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Chairman's Statement

During the year under review which makes more than five years of operation of the Mauritius Qualifications Authority (MQA), it was expected that there would be a rapid expansion in the activities of the Authority to bring about major reform in the Technical and Vocational Education and Training sector in line with the Government Programme 2005-2010.

In this regard, major emphasis has been laid upon the implementation of policies surrounding the National Qualifications Framework (NQF) namely the establishment of Unit Standards and qualifications for key sectors of the economy. Besides, foundation has been laid for a Mauritian model of Recognition of Prior Learning (RPL) with a view to avoiding duplication of training of our workforce, thereby tapping on existing competencies. This has also paved the way for continuous learning towards a qualified labour force.

The NQF is a system designed to recognize attainment of knowledge, understanding and skills by people in Mauritius. With a view to recognizing same, the development of Unit Standards and Qualifications remains crucial and is the backbone of any qualification framework.

The aim of RPL is to accredit learning gained or skills acquired outside the formal educational/vocational training system. Such skills might have been acquired through work experience, formal/informal training, life experience and voluntary social work among others. The main focus of RPL is the learning outcomes in the form of skills and knowledge of experiences and not how, when and where occurred.

A considerable percentage of our workforce has a wide experience but does not possess any formal qualification. The scope for promotion/professional career advancement of employees is therefore limited as their experience is rarely recognized. In addition, the existing qualification system is really not appropriate for those looking to integrate the education/training system. Therefore implementation of RPL in Mauritius became of utmost importance especially for retrenched workers in the context of the restructuring of the economy. The MQA has thus worked towards the emergence of a sound RPL system with a view to developing an efficient and vibrant human capital to sustain economic development.

At international level, the MQA has been seeking collaboration with other Qualifications Authorities and overseas institutions in order to form strategic alliances and partnerships so as to ensure comparability with international standards and harmonize qualifications.

On behalf of the Mauritius Qualifications Authority Board, I would therefore like to thank the Director and staff of MQA for their relentless effort and it is my honour and pleasure to present this Annual Report together with the financial statements for the period 01 July 2007 to 30 June 2008.

Mr Ranjit Singh Soomarooah
CHAIRMAN



Board Members for the Period 01 July 2007 to 30 June 2008

NAME	DESIGNATION	
Mr Ranjit Singh Soomarooah	General Manager, State Trading Corporation	Chairperson
Dr Azad Jeetun	Director, Mauritius Employers' Federation	Vice-Chairperson
Mr. Swaminathan Ragen	Permanent Secretary, Ministry of Education & Human Resources	Members
Dr Praveen Mohadeb	Ag. Executive Director, Tertiary Education Commission	
Mr Roland Dubois	Director, Industrial and Vocational Training Board	
Mr Girish Nuckchady	Representative of Private Training Institutions	
Mr M Serge Axel Cyril Pellegrin	Secretary General, Insurers Association of Mauritius (Independent Member)	



Present Board Members

NAME	DESIGNATION	
Mr Ranjit Singh Soomarooah	General Manager, State Trading Corporation	Chairperson
Dr Azad Jeetun	Director, Mauritius Employers' Federation	Vice-Chairperson
Mr. Grish Gunesh	Permanent Secretary, Ministry of Education, Culture & Human Resources	Members
Dr P raveen Mohadeb	Ag. Executive Director, Tertiary Education Commission	
Mr Roland Dubois	Director, Industrial and Vocational Training Board	
Mr Girish Nuckchady	Representative of Private Training Institutions	
Mr M Serge Axel Cyril Pellegrin	Secretary General, Insurers Association of Mauritius (Independent Member)	



Management and Staff for Period 01 July 2007 to 30 June 2008

Director

Mr Kaylash Dwarkasing ALLGOO, O.S.K

Deputy Director and Registrar

Mr Robin K PHOOLCHUND

Managers

Mr Kamalanaden Vella MOOTEN - Administrative Manager
Mr Vijaye Anand RAMCHURN - Manager, Quality Assurance Services
Mr Ramesh RAMDASS - Ag. Manager, Framework Services

Accountant

Mrs Rooksanah Rajahbalee JOOMUN (On Leave Without Pay as from 01.09.2007)

