



BCONSULT

Occupational Skills Programme

WORK BASED LEARNING AND DEVELOPMENT PRACTITIONER

NQF Level 5 | SAQA ID 220322 | 30 Points | 24 Months

Work Based learning and Development Practitioner – NQF Level 5

SAQA ID: 220322 | Credits: 30 | Duration: 24 Months | Skills Programmes

1. Course Overview

The Work Based Learning and Development Practitioner skills programme is designed to develop the knowledge, practical competence and workplace experience required to plan, conduct and administer work-based learning interventions.

The programme prepares learners to facilitate learning and development within occupational environments, support learners through coaching and mentoring, plan workplace learning opportunities, facilitate task-focused learning, and evaluate learner progression.

The curriculum is associated with the occupation Training and Development Professional (242401) and addresses the specialisation Training and Development Practitioner (242401-001).

The programme combines:

- Facilitation of learning in occupational contexts
- Work-based learning principles and practices
- Experiential workplace learning
- Coaching and mentoring
- Workplace learning planning and scheduling
- Learner progression and evaluation
- Practical facilitation experience in an authentic workplace

The stated occupational purpose is to enable a Work Based Learning and Development Practitioner to plan for, conduct and administer work-based learning interventions.

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2. Learning Outcomes

On successful completion of the programme, learners will have developed an understanding of and practical competence in:

- Planning and preparing for facilitation within occupational contexts.
- Applying adult learning and facilitation principles, models and theories.
- Using appropriate facilitation techniques, communication methods and learning technologies.
- Managing learning environments, group dynamics, diversity and learner needs.
- Applying experiential learning approaches in workplace settings.
- Evaluating, reviewing and reporting on learning interventions.
- Understanding different work-based learning delivery models, including learnerships, internships, apprenticeships and experiential learning.
- Planning and scheduling learning within operational and production environments.
- Applying coaching, mentoring and job instruction practices.
- Evaluating learner progression and workplace learning evidence.
- Planning and implementing experiential work-based learning interventions.

The knowledge component specifically covers facilitation planning and preparation, facilitation principles and techniques, evaluation and reporting, work-based learning delivery models, workplace learning planning, facilitation, and learner progression.

3. A Qualified Learner Will Be Able To:

- Analyse occupational curricula, qualifications and learning programme outcomes.
- Analyse the needs and characteristics of a target learner group.
- Develop structured facilitation plans, schedules and learning activities.
- Select and manage appropriate learning environments and resources.
- Apply adult learning and facilitation principles in occupational contexts.
- Use questioning, communication, technology and other facilitation tools effectively.
- Manage group dynamics, conflict, diversity and inclusive learning environments.
- Apply experiential learning methodologies such as presentations, role play, case studies, projects, guided investigations and workplace activities.
- Review learning interventions using learner responses, peer reviews, self-evaluation, client feedback and assessment results.

Work Based learning and Development Practitioner – NQF Level 5

SAQA ID: 220322 | Credits: 30 | Duration: 24 Months | Skills Programmes

- Identify appropriate work-based learning opportunities.
- Schedule learning interventions within operational or production environments.
- Apply coaching, mentoring and job instruction principles.
- Establish appropriate evaluation tasks, criteria and standards for learner progression.
- Develop an experiential work-based learning plan and implementation schedule.
- Conduct task-focused workplace learning sessions.
- Establish and manage mentorship relationships.
- Prepare, facilitate and reflect on workplace coaching sessions.
- Compile appropriate workplace learning evidence and documentation.

The practical component requires learners to develop a work-based learning plan, conduct a task-focused learning session and establish a mentorship relationship.

Learners are also required to gain authentic workplace experience by implementing a work-based learning and development intervention under the guidance of a subject matter expert.

Entry Requirements

The curriculum specifies the entry requirement as:

NQF Level 4, with Communication.

Learners should therefore have the communication competence required to engage with learning material, workplace stakeholders, learners, mentors and assessment activities at the appropriate level.

4. International Comparability

The supplied curriculum document does not specify an International Comparability section or identify international qualifications against which this skills programme has been formally compared.

The programme is, however, structured around broadly applicable workplace learning and development practices, including:

- Adult learning and facilitation
- Coaching
- Mentorship

Work Based learning and Development Practitioner – NQF Level 5

SAQA ID: 220322 | Credits: 30 | Duration: 24 Months | Skills Programmes

- Experiential learning
- Workplace learning planning
- Learner evaluation
- Workplace evidence and reporting

These competencies support the development of practitioners who facilitate structured learning and development within workplace environments.

5. Occupational Skills Programme: Work Based Learning and Development – NQF Level 5

The applicable certification represented in the supplied curriculum is:

Skills Programme: Work Based Learning and Development Practitioner

Curriculum Code: SP242401-001-00-04

NQF Level: 5

Associated Occupation: Training and Development Professional

Specialisation: Training and Development Practitioner

The curriculum document identifies the programme as Work Based Learning and Development Practitioner and all listed knowledge, practical and work-experience modules are positioned at NQF Level 5. The supplied source does not identify an “Occupational Trainer” qualification as the foundational certification for this programme, so no separate Occupational Trainer designation or NQF level has been added.

6. Potential Career Opportunities

The curriculum formally associates the programme with the following occupational areas:

- Training and Development Practitioner
- Training and Development Professional

The competencies developed through the programme are also directly relevant to workplace responsibilities involving:

- Work-based learning facilitation
- Workplace coaching
- Workplace mentoring

Work Based learning and Development Practitioner – NQF Level 5

SAQA ID: 220322 | Credits: 30 | Duration: 24 Months | Skills Programmes

- Job instruction
- Learner support
- Learning and development coordination
- Facilitation of experiential workplace learning

The programme is particularly relevant to individuals who are responsible for facilitating, supporting or coordinating learning and development within workplace environments.

7. Learning Options

The programme integrates knowledge learning, practical skills development and workplace experience.

Knowledge Learning

Learners complete knowledge modules covering:

Facilitation of Learning in Occupational Contexts – NQF Level 5

Work Based Learning – NQF Level 5

The curriculum recognises the use of different learning environments and approaches, including blended learning and other appropriate delivery methods.

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