

**REGULATIONS, POLICIES
AND FRAMEWORKS**

Provides explanations and
definitions of bodies / structures
referred to in the Acts, legislation
and structures

SETA Grant Regulations

IPAD II

National Skills Development Strategy III

SETA LEARNING PROGRAMMES

7-Steps to Becoming an Artisan

Skills Programmes

Learnerships

Recognition of Prior Learning (RPL)

Skills Development Facilitator

Skills Development Committee

FRAMEWORKS

Occupational Qualifications Framework

National Qualifications Framework

The Broad-Based Black Economic Empowerment

FRAMEWORKS

OCCUPATIONAL QUALIFICATIONS FRAMEWORK

Purpose of Occupational Qualifications Framework

- To address the needs of the labour market
- To provide the certification of Occupational Competence, Meaningful skills related to specific occupations as described in the "Organising Framework for Occupations' (OFO), It will clearly identify the needs of industry and the labour market in general
- To provide certification to clarify the relationship between workplace based learning and the GET, FET and HET bands, clarify issues related to access to and mobility or progressions within education, training and career paths
- Alignment with research and evaluation of the SETA system which proposed a more focused mandate for SETAs (moving quality assurance to the QCTO, and skills planning to the DHET)
- Recognition that many occupations are cross-sectoral and are not optimally served by the current sectoral focus of SETAs
- Recognition that institutional learning (generally funded by the fiscus, or voted funds) and workplace learning (generally funded by the Skills Development Levy) are complimentary to

occupational learning and therefore need to be funded in a complimentary manner and from a cross-sectoral perspective

Structure of the OFO

- Major groups (1 digit) – 8
- Sub-Major (2 digits) – 43
- Minor (3 digits) – 98
- Unit Groups (4 digits) – 377
- Occupations (6 digits) – 1319
- Alternative titles and specialisations – 5179
- Skills Levels – 5 (NOT a grading system)

OFO Major Groups		Skill level
1	Managers	5, 4
2	Professionals	5
3	Technicians and trades workers	4, 3
4	Community and personal service workers	4, 3, 2, 1
5	Clerical and administrative workers	4, 3, 2, 1
6	Sales workers	4, 3, 2, 1
7	Machinery operators and drivers	2, 3
8	Elementary workers	2, 1

NQF Level	OFO Skill Level and experience					
10 ↑	5 Years experience might substitute formal qualification	5	1 MANAGERS		2 PROFESSIONALS	
7						
6	3 Years experience might substitute formal qualification	4	5 CLERICAL & ADMINISTRATIVE WORKERS		3 TECHNICIANS & TRADES WORKERS	
5						
4	3 Years experience might substitute formal qualification	3	6 SALES WORKERS		4 COMMUNITY & PERSONAL SERVICE WORKERS	
3	1 Year experience might substitute formal qualification	2			7 MACHINERY OPERATORS & DRIVERS	
2						
1	On the job training might be sufficient	1	8 LABOURERS AND ELEMENTARY WORKERS			