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SOUTH AFRICAN QUALIFICATIONS AUTHORITY
REGISTERED QUALIFICATION THAT HAS PASSED THE END DATE:

National Certificate: Generic Management

SAQA QUAL ID		QUALIFICATION TITLE		
59201		National Certificate: Generic Management		
ORIGINATOR				
SGB Generic Management				
PRIMARY OR DELEGATED QUALITY ASSURANCE FUNCTIONARY			NQF SUB-FRAMEWORK	
The individual Primary or Delegated Quality Assurance Functionary for each Learning Programme recorded against this qualification is shown in the table at the end of this report.			OQSF - Occupational Qualifications Sub-framework	
QUALIFICATION TYPE	FIELD		SUBFIELD	
National Certificate	Field 03 - Business, Commerce and Management Studies		Generic Management	
ABET BAND	MINIMUM CREDITS	PRE-2009 NQF LEVEL	NQF LEVEL	QUAL CLASS
Undefined	162	Level 5	Level TBA: Pre-2009 was L5	Regular-Unit Stds Based
REGISTRATION STATUS		SAQA DECISION NUMBER	REGISTRATION START DATE	REGISTRATION END DATE
Passed the End Date - Status was "Reregistered"		SAQA 9999/99	2018-07-01	2023-06-30
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT		
2026-06-30		2029-06-30		

In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.

This qualification replaces:

Qual ID	Qualification Title	Pre-2009 NQF Level	NQF Level	Min Credits	Replacement Status
61594	National Certificate: Management	Level 5	Level TBA: Pre-2009 was L5	120	Complete

PURPOSE AND RATIONALE OF THE QUALIFICATION

Purpose:

A person acquiring this qualification will be able to manage first line managers in an organisational entity. First line managers may include team leaders, supervisors, junior managers, section heads and foremen. The focus of this qualification is to enable learners to develop competence in a range of knowledge, skills, attitudes and values including:

- Initiating, developing, implementing and evaluating operational strategies, projects and action plans, and where appropriate, recommending change within teams and/or the unit so as to improve the effectiveness of the unit.
- Monitoring and measuring performance and applying continuous or innovative improvement interventions in the unit in order to attain its desired outcomes, including customer satisfaction, and thereby contributing towards the achievement of the objectives and vision of the entity.
- Leading a team of first line managers, by capitalising on the talents of team members and promoting synergistic interaction between individuals and teams, to enhance individual, team and unit effectiveness in order to achieve the goals of the entity.
- Building relationships using communication processes both vertically and horizontally within the unit, with superiors and with stakeholders across the value chain to ensure the achievement of intended outcomes.

- Applying the principles of risk, financial and knowledge management and business ethics within internal and external regulatory frameworks in order to ensure the effectiveness and sustainability of the unit.
- Enhancing the development of teams and team members through facilitating the acquisition of skills, coaching, providing career direction, and capitalising on diversity in the unit.

The skills, knowledge and understanding demonstrated within this qualification are essential for the creation of a talent pool of experienced and effective middle managers that represents the demographics of the South African society. This qualification will create a leadership cadre for the South African society throughout multiple industries and sectors both private and public.

Rationale:

The National Certificate: Generic Management, NQF Level 5 forms part of a learning pathway of management qualifications across various sectors and industries. It is specifically designed to develop management competencies required by learners in any occupation, particularly those who manage first line managers. The qualification builds on the FETC: Generic Management and further develops the key concepts, principles and practices of management that will enable learners to lead, manage, organise and control first line managers and team leaders. The learners will typically be managers who have other junior managers or team leaders reporting to them. In smaller organisations or entities, the managers could primarily be responsible for managing the supervisors and staff within their section, division or business unit.

The scope of generic management covers five domains: leadership, managing the environment, managing relations, managing knowledge and the practice of management. This qualification addresses each of these domains with generic competencies, so that it allows learning programmes to be contextualised for specific sectors and industries. It reflects a similar design to the FETC: Generic Management, in that it provides opportunities for learners to transfer between various specialisations within management. This leads to the strengthening of management competencies and will enable managers at this level to manage successfully systems, processes, resources, managers and teams in their various occupations and contexts.

This qualification is further intended to empower learners to acquire the knowledge, skills, attitudes and values required to operate confidently as individuals in South African communities and to respond to the challenging economic environment and constantly changing world of work. Ultimately, this qualification is aimed at improving the effectiveness and leadership abilities of middle managers in various occupations in South Africa, in private and public business entities as well as non-governmental organisations. For this reason, the word 'entity' includes a company, business unit, public institution, small business or non-profit organisation.

LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

It is assumed that the learner accessing this qualification is competent in:

- Communication at NQF Level 4.
- Mathematical Literacy at NQF Level 4.

Recognition of Prior Learning:

The qualification can be achieved wholly or in part through recognition of prior learning in terms of the defined Exit Level Outcomes and/or individual unit standards.

Evidence can be presented in various ways, including international and/or previous national qualifications, products, reports, testimonials mentioning functions performed, work records, portfolios and/or performance records.

All such evidence will be judged in accordance with the general principles of assessment and the requirements for integrated assessment.

Access to the Qualification:

Access to the qualification is open keeping in mind the Learning Assumed to be in Place.

RECOGNISE PREVIOUS LEARNING?

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QUALIFICATION RULES

Fundamental Component:

The unit standards included in the fundamental component of the qualification total 49 credits. They are compulsory and must be contextualised according to the specialisation or the selected learning programme.

Core Component:

The unit standards in the core component total 78 credits and are compulsory. They must be contextualised according to the specialisation or selected learning programme.

Elective Component:

The elective component of the qualification consists of a number of unit standards, divided into specialisations. The learner must choose a specialisation and complete unit standards totalling a minimum of 35 credits from the unit standards listed under that specialisation.

Advanced Sport Management Administration (Learning Programme ID 60277):

- ID 252182: Establish sustainable sport organisations structures, Level 5, 6 credits
- ID 252176: Manage the business components of a sport organisation, Level 5, 6 credits
- ID 252181: Explain the role of governance structures in sport, Level 5, 5 credits
- ID 115855: Create, maintain and update record keeping systems, Level 5, 5 credits
- ID 242650: Manage project finances, Level 5, 15 credits
- ID 252179: Manage volunteers in sport, Level 5, 5 credits
- ID 252177: Manage participants with disability in sport, Level 5, 8 credits
- ID 252178: Support sport and fitness participation for people living with HIV/AIDS, Level 5, 4 credits

Adventure Based Learning (ABL) (Learning Programme ID 60278):

- ID 252188: Develop a programme for Adventure Based Learning (ADL) experiences, Level 5, 8 credits
- ID 252184: Facilitate participation in an adventure based activity, Level 5, 6 credits
- ID 252187: Plan and conduct leading and mentoring of participants in outdoor adventure experiences, Level 5, 4 credits
- ID 252186: Prepare to lead and conduct physical activities, Level 5, 4 credits
- ID 252185: Promote sustainable use of the environment, Level 5, 3 credits
- ID 252183: Maintain safety in the conduct of Adventure Based Learning activities, Level 5, 5 credits
- ID 252189: Deal with sub standard performance in a team, Level 5, 5 credits

Cement Manufacturing (Learning Programme ID 60272):

- ID 10462: Demonstrate an understanding of cement process technology, NQF Level 4, 22 credits.
- ID 10464: Demonstrate an understanding of lime process technology, NQF Level 4, 16 credits.
- ID 252039: Develop a plan to combat corruption, NQF Level 5, 5 credits.
- ID 252024: Evaluate current practices against best practice, NQF Level 5, 4 credits.

Customer Management (Learning Programme ID 60273):

- ID 10045: Identify product features, advantages and benefits to the customer, NQF Level 5, 10 credits.
- ID 10047: Close a deal with a customer, NQF Level 5, 5 credits.
- ID 10070: Develop and implement marketing plan in line with marketing strategy, NQF Level 5, 20 credits.
- ID 10048: Identify brand mix elements, NQF Level 5, 6 credits.
- ID 10052: Monitor handling of customer by frontline customer service, NQF Level 5, 8 credits.
- ID 10053: Manage customer requirements and needs and implement action plans, NQF Level 5, 8 credits.
- ID 10054: Identify and manage areas of customer service impact, NQF Level 5, 6 credits.
- ID 10066: Establish customer needs and relationships, NQF Level 5, 16 credits.
- ID 10067: Develop customer needs and relationships, NQF Level 5, 16 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.

Customer Management: Banking (Learning Programme ID 96099):

- ID 10045: Identify product features, advantages and benefits to the customer, NQF Level 5, 10 credits.
- ID 10047: Close a deal with a customer, NQF Level 5, 5 credits.
- ID 10070: Develop and implement marketing plan in line with marketing strategy, NQF Level 5, 20 credits.
- ID 10048: Identify brand mix elements, NQF Level 5, 6 credits.
- ID 10052: Monitor handling of customer by frontline customer service, NQF Level 5, 8 credits.
- ID 10053: Manage customer requirements and needs and implement action plans, NQF Level 5, 8 credits.
- ID 10054: Identify and manage areas of customer service impact, NQF Level 5, 6 credits.
- ID 10066: Establish customer needs and relationships, NQF Level 5, 16 credits.
- ID 10067: Develop customer needs and relationships, NQF Level 5, 16 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.

Disaster Risk Management (Learning Programme ID 60274):

- ID 251963: Utilise communication and information management systems, Level 5, 10 credits
- ID 251965: Create awareness and promote a culture of risk avoidance through advocacy activities, Level 4, 6 credits
- ID 251964: Develop and implement disaster risk reduction plans, Level 5, 10 credits
- ID 251962: Establish and co-ordinate forums for disaster risk management in a specific environment, Level 5, 6 credits
- ID 251966: Implement disaster risk management principles in response, recovery, relief and rehabilitation activities, Level 5, 15 credits
- ID 251967: Conduct disaster risk assessment, Level 5, 15 credits
- ID 251968: Develop and manage funding mechanisms for disaster risk management, Level 6, 10 credits
- ID 251961: Interpret and integrate disaster risk management theory into programmes and activities according to the Disaster Risk Management (DRM) Framework, Level 5, 15 credits

Fast Moving Consumer Goods (Learning Programme ID 60271):

- ID 119801: Demonstrate an understanding of Microbiological principles and its application to a food handling environment, NQF Level 5, 12 credits.
- ID 119800: Optimise product and process quality in food or sensitive consumer product environment, NQF Level 5, 8 credits.
- ID 119796: Monitor and control quality assurance procedures in a food or sensitive consumer product environment, NQF Level 4, 8 credits.
- ID 252039: Develop a plan to combat corruption, NQF Level 5, 5 credits.
- ID 10048: Identify brand mix elements, NQF Level 5, 8 credits.
- ID 252024: Evaluate current practices against best practice, NQF Level 5, 4 credits.

Financial Management for Sport Federations (Learning Programme ID 60275):

- ID 252038: Prepare and manage a budget, Level 5, 5 credits
- ID 252181: Explain the role of governance structures in sport, Level 5, 5 credits
- ID 252176: Manage the business components of a sport organisation, Level 5, 6 credits
- ID 242650: Manage project finances, Level 5, 15 credits
- ID 252039: Develop a plan to combat corruption, NQF Level 5, 5 credits.
- ID 12761: Demonstrate an understanding of macroeconomic principles as they apply to the South African business environment, NQF Level 4, 8 credits.
- ID 252024: Evaluate current practices against best practice, NQF Level 5, 4 credits.

Franchising (Learning Programme ID 80426):

- ID 10048: Identify brand mix elements, Level 5, 8 credits.
- ID 10053: Manage customer requirements and needs and implement action plans, Level 5, 8 credits.
- ID 10054: Identify and manage areas of customer service impact, Level 5, 6 credits.
- ID 262380: Produce a business plan for a small business, Level 5, 12 credits.
- ID 115855: Create, maintain and update record keeping systems, Level 5, 5 credits.
- ID 243265: Manage assets of a business unit, Level 5, 12 credits.

General Management (Learning Programme ID 60269):

- ID 252030: Analyse compliance to legal requirements and recommend corrective actions, NQF Level 5, 4 credits.
- ID 252041: Promote a learning culture in an organisation, NQF Level 5, 5 credits.
- ID 114212: Explain the impact of organisational wellness on a business environment and indicate a strategy for a business unit NQF Level 4, 3 credits.
- ID 12140: Recruit and select candidates to fill defined positions, NQF Level 5, 9 credits.
- ID 12761: Demonstrate an understanding of macroeconomic principles as they apply to the South African business environment, NQF Level 4, 8 credits.
- ID 252024: Evaluate current practices against best practice, NQF Level 5, 4 credits.
- ID 252033: Develop ways of dealing with the impact of dreaded diseases and in particular HIV/AIDS, NQF Level 5, 8 credits.
- ID 252039: Develop a plan to combat corruption, NQF Level 5, 5 credits.
- ID 10048: Identify brand mix elements, NQF Level 5, 8 credits.
- ID 114226: Interpret and manage conflicts in the workplace, NQF Level 5, 8 credits.
- ID 252031: Apply the principles and concepts of emotional intelligence to the management of self and others, NQF Level 5, 4 credits.
- ID 117853: Conduct negotiations to deal with conflict situations, NQF Level 5, 8 credits.
- ID 15230: Monitor team members and measure effectiveness of performance, Level 5, 4 credits.
- ID 264408: Manage and improve communication processes in a function, Level 6, 3 credits.
- ID 15224: Empower team members through recognising strengths, encouraging participation in decision making and delegating tasks, Level 5, 4 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.
- ID 15236: Apply financial analysis, NQF Level 5, 4 credits.