Administrative Officer

Mr Jaydrutt MAKOONLALL

Programme Officers

Mr Subiraj BHUNJUN
Mr Rajcoomar RAMCHURUN
Mrs Rani DOMAH
Mrs Premlata Kooshmi RAMTOHUL (On Leave Without Pay as from 04.12.2007)
Mrs Hema BHUNJUN KASSEE (As from 02.04.2008 to 01.06.2008)
Mr Navin HURREERAM (As from 23.04.2008)

Systems Administrator

Mr Muhammad Ryad AUMEERUDDY (As from 21.05.2008)

Executive Clerks

Mrs Kooshmowtee SEEWOOCHURN
Mrs Pratima Rajeshwaree HARDOWAR
Mrs Usha BABOOLALL
Mrs Nodranee PUTTY
Mr Atmaram BALLOO





Confidential Secretaries

Mrs Padmah BAHADOOR
Mrs Jacqueline CHAN PAK CHOON

Assistant Executive Clerks

Ms Anjalee Devi PEEROO
Mrs Parvatee LUGUN
Mrs Pasmawtee GOPEE
Mr Jean Luc Regis ADOLPHE
Ms Chetrani Kumari JANKEE

Clerk/Word Processing Operators

Mrs Artee Beeroodhee DOOLUB
Mrs Swastee Beekharry NAIKU
Mrs Daruma Nandambal VITHILINGEM (On Leave Without Pay from 26.01.2006 to 26.09.2007)
Mrs Kavita Devi BABOOLALL
Mrs Radha CHEEKHOORY

Office Attendant/Driver

Mr Randheer LOLLJEE
Mr Ramchesse LOUIS
Mr Joynauth RAMESSUR
Mr Chandansing TEELWAH
Mr Sudesh Kumar BEEJAN



Present Management and Staff – (December 2009)

Director

Mr Kaylash Dwarkasing ALLGOO, O.S.K

Deputy Director and Registrar

Mr Robin K PHOOLCHUND (On Leave Without Pay as from 16.03.2009)
Mr Brambhanund Suryakiran Sharma BHUJUN

Managers

Mr Kamalanaden Vella MOOTEN - Manager, Corporate Services
Mr Vijaye Anand RAMCHURN - Manager, Quality Assurance Services
Mr Ramesh RAMDASS - Manager, Framework Services

Accountant

Mrs Scilla DAWONAUTH

Administrative Officer

Mr Jaydrutt MAKOONLALL

Accreditation Officers

Mr Subiraj BHUNJUN
Mr Rajcoomar RAMCHURUN
Mrs Rani DOMAH (On Leave Without Pay as from 01.11.2009)
Mr Ramsamy NOOKADEE
Mrs Pratima Rajeshwaree HARDOWAR

Systems Administrator

Mr Vishal MUNGROO

Higher Executive Officers

Mrs Kooshmowtee SEEWOOCHURN
Mrs Usha BABOOLALL
Mrs Nodranee PUTTY
Mr Atmaram BALLOO



Confidential Secretaries

Mrs Padmah BAHADOOR
Mrs Jacqueline CHAN PAK CHOON

Executive Officers

Ms Anjalee Devi PEEROO
Mrs Pasmawtee GOPEE
Ms Chetrani Kumari JANKEE
Mrs Artee Beeroodhee DOOLUB

Clerk/Word Processing Operator/Receptionists

Mrs Swastee Beekharry NAIKU
Mrs Daruma Nandambal VITHILINGEM
Mrs Kavita Devi BABOOLALL
Mrs Radha CHEEKHOORY
Mrs Marie Stephanie MARGUERITTE
Mrs Preety KODI RAMANAH
Ms Koujavalli MANNICK
Mrs Prema CAUNHYE

Officer, Support Services in ICT

Mr Shahbaaz NOORMAHOMED

Office Attendant/Drivers

Mr Randheer LOLLJEE
Mr Ramchesse LOUIS
Mr Joynauth RAMESSUR
Mr Chandansing TEELWAH
Mr Sudesh Kumar BEEJAN

(On Leave Without Pay as from 01.07.2008)



Director's Report

The financial year 2007-2008 has been the second year since I took office at the Mauritius Qualifications Authority (MQA) and it is my pleasure indeed to present to all partners of the training industry as well as to the public at large a report on the activities of the Authority during the year under review.



