factors affecting the performance of small and medium enterprises in Kenya: A case study of SMEs in Thika Town**. *International Journal of Scientific and Research Publications, 4*(12), 1–15.
* Ngugi, P. K., & Bwisa, H. M. (2013). **Entrepreneurship and Innovation: A Kenyan Perspective**. Nairobi: Jomo Kenyatta Foundation.
* Kenya Investment Authority (KenInvest). (2023). *Guide to Investing in Kenya*. Nairobi: KenInvest
* Kenya Revenue Authority (KRA). (2022). *Tax Compliance Guidelines for Businesses in Kenya*. Nairobi: KRA.
* Occupational standards

## OFFICE SECURITY MANAGEMENT

**UNIT CODE: 0415 551 17A**

**Unit Duration: 60 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Office Security.

**Unit Description**

This unit describes competencies required to manage office security. It involves Safeguarding Office Records, Safeguarding Office Electronic Data and Information, Safeguarding Office Equipment, Controlling Office Access and Reporting Security Incidences.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNING OUTCOMES | DURATION |
| 1 | Safeguard office records | 12 |
| 2 | Safeguard office e-data and information | 12 |
| 3 | Safeguard office equipment | 12 |
| 4 | Control office access | 12 |
| 5 | Report security incidences | 12 |
|  | TOTAL | 60 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Safeguard office records | * 1. Office policy manuals on safeguarding office records      1. Importance of office policy manuals on safeguarding office records      2. Types of office records         1. Confidential records         2. Public records      3. Back-up and disaster recovery   2. Office records inventory      1. Record identification      2. Record title / description,      3. Record location      4. Date of record creation      5. Record format (physical or digital), Record owner      6. Record retention   3. Office records movement      1. Purpose      2. Methods      3. Borrowing and returning records   4. Document follow-up   5. Official records access control   6. Control measures of office records upgrade | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Safeguard office e-data and information | * 1. Office data and information receipt      1. Types of office e-data         1. Emails         2. E-forms      2. Channels for receiving data   2. Office data and information classification   3. Digital records passwords   4. Access to data and information control   5. Confidentiality of data and information maintenance      1. Types of data requiring confidentiality measures in an organization.   6. Integrity of data and information maintenance      1. Importance of integrity of e-data and information in organization.      2. Principles of data integrity in an organization      3. Threats to e-data integrity in an organization i.e human errors, malware and cyber-attacks, data corruption      4. Strategies to mitigate threats to e-data integrity in an organization.   7. Ethical issues on confidentiality maintenance      1. Importance of ethics in e-data management with regard to confidentiality.      2. Ethical foundations of confidentiality in e-data management.      3. Differentiate between privacy and confidentiality and their moral importance.      4. Ethical data practices to proactively protect confidentiality   8. Disposal of confidential documents      1. Emptying of the recycle bin      2. Clearing history e.g. cookies      3. Changing passwords      4. Signing out social platforms      5. Shredding physical documents and using secure file deletion methods for digital files | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3. Safeguard office equipment | * 1. Office equipment inventory maintenance      1. Furniture      2. Computers and peripherals      3. Communication equipment      4. Security equipment      5. Office appliances   2. Office equipment manuals      1. Types      2. User manuals      3. Service guides   3. Office equipment access control   4. Office equipment uses control.   5. Office equipment maintenance | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 4. Control office access | * 1. Office access risks      1. Unauthorized physical access      2. Tailgating      3. Social engineering      4. Weak physical security control      5. Lost or stolen access credentials   2. Office access control measures      1. High-quality locks      2. Numbered or coded keys      3. Access cards or badges      4. Biometric systems e.g. fingerprints, etc   3. Office access control measures auditing      1. Types of office access control systems to audit         1. Physical access control systems keycards, biometric scanners, security personnel Logical Access Control, Remote Access Systems, Visitor Management Systems etc.         2. Tools and techniques for auditing   4. Office access corrective measures | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 5. Report security incidences | * 1. Security incidents recording   2. Analyzing Security incidents      1. Categorization.      2. Frequency and time analysis      3. Location analysis      4. Root cause analysis   3. Security register maintenance   4. Security incidents reporting   5. Reported security incidents follow up      1. Continuous monitoring of the situation      2. Maintaining communication with stakeholders      3. Provide updates on the progress and to the relevant parties, etc.      4. Implementing measures to prevent future occurrences | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical
* Group discussions and presentations
* Field work and benchmarking
* Visiting offices
* Role play
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 25 | 1:1 |
|  | Business Journals | Annual, Monthly, Daily | 25 | 1:1 |
|  | CCTV Camera |  | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Flash disks |  | 5 | 1:5 |
|  | Portable hard disk |  | 1 | 1:25 |
|  | Compact disks |  | 25 | 1:1 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Suggestion box |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Biometric Scanner |  | 1 | 1:5 |
|  | Switchboard |  | 1 | 1:25 |
|  | Appointment book |  | 1 | 1:25 |
|  | Diary |  | 5 | 1:5 |
|  | Reception desk |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

**OFFICE ADMINISTRATION DUTIES MANAGEMENT**

**UNIT CODE: 0415 551 18A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Office Administrative Duties.

**Unit Description**

This unit covers competencies required to manage office administrative duties. It involves Conducting Junior Staff Induction, Managing Office Work Schedules, Supervising Office Workflow, Mentoring Junior Staff and Appraising Junior Staff.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | **Learning Outcomes** | DURATION |
| 1 | Conduct junior staff induction | 16 |
| 2 | Manage office work schedules | 16 |
| 3 | Supervise office workflow | 16 |
| 4 | Mentor junior staff | 16 |
| 5 | Appraise junior staff | 16 |
|  | TOTAL | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Conduct junior staff induction | * 1. Junior staff workplace tour      1. Plan the tour         1. Identify objectives         2. Schedule         3. Duration      2. Prepare materials      3. Gather resources      4. Follow-up   2. Coaching techniques integration   3. Health and safety procedures identification      1. Approach to identify health and safety procedures      2. Conduct a risk assessment   4. Company policy   5. Junior staff roles      1. Job descriptions      2. Reporting structure      3. Performance expectations      4. Training and development      5. Collaboration and teamwork      6. Problem-solving and decision-making      7. Compliance and policies      8. Career advancement      9. Feedback and communication | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Manage office work schedules | * 1. Office work shifts      1. Regular business hours      2. Morning shifts      3. Afternoon shifts      4. Shift rotation      5. Part-time shifts      6. Compressed worksheets      7. Overtime shifts.   2. Office work tools identification      1. Ways of identifying office work tools      2. Assess organizational needs      3. Categorize required tools      4. Evaluate existing tools      5. Research new tools         1. Market research         2. Vendor demos   3. Office work distribution      1. Approaches to carrying out office work distribution      2. Assess workload      3. Understand team strengths      4. Create a distribution plan      5. Set clear expectations | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3. Supervise office workflow | * 1. Office workflow      1. Task identification      2. Task assignment      3. Prioritization      4. Planning      5. Communication      6. Execution   2. Responsibilities assigning      1. Assess skills and interests      2. Define clear responsibilities      3. Align responsibilities with goals      4. Provide resources and support      5. Access to tools      6. Mentorship   3. Results review   4. Office supplies control      1. Establish a policy      2. Inventory management      3. Approval process      4. Set budgets      5. Regular audits      6. Centralized ordering      7. Tracking and reporting      8. Feedback mechanism | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 4. Mentor junior staff | * 1. Junior staff mentorship program   2. Junior staff mentorship program flexibility      1. Define goals and objectives      2. Select mentors      3. Structured framework      4. Training and resources      5. Tailored mentorship plans      6. Encourage open communication      7. Feedback and evaluation      8. Recognition and support      9. Create a community      10. Continuous improvement   3. Best practices on benchmarking      1. Shared understanding with mentees on goals and outcomes      2. Discussing the progress, challenges etc.      3. Identifying opportunities to incorporate mentoring discussions and learning experiences      4. Exercising active listening and constructive feedback, etc.   4. Unsurpassed practices after benchmarking   5. Monitoring and evaluation of junior staff mentorship   6. Report on junior staff mentorship program | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 5. Appraise junior staff | * 1. Junior staff performance timeline      1. Components of performance timeline         1. On-boarding phase (0 – 3 months)         2. Orientation         3. Goal setting         4. Training      2. Mid-year review (3 – 6 months)         1. Performance check-in         2. Feedback session         3. Adjust goals      3. Development activities (6 – 9 months)      4. Annual performance review (9 – 12 months)      5. Goal setting for next year (end of year)      6. Implementation steps   2. Goal setting      1. Utilize the SMART criteria         1. Specific         2. Measurable         3. Achievable         4. Relevant         5. Time-bound   3. Appraisal feedback | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 Trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 25 | 1:1 |
|  | Business Journals | Annual, Monthly, Daily | 25 | 1:1 |
|  | CCTV Camera |  | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Suggestion box |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Biometric Scanner |  | 1 | 1:5 |
|  | Switchboard |  | 1 | 1:25 |
|  | Appointment book |  | 1 | 1:25 |
|  | Diary |  | 5 | 1:5 |
|  | Reception desk |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

**OFFICIAL MEETINGS COORDINATION**

**UNIT CODE: 0415 551 14A**

**Unit duration: 80 hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Coordinating Official Meetings.

**Unit Description**

This unit specifies the competencies required to coordinate official meetings. It includes Preparing Meeting Invitations, Meeting Venue and Reference Materials, Organizing Hospitality Services, Taking Meeting Minutes, Clearing Meeting Venue, Preparing Meeting Minutes and Organizing virtual meeting.