General Management: Banking (Learning Programme ID 96100):

- ID 252030: Analyse compliance to legal requirements and recommend corrective actions, NQF Level 5, 4 credits.
- ID 252041: Promote a learning culture in an organisation, NQF Level 5, 5 credits.
- ID 114212: Explain the impact of organisational wellness on a business environment and indicate a strategy for a business unit NQF Level 4, 3 credits.
- ID 12140: Recruit and select candidates to fill defined positions, NQF Level 5, 9 credits.
- ID 12761: Demonstrate an understanding of macroeconomic principles as they apply to the South African business environment, NQF Level 4, 8 credits.
- ID 252024: Evaluate current practices against best practice, NQF Level 5, 4 credits.
- ID 252033: Develop ways of dealing with the impact of dreaded diseases and in particular HIV/AIDS, NQF Level 5, 8 credits.
- ID 252039: Develop a plan to combat corruption, NQF Level 5, 5 credits.
- ID 10048: Identify brand mix elements, NQF Level 5, 8 credits.
- ID 114226: Interpret and manage conflicts in the workplace, NQF Level 5, 8 credits.
- ID 252031: Apply the principles and concepts of emotional intelligence to the management of self and others, NQF Level 5, 4 credits.
- ID 117853: Conduct negotiations to deal with conflict situations, NQF Level 5, 8 credits.
- ID 15230: Monitor team members and measure effectiveness of performance, Level 5, 4 credits.
- ID 264408: Manage and improve communication processes in a function, Level 6, 3 credits.

- ID 15224: Empower team members through recognising strengths, encouraging participation in decision making and delegating tasks, Level 5, 4 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.
- ID 15236: Apply financial analysis, NQF Level 5, 4 credits.

Generic Manufacturing (Learning Programme ID 60270):

- ID 12999: Contribute to the management of cost and the enhancement of value, NQF Level 5, 10 credits.
- ID 119159: Maintain Manufacturing Efficiencies, NQF Level 5, 12 credits.
- ID 119166: Optimise Manufacturing processes, NQF Level 5, 24 credits.
- ID 9897: Manage Inventory, NQF Level 5, 3 credits.

Mining Management (Learning Programme ID 64869):

- ID 7863: Manage staff development; Level 5; 6 credits
- ID 10043: Develop, implement and manage a project/activity plan; Level 5; 5 credits
- ID 11286: Institute disciplinary action; Level 5; 8 credits
- ID 12140: Recruit and select candidates to fill defined positions; Level 5; 9 credits
- ID 12996: Record, analyse and prepare cost information; Level 5; 10 credits
- ID 12997: Prepare financial reports and returns; Level 5; 8 credits
- ID 13015: Draft financial statements; Level 5; 12 credits
- ID 15214: Recognise areas in need of change, make recommendations and implement change in the team, department or division; Level 5; 3 credits
- ID 252024: Evaluate current practices against best practice; Level 5; 4 credits
- ID 15223: Implement training needs for teams and individuals to upgrade skills levels; Level 5; 3 credits
- ID 15226: Implement systems to meet the flow of information in a team, department or division; Level 5; 3 credits
- ID 15229: Implement codes of conduct in the team, department or division; Level 5; 3 credits
- ID 15230: Monitor team members and measure effectiveness of performance; Level 5; 4 credits

Motor Industry Management (Learning Programme ID 78824):

- ID 243265: Manage assets of a business unit, Level 5, 12 credits.
- ID 243266: Align activities of own business unit with others in the retail business, Level 5, 12 credits.
- ID 243267: Apply and continuously improve company policies and procedures, Level 5, 10 credits.
- ID 243268: Manage the capture, storage and retrieval of business unit information, Level 5, 12 credits.
- ID 243269: Measure customer satisfaction within a business unit and recommend corrective action, Level 5, 14 credits.
- ID 243270: Analyse market needs and trends and source and price pre-owned vehicles, Level 5, 14 credits.
- ID 243351: Enhance relationships with strategic partners of a motor retail business, Level 6, 14 credits.
- ID 243352: Develop a motor retail business brand, Level 6, 14 credits.
- ID 243353: Develop the motor retail business to deliver brand promise, Level 6, 16 credits.
- ID 243354: Provide, use and manage information and information systems for a motor retail business, Level 6, 10 credits.
- ID 243355: Manage and improve motor retail business operations to optimise profit performance, Level 6, 12 credits.
- ID 243471: Manage and improve communication processes for a motor retail business, Level 6, 10 credits.
- ID 243472: Lead and develop human resources to meet the critical skills shortages and diverse needs of the motor retail business, Level 6, 12 credits.
- ID 243473: Integrate, co-ordinate and optimise all the business units within a retail motor business, Level 6, 10 credits.
- ID 243474: Contribute to and implement a marketing strategy for the motor retail business, Level 6, 16 credits.
- ID 243475: Review and revise a performance management system for the motor retail business, Level 6, 10 credits.

NQF Support Link (Learning Programme ID 78823):

- ID 263976: Demonstrate understanding of the outcomes-based education and training approach within the context of a National Qualifications Framework, Level 5, 5 credits.
- ID 114925: Manage learner information using an information management system, Level 5, 4 credits.
- ID 114922: Provide guidance on the strategic governance of NQF implementation by education, training and development providers, Level 6, 4 credits.
- ID 116811: Manage learning at an education, training and development provider, Level 6, 10 credits.
- ID 263982: Manage assessment in a learning organisation, Level 6, 10 credits.
- ID 263978: Develop plans for implementing Learnerships and Skills Programmes within a learning organisation, Level 6, 5 credits.
- ID 116587: Develop, support and promote RPL practices, Level 7, 10 credits.

Real Estate (Learning Programme ID 71609):

- ID 258115: Manage the marketing, selling and leasing of property developments, Level 5, 12 credits.
- ID 258116: Manage community schemes, Level 5, 8 credits.
- ID 258117: Manage a Real Estate franchise business, Level 5, 12 credits.
- ID 258118: Market, sell and lease community schemes, Level 5, 8 credits.
- ID 258119: Manage an auctioneering business or division, Level 5, 12 credits.
- ID 258120: Integrate the principles of Agricultural property ownership into Real Estate sales and marketing functions, Level 5, 12 credits.
- ID 258121: Manage Real Estate business operations, Level 5, 8 credits.
- ID 258122: Manage a business broking business or division, Level 5, 12 credits.

- ID 258123: Demonstrate an understanding of real estate economics in the South African context, Level 5, 8 credits.
- ID 258124: Manage the marketing, selling and leasing of properties, Level 5, 12 credits.
- ID 258125: Integrate the principles of Commercial/Industrial property ownership into Real Estate sales and marketing functions, Level 5, 12 credits.
- ID 258126: Apply facilities management principles, Level 5, 8 credits.
- ID 258135: Develop, implement and control administration of Real Estate systems, policies and procedures, Level 5, 8 credits.
- ID 258136: Perform market assessments, Level 5, 12 credits.
- ID 258137: Collate, interpret and utilise financial information in a Real Estate business, Level 5, 8 credits.
- ID 258138: Implement and maintain legal requirements within a Real Estate business, Level 5, 6 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.

Salon Management (Learning Programme ID 80747):

1. The learner must complete the following elective unit standard:

- ID 255514: Conduct a disciplinary hearing, Level 5, 15 Credits.

2. The learner must complete additional unit standards from the list below to give a total of 35 credits for the elective component:

- ID 15214: Recognise areas in need of change make recommendations and implement change in the team, department or division, Level 5, 3 Credits.
- ID 116928: Manage diversity in the workplace Level 5, 14 Credits.
- ID 252031: Apply the principles and concepts of emotional intelligence to the management of self and others, Level 5, 4 Credits.
- ID 116484: Evaluate a specified code of ethics and/or code of conduct, Level 5, 6 Credits.
- ID 114600: Apply innovative thinking to the development of a small business, Level 4, 4 Credits.
- ID 252030: Analyse compliance to legal requirements and recommend corrective actions, Level 5, 4 Credits.
- ID 114885: Prepare and communicate a productivity improvement plan for a functional unit, Level 5, 6 Credits.
- ID 263376: Improve the effectiveness and efficiency of quality management system, Level 5, 8 Credits.
- ID 114226: Interpret and manage conflicts within the workplace, Level 5, 8 Credits.
- ID 15234: Apply efficient time management to the work of a department/division/section, Level 5, 4 Credits.
- ID 255514: Conduct a disciplinary hearing, Level 5, 15 Credits.
- ID 252039: Develop a plan to combat corruption, Level 5, 5 Credits.
- ID 10045: Identify product features, advantages and benefits to the customer, Level 5, 10 Credits.
- ID 243948: Monitor and maintain health, safety and security, Level 5, 4 Credits.
- ID 10067: Develop customer needs and relationships, Level 5, 16 Credits.

Security Management (Learning Programme ID 74511):

- ID 120480: Demonstrate understanding of crime prevention, Level 5, 6 credits.
- ID 242830: Conduct a security threat assessment in a defined operational area, Level 4, 6 credits.
- ID 13952: Demonstrate basic understanding of the Primary labour legislation that impacts on a business unit, Level 4, 8 credits.
- ID 244315: Assess threat for security installation purposes, Level 5, 7 credits.
- ID 244330: Compile a threat and risk assessment for a close protection operation, Level 5, 5 credits.
- ID 120484: Demonstrate understanding of the principles of common law crimes and statutory law offences, Level 5, 12 credits.
- ID 120303: Apply principles of risk management, Level 5, 8 credits.
- ID 15228: Advise on the establishment and implementation of a quality management system for skills development practices in an organisation, Level 5, 10 credits.
- ID 15221: Provide information and advice regarding skills development and related issues, Level 5, 4 credits.
- ID 15227: Conduct skills development administration in an organisation, Level 4, 4 credits.
- ID 242829: Monitor the level of service to a range of customers, Level 4, 5 credits.
- ID 114925: Manage learner information using an information management system, Level 5, 4 credits.

Service Station Management (Learning Programme ID 66310):

- ID 244031: Manage dangerous goods logistics, Level 5, 12 credits.
- ID 114274: Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997), Level 5, 8 credits.
- ID 255514: Conduct a disciplinary hearing, Level 5, 15 credits.
- ID 114592: Produce business plans for a new venture, Level 4, 8 credits.
- ID 242668: Demonstrate knowledge and application of the Occupational Health and Safety Act, 85 of 1993 (OHSA) (as amended) and the responsibilities of management in terms of the Act, Level 4, 4 credits.
- ID 255500: Manage procedures that increase the nett income of a wholesale and retail unit, Level 5, 8 credits.
- ID 255499: Manage shrinkage and losses in a wholesale and retail unit, Level 5, 12 credits.
- ID 252024: Evaluate current practices against best practice, Level 5, 4 credits.
- ID 252030: Analyse compliance to legal requirements and recommend corrective actions, Level 5, 4 credits.

Skills Development Management (Learning Programme ID 66069):

- ID 11911: Manage individual careers; Level 5; 5 credits
- ID 15219: Develop and implement a strategy and action plans for a team, department or division; Level 5; 4 credits

- ID 15220: Set, monitor and measure the achievement of goals and objectives for a team, department or division within an organisation; Level 5; 4 credits
- ID 15232: Coordinate planned skills development interventions in an organisation; Level 5; 6 credits
- ID 116926: Implement skills development as workplace learning to support organisational transformation; Level 5; 12 credits
- ID 252041: Promote a learning culture in an organisation, NQF Level 5, 5 credits.

Skills Development Management: Banking (Learning Programme ID 96101):

- ID 11911: Manage individual careers; Level 5; 5 credits
- ID 15219: Develop and implement a strategy and action plans for a team, department or division; Level 5; 4 credits
- ID 15220: Set, monitor and measure the achievement of goals and objectives for a team, department or division within an organisation; Level 5; 4 credits
- ID 15232: Coordinate planned skills development interventions in an organisation; Level 5; 6 credits
- ID 116926: Implement skills development as workplace learning to support organisational transformation; Level 5; 12 credits
- ID 252041: Promote a learning culture in an organisation, NQF Level 5, 5 credits.