I take great pride in the collaborative efforts of all partners and shared achievements for the year 2007-2008. While the previous financial year was marked by the consolidation of the National Qualifications Framework (NQF), the year under review has witnessed a remarkable headway through the election of the MQA by the Virtual University of Small States of the Commonwealth (VUSSC) to chair the Management Committee with the responsibility to take the lead to set up a Transnational Qualifications Framework (TQF) that would be recognized by 32 small states of the Commonwealth.

The registration of 67 new training institutions in 2007-2008 has led to a total of 414 MQA registered training institutions during that financial year while 68 courses have been accredited in the year under review thus adding to a total of 1005 MQA accredited courses that has significantly contributed towards valued technical and vocational training in Mauritius.

The year under review has also seen the setting up of 4 new Industry Training Advisory Committees (ITACs) namely in Mechanical Engineering, Electrical & Electronic Engineering, Seafood & Marine Industry and Agro Industry, thus adding up to the list of 8 ITACs previously developed in collaboration with representatives of relevant industries. The ITACs have generated 22 qualifications during 2007-08, comprising 662 unit standards.

Initiated in the previous financial year, the Recognition of Prior Learning (RPL) project progressed through 2007-2008 with National Trade Certificates (NTC) at levels 2 and 3 being awarded to a number of individuals in the Tourism and Hospitality industry and it is worthy to mention that the RPL pilot project was also launched in the Construction sector during the year under review.

Further accomplishments of the MQA in 2007-2008 include the signing of a Memorandum of Understanding with the Commonwealth of Learning (COL).

With this, I wish to extend my heartfelt appreciation to all staff as well as to the Chairman and members of the MQA Board, without forgetting the stakeholders of MQA, for their dedication and contribution throughout the year under review. I also wish to express my thankfulness to the Ministry of Education and Human Resources for their valued guidance and support. I thus look forward to having the continued collaboration of one and all.

Kaylash Allgoo, O.S.K.
Director



About MQA

The Mauritius Qualifications Authority (MQA) was established as a corporate body under the Mauritius Qualifications Authority Act 2001 and became operational since 08 May 2002. The MQA is the guardian of the National Qualifications Framework (NQF) and is responsible for accrediting training programmes in the Technical and Vocational Education and Training sector. The MQA falls under the aegis of the Ministry of Education, Culture and Human resources.

During the financial year 2007-2008, the MQA was pursuing its role in maintaining quality in the Technical and Vocational sector while also further consolidating the National Qualifications Framework together with its associated Unit Standards and Qualifications. The Authority had, as at the end of June 2008, 414 registered Training Institutions, 4241 Trainers and had accredited 76 Training Institutions to run 1005 accredited programmes.

The MQA also continued with the function of recognising and granting equivalence for Technical and Vocational qualifications, following the amendment made to its Act by the Education and Training (Miscellaneous Provisions) Act 2005 (Act No.18 of 2005 and Proclamation No 22 of 2005).

With a view to recognising previous experience and competencies obtained outside the formal education and training systems and to promote lifelong learning in Mauritius, the MQA pursued its effort towards the implementation of the Recognition of Prior Learning (RPL) at National level during the year under review.

The objects of the MQA are:

- (a) to develop, implement and maintain a National Qualifications Framework;
- (b) to ensure compliance with provisions for registration and accreditation of Training Institutions;
- (c) to ensure that standards and registered qualifications are internationally comparable.

Functions of the Authority

Following the enactment of the Education and Training (Miscellaneous Provisions) Act 2005, the functions of the MQA have been amended and are as follows:

- (a) to formulate and publish policies and criteria, in respect of the technical and vocational training sector, for-
 - (i) the registration of bodies responsible for establishing national standards and qualifications;
 - (ii) the accreditation of bodies responsible for monitoring and auditing such standards and qualifications; and
 - (iii) the registration and accreditation of training institutions;

- (b) to generate and register national standards for any occupation;
- (c) to register qualifications, other than those obtained in the primary, secondary and post-secondary educational sectors;
- (d) to register and accredit training institutions in Mauritius;
- (e) to recognise and validate competencies for purposes of certification obtained outside the formal education and training systems;
- (f) to recognise and evaluate qualifications, other than those obtained in the primary, secondary and post-secondary educational sectors, for the purpose of establishing their equivalence;
- (fa) to recognise non-award courses dispensed by training institutions;
- (g) to keep a database of learning accounts of Mauritians;
- (h) to publish an annual list of registered unit standards, qualifications and training institutions;
- (i) to advise the Minister on matters pertaining to the National Qualifications Framework;
- (j) to perform any other function which the Minister may assign and which is relevant to the National Qualifications Framework.

