



## FGASA News: July & August 2023



### FGASA News and Updates:

Hey [contact first name] it finally seems like winter has caught up with the Lowveld, for a while there we thought our climate had not gotten the memo! But with the staggeringly icy cold front that brought snow to Johannesburg, winter's frigid grasp has finally tightened on South Africa's warmest province. Unbelievably, [snow was even recorded on the peak of Mariepskop](#), one of the tallest peaks in the northern region of the Drakenberg mountain range, just west of the town of Hoedspruit. Although, it seems this winter was rather short-lived as the knob thorns have already started flowering, a clear harbinger of our coming summer!

The dust is finally settling after the [Safari Guide of the Year](#) competition, and we are back in the full FGASA swing of things. With our next set of Advanced Rifle Handling renewal shoots happening next week we'd like to sincerely wish all those renewing their ARH certificates best of luck. May your aim be true!

We have also been carefully going through all our qualifications procedures and rebuilding our [Qualifications Page](#) to make it easier for you to navigate and understand how our skills programmes work. Changes will soon be coming to the guiding skills programmes as set out by CATHSSETA and the QCTO. Although the final scoping has not yet been established we are excited about what this will mean for guide training going forward. Please keep an eye on our [website](#) and social media channels to make sure you get all the key information on the new system. Follow us on [Instagram](#) and [Facebook](#) to keep up to date!

## FGASA Calendar August & September

2023

## August

Wednesday

9

Women's  
Day  
Office  
Closed

Tuesday

15

FGASA  
ARH  
Renewal  
Shoots

## September

Tuesday

5

Qualifications  
Update

Delivery  
Partners

Wednesday

6

Info Evening

Qualifications  
Update

Members and  
Guides

Thursday

15

Qualifications  
Update

Zoom  
Session

## In the News



# THE FUTURE OF THE QUALIFIED GUIDE

## The Future of the Qualified Guide

Exciting times are on the horizon for the tourism sector with regards to qualifications. Positive change within FGASA and within the guiding sector, specifically, is on the horizon. We would like to take this opportunity to

provide accurate, clear information on the inevitable change to be expected. This process is driven by the [NDT](#) (National Department of Tourism), [CATHSSETA](#), the [QCTO](#) (Quality Council Trades and Occupations) and [SAQA](#) (South Africa Quality Authority). Change has created some uncertainty within the guiding sector, but lets be open and embrace what lies ahead.

### **Background**

The FGASA Nature Site Guide (Apprentice Field Guide) NQF2, Field Guide NQF4 and Trails Guide NQF2/4 skills programmes with unit standards, are currently accredited with CATHSSETA, but have expired and will no longer exist from June 2024. There will be no unit standard format qualifications in future. However, each unit standard-based skills programme will be replaced by the Occupational Qualifications Sub-Framework (OQSF) format qualification, which is composed of theoretical, practical and work experience modules. There are full occupational certificates, part qualifications with electives, and skills programmes.

The purpose of the scoping is to 'define the job' and activities related to the job in a fairly simplistic fashion. New qualifications are being re-scoped and mapped out across the tourism sector and in future will be registered with SAQA. The qualifications will then be implemented and managed by the QCTO within the NQF (National Qualifications Framework). CATHSSETA has been appointed as the Assessment Quality Partner.

### **Expired CATHSSETA skills programmes**

The Occupational Qualifications Sub-Framework (OQSF) Policy, 2021 has been implemented and as of the 30th June 2023, ALL current CATHSSETA skills programmes have expired. This not only impacts the guiding sector, all sectors within the CATHSSETA framework are forced to address this.

The current programmes will run until June 2024. All learners wishing to sign up and train the existing FGASA accredited programmes **MUST** be registered in the **FGASA** administrative system, as well as the CATHSSETA system, by 30 June 2024. These learners, will then have 3 years to complete the process of certification. We urge all delivery partners to plan for this in their 2024 operational and marketing plans and encourage all prospective self study learners to note this timeline.

### **What has FGASA done?**

FGASA has actively been involved in this process since 2021 and had engaged with various key industry role players and FGASA stakeholders. The process is still in the formative stages of engagement, but the sector is confidently pushing hard for the formal stage to begin. CATHSSETA and the QCTO will now appoint a consultant to manage the qualification mapping process. A community of expert practitioners will be appointed as subject matter experts to participate in the writing up of the new qualifications.

FGASA will apply to the QCTO for accreditation as an accredited Skills Delivery Partner (SDP).

### **What is the role of the QCTO?**

The QCTO's role is to ensure that there are occupational qualifications that respond to South Africa's skills development priorities. The QCTO manages the Occupational Qualifications Sub-Framework (OQSF), which is one of the three integrated sub-frameworks of the National Qualifications Framework. SAQA registers occupational qualifications on the OQSF as recommended by the QCTO. The availability of registered occupational qualifications facilitates skills development that supports labour market needs and developmental state initiatives.