Sport Event Management (Learning Programme ID 60276):

- ID 252175: Apply principles of marketing to sport, Level 5, 4 credits
- ID 242650: Manage project finances, Level 5, 15 credits
- ID 252180: Coordinate the logistics of a sports team on tour, Level 5, 8 credits
- ID 252179: Manage volunteers in sport, Level 5, 5 credits
- ID 243948: Monitor and maintain health, safety and security, Level 5, 4 credits
- ID 15230: Monitor team members and measure effectiveness of performance, Level 5, 4 credits
- ID 254454: Co-ordinate public relations and liaison with the media for athletes and sport teams, Level 5, 5 credits
- ID 254463: Organise and administer a sport tournament, Level 5, 8 credits

Strategic Management (Learning Programme ID 74512):

- ID 264395: Formulate a strategy and an implementation plan for a function, Level 6, 6 credits.
- ID 264398: Evaluate and plan the role of self as leader in a function, Level 6, 5 credits.
- ID 264400: Apply the principles of corporate governance and ethics in a function, Level 6, 5 credits.
- ID 264403: Apply problem-solving techniques to make decisions on a multi-faceted problem, Level 6, 5 credits.
- ID 264405: Manage relationships with strategic partners to improve the performance of a function, Level 6, 6 credits.
- ID 264406: Manage the information and institutional knowledge within a function, Level 6, 5 credits.
- ID 264407: Analyse the strategy and external environment of the entity in relation to a function, Level 6, 3 credits.
- ID 264408: Manage and improve communication processes in a function, Level 6, 3 credits.
- ID 264409: Use negotiation in multi-faceted situations to achieve the objectives of a function, Level 6, 5 credits.
- ID 264416: Appraise, develop and retain human capital for a function, Level 6, 6 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.
- ID 15236: Apply financial analysis, NQF Level 5, 4 credits.

Strategic Management: Banking (Learning Programme ID 96102):

- ID 264395: Formulate a strategy and an implementation plan for a function, Level 6, 6 credits.
- ID 264398: Evaluate and plan the role of self as leader in a function, Level 6, 5 credits.
- ID 264400: Apply the principles of corporate governance and ethics in a function, Level 6, 5 credits.
- ID 264403: Apply problem-solving techniques to make decisions on a multi-faceted problem, Level 6, 5 credits.
- ID 264405: Manage relationships with strategic partners to improve the performance of a function, Level 6, 5 credits.
- ID 264406: Manage the information and institutional knowledge within a function, Level 6, 5 credits.
- ID 264407: Analyse the strategy and external environment of the entity in relation to a function, Level 6, 3 credits.
- ID 264408: Manage and improve communication processes in a function, Level 6, 3 credits.
- ID 264409: Use negotiation in multi-faceted situations to achieve the objectives of a function, Level 6, 5 credits.
- ID 264416: Appraise, develop and retain human capital for a function, Level 6, 6 credits.
- ID 15214: Recognize areas in need of change make recommendations and implement change in the team, department or division, NQF Level 5, 3 credits.
- ID 15219: Develop and implement a strategy and action plans for a team, department or division, NQF Level 5, 4 credits.
- ID 15236: Apply financial analysis, NQF Level 5, 4 credits.

Wholesale and Retail Management (Learning Programme ID 63334):

- ID 10980: Induct a new employee, Level 4, 6 credits.
- ID 12140: Recruit and select candidates to fill defined positions, Level 5, 9 credits
- ID 255494: Schedule staff, Level 5, 10 credits
- ID 255495: Demonstrate an understanding of the sectoral determination for the wholesale and retail sector, Level 5, 8 credits
- ID 255496: Manage a training intervention, Level 5, 8 credits
- ID 255497: Manage stock holding procedures in a wholesale and retail unit, Level 5, 6 credits
- ID 255498: Manage cold chain processes in a wholesale and retail unit, Level 5, 6 credits
- ID 255499: Manage shrinkage and losses in a wholesale and retail unit, Level 5, 12 credits
- ID 255500: Manage procedures that increase the net income of a wholesale and retail unit, Level 5, 8 credits
- ID 255514: Conduct a disciplinary hearing, Level 5, 15 credits
- ID 243948: Monitor and maintain health, safety and security, Level 5, 4 credits.

- ID 335917: Manage productivity in a Wholesale and Retail unit, Level 5, 8 credits.

Additional specialisations in Contact Centre Management, Human Resource Management and Public Administration will be added at a later stage.

EXIT LEVEL OUTCOMES

1. Initiate, develop, implement and evaluate operational strategies, projects and action plans so as to improve the effectiveness of the unit.
2. Monitor and measure performance and apply continuous or innovative improvement interventions in the unit.
3. Lead and manage a team of first line managers to enhance individual, team and unit effectiveness.
4. Build relationships with superiors and with stakeholders across the value chain.
5. Apply the principles of risk, financial and knowledge management and business ethics within internal and external regulatory frameworks.
6. Enhance the development of teams and team members.

Critical Cross-Field Outcomes:

The learner will be expected to demonstrate the ability to:

- Identify and solve problems and make responsible ethical decisions within own scope of responsibility.
- Work effectively with others as a member of a team, group, organisation or community to achieve unit objectives.
- Organise and manage oneself and one's activities responsibly and effectively to plan, lead, organise and control in order to achieve unit objectives.
- Collect, organise and critically evaluate information in order to manage performance in the unit.
- Communicate effectively using visual, mathematics and language skills in the modes of oral and/or written presentations to lead a team of first line managers.
- The learner will be required to demonstrate an understanding of the world as a set of related systems by managing others in multiple teams within a unit.
- Be culturally and aesthetically sensitive across a range of social contexts in managing and interacting with diverse people in the workplace.
- Use science and technology effectively in researching, recommending and implementing management solutions in the unit, showing responsibility towards the environment and health of others.

ASSOCIATED ASSESSMENT CRITERIA

Associated Assessment Criteria for Exit Level Outcome 1:

- Priorities are identified by considering a broad range of factors in solving problems and making decisions on operational strategies.
- The need for and the benefits of change are explained and recommendations are made to achieve intended results.
- The initiatives to be undertaken by the unit are linked to organisational goals and objectives.
- Operational strategies, projects and action plans are initiated and developed.
- Operational strategies, projects and action plans are implemented and evaluated.

Associated Assessment Criteria for Exit Level Outcome 2:

- The performance of the teams and the unit is monitored and measured according to entity's systems and procedures.
- Innovative and/or continuous improvement strategies are applied according to generally accepted theory and practice.
- Results are evaluated in relation to intended outcomes.

Associated Assessment Criteria for Exit Level Outcome 3:

- The talents of each team member are evaluated according to the needs and operational requirements of the unit.
- The team is provided with direction towards fulfilment of organisational goals.
- Resources are identified and used by the leader to accomplish the objectives of the unit.

Associated Assessment Criteria for Exit Level Outcome 4:

- Relationships are built through the provision and solicitation of unit-relevant information.
- Communication processes that contribute towards building relationships are implemented both vertically and horizontally.
- Team effectiveness and desired outcomes are achieved through partnership and information sharing.
- Customer needs are interpreted and distilled through effective communication processes in order to ensure that relationships are sustained.

Associated Assessment Criteria for Exit Level Outcome 5:

- Risk in the unit is managed by considering the impact and likelihood of a variety of internal and external factors.
- The intended outcomes of the unit are achieved by applying accepted principles and practices of financial management.
- The intellectual assets of the unit are identified, developed and protected through the application of the principles of knowledge management.
- The desired outcomes of the unit are achieved within an individual ethical framework and according to the value system of the entity.

Associated Assessment Criteria for Exit Level Outcome 6:

- The acquisition and enhancement of skills is facilitated through people development processes.
- Direction is given to first line managers on their possible career progression within the entity through coaching and other personal interaction.
- The diversity in the team is recognised and harnessed in order to add value to team effectiveness.

Integrated Assessment:

Assessment practices must be fair, transparent, valid and reliable and should ensure that the learner is not disadvantaged in any way. Integrated assessment provides the opportunity for learners to demonstrate that they are able to integrate concepts, actions and ideas achieved across a range of unit standards and contexts. Integrated assessment must evaluate the quality of competence attained by the learner.

The assessment strategies used must ensure that that all Specific Outcomes, Essential Embedded Knowledge and Critical Cross-Field Outcomes are assessed. The assessment of the Critical Cross-Field Outcomes should be integrated with the assessment of the Specific Outcomes.

The learner who has provided the required evidence for all the exit level outcomes of the qualification will be assessed as competent and awarded the qualification. This will ensure that learning and competence are not achieved only in the building blocks of the unit standards but also in the integration and application of the fundamental, core and elective building blocks to a particular context, i.e. the exit level outcomes.

INTERNATIONAL COMPARABILITY

This National Certificate: Generic Management qualification at NQF Level 5 is primarily about managing junior managers in a business unit. The qualification broadly addresses a broad range of competencies including monitoring and measuring the performance of junior managers, leading and managing a team, and enhancing the development of teams and team members. Hence, the focus of this qualification is on showing leadership in the management of people.

This qualification is comparability to a variety of management qualifications. In many countries the universities that offer management courses have a first degree as an entry level qualification, with the possibility of the learner, in many cases, being able to pursue a Masters in Business Administration. This Generic Management qualification is a certificate and hence limited in terms of the extent of the competencies it can offer as compared to many degree offerings in management. However, the qualification compares favourably with what many universities and colleges call Executive Development Programmes. These constitute a series of high level short courses, designed to meet the needs of the individual who will be managing junior managers.

United Kingdom:

The School of Management of Cranfield University in the United Kingdom offers a series of two to three week intensive short courses that cover a number of competencies offered by this qualification. The Developing General Management Potential programme is designed to accelerate the early development of promising managerial careers and allows a manager to develop his/her visibility, credibility and maturity. The manager will make a wider business contribution through personal development and the acquisition of managerial knowledge. The programme has an unconventional design with a strong personal development focus. Managerial knowledge is translated into action through a powerful development process emphasising personal contribution, style and impact.

The programme challenges the manager to:

- Realise her/his own organisational leadership capability and influence.
- Add managerial value without formal authority and power.

Some of the specific competencies that a learner will acquire during the course are:

- Make the transition from an operational into a managerial role.
- Develop a wider perspective on management and business.
- Become better informed about management thinking.
- Understand the politics and social dynamics of organisations.
- Challenge the status quo in constructive ways.
- Differentiate between good and bad managerial practice.
- Creating change through pockets of good practice.

Some of the specific areas of focus that overlap with this qualification are:

- Developing managerial potential: Understanding managerial roles distinguishing between managerial and operational contributions assessing and developing individual management style and impact.
- Organisational culture and change: Exploring how different ways of thinking affect managerial contribution determining the role of individual managers in organisational change creating change through pockets of good practice.
- Leadership and teamwork: Understanding the roles of leadership and management applying the concept of leadership at all levels understanding how to develop as a leader from within the organisation, appraising the use of teams in organisations exploring the role of the individual in teams.
- Finance and management accounting: Understanding and using financial information ratio analysis managing the budgetary process investment appraisal interpreting corporate finance issues.
- Operations management: Defining the role of manufacturing and service operations managing the relationship between operations and marketing management improving operational processes.
- Strategic management of people: Identifying strategic people processes and the implications for design and implementation examining the role and relevance of the HR function in the strategic management of people.

Cranfield University also offers a series of short courses under 'leadership', which covers most of the leadership and people management competencies of this qualification. The course explores the many diverse issues that need to be addressed so that the manager can be an effective and successful leader. The personal awareness programmes assist one in understanding own leadership style, drivers, successes and the challenges one faces.

The management development programmes stimulate the learner to think about his/her contribution as a strategic leader. In addition the course assists the learner to lead and influence teams, lead through change and understand organisational politics to aid her/his leadership contribution.

Some of the short courses that constitute the Leadership module are:

- High Performance Leadership (duration 10 days full-time):
> It provides a unique, sustainable pathway to high performance and also provides a vision and motivation for others.
- The Director as Strategic Leader (duration 5 days full-time):
> It addresses the question of an effective leader by understanding strategic leadership and one's role in the process.

The university also runs a series of short courses on strategy which is a useful comparison for the competencies in this qualification.

Ashridge Business School in the United Kingdom has a 5-day leadership programme called the Ashridge Leadership Process Fact File. It is a blend of small group development activities and one-to-one leadership coaching and delivers real impact and lasting change for the learner and her/his organisation.

Some of the specific competencies that a learner will acquire during the course are:

- Different leadership styles and an action plan to help apply them to the workplace.
- Enhanced self awareness and confidence to meet the challenges of leadership and increased responsibility.
- More effective thinking skills.
- New personal and organisational visions and goals.
- Techniques for leading high performance teams.
- Invaluable insights into lifestyle planning.

Ashridge also runs another programme that covers the key competencies of managing relationships. The course is entitled 'Interpersonal skills for managing relationships'.

Leaders and executives in contemporary society are increasingly recognising that in addition to their technical and professional capability, their ability to establish, develop and create effective and lasting relationships is critical to long-term business success. This programme focuses on key communication, interpersonal and social skills-in today's parlance known as 'emotional intelligence'.

Communication, intrapersonal awareness and interpersonal skills are the bedrock for success in relationship management. This programme will help the learner understand own communication and interpersonal style and skills, and will enable her/him to raise their self-awareness and confidence for managing relationships at work more effectively.

This practical and experiential workshop is designed to introduce the learner to a range of skills, techniques and approaches that will ensure effective communication. It will give her/him an opportunity to practise the acquired communication and interpersonal skills in a range of typical work related situations.