The National Qualifications Framework

Many countries have developed their qualifications framework with a view to rationalise their qualifications systems. Mauritius is of no exception. The MQA had set up the National Qualifications Framework (NQF) which is a powerful tool to rationalise qualifications, to provide clear pathways and to allow for mutual recognition of qualifications. The NQF has been rendered dynamic through the development of Unit Standards and Qualifications which is the heart of the system. The underlying principles of the Recognition of Prior Learning lie on the NQF together with its associated Unit Standards and Qualifications.

Our National Qualifications Framework (NQF) is made of 10 levels and it ranges from the certificate of primary education to a Doctorate. Each level is defined by level descriptors which aim at describing the expected outcomes, learning demands and enable learners to carry out processes.

It is thus an instrument for the development and classification of qualifications according to a set of criteria for levels of learning achieved. The NQF is classified into 3 segments whereby the first segment comprises qualifications in the primary/secondary education at level 1 to 5 but with specific qualifications as awarded at level 1, 3 and 5 (e.g. CPE, SC, HSC, Baccalaureate) in the Mauritian context. The second segment pertains to qualifications in the TVET/Workplace sector and it encompasses all levels of the NQF. The third segment caters for post secondary/tertiary qualifications starting with qualifications (e.g. Diploma, Degree, Masters) at level 6 to 10 and is normally from undergraduate to postgraduate qualifications.

The National Qualifications Framework was developed to ensure greater articulation between education, training and the world of work and also that training responds to the standards set by industry. At the same time, it aims to encourage lifelong learning through Recognition of Prior Learning (RPL).



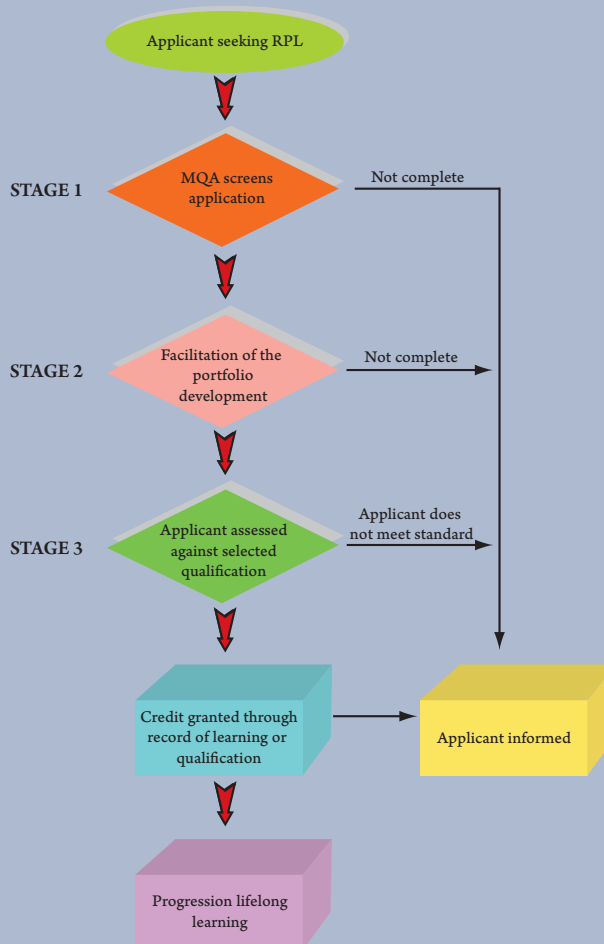
Recognition of Prior Learning (RPL)

The MQA is mandated to validate and recognise competencies obtained outside the formal education and training systems. Recognition of prior learning (RPL) is arguably the most pressing issue around vocational education and training and it has been coming constantly on the forefront of the Government agenda as a means to validate and recognise the competences of workers/people who did not have the opportunity to follow the formal education but who have acquired skills over the years.

