

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS																					
QUALIFICATION DEVELOPER (S)				Madirelo Training and Testing Centre																	
TITLE		Certificate III in Forestry										NCQF LEVEL		3							
STRANDS (where applicable)		N/A																			
FIELD		Agriculture and Nature Conservation										CREDIT VALUE		120							
SUB FIELD		Nature Conservation																			
New Qualification				Legacy Qualification				Renewal Qualification				✓									
								Registration Code				Q0431									
431SUB-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

RATIONALE:

The reviewed Certificate III in Forestry is a vocational qualification designed to address Botswana's evolving workforce needs in the forestry and natural resource management sector. The HRDC Priority Skills Report of 2025 identifies forestry as a critical area requiring skilled technicians to support sustainable development, biodiversity conservation, and climate resilience. This qualification responds directly to those national priorities by equipping learners with competencies in forest operations, nursery management, silviculture, timber harvesting, and environmental stewardship.

By aligning with ISCO-08 occupational classifications, the program ensures international comparability and recognition of skills. ISCO-08 highlights occupational groups such as forestry laborers, logging workers, and forest resource technicians, which correspond closely to the competencies embedded in this qualification. Graduates of the Certificate III in Forestry are therefore positioned not only for local employment but also for regional and global mobility, enhancing their career prospects and professional credibility.

The rationale for the review emphasizes several key dimensions:

- **Workforce Development:** Learners gain practical skills to manage plantations, community woodlots, and natural forests, supporting Botswana's green economy.
- **Sustainability:** Training integrates climate-smart practices, soil conservation, and safe harvesting methods, ensuring compliance with environmental standards.
- **Employment Readiness:** Graduates are prepared for roles such as forestry assistants, nursery supervisors, and community forestry facilitators, meeting both public and private sector demands.
- **Quality Assurance:** The qualification embeds safety, technical accuracy, and ethical resource use, reducing workplace risks and promoting sustainable livelihoods.
- **Progression Pathways:** Certificate III serves as a foundation for higher qualifications, enabling learners to advance into Diploma and Degree programs in forestry, natural resource management, or environmental science.

In summary, the reviewed Certificate III in Forestry is justified as a workforce-oriented qualification that

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aligns with Botswana's HRDC Priority Skills Report and ISCO-08 standards, ensuring technical competence, sustainability, and employability in the forestry sector.

PURPOSE:

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

1. Apply knowledge of different soil types and properties to maintain their suitability for specific plants
2. Propagate different species using different techniques to produce trees.
3. Identify and select Appropriate tools to perform routine tasks in the forestry nursery.
4. Apply communication principles and computer concepts to support effective task execution and problem-solving in the workplace

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

Certificate II, NCQF Level 2 or equivalent.

There shall be access and inclusion through Credit Accumulation Transfer and Recognition Prior Learning in line with ETP policies.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Apply workshop safety, health, environmental, and quality assurance procedures during forestry operations.	1.1 Use recommended personal protective equipment (PPE) during workshop activities. 1.2 Identify workplace hazards and apply appropriate risk control measures. 1.3 Maintain workshop safety and environmental standards through good housekeeping practices. 1.4 Respond appropriately to emergencies by following fire safety, evacuation, and incident reporting procedures. 1.5 Operate and maintain tools and equipment in accordance with safety and quality requirements.
2. Prepare forestry materials and tools to perform routine task	2.1 Determine tool or equipment for specific forestry tasks 2.2 Demonstrate handling and operation techniques for both hand tools and mechanized equipment. 2.3 Apply maintenance routines to keep tools in safe working condition. 2.4 Produce accurate and efficient forestry operations 2.5 Implement risk control measures when using tools and equipment in varied environments.
3. Apply soil science knowledge to forestry	3.1 Conduct basic soil sampling and testing in soil management practices.