Some of the specific areas of focus that overlap with this qualification are:

- Increase confidence and impact.
- Understand the importance of impression management, impact and perception in managing relationships.
- Gain greater awareness of own communication style and approach.
- Learn the different tools, techniques and approaches to draw upon when working with others.
- Develop the skills to communicate more effectively in a wide range of situations.
- Improve ability to make relationships work.
- Develop skills to help one understand one's colleagues better.
- Enhance own performance in relationship management.
- Practise the skills and get feedback in a variety of real-life situations.

Insead, which has campuses in Europe (Paris) and Singapore, offers several management programmes of a short duration. The following is a brief comparison of the their programmes. They offer an Advanced Management Programme, an International Executive Programme and a Management Acceleration Programme. From the description of the programmes it would seem that some of the competencies of the National Certificate: Generic Management (NQF Level 5) are similar to those in the Management Acceleration Programme, with the International Executive Programme reflecting more or less the competencies of the NQF Level 6 in Generic Management, a qualification currently under construction.

The Management Acceleration Programme (MAP) is for those who are in their early stages of their careers as managers, with approximately five years of work experience. The programme is to help high-potential executives and future leaders move up the chain of authority and responsibility.

Acting as a navigation tool for early career high-potential executives, MAP equips them with a general management perspective. It broadens their general business knowledge, deepens competence in key functional disciplines and expands leadership skills through coaching. Framed by the crucial concept of value-based management, participants learn how to create-and capture-value while forging a community with international like-minded high potentials.

Key benefits:

- Acquire a thorough knowledge of all the major management disciplines, leading to greater awareness of how the organisation operates and resulting in better decision-making skills.
- Test newly-learned skills by "running the business" in a real-life simulation.
- Increase and accelerate career potential while broadening perspectives to take on greater responsibilities in the future.
- Build their competences in managing and leading people and strategy.

Insead also offers a number of Leadership Programmes whose competencies are reflected in the National Certificate: Generic Management at NQF Level 5. Some of the components of the Leadership Programme are:

- Consulting and Coaching for Change-Creating reflective change agents. The purpose is to build the psychoanalytical dimension into organisational change initiatives or coaching and gain new approaches to resolving issues of human behaviour.
- The Leadership Transition: Becoming a leader is within your reach. The purpose is to personalise leadership style to influence and inspire those one leads as a senior manager.
- Leadership for Creativity: Build high performance organisations. The purpose is to address the challenges senior leaders face and to understand the importance of emotional intelligence, creativity and innovation to successful leadership.
- Learning to Lead: The transition from "Doing" to "Getting it done" through others. The purpose is to develop people skills and learn how to manage your own team of subordinates as you progress from an individual contributor to a new manager.

Below is an expansion of just two of several Leadership short courses:

Leadership for creativity:

- Any senior executive wanting to create or manage an effective organisation needs to understand the dynamics of leadership, creativity, teams, and organisational culture. The understanding of individual psychology, creative process, group dynamics and the social and environmental context in which organisations are operating is more relevant than ever before given the increased pace of change in our global world.

Key Benefits:

- Understand the importance of emotional intelligence and what makes for successful leadership in a global world.
- Manage for creativity and innovation.
- Create high performance teams and high performance organisations 4 day.

Leadership in Transformation:

- The transition from being a great individual contributor to being a leader of other individual contributors is one of the most important and challenging steps in one's career.

This leadership development programme is designed to help participants understand the nature of this transition and develop the people skills that are often the difference between longer term career success and failure.

It is specifically relevant for the new managers, preparing them before they take on the new roles or assisting them very soon after they take up the challenge.

Key Benefits:

- Gain clear insights into personal people management skills.
- Build frameworks for motivating people and keeping their behavior and performance on track.
- Improve capacity for new managers to become effective future leaders.

The Institute of Leadership and Management (ILM), based in the United Kingdom, is Europe's largest awarding body for leadership and management qualifications. It is also a professional membership body for leaders and managers- providing a wide range of career support services to members.

ILM qualifications are practically based, designed to complement the individual's role at work. Aligned to the UK's National Qualifications Framework (NQF), ILM qualifications begin at Level 2 and continue right up to Level 7. Other specialist qualifications cover skills in volunteer management, business start-up, coaching, and personnel management. All ILM qualifications have been accredited by the Qualifications and Curriculum Authority (QCA).

The ILM offers the following Generic Management Qualifications:

- Level 2 Introductory Certificate in Team Leading.
- Level 2 Certificate in Team Leading.
- Level 3 Introductory Certificate in First Line Management.
- Level 3 Certificate in First Line Management.
- Level 5 Introductory Diploma in Management.
- Level 5 (new NQF) Diploma in Management.
- Level 7 (new NQF) Introductory Executive Diploma in Management.
- Level 7 (new NQF) Executive Diploma in Management.

The Generic Management at Level 5 approximates to the Level 5 Introductory Diploma in Management.

The ILM Level 5 (new NQF) Diploma in Management qualifications are for those people who are likely to be either practising or aspiring middle managers, particularly those who are already in post but have had little or no formal

training. They may work in factories and offices, in hospitals, in call centres, on building sites, in leisure centres, in the armed services and in the voluntary sector. Wherever people and resources are employed, middle managers with an ILM Level 5 (new NQF) Diploma qualification ensure that they are employed effectively.

Both qualifications are designed to improve performance in the organisation through their strong focus on your specific job role. These highly practical programmes can generate significant payback for the employer in terms of cost savings and quality improvements in the workplace. They may also have internal short training sessions in the organisation which can be incorporated into the programme structure.

Australia:

Monash University in Australia has a similar programme called Executive Certificate in Management. This course has been designed for experienced managers without a first degree to enable them to obtain an introductory qualification in management. The course content focuses on an appreciation of the management role and the crucial contribution that managers make to organisational effectiveness. The course examines major theories and concepts concerning the behaviour and performance of individuals and groups in organisations. Moreover, it explores the importance of self-awareness, learning and learning styles, self-management and specific managerial competencies.

Course structure:

- Students must complete two core units (12 points):
 - > Managing people and organisations.
 - > Managerial effectiveness.
- Students must complete two elective units (12 points) from 9000-level units taught by the Department of Management.

India:

The Indian School of Business (ISB), one of the top performing business schools in the world, like most other providers does not have structured certificates or diplomas like those in South Africa, in management. Their minimal qualification is a undergraduate degree. However, like most of these institutions the Centre for Executive Education at the ISB provides a range of short courses for managers who are already employed but who wish to move up the management chain. These short courses take place all the time. There is no indication if these short courses are part of a structured programme. The courses do revolve around, inter alia, Strategic Thinking, Leadership Skills, Marketing Strategies and Strategic Talent Management.

Uganda:

In a similar vein, Makerere University in Uganda offers Executive Development Programmes for the public. The Division exists to develop and equip participants from different organisations with creative and imaginative skills to attack business challenges in the environment and enable organisations to take on competition. The Division conducts Off-the-Shelf, Tailor Made (In-house) training programmes, Research and Consultancy Extension services that are intended to enhance skills and improve business performance.

Off-the-shelf training programmes include the following. There is no indication that these are part of a structured programme. Only those aspects that resonate with the competencies in the National Certificate: Generic Management at NQF Level 5 have been selected:

- Managing the Operations of Micro-Finance Institutions.
- Capital Markets Operations.
- Commercial Bank Portfolio Management.
- Financial Management.
- Managing Budgets.
- Marketing for Financial Institutions.
- Corporate Governance.
- Re-engineering the Organisation.
- Change Management.
- The Legal Business Concept.
- Market & Marketing Research.
- Effective Management of Retail Businesses.
- Focus on Management for Young Executives.
- Effective Communication & Negotiation Skills.
- Effective Human Resource Management.
- Customer Care Service.
- Effective Management Skills.
- Effective Leadership Skills for Senior Executives.
- Training of Trainers.
- Results Oriented Management.
- Strategic Planning & Management.
- Project Planning & Management I.
- Performance Appraisal.

However, Makerere University also offers certificates and diplomas - similar to the ones in South Africa - in the Faculty of Management. Details of two programmes-the Certificate and Diploma in Business Administration - are available and these qualifications resemble the South African versions in the sense that the certificate is over a one-year period and

the diploma over a two-year period. The Faculty of Management offers the following qualifications related to generic management:

- Diploma in Human Resource Management.
- Diploma in Entrepreneurship and Small Business Management.
- Diploma in Local Government Administration Management.
- Diploma in Local Government Finance Management.
- Certificate in Business Administration.

It would seem from the website of the University of Ghana that the minimum qualification at its Business School is a degree. Thereafter the graduate can pursue higher qualifications in management.

In conclusion, most universities investigated in the course of this exercise do not offer certificates and diplomas in the field of management-their minimum is a first degree. However, some universities do offer certificates and diplomas. In terms of management qualifications, there also seems to be a focus on the Masters in Business Administration and the first degree is seen as a stepping stone towards that qualification. In any case, many of the universities offer Executive Development Programmes for those who are already employed - and this qualification is targeting mainly that category. Seen from that point of view this qualification has much more content and structure than all the others that formed part of this study. This qualification brings together most of the applied competencies in the field of management in a very structured way and paves the way for the generation of many elective streams.

ARTICULATION OPTIONS

This qualification will enable the qualifying candidate to progress to learning for other national management diplomas on NQF Level 6 and national first degrees in management on NQF Level 7. This qualification provides entry to qualifications in management, business management, business administration, and organisational leadership.

This qualification articulates horizontally with: all management qualifications at Certificate, Diploma and Bachelors Degree Level, as well as with qualifications in Project Management and Education Management. This would facilitate articulation with the following qualifications:

- National Certificate: Marketing Management, NQF Level 5.
- ID 48847: National Certificate: Business Consulting, NQF Level 5.
- ID 49554: National Diploma: Public Finance Management and Administration, NQF Level 5.
- ID 20892: National Diploma: Human Resources Management and Practices, NQF Level 5.
- ID 58395: National Certificate: Project Management, NQF Level 5.

Vertical articulation is possible with the following qualifications:

- National Diploma: Management, NQF Level 6.
- National Degree: Management, NQF Level 6.
- ID 20901: National Diploma: Marketing Management, NQF Level 6.
- ID 20909: National Diploma: Customer Management, NQF Level 6.
- ID 20240: National Diploma: Public Finance Management and Administration, NQF Level 6.

MODERATION OPTIONS

- Anyone assessing a learner or moderating the assessment of a learner against this qualification must be registered as an assessor with the relevant ETQA, or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Any institution offering learning that will enable the achievement of this qualification must be accredited as a provider with the relevant ETQA, or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Assessment and moderation of assessment will be overseen by the relevant ETQA according to the ETQA's policies and guidelines for assessment and moderation; in terms of agreements reached around assessment and moderation between ETQAs (including professional bodies); and in terms of the moderation guideline detailed immediately below.
- Moderation must include both internal and external moderation of all unit standard assessments at the exit points of the qualification, unless ETQA policies specify otherwise. Moderation should also encompass achievement of the competence of the exit level outcomes of the qualification to ensure the learner has achieved the integrated competence as described in the qualification.

Anyone wishing to be assessed against this qualification may apply to be assessed by any assessment agency, assessor or provider institution that is accredited by the relevant ETQA.

CRITERIA FOR THE REGISTRATION OF ASSESSORS

For an applicant to register as an assessor, the applicant needs:

- A minimum of 2 (two) years' practical, relevant occupational experience in Management.
- To be registered as an assessor with the relevant ETQA.
- To be in possession of a Qualification in Management at NQF Level 6 or higher.

REREGISTRATION HISTORY

As per the SAQA Board decision/s at that time, this qualification was Reregistered in 2012; 2015.

NOTES

This qualification replaces qualification 61594, "National Certificate: Management", Level 5, 120 credits.