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**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | **Learning Outcomes** | DURATION |
| 1 | Prepare meeting invitations | 10 |
| 2 | Prepare meeting venue | 10 |
| 3 | Prepare reference materials | 10 |
| 4 | Organize hospitality services | 10 |
| 5 | Take meeting minutes | 10 |
| 6 | Clear meeting venue | 10 |
| 7 | Prepare meeting minutes | 10 |
| 8 | Organize virtual meeting | 10 |
|  | TOTAL | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Prepare meeting invitations | * 1. Meeting notice instruction      1. Meaning of meetings and conferences      2. Types of meetings and conferences      3. Instruction given by         1. Meeting organizers         2. Administrative staff         3. Executive management         4. Project managers      4. Receiving notice instructions   2. Meeting notice preparation      1. Define the purpose of meeting      2. Determine key details   3. Invitation letter preparation      1. Prepared and signed by secretary   4. Agenda preparation      1. Identify key topics to be discussed      2. Prioritize items      3. Allocate time for each topic      4. Assign responsibilities      5. Include opening and closing items      6. Review and distribute   5. Feedback      1. Feedback includes      2. Gathering feedback | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences * Role play |
| 2. Prepare meeting venue | * 1. Meeting venue identification      1. Capacity      2. Location   2. Meeting venue cleaning coordination   3. Furniture for a meeting      1. Types of furniture      2. Seating arrangement   4. Conducive environment provisions e.g. Lighting, Ventilation, Temperature, Safety and health regulations, Noise control, etc      1. Importance of having a conducive meeting environment      2. Aspects to consider when labeling a meeting venue   5. Meeting venue labeling      1. Importance of labeling meeting venue i.e accessibility, easy navigation, etc      2. Procedure for labeling meeting venue   6. Meeting venue instructions requirements      1. Clarity and transparency i.e. proper communication      2. Compliance and standardization      3. Professionalism and accountability      4. Sitting arrangement (protocol observation), etc. | 1. Practical assessments 2. Projects 3. Third party reports 4. Written tests / assessments 5. Oral questions 6. Portfolio of evidences |
| 3. Prepare reference materials | * 1. List of participant’s preparations      1. Determine meeting purpose      2. Identify key participants      3. Collect names and details, etc   2. Signed minutes      1. Locate previous minutes      2. Verify signatures      3. Format the document      4. Distribute minutes   3. Copies of signed minutes preparation      1. Prepare the document      2. Format the minutes      3. Create copies      4. Circulation of copies of signed minutes   4. Reference materials preparation      1. Types of reference materials      2. Format of preparing reference materials   5. Meeting presentation facilities preparation.      1. Power point slides      2. LCD projector      3. Wi-Fi access, etc | 1. Practical assessments 2. Projects 3. Third party reports 4. Written tests / assessments 5. Oral questions 6. Portfolio of evidences |
| 4. Organize hospitality services | * 1. Number of participant’s confirmation      1. Steps to follow to confirm the number of participants in a meeting   2. Meeting program familiarization      1. Guidelines to familiarize with the meeting program   3. Meeting hospitality budget preparation      1. Factors to consider in preparation of a meeting budget   4. Hospitality service providers identification      1. Reputation and review      2. Experience and expertise      3. Services offered      4. Cost and value      5. Location, etc   5. Hospitality services orders placement      1. Steps to follow when placing orders for hospitality services   6. Participants ushering into the meeting venue      1. Guidelines to follow when ushering participants into a meeting venue   7. Registration of participants      1. Steps to handle registration of participants in a meeting   8. Meals and refreshments service      1. What to consider when serving meals and refreshments in a meeting      2. Plan the menu      3. Choose service style      4. Coordinate with catering      5. Logistics and setup      6. Designate a serving area      7. Setup      8. Timing      9. Communication      10. Follow-up | 1. Practical assessments 2. Projects 3. Third party reports 4. Written tests / assessments 5. Oral questions 6. Portfolio of evidences |
| 1. Take meeting minutes | * 1. Meeting reference materials      1. What to consider when obtaining meeting reference materials      2. Identify required materials      3. Coordinate with participants      4. Utilize collaborative tools      5. Distribute materials etc.   2. Attendance status recording      1. Methods for recording attendance   3. Meeting proceedings      1. Types of meeting proceedings      2. Steps to consider to effectively record meeting proceedings   4. Meeting resolutions confirmation      1. Steps to follow when confirming passed resolutions in a meeting   5. Reports, notes and reference materials gathering      1. Guidelines to gather reference materials after the meeting | 1. Practical assessments 2. Projects 3. Third party reports 4. Written tests / assessments 5. Oral questions 6. Portfolio of evidences |
| 1. Clear meeting venue | * 1. Meeting materials sorting      1. What to consider when sorting meeting materials basing on confidentiality   2. Filing loose documents      1. Steps to consider when filing loose documents   3. Meeting equipment collection and storing      1. Checklist for collecting meeting materials      2. Tips for organizing and storing meeting equipment   4. Hospitality services equipment and materials clearing      1. Step-by-step guide to clearing hospitality services equipment and materials   5. Waste materials disposal      1. Guideline for disposing of waste materials according to OSHA   6. Meeting venue cleaning and locking      1. Guidelines to cleaning the meeting venue after the meeting      2. Steps to follow to ensure the meeting venue is locked after the meeting | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Prepare meeting minutes | * 1. Meeting minutes reviewing      1. Steps to follow in reviewing meeting minutes after the meeting   2. Meeting minutes’ comparison      1. What to consider when comparing meeting minutes with committee executives         1. Confirm attendance         2. Review decisions and actions         3. Verify key discussions         4. Cross-check dates and deadlines         5. Highlight differences         6. Solicit feedback         7. Final review         8. Typing minutes of the meeting.   3. Procedure for typing the minutes      1. Title of the meeting      2. Attendees      3. Absent      4. Call to order      5. Approval of previous minutes      6. Agenda items, etc   4. Meeting minutes proofreading      1. Steps to proofread meeting minutes   5. Minutes draft production and sharing      1. Reasons for producing minutes’ draft and sharing with chairperson   6. Chairperson’s comments      1. Steps chairpersons follow to incorporate comments into the minutes   7. Signing and circulating minutes      1. Reasons why minutes are signed      2. Steps to follow to circulate minutes to members   8. Signed minutes filing      1. Steps for filing a copy of minutes      2. Reasons for filing a copy of minutes   9. Action plan preparation      1. Approach towards preparing action plan based on meeting minutes      2. Review the minutes      3. Outline the action plan      4. Detail the steps      5. Format the action plan      6. Review and finalize      7. Monitor the progress      8. Document and share      9. Distribute the plan      10. File for future reference | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Organize virtual meeting | * 1. Social platforms for virtual meetings      1. Conference calls, etc.      2. Steps in creating social platforms for virtual meeting   2. Invitations for virtual meetings      1. Procedure for sending invitations with notice for virtual meeting   3. Link and login credential sharing   8.3.1. Determine meeting details   * + 1. Procedure for sharing meeting link and login credentials   1. Meeting agenda sharing      1. Create the agenda      2. Format the agenda      3. Draft the communication      4. Include guidelines      5. Send the agenda   2. Meeting attendance confirmation      1. Pop-ups      2. Confirmation links      3. Chat box, etc.      4. Guidelines for virtual meeting attendance confirmation   3. Meeting reminders      1. Importance of sending reminder for virtual meetings   4. Participants logging in      1. Set up the meeting      2. Prepare a participant list      3. Use platform’s features      4. Manually track attendance      5. Utilize attendance reports      6. Follow-up   5. Virtual meeting etiquette e.g. Mute audio, Raise hands, Video chats, Appreciation features, etc.      1. Importance of virtual meeting etiquette | * Practical assessments * Projects * Third party reports * Written tests assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Roles play

