

KMSA EDUCATION AND TRAINING COMMITTEE REPORT FOR THE 2018/19 FINANCIAL YEAR

KMSA CONVENTION 2019

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Setting the scene - some reminders with regards to the professionalization process....

Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation
for the Purposes of the National Qualifications Framework Act, Act 67 of 2008 (as amended, March 2018).

Criteria for Recognition
Section 30 (i) to (viii).

Criteria for registering a professional designation on the NQF is in Section 44 (i) to (ix).

Mid-term monitoring and evaluation for professional bodies in terms of Section 19 (ii).

Objectives of the Policy and Criteria for recognizing a Professional Body



Advance the objectives of the NQF



Promote public understanding of, and trust in professions



Encourage social responsibility and accountability within the professions



Promote pride in associations for all the all professions.



Promote the protection of the public



Encourage the development and implementation of Continuing Professional Development



Encourage international leading practice and raising the self esteem for all professions in South Africa

Key definitions....

❖ Professional Body



Professional Designation



- ❖ Professional Body- any body of expert practitioners in an occupational field.
- ❖ Professional Designation- a title or status conferred by a professional body in recognition of a person's expertise and/or right to practice in an occupational field.

Profession

- ❑ A paid occupation, especially one that involves prolonged training and a formal qualification.
 - ❑ A body of people engaged in a particular profession
 - ❑ In Middle English, denoting a vow made on entering a religious order. One 'professes' to be skilled.
- Synonyms: career, occupation, calling, vocation, line of work.*

Professional

Adjective:

- ❑ Relating to or belonging to a profession
- ❑ Engaged in a specified activity as one's main paid occupation rather than as an amateur

Noun:

- ❑ A person engaged(experienced) or qualified(knowledge) in a profession
- ❑ A person competent or skilled in a particular activity

Professionalism

- ❑ The competence or skill expected of a professional
- ❑ The practicing of an activity by professionals rather than amateurs.

Professional Bodies

Statutory Professional Bodies

- Established by an Act of Parliament
- Their authority & mandate is spelled out in the Act

They are required to:

- Set standards for training
- Quality Assurance training delivery
- Discipline members in terms of Code of Conduct
- Ensure professionals stay up-to-date through CPD
- Control the sector
- Issue licenses to practice

Non-statutory Professional Bodies

Can:

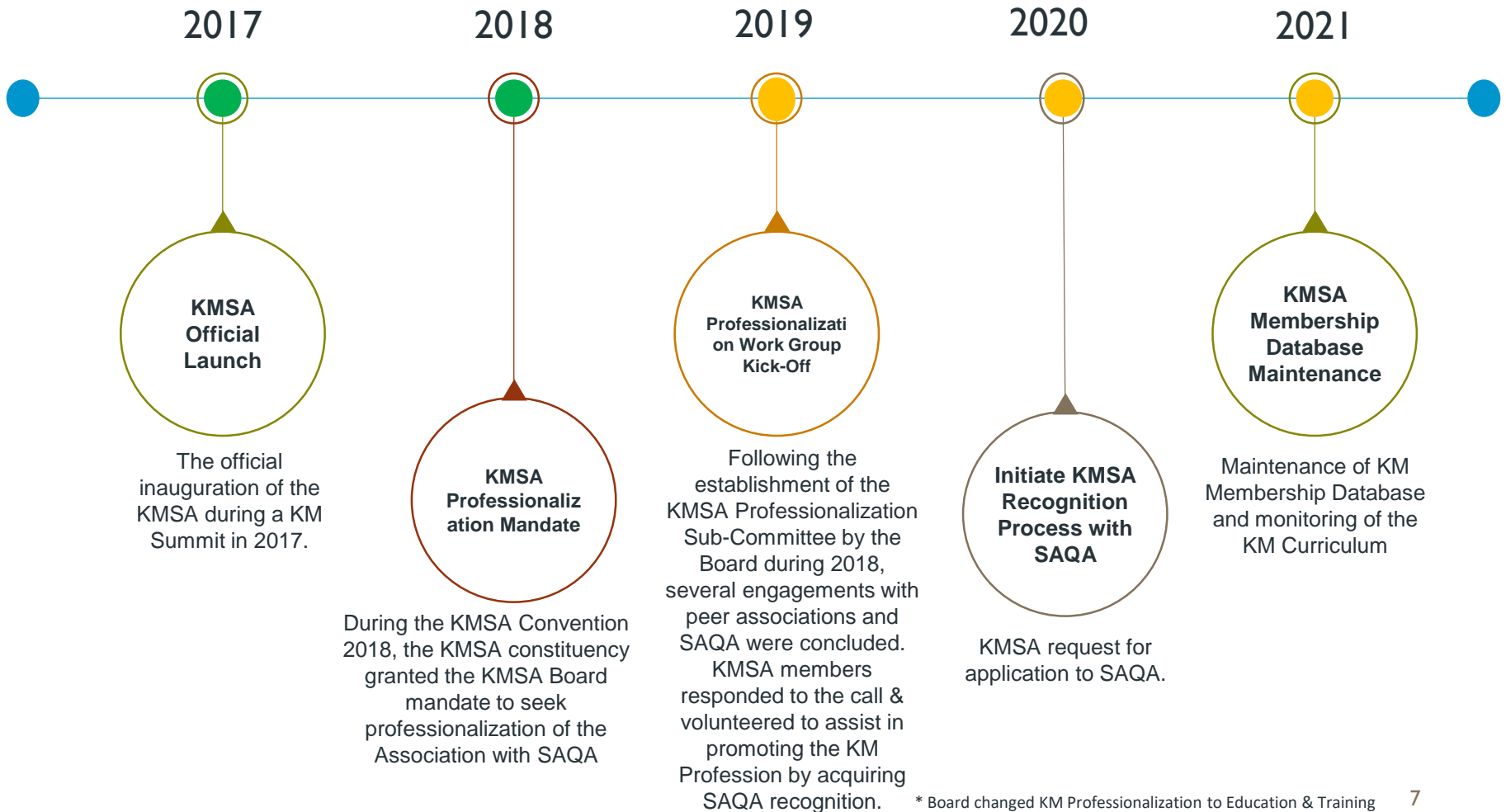
- Set standards for training through agreement with relevant QC(QCTO, Umalusi & CHE)
- Be involved in Quality Assurance of training delivery through agreement with relevant QC(QCTO, Umalusi & CHE)
- Discipline own members in terms of Code of Conduct
- Ensure professionals stay up-to-date through CPD
- Market their professional designations

