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# Message from the Board



## Compliments of the Season, NECDA Members!



Over my four terms as a board member of NECDA I can testify to NECDA's passion and love for the children of South Africa, and determination to drive the holistic development of the ECD workforce. Understanding the skills gaps within the sector is a national priority for us to ascertain how best we serve you, our members.

We are incredibly proud to have rolled out NECDA's flagship QCTO ECD Level 4 Learning Programme. We also successfully completed the KZN ECD Relief Project, and the UNICEF WASH project in the Eastern Cape and Free State. The excellent curriculum designed through these projects will aid in professionalising the sector and standardising the quality of training on South Africa.

Our efforts remain steadfast to collaborate with sector partners, advocate and lobby government on skills development and training issues, partner with key stakeholders, explore opportunities, and address the many burning issues that affect resource and training organisations, including the function shift of ECD to the Department of Basic Education.

During the last two quarters, the board has focused on critically strengthening organisational governance, policies, and procedures within NECDA. Thank you to ALL the members who attended the 2022 Annual General Meeting and the Extraordinary General Meeting, when NECDA's revised constitution was approved. The board remains focused to ensure the strategic plan is implemented with excellence.

During this season, may we continue to remember the increasing statistics of gender-based violence perpetrated against women and children. So much more is required to protect women and children from violence in our communities.

Thank you, NECDA members for your commitment to build a highly skilled ECD workforce tasked with shaping the lives of South African children. Happy Holidays and best wishes to all.

**Puleng Motsoeneng**  
NECDA Board Member

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## Board Developments

On behalf of the board and members of the alliance, we wish to acknowledge the service of **Kaathima Ebrahim** (Mikhulu Trust), **Kelahloko Mashiloane** (Hi Hopes), **Rene King** (Khululeka CECD), and **Ruby Motaung** (TREE) who have stepped down from the board to prioritise their organisations.

We value and appreciate the invaluable contributions each of you have made to advance NECDA over the past years and wish you all the very best with your future endeavours.

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# NECDA Events

## Annual General Meeting



NECDA hosted a virtual Annual General Meeting on 21 June 2022, attended by 29 member organisations. A proposal to defer the ratification and adoption of the constitution was accepted. Thank you to all members who attended.

To watch the recording of the AGM, click [here](#).

To access the presentations, click [here](#).

## Extraordinary General Meeting

As per the AGM, NECDA hosted the Extraordinary General meeting on 3rd August 2022.

23 member organisations and 29 participants were present. Tracey Fortune, the Director of ELRU, together with technical support from Redefine Software facilitated a professional and successful EGM. The Constitution was adopted and as a board we are delighted to have completed this process. NECDA's constitution can be accessed [here](#).

If you missed the EGM, please click [here](#) (Passcode: ?A3V.M!8).

## Membership fees

We appeal to our members to kindly ensure the membership fees are paid and are up to date. Please contact the office if you need any further assistance and support.

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# NECDA Projects

## 1. KwaZulu-Natal ECD Relief Project

In partnership with the National Education Collaboration Trust, UNICEF and seven NECDA members, NECDA successfully implemented the KZN ECD Relief Project.

The project reached 2 113 Parents/Caregivers, 1 134 ECD Practitioners, and 45 978 children from 55 ECD centres in 12 districts in KwaZulu-Natal.

We thank all the implementing RTO partners, the curriculum development partners, NECT and UNICEF for investing in and delivering an impactful and high-quality training programme that enhanced the capacity of parents and ECD practitioners.

UNICEF conducted a post evaluations assessment, and the report highlighted the sterling job undertaken by NECDA's implementing partners. Congratulations to TREE, LETCEE, ELET, New Beginnings, Lulamaphiko, Cotlands, MCC, ITEC, Motheo Training Institute and Ububele.