**List of Recommended Resources for 25 trainees**

|  |  |
| --- | --- |
| **Tools and Equipment** | **Materials and Supplies** |
| * 1 Desktop computers and accessories | Scheduling tools – appointment book |
| * Internet connection | Flip charts |
| * 1 Projector | 2 packets of assorted colors of whiteboard marker pens |
| * 5 Printers | Writing materials |
| * 1 Whiteboard | Printing papers |
| * Mobile phones | Reception desk |
| * 1 switchboard |  |
| * CCTV camera |  |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

**Suggested Delivery Methods**

* Practical
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | CCTV Camera |  | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Meeting room |  | 1 | 1:25 |
|  | Conference chairs |  | 25 | 1:1 |
|  | Conference tables |  | 5 | 1:5 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Suggestion box |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

# MODULE 5

## FINANCIAL ACCOUNTING SKILLS

**UNIT CODE: 0411 551 03A**

**Duration of unit:** 100 hours

**Relationship to occupational standards**

This unit addresses the unit of competency: Apply Financial Accounting Skills.

**UNIT DESCRIPTION**

This unit specifies the competencies required to apply financial accounting skills. It involves applying accounting concepts, conventions and policies, preparing books of original entries, posting transactions to the ledger, preparing cash books, correcting accounting errors, preparing bank reconciliation statements, maintaining non-current assets register, maintaining receivables and payables ledgers and preparing sole trader statements.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/No. | **Learning Outcomes** | **DURATION (HRS)** |
| 1 | Apply accounting concepts, conventions and policies | 8 |
| 2 | Prepare books of original entries | 10 |
| 3 | Post transaction to the ledger | 16 |
| 4 | Prepare cash books | 10 |
| 5 | Correct accounting errors | 14 |
| 6 | Prepare Bank Reconciliation statements | 8 |
| 7 | Maintain non-current assets’ register | 10 |
| 8 | Maintain receivables and payables ledgers | 13 |
| 9 | Prepare sole trader statements | 10 |
| **TOTAL** |  | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning outcomes** | **Content** | **Assessment methods** |
| 1. Apply accounting concepts, conventions and policies | * 1. Accounting concepts, conventions and policies      1. Going concern      2. Accrual      3. Prudence      4. Matching   2. Accounting equation   3. Users of accounting information | * Practical assessments * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Prepare books of original entries | * 1. Classification of transactions      1. Cash transactions      2. Credit transactions   2. Source documents      1. Invoices      2. Vouchers      3. Receipts   3. Books of original entry      1. Purchases day book      2. Sales day book      3. Petty cash book   4. Source documents recording | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Post transaction to the ledger | * 1. Classification of ledgers      1. General ledger      2. Sales ledger      3. Purchases ledger   2. ledger accounts identification   3. Posting of transactions to ledgers   4. Balancing off ledger accounts   5. Trial Balance   6. Preparation of Trial Balance | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Prepare cash books | 4.1 Cash books  4.1.1 Two column cashbook   * + 1. Three column cashbook     2. Petty cashbook   1. Classification of cash receipts   2. Recording of cash receipts   3. Discounts      1. Cash discounts      2. Trade discounts      3. Quantity discounts | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Correct accounting errors | * 1. Errors affecting the trial balance   2. Errors that do not affect the trial balance   3. Correction of errors   4. Suspense account   5. Reported gross/net profit   6. The final statement of financial position | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Prepare bank reconciliation statements | * 1. Cash book and bank statement balance discrepancies:      1. Items appearing in the cashbook but not in the bank statement      2. Items appearing in the bank statement but not in the cash book      3. Errors   2. Update the cash book   3. Bank reconciliation statement | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Maintain non-current assets’ register | * 1. Determining costs of assets as per Accounting standards   2. Depreciation computation   3. Depreciation recording as per accounting guidelines   4. Accounting treatment on depreciation   5. Acquisition of Non-current assets   6. Disposal of non-current assets   7. Determining asset balances | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Maintain receivables and payables ledgers | * 1. Bad debts written off   2. Provision for bad debts   3. Adjusting receivable balances   4. Adjusting Payable balances   5. Control accounts:      1. Sales ledger control account      2. Purchases ledger control account | * Practical * Projects * Poe evaluation * Third party reports * Written tests |
| 1. Prepare sole trader statements | 9.1. Income and expenditure  9.2. Year-end adjustments  9.3. Accruals  9.4 Prepayments  9.5 Provisions  9.6 Statement of profit or loss  9.7 Statement of financial position items  9.8 Statement of financial position | * Practical * Projects * Poe evaluation * Third party reports * Written tests |

**Suggested delivery methods**

* Demonstration
* Practical work by trainee
* Fieldwork and benchmarking
* Group discussions
* Case studies
* Role play

**List of Recommended Resources for 30 trainees**

**Tools, Equipment and Materials**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:6 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:6 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:30 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:30 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:30 |
|  | Internet Connection | System | 1 | 1:30 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:6 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:6 |
| **D** | **Tools And Equipment** | | | |
|  | Desktops | Any model | 30 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:15 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |

**References**

* Organization operating procedures
* Industry/workplace codes of practice
* Cooperative societies act
* Sacco societies act
* Text books
* Cooperative society journals
* Magazines
* E-learning resources