Can not:

- Control the sector
- Issue licences to practice

KMSA Professionalization Journey...

The diagram below illustrates KMSA key milestones with regards to the Professionalization objective



Education and Training Plan -

Extract from KMSA Strategy 2023

Overarching Purpose of this initiative/project/action plan: key activities towards achieving both, namely KMSA's recognition and professional designation registration by SAQA

Objectives (this must speak to your purpose – specific and measurable)	Key Activities and delivery dates (what has to be done in order to fulfil the objective/what action needs to be taken to achieve the objective)	Outcomes (what will we achieve by doing this? think SMART – Specific, Measurable, Agreed upon, Realistic, Time-based)
Indicate here the objectives of the project/initiative/ action plan: 1. KMSA's recognition and 2. KM professional designation registration	Indicate the key activities to be undertaken: 2019/2020 <ul style="list-style-type: none"> • Obtain KMSA membership consent /approval concerning KM underlying qualification • Develop SAQA required governance documents i.e. policies for professionalization • Circulate draft policies to the KMSA membership for adoption • Lodge KMSA application with SAQA 2020/2021 <ul style="list-style-type: none"> • Assigning of KM designation • Industry & Academia engagement on KM Curriculum including CHE, Quality Councils etc • Recognition Education & Training Providers. 2021/2023 <ul style="list-style-type: none"> • Maintenance of the KMSA membership database • Maintaining & Monitoring of KM qualification 	Indicate the outcomes or benefits to be realized: <ul style="list-style-type: none"> • Submission of the SAQA application by Q1 in 2020 • KM sector with a number of designated professionals by end of 2020 • Recognition Education & Training Providers by 2020
Project/Action plan Team		Measures of Success
Rendani Nkuna, Thandi Taye and KMSA Board		Indicate measures of success – <ul style="list-style-type: none"> • Effective maintenance of the KMSA membership database • Relevant curriculum for KM • Participation in international KM events

High Level Project Plan

The table below depicts the KMSA high level projects plan with key activities towards achieving both, namely KMSA's recognition and professional designation registration by SAQA

No.	Activity Description	SAQA requirements	KMSA status	Resp. Pers.	Start date	End date
1.	Legal constitution of the entity	Refer to SAQA Policy Section 44 (i) to(ix)	<p>a) <i>Amendment required lto KMSA individual membership vs corporate membership</i></p> <p>b) <i>List of Individual members required incl. members privacy declaration (see activity 6)</i></p>	VdW Secretariat	25.02.2019	13.08.2019
2.	Human Resources	Refer to SAQA Policy Section 30 (i) to(viii)	<i>KMSA Resources/structure</i>	VdW Secretariat	25.02.2019	27.05.2019
3.	Financial Resources	Refer to SAQA Policy Section 30 (i) to(viii)	<i>KMSA Financial Resources</i>	VdW Secretariat	25.02.2019	27.05.2019
4.	Good Corporate governance	<p>a) Minutes of the elective meeting</p> <p>b) Terms of Reference of the Board/council and its subcommittees</p>	<p><i>KMSA records</i></p> <p><i>KMSA records</i></p>	VdW Secretariat	25.02.2019	27.05.2019
5.	Code of conduct and protection of the public	<p>a) Code of Conduct/Ethics</p> <p>b) Disciplinary procedure</p> <p>c) Appeals procedure</p>	<i>Drafts developed by the KMSA WG, pending KM underlying qualification and designation resolution @ Convention 2019</i>	KMSA Professionalization Work Group (WG)	26.02.2019	15.08.2019

