



INKWAZI | LEARNING
NETWORK

"Soaring to Success"

SAQA ID 101321 OCCUPATIONAL CERTIFICATE

TRAINING AND DEVELOPMENT PRACTITIONER

NQF LEVEL 5 – 190 CREDITS

The Occupational Certificate: Training and Development Practitioner (SAQA ID 101321) is a QCTO-accredited NQF Level 5 programme. It equips professionals with the knowledge to design, facilitate, assess, and evaluate workplace training to build a skilled, capable workforce.



WHO IS THIS QUALIFICATION FOR

This programme is ideal for current trainers, HR professionals, Skills Development Facilitators (SDFs), and aspiring learning and development (L&D) practitioners.

It is perfectly suited for anyone who wants to bridge the gap between theoretical knowledge and practical workplace application, advance their career in corporate training, or coordinate and manage organisational skills development.



OUTCOMES OF THE PROGRAMME

Upon successful completion of the programme and the final External Integrated Summative Assessment (EISA), you will be able to:



Analyse Needs

Identify specific skills gaps in an organisation and compile effective learning plans.



Design & Facilitate

Plan and deliver training sessions using adult learning principles and practical techniques.



Assess Competence

Plan and conduct workplace assessments to measure learner progress.



Coordinate Learning

Manage the logistics, facilities, and resources required for training interventions.



Evaluate Impact

Monitor and report on how well training programs improve workplace performance.



THIS QUALIFICATION INCLUDES

Knowledge Modules (KM)

1

This component focuses on the essential theoretical foundations, statutory regulations, and structural frameworks of learning and development in South Africa. It covers the legal training environment, adult learning principles, assessment theories, and organisational strategic planning.

Total Component Credits: 50 Credits

2

Practical Skill Modules (PM)

This element moves from theory to simulated application, teaching learners how to physically design and execute training tasks. It emphasises practical competencies such as analysing learning needs, mapping out session plans, adjusting training styles, staging assessments, and measuring overall performance impact.

Total Component Credits: 76 Credits

3

Work Experience Modules (WM)

This component requires real-world, hands-on workplace application, documented through a logbook or portfolio of evidence. Learners work directly within an organisation to run live Skills Development Facilitator (SDF) grant processes, manage training budgets, lead actual classroom sessions, and assess real employees.

Total Component Credits: 64 Credits



Accredited by
QCTO, ETDP SETA
and a Certified
ISO 9001:2015
company



Experienced
facilitators with
industry expertise



Flexible learning
options to suit
your schedule



Commitment to
quality education
and learner
support

GET IN TOUCH

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