## **TRAVEL ARRANGEMENTS**

**UNIT CODE: 0415 551 15A**

**Unit Duration: 80 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Coordinate travel arrangements.

**Unit Description**

This unit describes the competencies required to coordinate travel arrangements. It involves Obtaining Travel Clearance, Booking Travel Tickets, Handling Travel Logistics, Preparing Travel Carry-On, Booking Officer’s Accommodation and Requesting Travel Imprest.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO | **Learning Outcomes** | DURATION |
| 1 | Obtain travel clearance | 14 |
| 2 | Book travel tickets | 12 |
| 3 | Handle travel logistics | 14 |
| 4 | Prepare travel carry-on | 12 |
| 5 | Book officer’s accommodation | 14 |
| 6 | Request travel Imprest | 14 |
|  | TOTAL | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Obtain travel clearance | * 1. National immigration policy travel invitation      1. Purpose of visit      2. Immigration compliance      3. Accommodation and financial responsibility etc   2. Travel destinations      1. Airports      2. sea ports      3. land border crossings etc   3. Obtain travel clearance form   4. Filling out a travel clearance form      1. gather all necessary information      2. complete personal information and contact details      3. fill in the travel purpose and itinerary details      4. provide health safety and insurance details etc   5. Clearance form submission      1. Determine if you need a travel clearance certificate      2. Prepare the necessary documents      3. Schedule an appointment      4. Submit your application      5. Wait for your travel clearance certificate etc   6. **Obtaining travel clearance**      1. **Choosing how to travel**      2. Air      3. Road      4. **Documents you need**         1. Passport         2. Visa (for non EAC citizens)         3. Alternative travel documents for East Africans         4. Other requirements for East Africans (Certificate of Identity / Inter-state Pass)         5. Proof of yellow fever vaccination         6. Full Covid-19 vaccination certificate (or valid Negative PCR Test) | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Book travel tickets | * 1. Approval for the purchase of travel ticket      1. Initiation – initiate the request for a ticket purchase      2. Travel policy compliance – verification of appropriateness of the travel destination      3. Cost estimation – estimate of the ticket cost      4. Approval request – request for ticket purchase is submitted for approval      5. Follow–up on travel ticket   2. Follow-up travel ticket purchase      1. Confirmation of receipt of ticket purchase via email or digital ticket, etc.      2. Review details of travel ticket e.g. departure, arrival, dates, etc. and verify that the information matches the intended travel plans      3. Note down contact information of the airline, travel agencies or websites through which purchase of ticket was done      4. Changes or modifications to any changes on travel plans e.g. rescheduling, etc.      5. Payment verification – ensure that the payment for the ticket has been successfully processed, etc.   3. Process for obtaining travel ticket      1. flight search,      2. flight booking. etc   4. Travel ticket filing      1. Steps of filing procedure | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 3.Handle travel logistics | * 1. Medical report      1. Vaccines received e.g. yellow fever, covid, etc.      2. Dates administered      3. Health care provider information, etc   2. Passport Validity      1. Passport size photos      2. Birth certificate.      3. Marriage certificate,      4. Deed poll (if your change of name was not thru marriage)      5. Kenyan ID, front and back. etc   3. Visa application      1. Original and copy of National ID/ valid passport.      2. KRA PIN certificate.      3. Duly filled Credit Card application form.      4. Latest pay slip      5. Bank statements for the last 6 months.etc   4. Procedure for obtaining work ticket      1. Determine the appropriate permit class      2. Prepare required documentation      3. Submit the application      4. Processing and approval etc   5. Authority to obtain travel letter   3.5.1. Identify the purpose of the travel letter.  3.5.2. Determine who can issue the travel letter  3.5.3. Gather necessary information etc.   * 1. Mode of transport      1. Road      2. Rail      3. Air      4. Sea | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Prepare travel carry-on | * 1. Itinerary Preparation   4.1.1. Research and outline key details of the trip   * + 1. Organize transportation details     2. Book and list accommodation details     3. Plan daily activities etc   1. Destination weather condition information sourcing.   4.2.1. Identify the national meteorological department  4.2.2. Visit the official website of the meteorological department  4.2.3. Check for travel and weather alerts  4.2.4. Review specialized travel forecasts and services etc   * 1. Communication of destination weather conditions      1. Understand the traveler’s needs and context      2. Organize weather information effectively      3. Use clear friendly language      4. Provide advice alongside weather information.      5. Choose effective communication channel etc   2. Currency conversion      1. Methods of Currency Conversion   3. Travel documents      1. Passport      2. Visa      3. Travel insurance   4. Meeting documents      1. Stationery      2. Invitation correspondence with agenda      3. Reference materials e.g. reports, etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Book officer’s accommodation | * 1. Accommodation booking inquiries      1. Understand the guests’ requirements      2. Confirm availability      3. Provide clear pricing information      4. Explain booking and cancellation policies      5. Describe key features and amenities of property etc   2. Appropriate accommodation facilities identification      1. Security of tenure      2. Availability of services      3. Affordability      4. Habitability      5. Accessibility      6. Location etc.   3. Reservation information   5.3.1. Arrival date.  5.3.2. Departure date.  5.3.2. Reservation number.   * 1. Communicating reservation details      1. Choose the right communication channel      2. Structure the communication appropriately      3. Provide reservation confirmation etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 1. Request travel Imprest | 6.1 Approval for Imprest processing  6.1.1. Imprest processing procedure.   * 1. Procedure for Imprest follow-up      1. Expense tracking e. g      2. Receipts and invoices      3. Regular monitoring to ensure funds are used for approved purposes.      4. Submission of travel expenditure report.      5. Verification of travel expenses etc.   6.3 Procedures for obtaining travel Imprest   * 1. Imprest surrender procedure      1. Compile all receipts and documentation      2. Create a detailed expense report      3. Reconciliation of travel imprest with actual expenses      4. Return of unused funds etc. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 Trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 25 | 1:1 |
|  | Business Journals | Annual, Monthly, Daily | 25 | 1:1 |
|  | CCTV Camera |  | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Suggestion box |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Biometric Scanner |  | 1 | 1:5 |
|  | Appointment book |  | 1 | 1:25 |
|  | Diary |  | 5 | 1:5 |
|  | Reception desk |  | 1 | 1:25 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Public sector Financial Regulations
* Public Finance Management Act, 2012 (PFM Act)
* Contract documents
* Government circulars 4.5 ISO 9001:2008 standard
* International Public sector reporting standards

**MANAGEMENT PRINCIPLES**

**UNIT CODE: 0415 541 08A**

**Duration of Unit: 80 Hours**

**Relationship to occupational standards**

This unit addresses the unit of competency: Management Principles application

**UNIT DESCRIPTION**

This unit describes competencies required to effectively apply management principles in the workplace. It covers Illustrating the Context of Management, Analyzing the Environment of Management, Applying Management Theories, Applying Planning Principle, Applying Organizing Principle, Applying Staffing Principle, Applying Directing Principle, Applying Controlling Principle, Applying Coordinating Principle, Managing Change Innovation and Managing Work Groups.