UNIT STANDARDS:

	ID	UNIT STANDARD TITLE	PRE-2009 NQF LEVEL	NQF LEVEL	CREDITS
Core	252044	Apply the principles of knowledge management	Level 5	Level TBA: Pre-2009 was L5	6
Core	252037	Build teams to achieve goals and objectives	Level 5	Level TBA: Pre-2009 was L5	6
Core	252020	Create and manage an environment that promotes innovation	Level 5	Level TBA: Pre-2009 was L5	6
Core	252032	Develop, implement and evaluate an operational plan	Level 5	Level TBA: Pre-2009 was L5	8
Core	252027	Devise and apply strategies to establish and maintain workplace relationships	Level 5	Level TBA: Pre-2009 was L5	6
Core	252021	Formulate recommendations for a change process	Level 5	Level TBA: Pre-2009 was L5	8
Core	252029	Lead people development and talent management	Level 5	Level TBA: Pre-2009 was L5	8
Core	252043	Manage a diverse work force to add value	Level 5	Level TBA: Pre-2009 was L5	6
Core	252034	Monitor and evaluate team members against performance standards	Level 5	Level TBA: Pre-2009 was L5	8
Core	252025	Monitor, assess and manage risk	Level 5	Level TBA: Pre-2009 was L5	8
Core	252035	Select and coach first line managers	Level 5	Level TBA: Pre-2009 was L5	8
Fundamental	120300	Analyse leadership and related theories in a work context	Level 5	Level TBA: Pre-2009 was L5	8
Fundamental	252026	Apply a systems approach to decision making	Level 5	Level TBA: Pre-2009 was L5	6
Fundamental	252036	Apply mathematical analysis to economic and financial information.	Level 5	Level TBA: Pre-2009 was L5	6
Fundamental	252042	Apply the principles of ethics to improve organisational culture	Level 5	Level TBA: Pre-2009 was L5	5
Fundamental	252022	Develop, implement and evaluate a project plan	Level 5	Level TBA: Pre-2009 was L5	8
Fundamental	252040	Manage the finances of a unit	Level 5	Level TBA: Pre-2009 was L5	8
Fundamental	12433	Use communication techniques effectively	Level 5	Level TBA: Pre-2009 was L5	8
Elective	114600	Apply innovative thinking to the development of a small business	Level 4	NQF Level 04	4
Elective	242830	Conduct a security threat assessment in a defined operational area	Level 4	NQF Level 04	6
Elective	15227	Conduct skills development administration in an organisation	Level 4	NQF Level 04	4
Elective	251965	Create awareness and promote a culture of risk avoidance through advocacy activities	Level 4	NQF Level 04	6

Elective	10462	Demonstrate an understanding of cement technology	Level 4	NQF Level 04	22
Elective	10464	Demonstrate an understanding of lime technology	Level 4	NQF Level 04	16
Elective	12761	Demonstrate an understanding of macroeconomic principles as they apply to the South African business environment	Level 4	NQF Level 04	8
Elective	115473	Demonstrate and apply an understanding of the legal aspects of an auction	Level 4	NQF Level 04	8
Elective	13952	Demonstrate basic understanding of the Primary labour legislation that impacts on a business unit	Level 4	NQF Level 04	8
Elective	242668	Demonstrate knowledge and application of the Occupational Health and Safety Act, 85 of 1993 (OHSA) (as amended) and the responsibilities of management in terms of the Act	Level 4	NQF Level 04	4
Elective	114212	Explain the impact of organisational wellness on a business environment and indicate a strategy for a business unit	Level 4	NQF Level 04	3
Elective	10980	Induct a new employee	Level 4	NQF Level 04	6
Elective	119796	Monitor and control quality assurance procedures in a food or sensitive consumer product environment	Level 4	NQF Level 04	8
Elective	242829	Monitor the level of service to a range of customers	Level 4	NQF Level 04	5
Elective	114592	Produce business plans for a new venture	Level 4	NQF Level 04	8
Elective	116973	Read and interpret process, electrical, instrumentation and construction drawings	Level 4	NQF Level 04	4
Elective	15228	Advise on the establishment and implementation of a quality management system for skills development practices in an organisation	Level 5	Level TBA: Pre-2009 was L5	10
Elective	243266	Align activities of own business unit with others in the retail business	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252030	Analyse compliance to legal requirements and recommend corrective actions	Level 5	Level TBA: Pre-2009 was L5	4
Elective	243270	Analyse market needs and trends and source and price pre-owned vehicles	Level 5	Level TBA: Pre-2009 was L5	14
Elective	243267	Apply and continuously improve company policies and procedures	Level 5	Level TBA: Pre-2009 was L5	10
Elective	15234	Apply efficient time management to the work of a department/division/section	Level 5	Level TBA: Pre-2009 was L5	4
Elective	258126	Apply facilities management principles	Level 5	Level TBA: Pre-2009 was L5	8
Elective	15236	Apply financial analysis	Level 5	Level TBA: Pre-2009 was L5	4
Elective	252023	Apply financial practices and ratio analysis	Level 5	Level TBA: Pre-2009 was L5	8
Elective	252175	Apply principles of marketing to sport	Level 5	Level TBA: Pre-2009 was L5	5
Elective	120303	Apply principles of risk management	Level 5	Level TBA: Pre-2009 was L5	8
Elective	252031	Apply the principles and concepts of emotional intelligence to the management of self and others	Level 5	Level TBA: Pre-2009 was L5	4
Elective	244315	Assess threat for security installation purposes	Level 5	Level TBA: Pre-2009 was L5	7

Elective	10047	Close a deal with a customer	Level 5	Level TBA: Pre-2009 was L5	5
Elective	254454	Co-ordinate public relations and liaison with the media for athletes and sport teams	Level 5	Level TBA: Pre-2009 was L5	5
Elective	258137	Collate, interpret and utilise financial information in a Real Estate business	Level 5	Level TBA: Pre-2009 was L5	8
Elective	244330	Compile a threat and risk assessment for a close protection operation	Level 5	Level TBA: Pre-2009 was L5	5
Elective	255514	Conduct a disciplinary hearing	Level 5	Level TBA: Pre-2009 was L5	15
Elective	251967	Conduct disaster risk assessment	Level 5	Level TBA: Pre-2009 was L5	15
Elective	117853	Conduct negotiations to deal with conflict situations	Level 5	Level TBA: Pre-2009 was L5	8
Elective	115753	Conduct outcomes-based assessment	Level 5	Level TBA: Pre-2009 was L5	15
Elective	12999	Contribute to the management of costs and the enhancement of value	Level 5	Level TBA: Pre-2009 was L5	10
Elective	15232	Coordinate planned skills development interventions in an organisation	Level 5	Level TBA: Pre-2009 was L5	6
Elective	252180	Coordinate the logistics of a sports team on tour	Level 5	Level TBA: Pre-2009 was L5	8
Elective	115855	Create, maintain and update record keeping systems	Level 5	Level TBA: Pre-2009 was L5	5
Elective	252189	Deal with sub standard performance in a team	Level 5	Level TBA: Pre-2009 was L5	5
Elective	117023	Demonstrate a working knowledge of the Insolvency Act of 1936 and the Messenger of the Court Act (Act 32 of 1994)	Level 5	Level TBA: Pre-2009 was L5	10
Elective	119801	Demonstrate an understanding of microbiological principles and its application in a food handling environment.	Level 5	Level TBA: Pre-2009 was L5	12
Elective	116967	Demonstrate an understanding of national water related authorisation procedures	Level 5	Level TBA: Pre-2009 was L5	4
Elective	258123	Demonstrate an understanding of real estate economics in the South African context	Level 5	Level TBA: Pre-2009 was L5	8
Elective	255495	Demonstrate an understanding of the sectoral determination for the wholesale and retail sector	Level 5	Level TBA: Pre-2009 was L5	8
Elective	114274	Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997)	Level 5	Level TBA: Pre-2009 was L5	8
Elective	116998	Demonstrate knowledge of advanced processes for treating water	Level 5	Level TBA: Pre-2009 was L5	16
Elective	117005	Demonstrate knowledge of environmental management tools for permitting and auditing in the water services sector	Level 5	Level TBA: Pre-2009 was L5	12
Elective	116969	Demonstrate knowledge of good financial management practices	Level 5	Level TBA: Pre-2009 was L5	6

Elective	116985	Demonstrate knowledge of industrial effluent permitting	Level 5	Level TBA: Pre-2009 was L5	8
Elective	116971	Demonstrate knowledge of pollution Incident management and remediation	Level 5	Level TBA: Pre-2009 was L5	10
Elective	116968	Demonstrate knowledge of the principles and processes of environmental costs and water service charges	Level 5	Level TBA: Pre-2009 was L5	4
Elective	116982	Demonstrate knowledge of water quality control	Level 5	Level TBA: Pre-2009 was L5	7
Elective	116979	Demonstrate knowledge of water related legislation and the responsibilities of management in terms of the acts	Level 5	Level TBA: Pre-2009 was L5	8
Elective	116984	Demonstrate knowledge of water resources management	Level 5	Level TBA: Pre-2009 was L5	7
Elective	116977	Demonstrate the use of simulation software to understand the principal mechanisms in wastewater treatment and sludge production processes	Level 5	Level TBA: Pre-2009 was L5	7
Elective	120480	Demonstrate understanding of crime prevention	Level 5	Level TBA: Pre-2009 was L5	6
Elective	117003	Demonstrate understanding of sections of the occupational health and safety act (act 85 of 1993) applicable to the water sector	Level 5	Level TBA: Pre-2009 was L5	6
Elective	263976	Demonstrate understanding of the outcomes-based education and training approach within the context of a National Qualifications Framework	Level 5	Level TBA: Pre-2009 was L5	5
Elective	120484	Demonstrate understanding of the principles of common law crimes and statutory law offences	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252033	Demonstrate ways of dealing with the effects of dread diseases and in particular HIV/AIDS	Level 5	Level TBA: Pre-2009 was L5	8
Elective	252039	Develop a plan to combat corruption	Level 5	Level TBA: Pre-2009 was L5	5
Elective	252188	Develop a programme for adventure based learning (abl) experiences	Level 5	Level TBA: Pre-2009 was L5	8
Elective	15219	Develop and implement a strategy and action plans for a team, department or division	Level 5	Level TBA: Pre-2009 was L5	4
Elective	251964	Develop and implement disaster risk reduction plans	Level 5	Level TBA: Pre-2009 was L5	10
Elective	10070	Develop and implement marketing plan in line with marketing strategy	Level 5	Level TBA: Pre-2009 was L5	20
Elective	10067	Develop customer needs and relationships	Level 5	Level TBA: Pre-2009 was L5	16
Elective	258135	Develop, implement and control administration of Real Estate systems, policies and procedures	Level 5	Level TBA: Pre-2009 was L5	8
Elective	10043	Develop, implement and manage a project/activity plan	Level 5	Level TBA: Pre-2009 was L5	5
Elective	13015	Draft financial statements	Level 5	Level TBA: Pre-2009 was L5	12
Elective	15224	Empower team members through recognising strengths, encouraging participation in decision making and delegating tasks	Level 5	Level TBA: Pre-2009 was L5	4

Elective	251962	Establish and co-ordinate forums for disaster risk management in a specific environment	Level 5	Level TBA: Pre-2009 was L5	6
Elective	10066	Establish customer needs and relationships	Level 5	Level TBA: Pre-2009 was L5	16
Elective	252182	Establish sustainable organisational structures for sport	Level 5	Level TBA: Pre-2009 was L5	8
Elective	116484	Evaluate a specified code of ethics and/or code of conduct	Level 5	Level TBA: Pre-2009 was L5	6
Elective	252024	Evaluate current practices against best practice	Level 5	Level TBA: Pre-2009 was L5	4
Elective	252181	Explain the role of governance structures in sport	Level 5	Level TBA: Pre-2009 was L5	5
Elective	252184	Facilitate participation in an adventure based activity	Level 5	Level TBA: Pre-2009 was L5	6
Elective	10054	Identify and manage areas of customer service impact	Level 5	Level TBA: Pre-2009 was L5	6
Elective	10048	Identify brand mix elements	Level 5	Level TBA: Pre-2009 was L5	8
Elective	10045	Identify product features, advantages and benefits to the customer	Level 5	Level TBA: Pre-2009 was L5	10
Elective	258138	Implement and maintain legal requirements within a Real Estate business	Level 5	Level TBA: Pre-2009 was L5	6
Elective	15229	Implement codes of conduct in the team, department or division	Level 5	Level TBA: Pre-2009 was L5	3
Elective	251966	Implement disaster risk management principles in response, recovery, relief and rehabilitation activities	Level 5	Level TBA: Pre-2009 was L5	15
Elective	116926	Implement skills development as workplace learning to support organisational transformation	Level 5	Level TBA: Pre-2009 was L5	12
Elective	15226	Implement systems to meet the flow of information in a team, department or division	Level 5	Level TBA: Pre-2009 was L5	3
Elective	15223	Implement training needs for teams and individuals to upgrade skills levels	Level 5	Level TBA: Pre-2009 was L5	3
Elective	116972	Implement water reticulation and sanitation systems at the customer interface	Level 5	Level TBA: Pre-2009 was L5	6
Elective	263376	Improve the effectiveness and efficiency of quality management system	Level 5	Level TBA: Pre-2009 was L5	8
Elective	11286	Institute disciplinary action	Level 5	Level TBA: Pre-2009 was L5	8
Elective	258120	Integrate the principles of Agricultural property ownership into Real Estate sales and marketing functions	Level 5	Level TBA: Pre-2009 was L5	12
Elective	258125	Integrate the principles of Commercial/Industrial property ownership into Real Estate sales and marketing functions	Level 5	Level TBA: Pre-2009 was L5	12
Elective	251961	Interpret and integrate disaster risk management theory into programmes and activities according to the Disaster Risk Management (DRM) Framework	Level 5	Level TBA: Pre-2009 was L5	15