Continued...High Level Project Plan

No.	Activity Description	SAQA requirements	KMSA status	Resp. Pers.	Start date	End date
6.	List of individual members	a) Membership/designation application form b) List of local members (names, ID No. Phone, Gender, race, Disability)	VdW to provide (electronic database)	VdW Secretariat	25.02.2019	27.05.2019
7.	Education and training	a) CPD policy b) Evidence of CPD implementation	Draft developed by the KMSA WG VdW to provide (Retrofit)	KMSA Professionalization Work Group (WG) VdW Secretariat	26.02.2019 tbc	28.06.2019 15.08.2019
8.	Unfair exclusionary practice	a) Membership admission policy	Draft developed by the KMSA WG	KMSA Professionalization Work Group (WG)	26.02.2019	28.06.2019
9.	Proliferation of professional bodies	a) Evidence of the consultation with the sector	N/A	-	-	-
10.	Recognition of prior learning	a) RPL policy b) Evidence of RPL implementation	Draft developed by the KMSA WG VdW to provide	KMSA Professionalization Work Group (WG) VdW Secretariat	26.02.2019 tbc	28.06.2019
11.	Awarding of professional designations	a) Policy to develop, award, and revoke Designations b) Foreign qualifications policy c) Evidence of implementation	Draft developed by the KMSA WG To be developed by the KMSA WG	KMSA Professionalization Work Group (WG)	26.02.2019	06.08.2019

Some key achievements and challenges

Achievements

- ❑ Developed a 3 year roadmap towards achieving the professionalization of Knowledge practitioners;
- ❑ Engagements with SAQA to gain full understanding and clarity on their requirements towards application submission;
- ❑ Professionalization benchmarking studies with peer associations/professional bodies e.g. Library and Information Association of South Africa (LIASA), Project Management South Africa (PMSA);
- ❑ Development of various draft policies e.g. Code of conduct, Recognition of Prior Learning (RPL), Continuing Professional Development (CPD) Policies etc. – pending KMSA constituency resolution to underlying qualification;
- ❑ Preliminary engagements with key regulatory institutions such as the Council of Higher Education (CHE) to KM Qualification Standard

Challenges

- ❑ Perceived lack of KMSA membership participation in the Professionalization (Education and Training) Work Group;
- ❑ As a non-statutory professional body, compounded by lack of an Industry regulatory council/body, KMSA has to invest heavily on lobbying across sectors for buy-in and support;
- ❑ Lack of a universally agreed KM qualification or certification criteria

For Discussion Purpose Only

It's a journey...



Qualification

Entry into Profession



Practice



Certification

Confirms knowledge, skill and experience that leads to proficiency

Proficiency

Career path?

KMM

- ✓ Professional
- ✓ Practitioner
- ✓ Learner

Key components of designations...

SAQA has identified the key components of the designation, as illustrated below. The onus is on the professional body to create and maintain the enabling environment for the designation:

AWARDING CRITERIA				RETAINING CRITERIA		
Academic Qualification	Practical Experience	Board exam	Code of Conduct	Disciplinary Process	CPD	Fees
<ul style="list-style-type: none">• NQF aligned• Full or partial	<ul style="list-style-type: none">• Evidence of competence• Before / during / after studies	<ul style="list-style-type: none">• Entrance examination	<ul style="list-style-type: none">• Adoption• Accountability	<ul style="list-style-type: none">• Reporting mechanism• Recourse for breach of CoC	<ul style="list-style-type: none">• Ensures currency• Apply and monitor	<ul style="list-style-type: none">• Consistent with servicing of designation

NB: Knowledge Management doesn't have an underlying qualification, i.e. B. Degree. KMSA Constituency must resolve to either pursue a NQF aligned e.g. Level 7 or proliferate (latter is discouraged by SAQA thus a consulted motivation is required)

Key components of designations...

Proposed Designation Title: Knowledge Management Professional

AWARDING CRITERIA				RETAINING CRITERIA	
Formal Knowledge	Skills	Experience	Commitment	Code of Conduct	On-going professional development
Industry relevant tertiary qualification at minimum NQF 7	Awareness and demonstrated ability to practice in a chosen KM methodology OR Certification or accreditation in a recognised methodology at the foundation / basic level.	A minimum of 10 years continuous appropriate vocational experience. A portfolio on learning and experience including the following: (a) Proof of relevant formal and informal training (b) An extensive record of relevant vocational experience in the field of practice for which is applied. (c) A list of publications, indicating whether published in peer-reviewed journals as well as the journal's impact factor.	Current membership with at least one relevant learned association for a minimum of one year.	Applicant signs and adheres to the prevailing KMSA code of conduct. Any breach of the Code of Conduct may be subject to the KMSA Disciplinary Policy.	Designation-holder is required to gather the required number of points through relevant activities as stipulated in the KMSA CPD policy.
Without NQF 7 Qualification: RPL: Recognised certification / accreditation plus 10 years of relevant experience.					

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