**Learning outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNING OUTCOMES | DURATION |
| 1 | Illustrate the context of management. | 10 |
| 2 | Analyze the environment | 10 |
| 3 | Apply management theories | 10 |
| 4 | Apply planning principle | 10 |
| 5 | Apply organizing principle | 8 |
| 6 | Apply staffing principle | 10 |
| 7 | Apply directing principle | 8 |
| 8 | Apply controlling principle | 10 |
| 9 | Apply coordinating principle | 8 |
| 10 | Manage change and innovation | 8 |
| 11 | Manage work groups | 8 |
|  |  | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| * + 1. Illustrate the context of management | 1. Functions of management    * 1. Planning      2. Organizing      3. Leading etc.    1. Levels of management       1. Top-level Management       2. Middle-level management       3. Lower-level management etc.    2. Skills required in management       1. Technical Skills       2. Interpersonal Skills       3. Conceptual skills etc    3. Social responsibilities of the business       1. Economic responsibility       2. Legal responsibility etc.    4. Factors influencing organizational ethics       1. culture       2. Ethical climate etc. | •Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. analyse the environment of management | * 1. Internal environmental factors in management      1. Organizational structure      2. Culture etc   2. External environment factors analysis      1. Competitive      2. Political      3. Technological etc.   3. Implementation of environmental factors      1. Accountability      2. Customer pressure      3. Environment policy etc. | Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. Apply management theories | 1. Scientific management principles    * 1. FW Taylor principle      2. Fredrick Winslow      3. Frznk and Lilian Gilbreth etc.    1. Administrative principles       1. Henri Fayol’s administrative management principle etc.    2. Behavioral management theories       1. Human of Human Motivation       2. Abraham Maslow etc.    3. Management science principles application       1. Private or government Organizations | Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. Apply planning principle | 1. Organizational goals and objectives    * 1. Innovation and adaptability      2. Customer satisfaction      3. Employee engagement and development      4. Achieve sustainable growth      5. Ensure financial growth and profitability      6. Identify opportunities for growth and diversification    1. Work plans       1. Creating timelines       2. Break down the project into specific tasks       3. Identifying resources required       4. Identifying potential risks and challenges       5. Process for seeking approvals    2. Work progress monitoring       1. Set clear learning objectives       2. Develop a progress tracking system       3. Regular assessment and evaluation etc.    3. Planning principles implementation       1. Vision and mission       2. Data-driven decision making       3. Flexible plans       4. Transparency in decision making       5. Fair and equitable decision making | Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. Apply organizing principle | 1. Official goals and objectives    * 1. Coherence and Focus      2. Depth of understanding      3. Clear learning objectives etc.    1. Office tasks and responsibilities       1. Introduction to office and environments       2. Types of office Environments       3. Role and responsibilities of different office positions    2. Monitoring of progress       1. Time management and organization       2. Time management strategies e.g. task prioritization etc       3. Tools used to monitor progress e.g. calendars, to -do lists etc. | Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. Apply staffing principle | 1. Manpower requirements    * 1. Define staffing needs         1. Business objectives 2. Recruitment procedures    * 1. Job analysis      2. Quantitative and      3. qualitative assessment      4. Forecasting manpower      5. requirements      6. Ways of Identifying the types of manpower required      7. Developing a recruitment strategy      8. Job posting and Advertisement      9. Application collection      10. Screening and shortlisting      11. Assessment and interviewing 3. Selection procedure    * 1. The role of selection in staffing      2. Ethics in selection      3. Designing a selection process 4. Induction    * 1. Introduction to induction      2. Induction content         1. Company overview         2. Organization structure etc.         3. Roles and responsibilities         4. Policies and procedures         5. Components of an induction program         6. Team integration 5. Training and development    * 1. Assessing training needs      2. Designing the training Program      3. Training method and techniques      4. implementing the training program      5. Monitoring and evaluation of training      6. Career development and growth      7. Training for compliance and regulatory requirements      8. Employee engagement and retention      9. Review of continuous development 6. Rewards administration    * 1. Types of rewards      2. Designing a reward system      3. Monetary rewards      4. Non- monetary rewards      5. Implementation of rewards programs      6. monitoring and evaluating reward programs 7. Performance management    * 1. Introduction to performance management      2. Performance expectations      3. Performance planning      4. Ongoing performance monitoring and feedback      5. Performance Appraisal      6. Development and coaching      7. Handling underperformance 8. Separation    * 1. Types of employee separation         1. Voluntary         2. Involuntary      2. Legal consideration in separation      3. Separation benefits      4. Post separation considerations      5. Tracking and reporting separations    1. Disciplinary measurements       1. Introduction to disciplinary measures       2. Principles of effective disciplinary action       3. Common types of employee misconducts       4. Disciplinary process | 1. Practical assessments 2. Projects 3. Third party reports 4. Written tests / assessments 5. Oral questions 6. Portfolio of evidences |
| * + 1. Apply directing principle | 1. Orders and instructions    * 1. Role of orders and instructions      2. Types of orders and instructions      3. Principles of giving effective orders and instructions      4. The process of giving orders and instructions      5. Approaches to giving orders      6. Challenges in giving orders and instructions      7. Feedback and follow-up      8. Legal and ethical considerations on giving orders    1. Supervision of office staff       1. Role of supervisors       2. Principles of effectives supervision       3. Supervision techniques for office staff       4. Building a positive work environment       5. Supervisory skills development    2. Communication channel       1. Role of communication in directing       2. Types of communication channel       3. Principles of effective communication in directing       4. Ways of Choosing the right communication channel       5. Overcoming barriers to effective communication       6. Feedback in communication       7. Challenges in communication in communication channel    3. Conflict resolution       1. Role of conflict in directing       2. Types of conflict in the workplace       3. Causes of conflict in the workplace       4. Approaches to conflict resolution       5. Steps for resolving conflict in the workplace       6. Role of the manager in conflict resolution       7. Preventing conflicts at workplace    4. Motivation incentives administration       1. Importance of motivation in directing       2. Motivation theories and their application in directing       3. Maslow’s hierarchy of needs       4. Expectancy Theory etc       5. Incentives in the workplace       6. Administering incentives effectively       7. Challenges in motivation and incentives administration    5. Leadership       1. Importance of leadership in directing       2. Types of leadership styles          1. Autocratic leadership          2. Democratic leadership etc       3. Leadership skills for effective directing       4. The role of a leader in directing       5. Ways of motivating employees as a leader       6. Challenges in leadership and directing       7. Metrics of evaluating leadership | Practical assessment  •Project  •Portfolio of evidence  •Third party reports  •Written tests  •Oral questions |
| * + 1. Apply controlling principle | * 1. Performance measurements      1. Monitoring and reporting systems      2. Resource utilization e.g cost control      3. Employee performance and productivity         1. Evaluations         2. Motivations   2. Actual performance measurement      1. Types of variances         1. Price variation         2. Favorable or unfavorable etc.      2. Measurement tools         1. Sales report         2. Employee performance appraisal etc.      3. Performance standards setting         1. Types of performance standards            1. Quantity            2. Quality            3. Communication            4. Time management etc.   3. Steps in setting performance standards      1. Collaborate      2. Define the role      3. Set goals etc.      4. Challenges in setting performance standards         1. Unclear standards         2. Lack of regular feedback   4. Corrective action      1. Steps in corrective action process         1. Define the problem         2. Establish the scope of the problem etc.      2. Types of corrective actions         1. Preventive action         2. Correction         3. Root cause analysis         4. Challenges in corrective action         5. Time         6. Prioritizing | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| * + 1. Apply coordinating principle | * 1. Creating Work schedules   2. Importance of work schedules in coordinating management      1. Optimizes resources allocation etc.   3. Steps in creating work schedules      1. Determine task priorities etc.   4. Techniques and tools for creating work schedules      1. Gantt Chart etc.      2. Challenges in work schedule creation         1. Unpredictable changes         2. Overloading team members etc.      3. Best practices in work schedule creation         1. Set realistic expectations etc.   5. Individual roles identification      1. Top management roles      2. Leadership   6. Monitoring etc.      1. Middle management roles      2. Overseeing operations etc.      3. Supervisors and team leaders’ roles         1. Conflict resolution         2. Analyzing employee issues etc.   7. Employees roles      1. Completing assigned tasks etc   8. Characteristics of effective coordination      1. Ongoing      2. Deliberate etc.   9. Rewarding Teams   10. Team dynamics and rewards   11. Elements of team dynamics       1. Communication       2. Trust       3. Roles and responsibilities   12. Definition of terms       1. Cross-functional,       2. Virtual etc.       3. Role of rewards in team performance   13. The psychology of motivation etc.       1. Types of rewards in team setting          + 1. Tangible vs. intangible rewards            2. Team vs. individual rewards | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| * + 1. Manage change and innovation | * 1. Identification of forces for change      1. Importance of identifying forces for change         1. Prepare for change         2. Competitiveness etc.         3. Types of forces for change            1. Internal            2. External   2. Causes for resistance to change      1. Lack of awareness      2. Change in role etc.      3. Theories and models of resistance to change         1. Psychological and behavioral theory         2. Organizational theories         3. Social exchange theory   3. Change management strategies      1. Innovation management and strategy         1. Innovation process and framework         2. Strategic change management         3. Managing resistance to change         4. Future trends and preparing for change         5. Emerging forces for change         6. Preparing for continuous innovation | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| * + 1. Manage work groups | * 1. Work groups      1. Characteristics of a work group      2. Defined roles and responsibilities      3. Interdependence etc.   2. Types of work groups      1. Functional work groups etc.      2. Importance of work groups in organizations   3. Uses of informal groups      1. Types of informal groups         1. Spontaneous         2. Voluntary membership etc.         3. The role of informal groups | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips  Audio tapes | MP4, MP3 | 5 | 1:5 |
|  | Newspapers and Handouts | Daily | 5 | 1:5 |
|  | Business Journals | Annual, Monthly, Daily | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 5 | 1:5 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |

**ADVANCED SHORTHAND SKILLS 1**

**UNIT CODE: 0415 551 05A**

**Duration of Unit: 100 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Apply Shorthand Skills 1

**Unit Description**

This unit covers the competencies required to apply shorthand skills. It involves, Transcribing Shorthand Notes

**Summary of Learning Outcomes**

|  |  |  |  |
| --- | --- | --- | --- |
| **S/ NO.** | **LEARNING OUTCOMES** | **DURATION** | |
| **1** | Take shorthand dictation | 100 |
|  |  | **100** | |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| Create Business Forms | * 1. Mailable work      1. Grammar      2. Punctuation      3. Spelling   2. Transcription techniques      1. Passages      2. Short burst dictation      3. Timed dictation and transcription      4. Correct outlines      5. Mailable work      6. Sentences   3. Use of English and shorthand Dictionaries in shorthand      1. Abbreviated definitions      2. Phonetic notation      3. Common abbreviations      4. Synonyms and antonyms, etc      5. Quick look-up      6. Abbreviated word forms      7. Phonetic simplification      8. Focus of common usage, etc   4. Drilling      1. New words      2. Phrases      3. Short forms      4. Sentences      5. Intersections   5. Short burst dictation      1. Active listening      2. Speed and accuracy      3. Keep up with pace      4. Review and edit after the dictation, etc   6. Timed dictation and transcription      1. Take a dictation and transcribe at varied time ranges         1. 60 WPM         2. 70 WPM         3. 80 WPM         4. 100WPM   7. Proofreading transcribed notes      1. By hand   By computer | * Practical assessments * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Methods of Delivery:**

* Practical’s
* Projects
* Group discussions
* Visit organizations
* Demonstration
* Viewing videos/Audio

**List of Recommended Resources for 25 trainees:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:5 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Workshop | (10\* 15 sq. metres) | 1 | 1:25 |
|  | Internet Connection | System | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:5 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | HB pencils |  | 25 | 1:1 |
|  | Shorthand note books | Size A5 | 25 | 1:1 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:13 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |
|  | Shorthand Dictionary |  | 5 | 1:5 |
|  | English Dictionary |  | 5 | 1:5 |
|  | Shorthand course book |  | 25 | 1:1 |
|  | Stop watches |  | 5 | 1:5 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report
* Occupational standards

**ADVANCED PROCESS OFFICE DOCUMENTS 1**

**UNIT CODE: 0415 451 09A**

**Unit Duration: 100 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Tabulating office documents, creating business forms, producing special purpose correspondence, producing diagram documents and conducting reprographic services