### Participant responses

*"I learnt a lot of things. Bonding with children, giving yourself time to play with them and communicate with them. We did not know that. We thought it's a teacher's job to teach children how to read and write at school. We used to shout at them when, for example, they are playing with sand because we thought the child is being naughty and making themselves dirty. The training changed our mindset".*

*"Since I did this training, I now know that I am not supposed to stress too much. I now tell myself positive things and I am now confident about myself."*

*Quoted in UNICEF (2022). 'More than an emergency response: Real lives being changed.' Pages 1 & 7.*



## 2. QCTO Level 4 ECD Qualification

NECDA commenced the roll out of the Occupational Certificate: Early Childhood Development Practitioner, SAQA ID: 97542.

Rene King, the project lead, hosted the national Training of Master Trainers in Cape Town in October, and Master Trainers were identified in Kwazulu-Natal, Gauteng and Western Cape. Trainers were selected from TREE, LETCEE, Motheo Training Institute, Hope Worldwide, ORT SA Cape and Grassroots. Trainers were highly competent, experienced, and fully engaged in the process. Provincial workshops were hosted in October and November in the Western Cape and KZN. Eight member organisations registered for the provincial Training of Training sessions, with 20 participants in attendance.

A NECDA Level 4 Gauteng Training of Trainers provincial workshop is planned for the first quarter of 2023. The date will be announced.

If you have missed the introduction to the Learning programme webinar and wish to know more about NECDA QCTO Level 4 click [this link](#) (passcode: 7u47!@Pd) to watch the virtual information session hosted by Rene King for Directors, facilitators, and trainers.

The NECDA Board wish to appreciate the Curriculum Development Team under the leadership of Rene King for the production of an outstanding product. The development of such high-quality materials will improve the standard and professionalise the sector.



*Above: Training of Trainers at TREE, Durban.*

*Below: Training of Trainers at Grassroots, Cape Town.*



Members of the board acknowledge the Jim Joel Fund for their investment in this project that made it possible for NECDA to produce materials of such exceptional quality.

We also acknowledge the financial contributions made by the following NECDA members: Early Inspiration, Grassroots, ITEC, Khululeka, TREE and Ubunye.

### 3. UNICEF Water, Sanitation and Hygiene (WASH) project

In partnership with World Vision, NECDA implemented a WASH project in the Eastern Cape and Free State. The project was funded by UNICEF.

This project aims to improve COVID intervention, hygiene and nurturing care practices in ECD Centres and surrounding areas. It was successfully implemented in Komani and Gqeberha in the Eastern Cape, and in Bloemfontein and Botshabelo in the Free State.

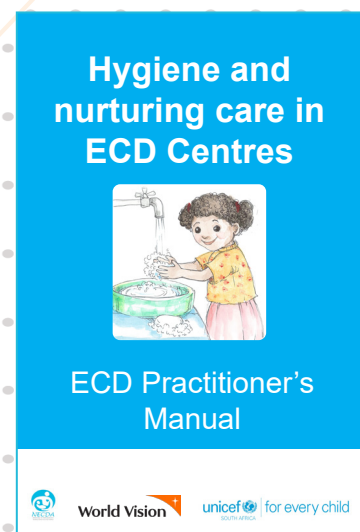
NECDA developed materials for the project, including a rapid assessment instrument, an ECD Practitioner's Manual, and a Facilitator's Guide. NECDA built the capacity of 12 local community-based organisations to conduct rapid assessments and train 50 ECD Centres in the two provinces.

Congratulations to ITEC for successfully leading this project in the Eastern Cape and Ntataise Trust for implementing in the Free State.



Above: ECD Practitioners were trained by local CBOs on handwashing, immunisation, growth and development monitoring, nutrition, and responsive caregiving.

Right: NECDA developed the ECD Practitioner's Manual for the project.



### 4. Membership Management System (MMS)

We are especially pleased to share phase one of the Membership Management System (MMS) which will officially commence in quarter one.



Redefine Software will be providing online virtual training sessions in the first quarter. Members will have access to register as a member of NECDA, upload their organisational information, and promote their organisation's programmes, services and events. The MMS will increase the opportunity for networking and showcasing members' best practice. In addition, it will enhance NECDA's administrative function.