The concept of RPL is to translate prior learning and experience into a qualification, thereby allowing more people to acquire a duly recognised qualification. RPL is critical to the development of an open, accessible and integrated education and training system and is the foundation stone for lifelong learning policies which encourage individuals to participate in learning pathways including formal, non-formal and informal learning. RPL recognises learning regardless of how, when and where it was acquired, provided that the learning or competency results in a Unit Standard or Qualification.

It was with this endeavour that the MQA embarked on the implementation of RPL on a pilot basis in the Tourism and Hospitality Industry and was envisaging to have this project implemented at national level in priority sectors of the Mauritian economy.

The RPL Process



Highlights of Activities from 01 July 2007 to 30 June 2008

1. MQA AS MEMBER OF THE MANAGEMENT COMMITTEE FOR THE SETTING UP OF A TQF FOR VUSSC

At the meeting of Commonwealth of Learning (COL) for senior officials of the Ministry of Education and Qualification Authorities in February 2008 in Singapore, the Director of MQA was elected to form part of the Management Committee for the setting up of a Transnational Qualifications Framework (TQF) for the Virtual University for Small States of the Commonwealth (VUSSC). The Management Committee comprises six representatives of member states as follows:

Mauritius	Mr Kaylash Allgoo, O.S.K. (Chairman)
Trinidad and Tobago	Mr Michael Bradshaw (Vice Chairman)
Fidji	Dr Richard Wah (Vice Chairman)
Namibia	Mr Franz Gertze
Jamaica	Dr Yvonne Marshal
Maldives	Mr Abdool Waheed

The TQF Management Committee was established to work through the fine details of the framework and the processes that would be followed. Courses and programmes that satisfy the requirements of national and regional qualifications authorities would be submitted for listing on a VUSSC-TQF website that would be created subsequently. Prospective learners would be able to determine the accreditation status of online courses offered by consulting this website.

1.1 Terms of Reference for the TQF Management Committee

The Virtual University for the Small States of the Commonwealth (VUSSC) is a collaborative network building on the support of Ministers of Education across small states of the British Commonwealth, specifically in three regions – Africa and the Mediterranean; Asia and the Pacific; and, the Caribbean. The formation of VUSSC was in direct response to a need identified by Commonwealth Ministers of Education at a meeting in Halifax, Canada in December, 2000 and was endorsed at the 15th Commonwealth Conference of Ministers of Education in Edinburgh, Scotland in 2003. Today, VUSSC is a growing network committed to the collaborative development of free content resources for education and training. The Commonwealth of Learning (COL) is facilitating the VUSSC initiative. Currently, there are twenty-nine (29) actively participating small states Commonwealth countries from which professionals have been drawn to develop, manage, implement, monitor and evaluate the Transnational Qualifications Framework (TQF). At this time, VUSSC countries have selected to focus on the development of skills-related courses in specific areas such as disaster management, tourism, entrepreneurship, ICT and life skills. VUSSC course materials will be non-proprietary and flexible enough to be adapted to country specific context. Further, these can be used in offering of credit-bearing qualifications as well as for strengthening educational capacity and access in



member countries. These qualifications will at this time be situated at Levels 4 and 5 on the VUSSC's TQF. The VUSSC's TQF can be defined as a translation instrument for the classification of the courses offered through the VUSSC's initiative according to set criteria – level descriptors; quality assurance mechanisms/guidelines and qualifications guidelines – for the specified levels of learning to be achieved, to improve credit transfers and promote accreditation mechanisms between member countries. These criteria will be used to establish international comparability taking into consideration the diversity that exists among qualifications framework across the VUSSC's member countries. To drive the development of the VUSSC's TQF, the COL convened a meeting of VUSSC's country education officials at the National Institute of Education, Nanyang Technical University, Singapore from February 25 – 29, 2008. At this meeting, the meeting produced thirteen (13) recommendations among which were those that established the VUSSC TQF Management Committee. The VUSSC TQF Management Committee consisting of six (6) members, two from each regions, was elected by the meeting as a direct response to the recommendations of the February 2008 meeting and given the mandate to manage the development and oversee the implementation of the VUSSC's TQF which will inform the operations of VUSSC related to the selection and registering of qualifications to be awarded through the VUSSC initiative. VUSSC's TQF Management Committee will be guided in its operations by the following guidelines as stated in the following Terms of Reference (TOR):