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
|  | **Learning Outcomes** | DURATION |
| 1 | Create business forms | 20 |
| 2 | Produce special purpose correspondence | 20 |
|  | Total | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Create business forms | * 1. Business forms processing      1. Application forms,      2. Local purchase order,      3. Curriculum vitae,      4. Bio-data collection forms, etc.   2. Business forms production      1. Understanding the various underscore/underlines used in form preparation e.g. broken lines, leader dots etc      2. Formatting the business forms e.g. form centering of the letterhead, bold, italics, caps, font size/type, page borders, etc.      3. Form alignment e.g. Headings, subheadings, figures/text alignment, margins alignment, lines alignment etc.      4. Use of Textboxes or tabulated display in a form.      5. Consistency in use of abbreviations, caps, figures and text etc.      6. Proofreading the extracted content.      7. Well displayed business forms.      8. Use of high-quality paper for printing.      9. Use of standard paper size e.g. A4 portrait      10. Saving the business forms.      11. Printing the final copy of business form.   3. Business forms filing      1. Importance of effective filing of business forms in an organization.      2. Filing systems of business forms in an organization i.e. alphabetical, chronological, numerical etc.      3. Preparation of business forms for filing in an organization.      4. Procedure for filing business forms in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Produce special purpose correspondence | * 1. Special purpose correspondence formatting i.e.      1. Memos      2. Displays      3. Notices and agenda      4. Menus      5. Advertisements      6. Invitation cards, etc.   2. Special purpose correspondence typing      1. Importance of special purpose correspondence in an organization.      2. Layout of special purpose correspondence e.g. margins, font size/type, spacing etc.      3. Formatting for special purpose correspondence e.g. blocked style, modified style, correct use of punctuation, grammar etc.      4. Specific guidelines for typing special purpose correspondence.      5. Accuracy and proofreading skills on special purpose documents.      6. Privacy and confidentiality when handling special purpose correspondence.   3. Special purpose correspondence production      1. Specific guidelines for producing special purpose correspondence.      2. Use of high-quality paper for printing.      3. Use of standard paper size e.g. A4 portrait, A5 portrait (folded 4 page programme) etc.      4. Purpose of proofreading in a special purpose correspondence in an organization.      5. Understanding the various proofreaders’ marks used in a special purpose correspondence e.g. Stet, run on, insert, delete etc.      6. Page numbering format i.e. 1 of 2, 2 of 2, page 1, 2 etc.      7. Formatting the special purpose correspondence i.e. bold, italics, underlines (broken lines), font size/type, side headings, columns etc.      8. Saving the special purpose correspondence.      9. Printing the final copy.   4. Special purpose correspondence filing      1. Importance of effective filing of special purpose correspondence in an organization.      2. Filing systems of special purpose correspondence in an organization i.e. alphabetical, chronological, numerical etc.      3. Preparation of special purpose correspondence for filing in an organization.      4. Procedure for filing special purpose correspondence in an organization. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

# MODULE SIX

## PRINCIPLES OF COMMERCIAL LAW

**UNIT CODE: 0421 541 11A**

**UNIT DURATION: 80 hours**

**Relationship to occupational standards**

This unit addresses the unit of competency: Apply Principles of Commercial law.

**UNIT DESCRIPTION**

This unit specifies the competencies required to apply principles of commercial law; It involves demonstrating an understanding of nature of law, Illustrating the structure of court system in Kenya, applying law of tort, law of contract, law of agency, law of sale of goods, hire purchase contracts, law of negotiable instruments, law of insurance and law of property.

**Learning outcomes**

|  |  |  |
| --- | --- | --- |
| **S/ NO.** | **LEARNING OUTCOMES** | **DURATION** |
| 1 | Demonstrate understanding of nature of law | 8 |
| 2 | Illustrate the structure of court system in Kenya | 8 |
| 3 | Apply law of Tort | 8 |
| 4 | Apply law of Contract | 8 |
| 5 | Apply law of Agency | 8 |
| 6 | Apply law of sale of goods | 8 |
| 7 | Apply hire purchase contracts | 8 |
| 8 | Apply law of negotiable instruments | 8 |
| 9 | Apply law of insurance | 8 |
| 10 | Apply law of property | 8 |
| **SUB-TOTAL** |  | 80 |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Demonstrate understanding of nature of law | * 1. Nature of law   2. Purpose of law   3. Sources of law in Kenya      1. Constitution      2. Legislation (Acts of parliament)      3. Judicial precedent      4. County assembly legislations      5. Statutes of general application      6. Common law      7. Equity      8. Islamic law   4. Classification of law in Kenya   5. Law and morality | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third-Party Report |
| 1. Illustrate the structure of court system in Kenya | * 1. Court structure in Kenya   2. Kenyan courts      1. Supreme Court      2. Court of Appeal      3. High Court      4. Employment and Labor Relations Court      5. Environment and Land Court      6. Magistrates Court      7. Court Martial      8. Kadhis’ Court   3. Jurisdiction of courts   4. Administrative tribunals   5. Licensing boards   6. Components of the judicial service of Kenya | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third-Party Report |
| 1. Apply law of Tort | * 1. Nature of tortuous liability   2. Tort, crime and breach of contract   3. Capacity to sue/sued   4. Types of torts      1. Negligence      2. Defamation      3. Nuisance      4. Trespass   5. General defenses   6. Vicarious liability   7. Strict liability   8. Types of nuisances      1. Public nuisance      2. Private nuisance | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third-Party Report |
| 1. Apply law of Contract | * 1. Essentials of a valid contract   2. Types of contracts      1. Express and implied contracts      2. Unilateral and bilateral contracts      3. Valid, void and voidable contracts      4. Specialty and simple contracts      5. Contracts Uberrimae Fidei   3. Methods of discharging contract   4. Remedies of breach of contract   5. The acceptance   6. Consideration   7. Contractual capacity   8. Terms of contract   9. Vitiating elements   10. Breach of contract | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third-Party Report |
| 1. Apply law of Agency | * 1. Meaning of agency   2. Parties to an agency relationship   3. Formation of agency   4. Rights of agents   5. Duties of agents   6. Liability of an agent to third parties   7. Undisclosed principal   8. Classes of agents   9. Termination of agency | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |
| 1. Apply law of sale of goods | * 1. Differences between sale and agreement to sell   2. Capacity to buy and sell   3. Terms of sale of goods      1. Conditions      2. Warranties   4. Doctrine of caveat emptor   5. Factors affecting transfer of titles   6. Rights of parties   7. The auction process | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |
| 1. Apply hire purchase contracts | * 1. Nature of hire purchase   2. Hire purchase agreement registration   3. Conditions of terminating hire purchase agreement   4. Completion of hire purchase agreement | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |
| 1. Apply law of negotiable instruments | * 1. Negotiable instruments      1. Cheques      2. Bill of exchange      3. Promissory note   2. Characteristics of negotiable instruments   3. Distinction between negotiable instruments | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |
| 1. Apply law of insurance | * 1. Insurance contracts   2. Insurance principles      1. Subrogation      2. Indemnity      3. Insurable interest      4. Utmost good faith   3. Insurance contracts formation   4. Insurance contracts discharge | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |
| 1. Apply law of property | * 1. Classification of property      1. Real and personal      2. Movable      3. Immovable      4. Tangible      5. Intangible   2. Determination of land interests   3. Intellectual property      1. Patents      2. Trademarks      3. Copyrights      4. Industrial designs | * Written tests * Oral tests * Class presentations * Group discussion * Project * Portfolio of Evidence * Third Party Report |

**Suggested Methods of Instruction**

* Direct Instruction
* Demonstration
* Practicals
* Projects
* Group Discussion

**List of Recommended Resources for 30 trainees Tools, Equipment and Materials**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:6 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:6 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:30 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:30 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:30 |
|  | Internet Connection | System | 1 | 1:30 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:6 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:6 |
| **D** | **Tools And Equipment** | | | |
|  | Desktops | Any model | 30 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:15 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |

**References**

* Organization operating procedures
* Industry/workplace codes of practice
* Text books
* Magazines
* E-learning resources