Elective	114226	Interpret and manage conflicts within the workplace	Level 5	Level TBA: Pre-2009 was L5	8
Elective	119159	Maintain manufacturing efficiencies	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252183	Maintain safety in the conduct of adventure based learning activities	Level 5	Level TBA: Pre-2009 was L5	5
Elective	258122	Manage a business broking business or division	Level 5	Level TBA: Pre-2009 was L5	12
Elective	258117	Manage a Real Estate franchise business	Level 5	Level TBA: Pre-2009 was L5	12
Elective	255496	Manage a training intervention	Level 5	Level TBA: Pre-2009 was L5	8
Elective	258119	Manage an auctioneering business or division	Level 5	Level TBA: Pre-2009 was L5	12
Elective	116974	Manage and maintain water or wastewater reticulation	Level 5	Level TBA: Pre-2009 was L5	18
Elective	243265	Manage assets of a business unit	Level 5	Level TBA: Pre-2009 was L5	12
Elective	255498	Manage cold chain processes in a wholesale and retail unit	Level 5	Level TBA: Pre-2009 was L5	6
Elective	258116	Manage community schemes	Level 5	Level TBA: Pre-2009 was L5	8
Elective	10053	Manage customer requirements and needs and implement action plans	Level 5	Level TBA: Pre-2009 was L5	8
Elective	244031	Manage dangerous goods logistics	Level 5	Level TBA: Pre-2009 was L5	12
Elective	116928	Manage diversity in the workplace	Level 5	Level TBA: Pre-2009 was L5	14
Elective	11911	Manage individual careers	Level 5	Level TBA: Pre-2009 was L5	5
Elective	9897	Manage inventory	Level 5	Level TBA: Pre-2009 was L5	3
Elective	114925	Manage learner information using an information management system	Level 5	Level TBA: Pre-2009 was L5	4
Elective	114925	Manage learner information using an information management system	Level 5	Level TBA: Pre-2009 was L5	4
Elective	252177	Manage participants with disabilities in sport	Level 5	Level TBA: Pre-2009 was L5	8
Elective	255500	Manage procedures that increase the nett income of a wholesale and retail unit	Level 5	Level TBA: Pre-2009 was L5	8
Elective	335917	Manage productivity in a Wholesale and Retail unit	Level 5	Level TBA: Pre-2009 was L5	8
Elective	242650	Manage project finances	Level 5	Level TBA: Pre-2009 was L5	15

Elective	258121	Manage Real Estate business operations	Level 5	Level TBA: Pre-2009 was L5	8
Elective	255499	Manage shrinkage and losses in a wholesale and retail unit	Level 5	Level TBA: Pre-2009 was L5	12
Elective	7863	Manage staff development	Level 5	Level TBA: Pre-2009 was L5	6
Elective	255497	Manage stock holding procedures in a wholesale and retail unit	Level 5	Level TBA: Pre-2009 was L5	6
Elective	252176	Manage the business components of a sport organisation	Level 5	Level TBA: Pre-2009 was L5	6
Elective	243268	Manage the capture, storage and retrieval of business unit information	Level 5	Level TBA: Pre-2009 was L5	12
Elective	116970	Manage the disposal of effluents, solids and sludge from a wastewater treatment works in terms of relevant legislation and guidelines	Level 5	Level TBA: Pre-2009 was L5	5
Elective	258124	Manage the marketing, selling and leasing of properties	Level 5	Level TBA: Pre-2009 was L5	12
Elective	258115	Manage the marketing, selling and leasing of property developments	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252179	Manage Volunteers in sport	Level 5	Level TBA: Pre-2009 was L5	5
Elective	116980	Manage water treatment processes	Level 5	Level TBA: Pre-2009 was L5	7
Elective	252028	Manage working capital	Level 5	Level TBA: Pre-2009 was L5	10
Elective	258118	Market, sell and lease community schemes	Level 5	Level TBA: Pre-2009 was L5	8
Elective	243269	Measure customer satisfaction within a business unit and recommend corrective action	Level 5	Level TBA: Pre-2009 was L5	14
Elective	116994	Monitor and control anaerobic and aerobic sludge digestion processes	Level 5	Level TBA: Pre-2009 was L5	8
Elective	117008	Monitor and control the mechanisms and processes of sludge thickening, dewatering and drying	Level 5	Level TBA: Pre-2009 was L5	15
Elective	117000	Monitor and control the mechanisms of aerobic processes comprising of activated sludge, biofilter processes, ponds and wetlands	Level 5	Level TBA: Pre-2009 was L5	18
Elective	243948	Monitor and maintain health, safety and security	Level 5	Level TBA: Pre-2009 was L5	4
Elective	10052	Monitor handling of customers by frontline customer service	Level 5	Level TBA: Pre-2009 was L5	6
Elective	15230	Monitor team members and measure effectiveness of performance	Level 5	Level TBA: Pre-2009 was L5	4
Elective	119166	Optimise manufacturing processes	Level 5	Level TBA: Pre-2009 was L5	24
Elective	119800	Optimise product and process quality in a food or sensitive consumer product environment	Level 5	Level TBA: Pre-2009 was L5	8

Elective	254463	Organise and administer a sport tournament	Level 5	Level TBA: Pre-2009 was L5	10
Elective	258136	Perform market assessments	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252187	Plan and conduct leading and mentoring of participants in outdoor adventure experiences	Level 5	Level TBA: Pre-2009 was L5	4
Elective	114885	Prepare and communicate a productivity improvement plan for a functional unit	Level 5	Level TBA: Pre-2009 was L5	6
Elective	252038	Prepare and manage a budget	Level 5	Level TBA: Pre-2009 was L5	5
Elective	12997	Prepare financial reports and returns	Level 5	Level TBA: Pre-2009 was L5	8
Elective	252186	Prepare to lead and conduct physical activities	Level 5	Level TBA: Pre-2009 was L5	4
Elective	262380	Produce a business plan for a small business	Level 5	Level TBA: Pre-2009 was L5	12
Elective	252041	Promote a learning culture in an organisation	Level 5	Level TBA: Pre-2009 was L5	5
Elective	252185	Promote sustainable use of the environment	Level 5	Level TBA: Pre-2009 was L5	3
Elective	15221	Provide information and advice regarding skills development and related issues	Level 5	Level TBA: Pre-2009 was L5	4
Elective	15214	Recognise areas in need of change, make recommendations and implement change in the team, department or division	Level 5	Level TBA: Pre-2009 was L5	3
Elective	12996	Record, analyse and prepare cost information	Level 5	Level TBA: Pre-2009 was L5	10
Elective	12140	Recruit and select candidates to fill defined positions	Level 5	Level TBA: Pre-2009 was L5	9
Elective	255494	Schedule staff	Level 5	Level TBA: Pre-2009 was L5	10
Elective	15220	Set, monitor and measure the achievement of goals and objectives for a team, department or division within an organisation	Level 5	Level TBA: Pre-2009 was L5	4
Elective	252178	Support sport or fitness participation for people living with HIV/AIDS	Level 5	Level TBA: Pre-2009 was L5	4
Elective	116975	Undertake regulatory environmental auditing in the water sector	Level 5	Level TBA: Pre-2009 was L5	8
Elective	251963	Utilise communication and information management systems	Level 5	Level TBA: Pre-2009 was L5	10
Elective	264407	Analyse the strategy and external environment of the entity in relation to a function	Level 6	Level TBA: Pre-2009 was L6	3
Elective	264403	Apply problem-solving techniques to make decisions on a multi-faceted problem	Level 6	Level TBA: Pre-2009 was L6	5
Elective	264400	Apply the principles of corporate governance and ethics in a function	Level 6	Level TBA: Pre-2009 was L6	5

Elective	264416	Appraise, develop and retain human capital for a function	Level 6	Level TBA: Pre-2009 was L6	6
Elective	115759	Conduct moderation of outcomes-based assessments	Level 6	Level TBA: Pre-2009 was L6	10
Elective	243474	Contribute to and implement a marketing strategy for the motor retail business	Level 6	Level TBA: Pre-2009 was L6	16
Elective	243352	Develop a motor retail business brand	Level 6	Level TBA: Pre-2009 was L6	14
Elective	251968	Develop and manage funding mechanisms for disaster risk management	Level 6	Level TBA: Pre-2009 was L6	10
Elective	263978	Develop plans for implementing learnerships and apprenticeships	Level 6	Level TBA: Pre-2009 was L6	5
Elective	243353	Develop the motor retail business to deliver brand promise	Level 6	Level TBA: Pre-2009 was L6	16
Elective	243351	Enhance relationships with strategic partners of a motor retail business	Level 6	Level TBA: Pre-2009 was L6	14
Elective	264398	Evaluate and plan the role of self as leader in a function	Level 6	Level TBA: Pre-2009 was L6	5
Elective	264395	Formulate a strategy and an implementation plan for a function	Level 6	Level TBA: Pre-2009 was L6	6
Elective	243473	Integrate, co-ordinate and optimise all the business units within a retail motor business	Level 6	Level TBA: Pre-2009 was L6	10
Elective	243472	Lead and develop human resources to meet the critical skills shortages and diverse needs of the motor retail business	Level 6	Level TBA: Pre-2009 was L6	12
Elective	243471	Manage and improve communication processes for a motor retail business	Level 6	Level TBA: Pre-2009 was L6	10
Elective	264408	Manage and improve communication processes in a function	Level 6	Level TBA: Pre-2009 was L6	3
Elective	243355	Manage and improve motor retail business operations to optimise profit performance	Level 6	Level TBA: Pre-2009 was L6	12
Elective	263982	Manage assessment in a learning organisation	Level 6	Level TBA: Pre-2009 was L6	10
Elective	116811	Manage learning at an education, training and development provider	Level 6	Level TBA: Pre-2009 was L6	10
Elective	264406	Manage relationships with strategic partners to improve the performance of a function	Level 6	Level TBA: Pre-2009 was L6	6
Elective	264405	Manage the information and institutional knowledge within a function	Level 6	Level TBA: Pre-2009 was L6	5
Elective	114922	Provide guidance on the strategic governance of NQF implementation by education, training and development providers	Level 6	Level TBA: Pre-2009 was L6	4
Elective	243354	Provide, use and manage information and information systems for a motor retail business	Level 6	Level TBA: Pre-2009 was L6	10
Elective	243475	Review and revise a performance management system for the motor retail business	Level 6	Level TBA: Pre-2009 was L6	10

Elective	264409	Use negotiation in multi-faceted situations to achieve the objectives of a function	Level 6	Level TBA: Pre-2009 was L6	5
Elective	116587	Develop, support and promote RPL practices	Level 7	Level TBA: Pre-2009 was L7	10

LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION:

When qualifications are replaced, some (but not all) of their learning programmes are moved to the replacement qualifications. If a learning programme appears to be missing from here, please check the replaced qualification.

LP ID	Learning Programme Title	Originator	Pre-2009 NQF Level	NQF Level	Min Credits	Learning Prog End Date	Quality Assurance Functionary	NQF Sub-Framework
59229	Certificate: Business Management	Regenesys Management (Pty) Ltd	Level 5	Level TBA: Pre-2009 was L5	120		CHE	HEQSF
67699	Certificate: Business Management	South African Institute of Management	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	QCTO	OQSF
62757	Certificate: Management	Business School of the Netherlands South Africa (Pty) Ltd	Level 5	Level TBA: Pre-2009 was L5	120	2009-06-30	CHE	HEQSF
67352	Certificate: Management	The Foundation for Professional Development	Level 5	Level TBA: Pre-2009 was L5	162		CHE	HEQSF
60277	National Certificate: Generic Management: Advanced Sport Management Administration	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	CATHSSETA	OQSF
60278	National Certificate: Generic Management: Adventure Based Learning	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	CATHSSETA	OQSF
60272	National Certificate: Generic Management: Cement Manufacturing	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	MQA	OQSF
60273	National Certificate: Generic Management: Customer Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162		SERVICES	OQSF
96099	National Certificate: Generic Management: Customer Management: Banking	Generic Provider - Field 03	Not Applicable	NQF Level 05	162		BANKSETA	OQSF
60274	National Certificate: Generic Management: Disaster Risk Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2015-06-30	LG SETA	OQSF
60271	National Certificate:	Generic Provider - Field	Level 5	Level TBA: Pre-2009 was	162	2015-06-30	W&RSETA	OQSF

	Generic Management: Fast Moving Consumer Goods	03		L5				
80426	National Certificate: Generic Management: Franchising	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162		SERVICES	OQSF
60269	National Certificate: Generic Management: General Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162		SERVICES	OQSF
96100	National Certificate: Generic Management: General Management: Banking	Generic Provider - Field 03	Not Applicable	NQF Level 05	162		BANKSETA	OQSF
60270	National Certificate: Generic Management: Generic Manufacturing	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	MERSETA	OQSF
64869	National Certificate: Generic Management: Mining Management	Generic Provider - Field 06	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	MQA	OQSF
78824	National Certificate: Generic Management: Motor Industry Management	Generic Provider - Field 06	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	MERSETA	OQSF
78823	National Certificate: Generic Management: NQF Support Link	Generic Provider - Field 05	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	ETDP SETA	OQSF
71609	National Certificate: Generic Management: Real Estate	Generic Provider - Field 11	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	SERVICES	OQSF
80747	National Certificate: Generic Management: Salon Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	SERVICES	OQSF
74511	National Certificate: Generic Management: Security Management	Generic Provider - Field 08	Level 5	Level TBA: Pre-2009 was L5	162		SAS SETA	OQSF
66310	National Certificate: Generic Management: Service Station Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2015-06-30	W&RSETA	OQSF
66069	National Certificate:	Generic Provider - Field	Level 5	Level TBA: Pre-2009 was	162	2023-06-30	SABPP	OQSF

	Generic Management: Skills Development Management	03		L5				
96101	National Certificate: Generic Management: Skills Development Management: Banking	Generic Provider - Field 03	Not Applicable	NQF Level 05	162		BANKSETA	OQSF
60276	National Certificate: Generic Management: Sport Event Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	CATHSSETA	OQSF
60275	National Certificate: Generic Management: Sport Federation Financial Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	CATHSSETA	OQSF
74512	National Certificate: Generic Management: Strategic Management	Generic Provider - Field 03	Level 5	Level TBA: Pre-2009 was L5	162		SERVICES	OQSF
96102	National Certificate: Generic Management: Strategic Management: Banking	Generic Provider - Field 03	Not Applicable	NQF Level 05	162		BANKSETA	OQSF
63334	National Certificate: Generic Management: Wholesale and Retail Management	Generic Provider - Field 11	Level 5	Level TBA: Pre-2009 was L5	162	2023-06-30	W&RSETA	OQSF
67698	National Certificate: Sport Management	Exercise Teachers Academy - Cape Town	Level 5	Level TBA: Pre-2009 was L5	162	2014-12-31	CHE	HEQSF

PROVIDERS CURRENTLY ACCREDITED TO OFFER THESE LEARNING PROGRAMMES:

This information shows the current accreditations (i.e. those not past their accreditation end dates), and is the most complete record available to SAQA as of today. Some Primary or Delegated Quality Assurance Functionaries have a lag in their recording systems for provider accreditation, in turn leading to a lag in notifying SAQA of all the providers that they have accredited to offer qualifications and unit standards, as well as any extensions to accreditation end dates. The relevant Primary or Delegated Quality Assurance Functionary should be notified if a record appears to be missing from here.

