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**TO HEADS OF ALL NATIONAL DEPARTMENTS, PROVINCIAL ADMINISTRATIONS,
PROVINCIAL DEPARTMENTS AND GOVERNMENT COMPONENTS**

**RECOGNITION OF THE NATIONAL CERTIFICATE (VOCATIONAL) FOR EMPLOYMENT
PURPOSES**


1. The purpose of this circular is to inform departments of a new National Certificate (Vocational) which is equivalent to the National Senior Certificate.
2. The Council for Quality Assurance in General and Further Education (Umalusi) requested that the Public Service must for purposes of recruitment, give proper accord to a new qualification entitled the National Certificate (Vocational). Detail concerning the new Certificate are as follows:
 - 2.1 The National Certificate (Vocational) is offered by Further Education and Training colleges.
 - 2.2 The Certificate is, like the National Senior Certificate, a 120-credit qualification at National Qualifications Framework level 4.
 - 2.3 It also comprises, similar to the National Senior Certificate, three years' learning (each year can be certified separately) and compulsory language, mathematical and life orientation modules.
 - 2.4 The difference from the National Senior Certificate lies in the four remaining subjects, which in the National Certificate (Vocational) qualification feature a vocational alignment rather than an academic quality.
 - 2.5 The National Certificate (Vocational) caters for learners who are more practically inclined; thereby providing them with a meaningful alternative to the conventional Senior Certificate.
 - 2.6 Research undertaken by Umalusi has shown that the National Certificate (Vocational) is in respect of English, mathematics, mathematical literacy and physical science comparable to National Qualifications Framework level 4 qualifications.

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebelto tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRbulumente noLawulo . UmNyango wemiSebenzi kaRhumende nokuPhata

- 2.7 Umalusi is currently conducting research to determine the comparability of life orientation and the services subjects with the National Senior Certificate.
- 2.8 Umalusi and the Department of Higher Education and Training are of the opinion that an approach to mention both qualifications in job advertisements will facilitate the implementation of the National Certificate (Vocational) qualification in society.
3. Heads of departments are hereby called upon to ensure the following in respect of jobs where a Senior Certificate is an entry requirement:
 - 3.1 The job description for such posts must be formulated to adequately address and recognise the National Certificate (Vocational).
 - 3.2 Job advertisements and selection processes must, where appropriate in terms of the inherent job requirements, recognise the National Certificate (Vocational).
 - 3.3 Individual development plans, departmental work place skills plans and departmental training assistance schemes must recognise the National Certificate (Vocational).
4. In the event that departments need further information on the new Certificate, it is suggested that Umalusi be approached directly.


DIRECTOR-GENERAL
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