## RESEARCH PROJECT

**UNIT CODE:** 041655105A

**Duration of unit:** 120 hours

**Relationship to Occupational Standards**; this unit addresses the Unit of Competency: Conduct Research Project.

**UNIT DESCRIPTION**

This unit covers the competencies required to carry out research study. It includes: writing research study introduction, reviewing research literature, designing research study methodology, analysing research study findings, summarizing research study findings and compiling research report.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/NO** | **Learning Outcomes** | **DURATION** |
| **1** | Write research study introduction | 16 |
| **2** | Review research literature | 16 |
| **3** | Design research study methodology | 16 |
| **4** | Analyse research study findings | 16 |
| **5** | Summarize research study findings | **16** |
| **6** | Compile research report | **20** |
|  | Total | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Write research study introduction | * 1. Developing research title.   2. Research variables      1. Independent variables      2. Dependent variables      3. Moderating variables   3. Formulate research objectives   4. Formulate research questions   5. Background to the study      1. Global      2. Regional      3. Local   6. Statement of the problem   7. Significance of the study   8. Scope of the study      1. Study focus      2. Study population      3. Study variables   9. Limitations of the study | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |
| 1. Review research literature | * 1. Relevant theories of the study   2. Empirical literature review   3. Conceptual framework   4. Research gaps | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |
| 1. Design research study methodology | * 1. Research designs   2. Target population      1. Finite      2. Infinite   3. Sampling techniques      1. Probability      2. Non-probability   4. Data collection tools      1. Questionnaires      2. Interview schedules      3. Observations   5. Data analysis techniques      1. Quantitative      2. Qualitative   6. Data presentation methods      1. Tables      2. Charts | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |
| 1. Analyze study findings | * 1. Response rate   2. Data analysis techniques   3. Data interpretation   4. Data presentation | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |
| 1. Summarize research study findings | * 1. Study findings   2. Research recommendations   3. Suggestions for further studies | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |
| 1. Compile research report | * 1. Preliminary review   2. Organization of research report      1. Cover page      2. Declaration      3. Dedication   3. List of references   4. Appendices      1. Letter      2. Introduction      3. Data collection tools      4. Work plan   5. Research report proofreading      1. Change of tenses from future tense to past tense      2. Appropriate line spacing      3. Appropriate font style and font size   6. Report binding      1. Spiral      2. Case/hard cover | * Oral questions * Written assessment * Portfolio of Evidence * Practical assessment * Third party report |

**Suggested delivery methods**

* Demonstration
* Practical work by trainee
* Fieldwork and benchmarking
* Group discussions
* Case studies
* Role play

**List of Recommended Resources for 30 trainees**

**Tools, Equipment and Materials**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:6 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:6 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:30 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:30 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:30 |
|  | Internet Connection | System | 1 | 1:30 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:6 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:6 |
| **D** | **Tools And Equipment** | | | |
|  | Desktops | Any model | 30 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:15 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |

**References**

* Organization operating procedures
* Industry/workplace codes of practice
* Cooperative societies act
* Sacco societies act
* Text books
* Cooperative society journals
* Magazines
* E-learning resources

**ADVANCED SHORTHAND SKILLS 2**

**UNIT CODE: 0415 551 05A**

**Duration of Unit: 100 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Apply Shorthand Skills

**Unit Description**

This unit covers the competencies required to apply shorthand skills. It involves Consolidating Shorthand and Writing Principles, Developing Vocabulary Extension, Developing Listening and Art Skills, Taking Shorthand Dictation, Transcribing Shorthand Notes and Typing Mailable Work.

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| **S/ NO.** | **LEARNING OUTCOMES** | **DURATION** |
| **1** | Transcribe shorthand notes | **50** |
| **2** | Type mailable work | **50** |
|  |  | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| Transcribe shorthand notes | * 1. Taking dictation at varying speeds      1. 60 wpm      2. 70 wpm      3. 80 wpm etc.   2. Transcription techniques      1. Short bursts      2. Timed dictation and transcriptions etc.   3. Timed transcriptions      1. 20 minutes      2. 30 minutes      3. 45 minutes etc.   4. Analyzing errors in shorthand      1. Types of errors         1. Symbol mistakes         2. Missed words or phrases         3. Spelling and punctuation errors         4. Incomplete words, etc      2. Cause of errors   6.4.2.1. Speed issues   * + - 1. Lack of focus and attention       2. Lack of practice, etc     1. Correcting the errors        1. Practice specific symbols        2. Slow down when necessary        3. Repetition and drills        4. Listen more carefully   1. Assignments      1. Short forms      2. Phrases      3. Sentences      4. Short bursts   passages | * Practical assessments * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| Type mailable work | * 1. Keyboarding      1. Speed development      2. Editing typed documents      3. Display the document         1. Blocked style         2. Indented style   2. Typing varied materials      1. 40wpm      2. 60wpm      3. 80wpm      4. 100wpm   3. Typed documents edited      1. Producing mailable work      2. Grammar      3. Spelling      4. Punctuation   7.4. Production of mailable transcriptions | * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Methods of Delivery:**

* Practical’s
* Projects
* Group discussions
* Visit organizations
* Demonstration
* Viewing videos/Audio

**List of Recommended Resources for 25 trainees:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:5 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Workshop | (10\* 15 sq. metres) | 1 | 1:25 |
|  | Internet Connection | System | 1 | 1:25 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:5 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | HB pencils |  | 25 | 1:1 |
|  | Shorthand note books | Size A5 | 25 | 1:1 |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:13 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |
|  | Shorthand Dictionary |  | 5 | 1:5 |
|  | English Dictionary |  | 5 | 1:5 |
|  | Shorthand course book |  | 25 | 1:1 |
|  | Stop watches |  | 5 | 1:5 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice
* Customer requirements
* Marketing needs report

## ECONOMICS SKILLS

**UNIT CODE: 0413 551 08A**

**Duration of unit:** 150 hours

**Relationship with occupational standards**

This unit addresses the unit of competency: Apply Economic Skills.

**UNIT DESCRIPTION**

This unit specifies the competencies required to apply economic skills. It involves applying fundamentals of economic concepts, demand and supply in market analysis, consumer behaviour theory, production theory, cost theory, understanding market structures, inflation and unemployment, money and banking, National income and international trade.

**Learning outcomes**

**Learning outcomes**

|  |  |  |
| --- | --- | --- |
| **S/ NO.** | **LEARNING OUTCOMES** | **DURATION** |
| 1 | Apply fundamental economic concepts. | 10 |
| 2 | Apply demand and Supply in market analysis | 10 |
| 3 | Apply consumer behavior theory | 10 |
| 4 | Apply production theory | 10 |
| 5 | Apply costs theory | 10 |
| 6 | Differentiate market structures | 10 |
| 7 | Determine national income | 10 |
| 8 | Understand Money and Banking | 10 |
| 9 | Determine Inflation and unemployment | 10 |
| 10 | Understand International trade | 10 |
| **SUB-TOTAL** |  | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning outcomes** | **Content** | **Suggested Assessment Methods** |
| 1. Apply fundamental of Economic Concepts | * 1. Economic concepts.      1. Economic resources      2. human wants      3. Scarcity and choice      4. opportunity cost      5. production possibility curves/frontiers   2. Economic methodology   3. Scope of economic resources   4. Economic systems.   5. Effective resource utilization. | * Case studies * Written assessment * Oral assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 1. Apply demand and supply in market analysis | * 1. Market demand and supply dynamics.   2. Factors affecting demand and supply.   3. Demand and supply curves   4. Elasticity of demand and supply. | * Case studies * Practical * Written assessment * Oral assessment * Third-party report * Observation * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 1. Apply consumer behaviour theory | * 1. Consumer behaviour approaches.   2. Consumer utility      1. marginal utility      2. law of diminishing   3. consumer equilibrium   4. Indifference curves | * Case studies * Practical * Written assessment * Oral assessment * Third-party report * Observation * Demonstration * Projects * Group Discussion * Portfolio of evidence * Case studies * Practical * Written assessment * Demonstration * Projects * Portfolio of evidence |
| 1. Apply production theory | * 1. Mobility of Factors of production and their rewards   2. Output units determination   3. Stages of production 4.3.1 Primary      1. Secondary      2. Tertiary   4. Long run and short run production period   5. Direct and Indirect Production   6. Merits and demerits of direct and indirect production   7. Division of labour and specialization. | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 1. Apply cost theory | * 1. Classification of production costs      1. Fixed costs      2. Variable costs      3. Total cost      4. Opportunity costs      5. Marginal cost   2. short run costs analysis   3. long run costs analysis   4. Cost curves analysis.   5. Optimal size of the firm.      1. Economies of scale. | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 1. Differentiate market Structures | * 1. Market structures determination   2. Market output   3. Market Prices.   4. Market structures selection      1. Perfect competition      2. Monopoly      3. Monopolistic      4. Oligopoly      5. Duopoly | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 7. Determine national income | * 1. Concept of national income      1. Gross Domestic Product (GDP      2. Gross national product (GNP) and net national product (NNP)      3. Net national income (NNI) at market price and factor cost      4. Disposable income   2. Methods used to measure national income      1. Income approach      2. Output approach      3. Expenditure approach   3. Problems of national income   4. Importance of national income statistics   5. National income equilibrium. | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 8. Understand Money and Banking | * 1. Functions of money   2. Characteristics of money   3. Financial institutions   4. Functions of central bank and commercial bank   5. Functions of non-banking financial   institutions | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 9. Determine Inflation and unemployment | * 1. Types of inflation      1. Cost push      2. Demand pull   2. Causes of inflation   3. Effects of inflation   4. Measures to control inflation      1. Fiscal policy      2. Monetary   5. Direct intervention      1. Causes of unemployment      2. Unemployment control measures | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |
| 10. Understand International Trade | 10.1. Concept of international trade;   * + 1. Meaning,     2. Advantages and disadvantages.   1. International balance of payments.      1. International Balance of trade.      2. International Terms of trade. | * Case studies * Practical * Written assessment * Demonstration * Projects * Group Discussion * Portfolio of evidence |