1.2 Purpose of the TQF Management Committee

1. To oversee the development and implementation of the TQF, including the development of concepts, policies, and guidelines.
2. To oversee the evaluation of programmes to be registered on the VUSSC TQF.
3. To report on a regular basis (but at least annually) to ministers of small states of the Commonwealth through COL on all matters related to the TQF.
4. To communicate and advocate the TQF within small states of the Commonwealth.
5. To recommend the appointment of external observers, technical experts and external evaluators to COL when required.
6. To develop and maintain appropriate strategic networks to enhance the objectives and performance of the TQF.

1.3 Composition and appointment of the TQF Management Committee

1. Expert representatives from regions as elected by Senior Officials that met in Singapore from 25-29 February 2008:
 1. Africa & The Mediterranean: Franz Gertze (Namibia) & Kaylash Allgoo (Mauritius)
 2. The Caribbean: Michael Bradshaw (Trinidad & Tobago) & Yvonne Marshall (Jamaica)
 3. Asia and the Pacific: Richard Wah (Fiji) & Abdul Waheed (Maldives)



2. A chairperson and two vice-chairpersons were elected from the group of expert representatives as follows: . Mr. Kaylash Allgoo Chairperson Mr. Michael Bradshaw Vice Chairperson Dr. Richard Wah Vice chairperson
3. VUSSC education specialist appointed by COL.
4. External observers, technical experts and external evaluators as and when required.

1.4 Duration of the TQF Management Committee

1. Elected: February 2008
2. Termination: The TQF Management Committee is envisaged as a standing committee within the broader VUSSC initiative
3. Member terms: A member of the TQF Management Committee is nominated for a three-year term. Members may serve a maximum of two consecutive terms.
4. Chairperson terms: An outgoing chairperson may be appointed to the TQF Management Committee for one additional term as an ex-officio member to ensure continuity.

1.5 Meetings of the TQF Management Committee

Face-to-face meetings: At least one meeting to be held every 18 months.

Virtual meetings: More regular meetings to be held, at least once every three months, using teleconference, audiovisual and online technologies.

1.6 Remuneration of the TQF Management Committee

1. Members of the TQF Management Committee will participate on a voluntary basis with the official ratification from the country of origin.
2. Members of the TQF Management Committee will not be paid for the services rendered.
3. Ministries from which the TQF Management Committee members originate will not be reimbursed.
4. Face-to-face meetings will be funded by the Commonwealth of Learning.

2. INDUSTRY TRAINING ADVISORY COMMITTEES

Industry Training Advisory Committees (ITACs) comprise representatives from private and public sector. The role of the ITAC is to generate Unit Standards and Qualifications at various levels of the NQF. ITACs have been set up in the following sectors of the economy:



Financial Year	Industry Training Advisory Committee (ITAC)
July 2003 – June 2004	Information & Communication Technology Printing Hospitality & Tourism Management
July 2006 – June 2007	Textile & Apparel Health & Social Care Adult Literacy* Jewellery Building Construction & Civil Engineering
July 2007 – July 2008	Mechanical Engineering Electrical & Electronic Engineering Seafood & Marine Industry Agro Industry