### **What does this mean for FGASA guides?**

All historical achievements and certificates will be recognised. FGASA drafted a letter to the NDT requesting confirmation that historical qualifications remain valid for future guide registrations at the relevant Registrars across the country. In principle, this is agreed, and all Registrars have been present at the various workshops that FGASA and other role players have attended. In

future, new guides will register with the new QCTO certificate. Qualified guides will also have the opportunity to apply for RPL with historical certificates should they wish to do the new qualifications. FGASA will issue and implement an RPL policy for this process.

### **What will the new assessment process be?**

#### **1. INTERNAL FGASA ASSESSMENT**

Formative Assessments will be set according to the Assessment Criteria. These standards will be used to guide and facilitate learning, assess learner achievement and evaluate competence.

Internal Summative Assessment will be conducted at the end of a module or integration of modules to evaluate learning that has taken place. These assessments will formally record results per module for the Statement of Results (SOR) that FGASA will submit to the QCTO.

#### **2. EXTERNAL ASSESSMENT**

Once the SORs are submitted to the QCTO, the learner will need to complete a final competency-based assessment called the EISA (External Integrated Summative Assessment). The External Integrated Summative Assessment (EISA) is the final assessment managed and conducted by the Quality Partner/Assessment Quality Partner and is used to assess all learners nationally. In the EISA the learner proves his/her competence against the Exit Level Outcomes of the Qualification. EISA benefits industry/employers by ensuring that learners will be competent guides as they would have had to demonstrate competencies in work related tasks or scenarios during the EISA.

After successful completion of the EISA, achievement is granted once all requirements set by the QCTO are met. The guide will receive a QCTO certificate.

### **What does this mean for FGASA approved Delivery Partners?**

Training Delivery Partners will need to meet new criteria and re-apply with FGASA to facilitate the QCTO registered qualifications under the FGASA brand. On approval, parties will enter into a Service Level Agreement with FGASA to deliver the facilitation of the occupational qualifications, in line with the Quality Management System Policies and Procedures. Facilitators will need to meet the new QCTO requirements in order to facilitate training. FGASA will facilitate training opportunities for the development of facilitators to assist with this process.

### **What does this mean for FGASA Assessors?**

FGASA Assessors will need to meet new criteria to assess the Internal Summative Assessments under the FGASA brand. If approved, parties will enter into a Service Level Agreement with FGASA to assess the Internal Summative Assessments of the occupational qualifications according to Quality Management System Policies and Procedures. Assessors may also have the opportunity to apply to the QCTO Assessment Partners to assess the External Summative Assessments.

### **The Road Ahead**

The NDT has just completed a series of engagement workshops with the Nature, Culture and Adventure guiding sectors. The findings and recommendations will be submitted to CATHSSETA and the QCTO. Thereafter, the formal consultation process begins. All stakeholders will be given the opportunity to provide feedback, once the drafts are complete. The final qualifications will then be registered with SAQA.

To learn more about the new qualifications and road ahead, please join FGASA at any of the scheduled information events and online meetings, you can visit our website [here to view our calendar](#).

We strongly recommend that all guides, industry stakeholders and anyone with a vested interest in tourism sector attend at least one of the information

sessions.

- 5 September 2023 at 11:00 Delivery Partners online session
- 6 September 2023 at 11:00 Session1: Members event at the FGASA Office, Hoedspruit
- 6 September 2023 at 17:30 Session2: Members event at the FGASA Office, Hoedspruit
- 7 September 2023 at 11:00 Members online session

There is also a focussed strategy from the Minister and Department of Tourism to professionalise the Tourism sector. The professionalisation and the mapping of guide qualifications are parallel processes running concurrently to achieve this goal and FGASA is in support of this aim. FGASA will continue to provide opportunity, value and recognised standards to all its members and we thank all our members for their support.



## Making a Difference at Moditlo

Since winning [Safari Guide of the Year](#), Kimberlee Le Hanie has had some stellar feedback and requests to get more involved in the industry. So too has FGASA. Most recently Kimmy and Louise (FGASA's Marketing and Communications Manager) were invited to spend a night at the stunning [Moditlo River Lodge](#) in the [Blue Canyon Private Game Reserve](#).

The purpose of this visit was twofold: First, the new General Manager, Lee, wanted to help motivate and inspire her guiding team by having Kimmy sit with them during game drives and provide feedback on what makes a truly exceptional safari experience. It was difficult to find fault with the Moditlo River Lodge guiding team, all of them acted with great professionalism, employed excellent and ethical guiding, were generous with their knowledge and skills, and really did leave a positive lasting impression. Kimmy also provided heaps of encouragement to the team and spoke to them about the importance of developing through the FGASA curriculum, attaining higher qualifications and bettering their ability to guide and interpret the natural environment to guests.