"Children need the freedom and time to play. Play is not a luxury. Play is a necessity." – Kay Redfield Jamison





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## Advocacy and collaborative engagements

### NECDA in partnership with the ETDP SETA and North-West University

NECDA's Chairperson, Dr Monica Stach, participated in discussions with the SETA Chair from the North-West University to address the challenges relating to the ETDP SETA, as well as explore funding opportunities within the SETA for capacity building and training of the staff employed by ECD training providers.

### KZN ECD Indaba

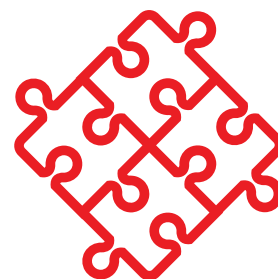
Dr Monica Stach was invited to present the current ECD Training Landscape at the ECD Indaba.

### Media

NECDA has provided much input and commentary on the function shift over the past year to an array of media houses.

### Intersectoral Forum (ISF) Committee

NECDA Board Members occupy portfolio positions within the ECD ISF curriculum and training sub-committee and continue to influence the training and curriculum landscape on a national level. The Curriculum and Training sub-committee hosted a meeting focused on recognition of prior learning.



**NECDA thanks our Funders  
OMT, Jim Joel Fund, NECT and UNICEF,  
for their investment and partnership to advance  
the work we do within the sector.**

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# NECDA' Strategic intent

**NECDA's mandate** is to serve Resource and Training Organisations that provide training to the ECD workforce.

**Our vision** is to strengthen and capacitate human resources in early childhood development.

**We will fulfil our mission** through skills development, capacity building, strategic partnerships, advocacy and lobbying.

**Our strategic goals are ambitious** and will require the expansion of the secretariat by appointing a CEO.

In addition, the sub-committee structure will ensure that we get traction on key deliverables that contribute meaningfully to the ECD HR strategy.

The capacitation of our members is a priority and we invite members to participate in the sessions.



## Members, we need your expertise!

**NECDA's board will be setting up sub-committees** to deliver on its strategy. The sub-committee structure will give members an opportunity to collaborate and resolve critical matters relating to training and development in the ECD workforce.

**Please offer your expertise for one of the following.**

**There are further details on the next page**

**Pre-level 4  
capacity building  
of the entire ECD  
workforce**

**Recognition of Prior  
Learning (RPL) for the  
QCTO qualification**

**Skills audit of  
training providers**

**Finance  
Sub-committee**

# Proposed subcommittees

## Pre-level 4 capacity building of the entire ECD workforce sub-committee

This sub-committee will undertake a series of engagements to determine what course content should be included for practitioners that are not able to complete the Level 4 qualification, as part of resolving the professionalisation and articulation challenges.

The intention is to curate existing course content from NECDA members, and to then get the short courses endorsed. This is the start of creating alternate pathways to practice, and to ensure the capacitation of the entire ECD workforce. Alignment of the pre-level 4 courses with the PIECCE (Project for Inclusive Early Childhood Care & Education) standards and QCTO ECD Level 4 qualification will lay the foundation for further professionalisation and articulation conversations. Funding is required to support this initiative.

## Recognition of Prior Learning (RPL) for the QCTO qualification sub-committee

The role of this committee is to unpack and understand the RPL landscape and determine the process and pedagogy to be followed to recognise the prior learning of ECD practitioners who meet the criteria for the QCTO qualification. Funding is required to support this initiative.

## Skills audit of training providers sub-committee

This sub-committee will be responsible for conducting a skills audit of training providers to inform the ECD Sector Skills Plan produced by ETDP SETA. The research will also compile a comprehensive list of non-accredited short courses or skills development courses that ECD resource and training providers offer.

## Finance sub-committee

The sustainability of NECDA is the responsibility of the finance sub-committee. This committee will determine the process for member organisations to express an interest in fulfilling the role of managing NECDA's finances. Once the member organisation has been appointed, the sub-committee will mentor and coach the organisation on NECDA's financial policy, procedures, and systems, with the view of the organisation taking over this function from ITEC in 2023.

We will be communicating more about this in the first quarter of 2023.

### Contact NECDA



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