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operations.	3.2 Interpret soil test results to guide silvicultural practices. 3.3 Apply soil conservation techniques with silvicultural practices 3.4 Determine tree species and management practices based on soil conditions. 3.5 Implement soil improvement measures with silvicultural practices
4. Demonstrate skills and knowledge on t propagation techniques to produce different tree species.	4.1 Demonstrate correct seed collection, treatment, and sowing techniques. 4.2 Perform vegetative propagation methods in forestry 4.3 Apply nursery management practices 4.4 Maintain records of propagation activities for monitoring and evaluation.
5. Apply botanical principles in forestry operations	5.1 Determine common forest tree species using botanical characteristics. 5.2 Apply botanical knowledge to silvicultural practices such as planting, thinning, and pruning. 5.3 Conduct basic plant measurements in forestry 5.4 Apply botanical keys and field guides effectively to distinguish species in forestry operations.
6. Communicate with clients using appropriate forms of communication techniques	6.1 Apply communicational fundamental principles and processes to facilitate accurate information exchange in the workplace. 6.2 Apply Verbal and Non-Verbal Communication Techniques in the Professional Environment. 6.3 Communicate using digital technologies to

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	share information.
7. Apply Computer concepts to solve real world problems	7.1 Apply hardware and software functions to perform technical and professional tasks 7.2 Apply ethical and safe practices in the use of ICT ensuring digital activities are secure. 7.3 Manage information to transform raw data into valuable insights. 7.4 Produce documents using ICT applications in compliance with organizational standards. 7.5 Communicate using digital technologies to share information, collaborate, and connect effectively.

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SECTION C		QUALIFICATION STRUCTURE			
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	Forestry tools and Equipment	10			10
	Safety Health and Environment	15			15
	Basic Soil Science	25			25
	Plant propagation	25			25
	Botany	25			25
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	

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1.					
2.					
Electives					

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
NCQF Level 3	120
TOTAL CREDITS	

Rules of Combination:

(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.

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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 Forestry 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 Forestry 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

Horizontal Articulation

- Certificate III in Crop Farming
- Certificate III in Wildlife Management
- Certificate III in Agriculture or Agroforestry

Vertical Articulation

- Certificate IV in Forestry

Employment Pathways

Graduate may pursue the following job titles but not limited to:

- Forestry Worker
- Nursery Attendant
- Forestry Technical Assistant
- Planters
- Forest Ranger 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 20 credits for fundamental and 100 credits for core components, to be awarded Certificate III in Forestry.

Certification

Candidates meeting prescribed requirements will be awarded 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: National Certificate: Forestry Timber Harvesting of Kwamahlali Training Services (South Africa).
- Internationally: Certificate III in Forest Operations of TAFE Gippsland (Victoria, Australia).

Title of Qualification

The reviewed Certificate III in Forestry has a title comparable to the benchmarks, in that all qualifications have the key word Forest.

NQF Level

All three qualifications are at NQF Level 3. These shows 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 122 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 plan and carry out harvesting operations, operate forestry harvesting machinery, work with harvesting teams as well as implementing environmental management and workplace safety practices. The reviewed qualification furthermore builds competence in demonstration of skills and knowledge on propagation techniques to produce different tree species, preparation of forestry materials and tools to perform routine task as well as application of soil science knowledge to forestry operations to produce versatile graduates.

Domains/Modules/Courses/Subjects Covered

The reviewed and benchmarks have the following modules Operating Harvesting Machinery, Harvesting Processes as well as Workplace Safety. Furthermore, it incorporates Communication and ICT fundamentals into the qualification while embedding workplace safety and environmental practices thereby making the qualification integrated.

Assessment Strategies and Weightings

The reviewed qualification and the South African qualification apply 60% formative and 40% summative assessment, while the Australian qualification uses units with 0% formative and 100% summative assessment. Therefore, the reviewed qualification shows significant differences in assessment strategies and weightings with the Australian qualification.

Qualification Rules and Minimum Standards

The qualification rules and minimum standards of the reviewed qualification are aligned with those of the National Certificate: Forestry Timber Harvesting (NQF Level 3, South Africa) and Certificate III in Forest Operations (AQF Level 3, Australia). In all three qualifications, learners are required to

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complete all compulsory components, including fundamental, core and electives (where applicable) to achieve the qualification.

REVIEW PERIOD

This program shall be reviewed every five (5) years, however, review maybe undertaken earlier as needed.

For Official Use Only:

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