# BQA NCQF QUALIFICATION TEMPLATE

| SECTION A: | QUALIFICATION DETAILS |
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| **QUALIFICATION DEVELOPER (S)** | Madirelo Training and Testing Centre |

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| **TITLE** | Certificate III in Bricklaying and Plastering | **NCQF LEVEL** | 3 |
| **STRANDS (where applicable)** | N/A | | |
| **FIELD** | Physical Planning and Construction | **CREDIT VALUE** | 120 |
| **SUB FIELD** | Building Construction | | |

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| New Qualification | | Legacy Qualification | | Renewal Qualification | ✓ | | | | | | | | |
| | | | | Registration Code | Q0376 | | | | | | | | |
| **SUB-FRAMEWORK** | General Education | | TVET | ✓ | Higher Education | | | | | | | | |
| **QUALIFICATION TYPE** | Certificate | I | | II | | III | ✓ | IV | | V | | Diploma | | Bachelor | |
| | Bachelor Honours | | Post Graduate Certificate | | Post Graduate Diploma | | | | | | | | |
| | Masters | | Doctorate/ PhD | | | | | | | | | | |

## RATIONALE AND PURPOSE OF THE QUALIFICATION

The review of Certificate III in Bricklaying and Plastering is essential to ensure that the qualification remains relevant to Botswana's evolving labour market and international standards. The HRDC Priority Skills Report of 2025 highlights construction trades as a critical sector for national development, particularly in response to infrastructure expansion, housing demand, and the need for sustainable building practices. Bricklaying and plastering are foundational skills within the construction industry, and updating this qualification ensures that graduates are adequately prepared to meet current and future workforce requirements. The review emphasizes integrating modern construction technologies, eco-friendly materials, and advanced safety protocols, aligning with HRDC's call for skills that support both economic growth and sustainable development.

From an international perspective, ISCO-08 classifies bricklayers and stonemasons under Unit Group 7112 at Skill Level 3, requiring post-secondary vocational training. Certificate III provides the competency framework necessary for this classification, ensuring that Botswana's artisans are benchmarked against global standards. This alignment enhances the portability and recognition of qualifications, allowing graduates to pursue opportunities both locally and abroad. Furthermore, the review strengthens pathways for career progression, enabling artisans to advance into supervisory roles or higher qualifications such as Certificate IV or Diplomas, thereby supporting vertical mobility within the sector.

The rationale also addresses employability and workforce development by ensuring that the curriculum incorporates practical competencies, workplace readiness, and entrepreneurial skills. This supports Botswana's broader economic diversification agenda by equipping tradespeople not only for formal employment but also for self-employment and small enterprise development. Quality assurance mechanisms, including external moderation and industry consultation, guarantee that the qualification remains credible and competitive. Ultimately, the review of Certificate III in Bricklaying and Plastering ensures that the program is responsive to national priorities, internationally benchmarked, and capable of producing a skilled workforce that contributes meaningfully to Botswana's socio-economic development.

**PURPOSE:**

The purpose of the qualification is to produce graduates with basic operational and theoretical knowledge, skills and competence to:

1. Use bricklaying and plastering tools and equipment in routine tasks for masonry and plastering work safely, following established procedures and occupational health and safety requirements.
2. Interpret basic construction drawings and work instructions to carry out assigned bricklaying and plastering tasks accurately in familiar work contexts.
3. Apply plastering and surface finishing techniques to walls and structures using standard methods to achieve acceptable quality standards.
4. Apply occupational health, safety, and environmental practices on site to maintain a safe and organized work environment in line with construction site requirements.
5. Apply communication principles and computer concepts to support effective task execution and problem-solving in the workplace

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| Certificate II, NCQF Level 2 or equivalent.<br><br>There shall be access in inclusion through Credit Accumulation Transfer and Recognition Prior Learning, in line with ETP policies |

| SECTION B | QUALIFICATION SPECIFICATION |
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| **GRADUATE PROFILE (LEARNING OUTCOMES)** | **ASSESSMENT CRITERIA** |
| 1. Prepare construction materials and tools to perform routine tasks in accordance with job requirements, technical specifications, and workplace safety procedures. | 1.1 Identify and select appropriate construction materials and tools according to job specifications.<br>1.2 Inspect materials and tools for quality, defects, and usability before use.<br>1.3 Apply correct handling and safe use of tools in accordance with workplace safety procedures.<br>1.4 Prepare and organise work area to ensure efficiency and compliance with safety standards.<br>1.5 Maintain tools and equipment through cleaning and basic maintenance after use. |
| 2. Apply Occupational Health and Safety procedures to maintain a safe, accident-free and professional working environment | 2.1 Identify workplace hazards and risks in accordance with occupational health and safety requirements.<br>2.2 Apply correct safety procedures and use personal protective equipment (PPE) appropriate to the task.<br>2.3 Follow safe work practices when handling tools, materials, and equipment to prevent accidents and injuries.<br>2.4 Report incidents and unsafe conditions in accordance with workplace procedures.<br>2.5 Maintain a clean, organised, and safe work environment throughout all painting and decorating activities.<br>2.6 Comply with occupational health, safety, and environmental regulations and workplace |