LP ID	Learning Programme Title	Accredited Provider
67352	Certificate: Management	The Foundation for Professional Development
60273	National Certificate: Generic Management: Customer Management	1. Afroteq Academy 2. Beritam Projects and Training Solutions (Pty) Ltd 3. CHANGEFOLIO SOUTH AFRICA 4. CSS Credit Solutions Services (Pty) Ltd 5. Front Foot Strategic Consulting cc 6. HYDE PARK BUSINESS SCHOOL HPBS (PTY) LTD 7. Izithelo Strategic Partners 8. KZN Business Training Centre 9. Nlighten Customer Service Improvement Co (Pty) Ltd

		10. Pax Projects 11. POP Training & Consulting 12. Prior Learning Centre 13. Skills Junction (Pty) Ltd 14. The Dood Movement 15. The Learning Revolution (Pty) Ltd
96099	National Certificate: Generic Management: Customer Management: Banking	1. Advanced Assessments and Training (Pty) Ltd 2. AFRICA COSMOS EMPOWERMENT 3. Aubrey Nyiko Business Enterprise cc 4. BEC Training Consultants 5. Bendle Training and Projects 6. Chartall Business College 7. CHARTER ACADEMY 8. Chartered Institute of Management (Pty) Ltd 9. Chippa Training Academy (Pty) Ltd 10. Claricent Consulting Services (Pty) Ltd 11. Cornerstone Performance Solutions (Pty) Ltd 12. DC Academy 13. Eskilz College (Pty) Ltd 14. Felix Risk Training Consultants 15. Gigimo Tourism Academy 16. Hi End Group (Pty) Ltd 17. Jumpstart Training Institute 18. Kgolo Institute 19. Legal Practice Academy 20. Lithala Financial Education NPC 21. LN HOLDINGS 88 22. Magala Accountants (Pty) Ltd 23. Maphangela Farming 24. Matibidi Raphela Investments (Pty) LTD 25. Mod Mosh Projects and Consulting PTY LTD 26. NDWAMATO TRAINING SOLUTIONS (PTY) LTD 27. Nedbank Ltd 28. Novia One Group (Pty) Ltd 29. NUBIAN SKILLS CONSULTING (PTY)LTD 30. Octomate Education Pty Ltd 31. Ooba (PTY) LTD 32. PM Skills House 33. QPM Construction and Development 34. RJ Barekhu Foundation NPC 35. RUDO CONSULTING cc 36. Sifundisa Training (Pty) Ltd 37. Sinovuyoletu Trading (Pty) Ltd 38. The Graduate Institute of Financial Sciences (Pty) Ltd 39. THE SHERQ CENTRE OF EXCELLENCE PTY LTD
60274	National Certificate: Generic Management: Disaster Risk Management	1. Asiphokuhle Training and Research Institute 2. Avenida (Pty) Ltd 3. Isibuko Group Pty Ltd 4. Jhosi Enertprise 5. KHOSITHI TRAINING 6. Lisoletu Consulting PTY LTD 7. Mcebo Technologies 8. Mod-Mosh Projects and Consulting (PTY) LTD 9. Mohlajje Solutions (Pty) Ltd 10. Ndotha General Trading 11. Nematlale Eagles Consultancy CC 12. Pioneer Business Consulting 13. Progressive School of Business and Engineering (Pty) 14. Thinking Mind Trading 15. Transafric Consulting Pty Ltd 16. Tshepang Consulting & Project 17. Umqondo Consultancy 18. UNIVERSITY OF BUSINESS EXCELLENCE(PTY)LTD 19. Vantage Training
60269	National Certificate: Generic Management: General Management	1. 3AR Coaching and Consulting (PTY) LTD 2. A5 Competence Evolution (Pty) Ltd 3. Abantu Sikhona Trading and Projects (Pvt) Ltd 4. Academy Business School 5. Academy for Professional Enhancement in Education (Pty) Ltd 6. ADOM TECHNOLOGIES (PTY) LTD 7. Advanced Assessments and Training (Pty) Ltd 8. AFRICA INSTITUTE FOR CAPACITY DEVELOPMENT

9. Afro Enterprize Network
10. Aiyana Hair and Beauty
11. Akunauaba Human Capital
12. Alabaster Training Centre (Pty) Ltd
13. All Risk Management
14. Amalungelo Training Group (PTY) LTD
15. Amantle Leadership and Sales Coaching (Pty) Ltd
16. AMATHUBA HUB
17. Apex Business Academy (Pty) Ltd
18. Art Versatile CC
19. ARTISANS SKILLS DEVELOPMENT AGENCIES (PTY LTD)
20. Awakening Excellence Pty Ltd
21. AZFEMA CONSULTING AND SKILLS DEVELOPMENT CENTRE
22. B AND T SKILLS DEVELOPMENT TRAININGS
23. BAHF HOLDINGS
24. Bantsho Management and Marketing Straiteigies
25. BDCE
26. Be Sure Hope Foundation
27. Benchmark Consultancy
28. BEST INFORMATION SOLUTIONS
29. Bidvest Services (PTY) LTD
30. BPO Skills Academy Pty Ltd
31. BRADLEY INTERNATIONAL TRAINING INSTITUTE
32. Brain eBox
33. Bravo Group Manufacturing (Pty) Ltd
34. Braydiver SA Pty Ltd
35. BROAD MINDSET TRAINING (PTY) LTD
36. BTM CONSULTING AND PROJECTS CO-OPERATIVE LIMITED
37. Bucks Bub Trading 5 cc
38. BUYANDISWA Development & Training CC
39. BW Skills Developers (Pty) Ltd t/a Business World
40. Camblish Training Institute (Pty) Ltd
41. Cartrack
42. Cedars Academy for Technical Training(PTY)Ltd
43. Celect Trading Enterprise
44. Centre for Entrepreneurship Management and Innovation
45. Centre of Wisdom
46. Century Business Academy
47. Commerce Edge South Africa (Pty) Ltd
48. Compass Consulting
49. Connect to Grow (Pty) Ltd
50. Crystal Knowledge Training and Consultancy (Pty) Ltd
51. CSG Skills Institute (Pty) Ltd
52. DALITSO CONSULTING PTY LTD
53. Davotac Consulting
54. Dawn Of A New Era (Pty) Ltd
55. DaySeven Training (Pty) Ltd
56. Dialogue Communication Training cc
57. Dialogue Communications Training cc
58. Divine Academy Skills Training
59. doro-ella (Pty) Ltd
60. Drake Personnel SA (Pty) Ltd
61. Due West Trading CC
62. Duja Consulting (Pty) Ltd
63. Dunkeld College
64. Dynamics Corporate Consulting
65. Ebn-Tec
66. Educ8 Academy Pty Ltd
67. EDUNETWORKS CONSULTING
68. Edutel Services (Pty) Ltd
69. Eduvos Pty Ltd
70. EDZANI COMMUNITY DEVELOPMENT AND CONSULTANCY (PTY) LTD
71. Elolam Performance Improvement Consulting and Suppliers
72. Emanzini Staffing Solutions cc
73. English Business Skills Training
74. Ernst & Young Inc
75. Esethu Health Safety and Training Pty Ltd
76. Essential Skills Development Pty Ltd.

77. Euro Blitz
78. Eveolve CC
79. Exousia Skills Academy
80. Experiential Technologies (Pty) Ltd
81. Faranani Facilitation Services
82. Finance & Asset Management Consultants
83. FORLYTEX PTY (LTD)
84. FSA Management Consulting cc
85. Full Potential Consulting
86. Future Performance Training Pty Ltd
87. Genesis Investment Advisors (Pty) Ltd
88. Gestaltdt Management Development Consultants (PTY) LTD
89. Global-FM School for Facilities Management (Pty) Ltd
90. Gold Class Group
91. GOLDBERG DE VILLIERS EN MYBURGH (Pty) Ltd
92. Green Ideas Training and Management (Pty) Ltd
93. Greenchild Project
94. Grow Consulting (Pty)Ltd
95. Haggai Academy of Learning (PTY) LTD
96. Heart Solutions
97. Heiress Consulting
98. Helen Nicholson & Associates
99. HR Consultancy and Learning (Pty) Ltd
100. HR FIX (PTY) LTD
101. HR Matters (Pty)Ltd
102. Hudisa (Pty) Ltd
103. HYDE PARK BUSINESS SCHOOL HPBS (PTY) LTD
104. i-Fundi
105. IdleAds
106. Ikhwezi Management and Training Institute cc
107. Imbokodo Business Networks (Pty) Ltd
108. Imperial Crown Trading 490 Pty Ltd
109. Imsimbi Training (Pty) Ltd
110. Initium Venture Solutions
111. Injabulo Home Grown Learning and Development Solutions
112. Innovative Knowlege Worx Trading And Projects PTY LTD
113. Innovative Shared Services
114. Institute of People Development
115. Intelligence Skills Training (Pty) Ltd
116. Intelligent Africa Marketing & Training
117. Intelligo Solutions (Pty)Ltd
118. International Institute of Business & Management IIBM (Pty) Ltd
119. Jackson Leadership & Management Consultants
120. Japhala (Pty) Ltd
121. JP Executive Communications
122. JVR Academy Pty Ltd
123. K & Y Training Solutions
124. KENO CONSULTING (PTY) LTD
125. Keo-Kutlwi Group (Pty) Ltd
126. Key Wellness Group of Companies Pty Ltd
127. KHARIGUDE SDF SOLUTIONS
128. Khulani HR Consultancy (Pty) Ltd
129. Kinsana HR Solutions (Pty) LTD
130. Kitchersaulos Trading and Projects
131. KwaZulu Natal Sharks Board
132. KweLanga Training (Pty) Ltd
133. KZN Business Training Centre
134. Lanham-Love Consulting Pty Ltd
135. Leading Light Business Evolution (Pty) Ltd
136. LEANO HUMAN CAPITAL SOLUTIONS (PTY) LTD
137. LEARN247 (Pty) Ltd
138. Learning and Performance Academy
139. LEARNINGWORKS (Pty) Ltd
140. LEDISA Academy (Pty) Ltd
141. Levels of Leadership Pty Ltd
142. LFP Training Consultants
143. LIGHTON SOCIAL CHANGE (PTY) LTD
144. Limba Holdings
145. Linkages Consulting and Financial Services (Pty) Ltd
146. LNR Training and Development (Pty)Ltd