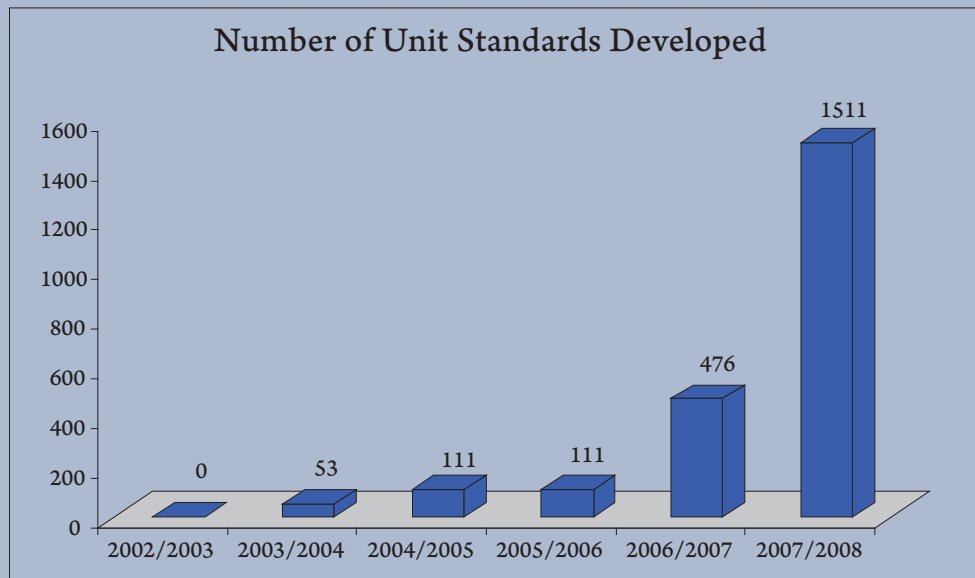
**It is not an ITAC on Adult Literacy per se; it is a committee which has been constituted at this stage.*

2.1 GENERATION OF UNIT STANDARDS AND QUALIFICATIONS

The ITACs set up have so far generated **60 Qualifications** and **1511 Unit Standards** in various sectors of the economy and at various levels of the National Qualifications Framework (NQF). The figure below shows the cumulative number of Unit Standards and Qualifications developed over the years.

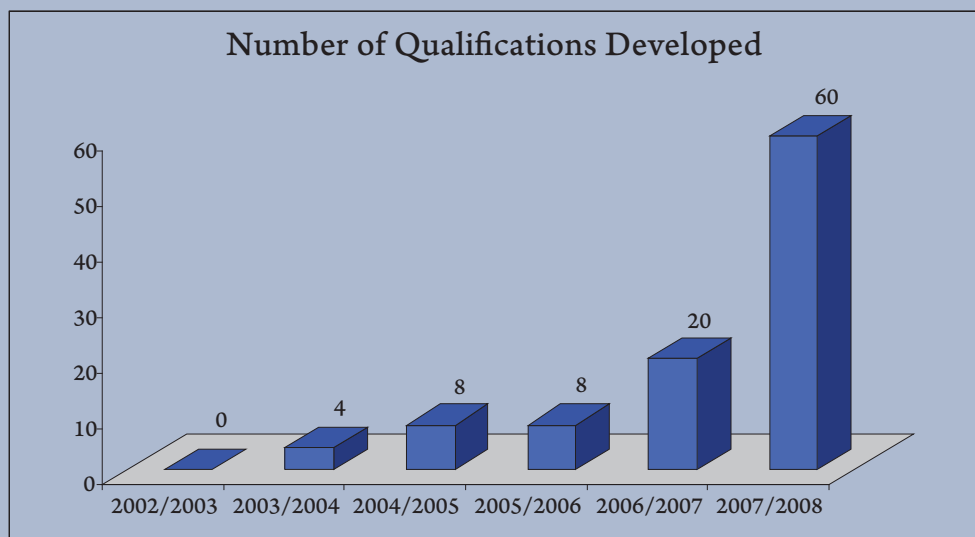


UNIT STANDARDS



Cumulative number of Unit Standards generated

QUALIFICATIONS



Cumulative number of Qualifications generated



Tourism

Date approved by Board	Qualification	Level	No of Unit Standards
30.07.2007	National Certificate in Laundry	3	26
03.09.2007	National Certificate in Bakery	3	26
03.09.2007	National Certificate in Pastry	3	32
30.01.2008	National Certificate in Beauty Therapy	3	18
28.03.2008	National Certificate in Travel & Tourism	4	28
28.03.2008	National Certificate in Pastry	4	33
27.06.2008	National Certificate in Tour Guiding	3	22

ICT

Date approved by Board	Qualification	Level	No of Unit Standards
30.07.2007	National Certificate in Contact Centre Supervisory Management	4	21
30.01.2008	National. Certificate in Contact Centre Management	5	35

Printing

Date approved by Board	Qualification	Level	No of Unit Standards
03.09.2007	National Certificate in Pre Press	4	17
03.09.2007	National Certificate in Platemaking and Machine Printing	4	23
30.01.2008	National Certificate in Print Finishing	4	18
30.01.2008	National Certificate in Printing Administration	5	25