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| | policies at all times. |
| 3. Interpret drawings in accordance with design specifications to ensure compliance with job requirements and industry standards. | 3.1 Read and identify symbols, scales, and conventions used in technical drawings.<br>3.2 Interpret architectural and construction drawings accurately to determine job requirements.<br>3.3 Extract dimensions and specifications required for task execution.<br>3.4 Translate drawing information into practical work instructions.<br>3.5 Confirm interpretation accuracy through verification with job specifications or supervisor instructions. |
| 4. Perform mathematical calculations for accuracy with construction standards. | 4.1 Perform basic arithmetic to calculate material quantities in compliance with construction requirements.<br>4.2 Convert between metric and imperial units with construction specifications and standards<br>4.3 Apply mathematical formulas to calculate areas and volumes of materials in compliance with construction specifications.<br>4.4 Apply geometric and trigonometric principles to determine angles and lengths to ensure compliance with construction specifications.<br>4.5 Apply proportions and scaling when interpreting drawings to ensure accurate translation of design specifications into correct measurements and construction work. |
| 5. Carry out bricklaying techniques in accordance to given specifications | 5.1 Prepare strong bases to support walls to ensure compliance with building standards.<br>5.2 Construct walls in accordance with given building standards<br>5.3 Apply structural components for strength and |

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| | design<br>5.4 Set openings in brickwork to ensure safety and stability |
| 6. Apply wall finishes and surface decoration to elevate brickwork. | 6.1 Determine finishing techniques for a professional look<br>6.2 Prepare surfaces to ready them for protective and decorative finishes<br>6.3 Mix and apply finishes to surfaces as per design specifications and building codes.<br>6.4 Execute decorative work to ensure that surfaces are finished attractively and functionally.<br>6.5 Repair finishes (Quality control) to maintain structures fulfil conformity to international standards. |
| 7. Apply effective workplace communication skills to support professional interactions and technical operations within the instrumentation and control environment. | 7.1 Communicate technical information clearly and accurately using appropriate verbal, written, and digital communication methods.<br>7.2 Prepare workplace correspondence, reports, and technical documents in accordance with organizational requirements.<br>7.3 Deliver presentations and share information effectively with colleagues, supervisors, and other stakeholders.<br>7.4 Interpret and respond appropriately to workplace instructions, enquiries, feedback, and technical information.<br>7.5 Demonstrate professionalism and effective interpersonal skills when interacting in workplace settings. |

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| 8. Demonstrate the use of computer concepts, ICT tools, and digital applications to perform and manage workplace tasks effectively. | 8.1 Use basic computer concepts to perform technical and professional tasks<br>8.2 Use ethical and safe practices in the use of ICT to ensure digital activities are secure.<br>8.3 Produce documents using ICT applications in compliance with organizational standards.<br>8.4 Communicate using digital technologies to share information, collaborate, and connect effectively. |

| SECTION C | QUALIFICATION STRUCTURE | | | | |
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| COMPONENT | TITLE | Credits Per Relevant NCQF Level | | | Total Credits |
| | | Level [3] | Level [ ] | Level [ ] | |
| **FUNDAMENTAL COMPONENT** Subjects/ Courses/ Modules/Units | Communication Skills | 10 | | | 10 |
| | Computer Skills | 10 | | | 10 |
| **CORE COMPONENT** Subjects/Courses/ Modules/Units | Construction Workshop Safety and Operations | 3 | | | 3 |
| | Basic Mathematical principle | 10 | | | 10 |
| | Basic Engineering Drawing | 20 | | | 20 |
| | Building and Construction Materials | 20 | | | 20 |
| | Base Structure Construction | 35 | | | 35 |
| | Wall Finishes | 12 | | | 12 |
| **STRANDS/ SPECIALIZATION** | Subjects/ Courses/ Modules/Units | Credits Per Relevant NCQF Level | | | |
| | | Level [ ] | Level [ ] | Level [ ] | |
| **1.** | | | | | |
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| **2.** | | | | | |
| **Electives** | | | | | |

| SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL | |
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| **TOTAL CREDITS PER NCQF LEVEL** | |
| **NCQF Level** | **Credit Value** |
| **NCQF Level 3** | **120** |
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| **TOTAL CREDITS** | **120** |
| **Rules of Combination:**<br>**(Please Indicate combinations for the different constituent components of the qualification)** | |
| To graduate candidate should achieve a maximum of 120 credits inclusive of 20 credits for fundamental and 100 credits core. Qualification does not have elective components.. | |

## ASSESSMENT ARRANGEMENTS

Assessment shall be conducted by persons registered with Botswana Qualifications Authority (BQA) as assessors preferably with a qualification higher than Certificate III in Carpentry and Joinery or related in line with ETP assessment policies.

