

OMNI HR Consulting gets accredited with the Quality Council for Trades and Occupations

Issued by [Omni HR Consulting](#)

14 Sep 2018

The core focus of Omni HR Consulting is to provide customers with innovative, relevant and industry-related training and development solutions, which will meet the skills development needs of their human capital and talent pipeline.

A development within the education landscape was the introduction of the [Quality Council for Trades and Occupations](#) (QCTO) in 2010 which presented the philosophy that classroom-based learning (theoretical and practical modules) in addition to occupational workplace-based learning would be a requirement to be certified within the QCTO framework. This naturally posed a divided view within industry as to the benefits and functionality of QCTO as a quality body in South Africa. Omni chose to be a part of the change in landscape as opposed to rejecting the changes.



The QCTO was established in line with the [Skills Development Act](#) with its role among others to assess and certify occupational qualifications, including trades, on the Occupational [Qualifications Sub-Framework](#) (OQSF).

An incredible feat for [Omni HR Consulting](#) was to receive full accreditation as a skills development provider with the QCTO on the 29th June 2018 as the first private provider to offer the following two qualifications: Occupational Certificate: Training and Development Practitioner (Learning and Development Practitioner), NQF Level 5 and Occupational Certificate: Sales Assistance (General Retail Sales Advisor), NQF Level 3.



"The purpose of this qualification is to prepare learners to operate as a Retail Sales Advisor. An advisor sells goods and services such as Fast-Moving Consumer Goods (FMCG), clothing, furniture and specialty merchandise in a retail or wholesale environment."

Occupational Certificate – SACQA ID: 99669
NQF Level 3 (54 credits)

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Cindy Londt, Operations Executive notes that “for Omni, work-integrated learning is a fundamental component within its current accredited qualifications. Together with our coaching and learning support model to assist learners to make meaning of their learning and how this applies to the world of work.” The QCTO relies on the methodology of work-integrated learning and as such requires business to partner with training providers to ensure those participating in occupational qualifications have the opportunity within a workplace to practically apply their knowledge and skills. There are very clear benefits for both the workplace and the learners. Business will receive more skilled and relevant individuals that would transition easier into the world of work. “Often, we hear learners say they have studied and have a list of qualifications, however no work experience. What the QCTO qualification does, it forces the work-integrated learning component and as a result learners’ have 70% of their learning occur in the workplace. Fundamentally every learner not only walks away with a qualification but eight to twelve months of workplace experience” adds Londt.

OMNI will be hosting a series of webinars to share lessons learnt, our views and approach to work-integrated learning as a model that should be deployed to build talent pipelines and create sustainable employment. Please follow our social media pages for more details.

For more information, please contact **Cindy Londt – Operations Executive** on cindy@omnihrc.com or **Jasmine Sultan – ETQA Manager** on jasmine@omnihrc.com

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