Second, Lousie was on hand to assist with any FGASA related questions and to supply information on the support FGASA can provide their team in terms of their career development. There were also many questions about the qualifications themselves, the necessary hours and experience needed to upskill through FGASA and how we can help guides struggling with the course work, especially when their first language is not English.

The vision for the commercial lodges in the Blue Canyon Private Game

Reserve goes far beyond Moditlo River Lodge, Lee and her team would like to see a more collaborative effort between the various lodges on the reserve. Not only that but they want to see the FGASA standard of professionalism employed across guiding teams within the reserve so that all visitors receive an exceptional guided safari experience.

We are excited about building strong, positive relationships with our members and their employers. Our commitment to industry development, guide upskilling, mentoring and knowledge sharing is unwavering. We would love to see more lodges getting involved with FGASA and helping us help the people who form the face of tourism in southern Africa.

Check out what Kimmy and Louise got up to while they were there!

[Watch here](#)



### **#IamFGASA Good news story: FGASA Guide Training in Malawi**

Last month we reported on a community guide training initiative taking place in [Akagera National Park](#), Rwanda. This initiative was spearheaded by [Wilderness](#) and the FGASA curriculum was introduced to the country. Rwanda now has five FGASA qualified guides, bringing the FGASA gold-standard of professionalism, knowledge and skill to all who visit.

We are overjoyed to announce that Malawi is the next African country to start training FGASA guides! This initiative has been undertaken by [Majete Wildlife Reserve](#), FGASA Professional Field Guide, Assessor, Mentor and representative Richard Pearse, and [African Parks NGO](#).

Majete Wildlife Reserve was African Parks' first ever natural landscape management mandate, the organisation has grown in leaps and bounds since then. African Parks now holds management agreements with 22 different national or community reserves in 12 different African countries. A part of their conservation model is active involvement in natural landscape adjacent communities to help provide more support, infrastructure and economic development to the people who have spent their lives in these landscapes.

A small part of this is developing community guides, training people to use the landscape for economic growth, conservation, education and, of course, safaris. Majete is a prime example of this; visitors to the park are able to self-drive, however, with little knowledge of the area or animal movements it can be tricky to become fully immersed and truly understand the workings of the natural environment. Majete and African Parks have developed a solution to this, as a visitor to the park you have the option of hiring a community guide to accompany you on your wilderness adventures. These guides are highly

knowledgeable, skilled and understand the landscape better than any foreign guest. As these guides grow in their own skill and knowledge some of them receive full-time employment from Majete's [Thawale Lodge](#), giving them a long-term, sustainable career.

The month-long training course has already shown fantastic results with the guides increasing their knowledge and skills, becoming more confident and adopting the gold standard of FGASA professionalism. This training is also providing greater credibility to the important service these guides provide, increasing their employability and attractiveness to tourists looking to learn a little more about the area's natural, cultural, and historical heritage. While none of the trainees have yet to complete their qualifications, the impact the training has had so far is incredible and we look forward to welcoming many new members from throughout Africa.

We are super excited to see the FGASA footprint continuing to grow so quickly throughout Africa, and we would like to thank African Parks, Richard Pearse and Majete Wildlife Reserve for their key roles in bringing FGASA across the continent. We cannot wait to see how the the training of FGASA guides grows and develops in their career paths, and we look forward to welcoming more guides into the FGASA Family!

## FGASA Job Space

FGASA is always looking out to help our members find their ideal career paths in tourist guiding, nature guiding, tourism and hospitality, have a look at some of the jobs currently available in the industry:



### **WildEarth**

WildEarth.TV, a leading provider of live wildlife broadcasts and educational content, is seeking a talented and passionate Naturalist Presenter to join our team. For full details on the position offered and where to send your applications please hit the button below.

[Apply here](#)



### **Mask Expeditions**

Mask Expeditions is an adventure travel company specializing in small group safaris. They offer a variety of exciting adventure tours – including walking, hiking, cycling and specialist game viewing safaris. Hit the Apply Here button below to go to our website for full details.

[Apply here](#)



### **Sunway Safaris**

We are currently looking for young, dynamic individuals with strong personalities and the ability to work under the pressure of client demands. We will consider both experienced tour leaders and newly qualified guides...

[Apply here](#)

## FGASA Mentor Space

### **Trails Guide Mentored Hours**

Jack Hutchinson, Professional Field Guide and



Trails Guide Mentor is offering his time and knowledge to help all the aspiring Trails Guides out there! Join Jack to gain needed hours, encounters, and receive one-on-one mentorship:

The mentored trails include:

- Accommodation
- Food
- Rifle and ammunition
- Two mentored walks

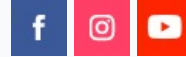
Price: R1500.00 per person per night

WhatsApp: (+27) 72 145 7538

Instagram: [@bearded\\_trailsranger](https://www.instagram.com/bearded_trailsranger)

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