The weightings for the assessment will be as follows:

a) Formative assessment

The weighting of formative assessment is 60%.

b) Summative Assessment

The weighting of summative assessment is 40%.

## MODERATION ARRANGEMENTS

Moderation shall be conducted by persons registered with Botswana Qualifications Authority (BQA) as moderators preferably with a qualification higher than Certificate III in Carpentry and Joinery or related in line with ETP moderation policies.

## RECOGNITION OF PRIOR LEARNING

There shall be provision for award of the qualification through Recognition of Prior Learning (RPL) in accordance with institutional policies in line with the Educational Training Provider (ETP) policy.

## CREDIT ACCUMULATION AND TRANSFER

Credits Accumulated and Transfer(CAT) will be administered in line with the Educational Training Provider (ETP) policy and will be administered towards the award of qualification

## PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

**Learning Pathways**
**Graduates may progress to qualifications such as:**
**Horizontal Articulation**

- Certificate III in Plumbing and Pipe Fitting
- Certificate III in Carpentry and Joinery

***Vertical Articulation***

- Certificate IV in Bricklaying and Plastering

**Employment Pathways**

**Holders of this qualification can work as; but not limited to:**

- Semi-skilled Bricklayer
- Bricklaying and Plastering assistant

## QUALIFICATION AWARD AND CERTIFICATION

**Minimum standards of achievement for the award of the qualification**

A candidate is required to achieve the stipulated minimum of 120 credits inclusive of 30 credits for

fundamental and 90 credits for core components, to be awarded the qualification.

***Certification***

Candidates meeting prescribed requirements will be awarded Certificate III in Bricklaying and Plastering certificate in accordance with standards prescribed for the award of the certificate and applicable policies.

## SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The reviewed qualification was benchmarked:

- Regionally: NC(V) Civil Engineering & Building Construction of Majuba TVET College (South Africa).
- Internationally: Certificate III in Bricklaying and Block laying of Victoria University Polytechnic (Australia).

**Title of Qualification**

The reviewed Certificate III in Bricklaying and Plastering has a title comparable to the Australian benchmark as they have the same key word Bricklaying. The South African benchmark uses different words, Building Construction, which have similar meaning to Bricklaying, therefore, the reviewed qualification and the benchmarks are comparable in relation to title.

**NQF Level**

All three qualifications are at NQF Level 3. This show relatively equal level of difficulty of these qualifications.

**Credit Value or Duration**

All three qualifications fall within the same credit value range of 120 to 130 credits. This reflects equivalent training volumes and trade-level competencies.

**Main Exit Outcome(s)**

Graduates of the reviewed and benchmark qualifications should be able to carry out bricklaying techniques in accordance to given specifications, apply wall finishes and surface decoration to elevate brickwork, interpret drawings in accordance with design specifications as well as carryout workplace safety practices. The reviewed qualification furthermore builds competence in performing different mathematical calculations to support bricklaying and plastering tasks so as to produce versatile graduates.

**Domains/Modules/Courses/Subjects Covered**

The reviewed qualification and the benchmarks all have the following modules: Construction Workshop Safety, Engineering Drawings, Building Construction, Structure Construction and Finishes. Furthermore, the reviewed qualification incorporates Communication and ICT fundamentals into the qualification while embedding Basic Mathematical Principles presenting an integrated qualification.

**Assessment Strategies and Weightings**

The reviewed qualification applies 60% formative and 40% summative assessment whereas the

South African qualification applies 50% formative and 50% summative assessment, while the Australian qualification applies 0% formative and 100% summative assessment. Therefore, the reviewed qualification shows significant differences in assessment strategies and weightings with the benchmarks whereas the alignment is observed between the reviewed qualification with the South African qualification in that they assess both formative and summative assessments.

**Qualification Rules and Minimum Standards**

The qualification rules and minimum standards of the reviewed qualification are aligned with those of the NC(V) Civil Engineering & Building Construction (NQF Level 3, South Africa) and Certificate III in Bricklaying and Block laying (AQF Level 3, Australia). The reviewed qualification and the benchmarks all require that leaners be competent in all the modules and a select of electives.

| **REVIEW PERIOD** |
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| This qualification shall be reviewed every five (5) years. |

**For Official Use Only:**

| **CODE (ID)** | | | |
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| **REGISTRATION STATUS** | **BQA DECISION NO.** | **REGISTRATION START DATE** | **REGISTRATION END DATE** |
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| **LAST DATE FOR ENROLMENT** | | **LAST DATE FOR ACHIEVEMENT** | |
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