

Association of BEE Professionals

Designation Awarding and RPL Policy

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1. Introduction

The following designations have been developed and are now being proposed by ABP. These designations will be awarded to members of the ABP on meeting the minimum requirements as set out by ABP. The designations are;

- 1.1 Associate EE Professional
- 1.2 EE Verification Professional
- 1.3 EE Consulting Professional
- 1.4 EE Practitioner Professional

2. Proposed designations and qualifications

2.1 EE Professional

This is a specialised designation where applicants will need to choose between one of the following speciality areas;

- EE Verification Professional
 - All verification professionals including SANAS accredited Technical Signatories, Verification Analysts, IRBA Approved Registered Auditors, and Accounting Officers
- EE Consulting Professional
 - All consultants working in the BEE space including legal practitioners, HR consultants, ESD and SED consultants as well as Business Analysts
- EE Practitioner Professional
 - All industry practitioners including but not limited to Supply Chain specialists, Transformation executives or specialists, ESD and SED Project Managers

Applicants will have the option to move between the three specialised fields provided they meet the requirements of the specialisation they wish to be recognised as a professional. Applicants in any of these streams must have completed the requirements of Associate EE Professional and registered as such by ABP. Where the applicant is not already registered as a Associate EE Professional, Recognition of Prior Learning Policy (“RPL”) will be considered for admission. The successful completion of the Management Development Program (MDP) is a prerequisite to entry into this designation.

PROPOSED DESIGNATIONS

Designation 1: EE Professional

- At least 3 year Degree, or 3 year Diploma or NQF level 7
- Minimum number of years practicing in BEE industry = 2 years
- Completed and passed an MDP training course (NQF level 7)
- POE submitted and assessed by an approved Assessment Centre – MDP training providers

3. Foreign Qualifications Policy

- All foreign obtained qualifications must be evaluated by SAQA and must be found to be comparable to the relevant South African qualifications
- Proof of SAQA evaluation certificate or report must be provided to ABP on registration or application by the professional
- Where no evaluation certificates or reports are provided, such foreign obtained qualification will not be recognised by ABP

4. Recognition of Prior Learning (“RPL”) Policy

ABP understand the need for individuals who have been practicing in the industry but might not necessarily have the required qualifications such as the 3 year Degree or similar qualification course to be incorporated into the profession. The ABP RPL policy, seeks to address the need to incorporate those individuals who do not have the necessary qualification.

4.1 Associate EE Professional

Where an applicant does not hold a 3 year Degree or 4 year Diploma but has vast experience in the BEE industry, ABP will apply a RPL process to recognise the prior learning or experience. The applicant must;

- have at least 1 year of BEE experience either with a BEE Verification Agency, BEE Consulting company or an approved entity working on BEE related projects
- have completed a 12 months internship programme, or
- have completed a learnership programme with an approved BEE Verification Agency, BEE Consulting company or an approved company in BEE related projects in line with the applicable SETA requirements
- been deemed competent by the organisation where practical experience has been gained, proof of competency to be provided as POE

4.2 EE Professional

Where an applicant does not have a 3 year Degree or 4 year Diploma but has vast experience in the BEE industry as a Senior Verification Analyst, Technical Signatory, Senior BEE Consultant, Senior Transformation Official, or Senior EE Specialist, such individual's application will be considered for review provided supporting POE and motivation forms part of the application. The following will be accepted as RPL POE;

- **BEE Verification Professional stream**
 - At least 2 years of BEE experience as a Senior Verification Analyst or Technical Signatory
 - Proof of competency signed off by the verification agency where the applicant was deemed competent
- **BEE Consulting Professional stream**
 - At least 2 years of BEE experience as a Senior Consultant
 - Motivational or recommendation letter from the consulting company where the applicant was deemed competent
- **BEE Practitioner**
 - At least 2 years of BEE experience as a Senior Transformation Officer or Senior Supply Chain Officer
 - Motivational or recommendation letter signed off by the corporate entity where the applicant was deemed competent

The ABP may require Continuing Professional Development modules or courses to be completed over and above the MDP NQF Level 7 as determined at the time of application for RPL. If this is required then ABP reserves the right to review the application from time to time to ensure that the CPD commitments have been met.