**Suggested delivery methods**

* Demonstration
* Practical work by trainee
* Fieldwork and benchmarking
* Group discussions
* Case studies
* Role play

**List of Recommended Resources for 30 trainees**

**Tools, Equipment and Materials**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:6 |
|  | External Storage Media | Flash disks, Compact Disks; Re-Writable | 5 | 1:6 |
|  | Smart board (Where Applicable) | LCD or projector | 1 | 1:30 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:30 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:30 |
|  | Internet Connection | System | 1 | 1:30 |
| **C** | **Consumable Materials** | | | |
|  | Markers | Whiteboard markers and permanent Markers | 5 | 1:6 |
|  | Printing Papers | Sizes A4, A3, A2 etc | 5 reams | 1:6 |
| **D** | **Tools And Equipment** | | | |
|  | Desktops | Any model | 30 | 1:1 |
|  | Printer | Inkjet, LaserJet | 2 | 1:15 |
|  | Computers Software: | •Windows/Linux/Macintosh Operating System  •Microsoft Office Software  •Google Workspace Account  Antivirus Software | 1 | 1:1 |

**References**

* Organization operating procedures
* Industry/workplace codes of practice
* Cooperative societies act
* Sacco societies act
* Text books
* Cooperative society journals
* Magazines
* E-learning resources

**ADVANCED PROCESS OFFICE DOCUMENTS 2**

**UNIT CODE: 0415 451 09A**

**Unit Duration: 100 Hours**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Office Documents.

**Unit Description**

This unit covers the competencies required to process office documents. It involves Tabulating office documents, creating business forms, producing special purpose correspondence, producing diagram documents and conducting reprographic services

**Summary of Learning Outcomes**

|  |  |  |
| --- | --- | --- |
| S/NO. | LEARNING OUTCOMES | DURATION |
| 1 | Produce diagram documents | 50 |
| 2 | Conduct reprographic services | 50 |
|  |  | 100 |

**Learning Outcomes, Content and Suggested Assessment Methods**

| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| --- | --- | --- |
| 1. Produce diagram documents | * 1. Diagram documents preparation      1. Shapes,      2. Clip art,      3. Word art,      4. Smart art e.g. Venn diagrams etc   2. Diagram documents production in work place.      1. Understanding the role of diagram documents in work place.      2. Basic principles of diagram documents in work place e.g. balance alignment, shapes size, correct shapes, correct arrows, arrows direction, consistency in font type/size, centering, logo, watermark etc.      3. Specific guidelines for producing diagram documents in work place.      4. Use of high-quality paper for printing.      5. Use of standard paper size e.g. A4 portrait, etc.      6. Purpose of proofreading in diagram documents in work place.      7. Saving the diagram documents.      8. Printing the final copy.   3. filing copies of diagram documents | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |
| 2. Conduct reprographic services | 2.1. Office documents reproduction i.e. reports, budgets, business proposal, letters, memos, agenda, invoices form etc.  2.2. Self-orientation on reprographic settings upgrading i.e.   * + 1. Size of the paper,     2. Number of copies,     3. Colour,     4. Passwords, etc.   1. Number of copies reproduced      1. The number of users      2. Purpose of the document      3. The distribution method i.e. e-distribution, physical.      4. Type of the document etc.   2. Reproduction methods      1. Printing,      2. Scanning,      3. Photocopying,      4. Ink duplicating,      5. Off-set lithography, etc.      6. Factors to consider when choosing reprographic methods      7. Quantity required,      8. Cost of production,      9. Urgency,      10. The level of neatness expected, etc.      11. Machines used in reprographic department      12. Photocopiers,      13. Printers,      14. Scanners,      15. Binding machines, etc   3. Office documents reproduction      1. Importance of accurate and efficient document reproduction.      2. Identifying requirements for reproducing each type of office document.      3. Procedure of operating reproduction equipment.      4. Ensuring the desired level or reproduction quality of office documents reproduced.   4. Reproduced office documents recording      1. Role of document recording in ensuring information accuracy and accessibility.      2. Methods for classifying office documents i.e. by type, department, confidentiality level etc.      3. Benefits and limitations of manual and digital recording systems.      4. Maintaining proper documentation of the reproduction job i.e. client’s name, job title, date and time of receipt, number of copies made, and any special instructions or requirements.   5. Reproduced office documents distribution      1. Techniques for handling sensitive or confidential documents.      2. Sorting, binding and assembling documents.      3. Preparing documents for delivery and pick-up by ensuring safe packaging in mailing or electronic distribution as well as notifying the client when reproductions are ready.      4. Client confirmation on whether the documents have met their expectations.   6. Reprographic equipment maintenance      1. Functions and features of each machine.      2. Proper handling, care and maintenance of reprographic equipment to ensure routine checks, cleaning and servicing are performed at specified intervals.      3. Safety procedures and troubleshooting techniques and Preventive maintenance by conducting regular inspection and servicing to identify and address any potential issues before they become major problems      4. Documentation and recording. | * Practical assessments * Projects * Third party reports * Written tests / assessments * Oral questions * Portfolio of evidences |

**Suggested Delivery Methods**

* Practical’s
* Projects
* Group discussions
* Field trips
* Visit organizations
* Demonstration
* Viewing videos

**List of Recommended Resources for 25 trainees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/No.** | **Category/Item** | **Description/ Specifications** | **Quantity** | **Recommended Ratio**  (Item: Trainee) |
| **A** | **Learning Materials** | | | |
|  | Charts | * Flip Charts * Rules and Regulations | 5 | 1:5 |
|  | Video clips, Audio tapes | MP4, MP3 | 5 | 1:5 |
| **B** | **Learning Facilities & Infrastructure** | | | |
|  | Lecture/Theory Room | (9\* 8 sq. metres) | 1 | 1:25 |
|  | Internet Connection | WI-FI, Dial-Up, Cable, Fixed-wireless, | 1 | 1:25 |
|  | Keyboarding manual |  | 25 | 1:1 |
| **C** | **Consumable Materials** | | | |
|  | Markers | whiteboard markers and permanent markers | 5 | 1:5 |
|  | Stationery | Printing Papers, and Exercise Books Sizes A4, A3, A2 etc | 5 reams | 1:5 |
|  | Files / folders |  | 25 | 1:1 |
|  | Compact disks | Re-writable | 25 | 1:1 |
|  | Flash dis |  |  |  |
| **D** | **Tools And Equipment** | | | |
|  | Computers/Laptops | Any model | 25 | 1:1 |
|  | Projector | LED.LCD, Laser | 1 | 1:25 |
|  | Whiteboard | Glass, melamine, porcelain | 1 | 1:25 |
|  | Staplers |  | 2 | 1:13 |
|  | Paper punch |  | 2 | 1:13 |
|  | Metallic cabinet |  | 1 | 1:25 |
|  | Smart phones |  | 5 | 1:5 |
|  | Scanner |  | 2 | 1:13 |
|  | Photocopier |  | 1 | 1:25 |
|  | Print toners |  | 2 | 1:13 |
|  | Shredding machine |  | 1 | 1:25 |

**References**

* Books from business authors
* Company operating procedures
* Industry/workplace codes of practice