147. LSC Staffing Solutions (Pty) Ltd
148. Lulwandle Training Consultants
149. Luther Varsity in Southern Africa NPC
150. M28 Consulting and Training
151. Macarius Consulting & Coaching (Pty) Ltd
152. Magos Group Pty Ltd
153. MAISLY Training College (Pty) Ltd
154. Makarios Leadership Academy (Pty) Ltd
155. Makemagic Trading and Projects 777(PTY) Ltd
156. Manzikazi Training and Development (Pty) Ltd
157. MAOTOLA
158. Masana Brainstorm Conferencing
159. Matholwane Consuting
160. Mcanyi Group (Pty) Ltd
161. MDCS Skills Academy (PTY) LTD
162. Medi Training Academy (Pty) Ltd
163. Megro Learning Lowveld
164. Meleric Holdings Pty Ltd
165. Merchants SA Pty Ltd
166. Merit Business Institute
167. Meyiswa Training Academy
168. Mgwena and Zinjhiva Holdings
169. Mikyle Consulting CC
170. Mila Cleaning Services (Pty) Ltd
171. Mill Ridge Investments (Pty) Ltd
172. Milzet Holdings (Pty) Ltd
173. Mind Capital Solutions (Pty) Ltd
174. MJT Consulting
175. MK PEOPLE SKILLS (PTY) LTD
176. MKHACANI HOLDINGS (PTY) LTD
177. ML Viljoen Consultants
178. Moelemashigo Trading And Projects (Pty) Ltd
179. Mokoni Investment Diversities (Pty) Ltd
180. MONTSHEPETJA ACADEMY
181. MOONRAISES STRATEGY AND TRAINING
182. Moripe Business Training and Consultants (PTY) LTD
183. Mothusi Management Consultants
184. Mpembe Project Management
185. Mpholafudi Holdings trading as Mpholafudi Institute
186. Mudi dynamics (Pty) Ltd
187. NBnet Consultancy & Projects (Pty) Ltd
188. Nelson Mandela Metropolitan University
189. Nerdie-Tech t/a Innovative Ideas Training Academy
Satellite
190. NeuroCoach Institute PTY Ltd
191. NewBridge Institute PTY Ltd
192. NewSkills Consulting (PTY)Ltd
193. Nimico (Pty) Ltd
194. Nkhululeko Project Management and Construction
(Pty) Ltd
195. Northbright Pty Ltd
196. NS Zonke Management Consultants
197. NURTURE NATURE (PTY) LTD
198. Nwedzi Consultancy (Pty) Ltd
199. Ontoanetse Consulting (Pty) Ltd
200. Ordon Trading 18 cc
201. Organisation Development International (Pty) Ltd
202. ORT South Africa
203. Pacinamix Pty Ltd.
204. Paramount Training Academy
205. Pathways of Purpose Potential Development Centre
Pty Ltd
206. Peakford Management Consulting
207. PEARSON CORPORATE TRAINING PTY LTD
208. Peas in a Pod (Pty) Ltd
209. Pedant Development Services
210. Phakamani Impact Capital (Pty) Ltd
211. Phiwokuhle Projects cc
212. PINNACLE SKILLS EVOLUTION (Pty) Ltd
213. PMG Training Academy (Pty) Ltd
214. POP Training & Consulting
215. Premier Mapping Africa (Pty) Ltd
216. Prior Learning Centre
217. Prodigy Business Services (Pty) Ltd

218. PROEXPERT TRAINING
 219. Professional Development Psycle (Pty) Ltd
 220. Propat CC
 221. Prosam Consulting & Training Group Pty Ltd
 222. Prospen Group Pty Ltd
 223. PROSPERITY LEADERSHIP DEVELOPMENT
 224. Pusanong Investment Enterprises Pty Ltd
 225. Pure Business Solutions (Pty) Ltd
 226. PurpleGrowth Training & Executive Coaching
 227. Rantsane Mario Training Solutions
 228. Rationalise Zoe Discussions (Pty) Ltd
 229. Regeneration Maqor Group
 230. Resilience Institute South Africa (Pty) Ltd
 231. Resolutions Studio
 232. Reyakopele Trading 142
 233. Ritepath College
 234. ROBIN T J THOMAS BUSINESS CONSULTANT (PTY) LTD
 235. Roche Diagnostics (PTY) Ltd
 236. Rock Lilly Connections Pty Ltd
 237. Rope for Hope
 238. Royalty Training Institution (PTY) LTD
 239. SA NATIONAL TRAINING SOLUTIONS (Pty) Ltd
 240. SADHANA GOVENDER PROJECT CONSULTANTS (PTY)LTD
 241. Sakhisizwe Projects
 242. Sange SA (PTY) LTD
 243. Sanoj Project Solutions
 244. Sbongukhanyo Pty Ltd
 245. SDM Asset Management and Consulting (PTY)LTD
 246. Seed Solutions Academy
 247. SESTO (Pty) Ltd
 248. Sezela Training Academy
 249. Shirs Vision Compleadev (Pty) Ltd
 250. Sigamkwane Consulting (Pty) Ltd
 251. SirSam Consulting Pty Ltd
 252. Sisekelo Sustainability Institute
 253. Siseko Management Institute
 254. Siyakha Learning Pty Ltd
 255. Skill Tech Solutions Pty Ltd
 256. Skills Development Professionals Pty. Ltd.
 257. Smart HR Solutions cc
 258. Social Transformation and Justice NPC
 259. Soft Skills Solutions Pty Ltd
 260. Sokoza Consulting & Services
 261. Solstice Human Capital (Pty) Ltd
 262. South African Academy of Leadership
 263. Sparrow FET Enterprises Pty Ltd
 264. ST-and brand and people development (Pty) Ltd
 265. Stellenbosch Graduate Institute (Pty) Ltd
 266. Strategic Simulations Solutions (Pty)Ltd t/a BTS Africa
 267. Super Management (Natal) cc
 268. Susca Watts Academy (Pty) Ltd
 269. Tachfin Holdings Pty Ltd
 270. TANAKA SOFT SOLUTIONS PTY LTD
 271. Task Community FET College
 272. TFUTFUKANI TRADING ENTERPRISE
 273. The Business Headquarters (Pty) Ltd
 274. The Finishing College
 275. The Graduate Institute of Financial Sciences (Pty) Ltd
 276. The Human Resource Practice cc
 277. The Learning Revolution (Pty) Ltd
 278. The Office Wand
 279. The Skills College for Development and Training
 280. THINKFREE AFRICA
 281. Thinking Mind
 282. Thuthukisa Talent Relations
 283. Tipp Academy (Pty) Ltd
 284. Tirisano Ya Bakwena Consultants
 285. TMT Training Institute
 286. TNM CORPORATE SOLUTIONS PTY LTD
 287. TPM TRAINING ACADEMY
 288. Training and Progression House (Pty) Ltd
 289. Training Business 2 Business cc

		290. Training for Africa Academy 291. Transcend Corporate Advisors (Pty) Ltd 292. Trilennium 293. TRUE REAL ESTATE COLLEGE (PTY) LTD 294. Tshalala Business Projects 295. Tshiredo Training Academy cc 296. TSIBA Education 297. Tsingamo Management Consultant and People development (PTY) 298. Ubuhlanti Sances Trading (Pty) Ltd 299. UBUHLE TRAINING AND DEVELOPMENT (PTY) LTD 300. Ucademy Pty Ltd 301. ULwazi Resource Consulting (Pty) Ltd 302. Umzansi Fretex Consultancy Pty Ltd 303. Vinton Consulting Group (Pty) Ltd. 304. Virgo Technology Solutions (Pty) Ltd 305. Virtendo Consulting Pty Ltd 306. VUNDA DOT AFRICA (PTY) LTD 307. Whitehall Trading Projects 308. Yenza Umehluko/Make a Difference 309. Yiedi (Pty)LTD 310. Your Human Resources Solutions 311. Your Soul Puzzle 312. ZALLOO LEARNING SOLUTION 313. Zimele ERP IT Services 314. Ziyana Business Consulting and Training 315. ZN Training and Consulting (Pty) Ltd 316. Zodwa Mchunu Foundation
96100	National Certificate: Generic Management: General Management: Banking	1. Advanced Assessments and Training (Pty) Ltd 2. AFRICA COSMOS EMPOWERMENT 3. Aubrey Nyiko Business Enterprise cc 4. BEC Training Consultants 5. Bendle Training and Projects 6. Chartall Business College 7. CHARTER ACADEMY 8. Chartered Institute of Management (Pty) Ltd 9. Chippa Training Academy (Pty) Ltd 10. Claricent Consulting Services (Pty) Ltd 11. Cornerstone Performance Solutions (Pty) Ltd 12. DC Academy 13. Eskilz College (Pty) Ltd 14. Felix Risk Training Consultants 15. Gigimo Tourism Academy 16. Hi End Group (Pty) Ltd 17. Jumpstart Training Institute 18. Kgolo Institute 19. Legal Practice Academy 20. LN HOLDINGS 88 21. Magala Accountants (Pty) Ltd 22. Maphangela Farming 23. Matibidi Raphela Investments (Pty) LTD 24. Mod Mosh Projects and Consulting PTY LTD 25. Mod-Mosh Projects and Consulting (PTY) LTD 26. NDWAMATO TRAINING SOLUTIONS (PTY) LTD 27. Nedbank Ltd 28. Novia One Group (Pty) Ltd 29. NUBIAN SKILLS CONSULTING (PTY)LTD 30. Octomate Education Pty Ltd 31. Ooba (PTY) LTD 32. PM Skills House 33. Private-I Corp Investment CC 34. QPM Construction and Development 35. RJ Barekhu Foundation NPC 36. RUDO CONSULTING cc 37. Sifundisa Training (Pty) Ltd 38. Sinovuyoletu Trading (Pty) Ltd 39. The Graduate Institute of Financial Sciences (Pty) Ltd 40. THE SHERQ CENTRE OF EXCELLENCE PTY LTD
71609	National Certificate: Generic Management: Real Estate	1. Milzet Holdings (Pty) Ltd 2. Prior Learning Centre
80747	National Certificate: Generic Management: Salon Management	1. Integrated Labour Solutions (Pty) Ltd 2. NewBridge Institute PTY Ltd 3. POP Training & Consulting

74511	National Certificate: Generic Management: Security Management	SECUTRAIN
96101	National Certificate: Generic Management: Skills Development Management: Banking	1. Advanced Assessments and Training (Pty) Ltd 2. AFRICA COSMOS EMPOWERMENT 3. Aubrey Nyiko Business Enterprise cc 4. BEC Training Consultants 5. Bendle Training and Projects 6. Chartall Business College 7. CHARTER ACADEMY 8. Chartered Institute of Management (Pty) Ltd 9. Chippa Training Academy (Pty) Ltd 10. Claricent Consulting Services (Pty) Ltd 11. Cornerstone Performance Solutions (Pty) Ltd 12. DC Academy 13. Eskilz College (Pty) Ltd 14. Felix Risk Training Consultants 15. Gigimo Tourism Academy 16. Hi End Group (Pty) Ltd 17. Jumpstart Training Institute 18. Kgolo Institute 19. Legal Practice Academy 20. LN HOLDINGS 88 21. Magala Accountants (Pty) Ltd 22. Maphangela Farming 23. Matibidi Raphela Investments (Pty) LTD 24. Mod Mosh Projects and Consulting PTY LTD 25. NDWAMATO TRAINING SOLUTIONS (PTY) LTD 26. Nedbank Ltd 27. Novia One Group (Pty) Ltd 28. NUBIAN SKILLS CONSULTING (PTY)LTD 29. Octomate Education Pty Ltd 30. Ooba (PTY) LTD 31. PM Skills House 32. Private-I Corp Investment CC 33. QPM Construction and Development 34. RJ Barekhu Foundation NPC 35. RUDO CONSULTING cc 36. Sinovuyoethu Trading (Pty) Ltd 37. The Graduate Institute of Financial Sciences (Pty) Ltd 38. THE SHERQ CENTRE OF EXCELLENCE PTY LTD
74512	National Certificate: Generic Management: Strategic Management	1. Anchor Africa Professional Training (Pty) Ltd 2. Evers Xcellence Management Consulting (Pty) Ltd. 3. FlowHR (Pty) Ltd 4. Ocean Innovations (Pty) Ltd 5. Performance Development Group 6. PROEXPERT TRAINING 7. Prominence Training Solutions (Pty) Ltd 8. Seonyatseng Learning Institute 9. Thinktalent Pty Ltd
96102	National Certificate: Generic Management: Strategic Management: Banking	1. Advanced Assessments and Training (Pty) Ltd 2. AFRICA COSMOS EMPOWERMENT 3. Aubrey Nyiko Business Enterprise cc 4. BEC Training Consultants 5. Bendle Training and Projects 6. Chartall Business College 7. CHARTER ACADEMY 8. Chartered Institute of Management (Pty) Ltd 9. Chippa Training Academy (Pty) Ltd 10. Claricent Consulting Services (Pty) Ltd 11. Cornerstone Performance Solutions (Pty) Ltd 12. DC Academy 13. Eskilz College (Pty) Ltd 14. Felix Risk Training Consultants 15. Gigimo Tourism Academy 16. Hi End Group (Pty) Ltd 17. Jumpstart Training Institute 18. Kgolo Institute 19. Legal Practice Academy 20. LN HOLDINGS 88 21. Magala Accountants (Pty) Ltd 22. Maphangela Farming 23. Matibidi Raphela Investments (Pty) LTD 24. Mod Mosh Projects and Consulting PTY LTD

		25. NDWAMATO TRAINING SOLUTIONS (PTY) LTD 26. Nedbank Ltd 27. Novia One Group (Pty) Ltd 28. NUBIAN SKILLS CONSULTING (PTY)LTD 29. Octomate Education Pty Ltd 30. Ooba (PTY) LTD 31. PM Skills House 32. Private-I Corp Investment CC 33. QPM Construction and Development 34. RJ Barekhu Foundation NPC 35. RUDO CONSULTING cc 36. Sinovuyoletu Trading (Pty) Ltd 37. The Graduate Institute of Financial Sciences (Pty) Ltd 38. THE SHERQ CENTRE OF EXCELLENCE PTY LTD
67698	National Certificate: Sport Management	Exercise Teachers Academy - Cape Town

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