



Incomplete Qualifications: The Real Elephants on the Promotions Ladder

A recent snap survey done by the Growth Group showed that more than half of employees have incomplete qualifications. Some need only one subject to complete a qualification, but they never take action to do so.

There comes a time in anyone's career where the lack of qualifications closes doors. Employers are asking whether a person who does not finish a qualification can be trusted to follow through on important tasks in the workplace.

I. EMPLOYER ATTITUDE

Many high achievers in the workplace used all opportunities they had to get educated. Some of the most influential managers in the world worked and studied at the same time. These managers can testify that the sacrifices they made reaped huge rewards later in their lives. They chose to reprioritise their lives for a short while so that they could complete their studies.

There are cases where staff would like to work and study but they find that the multi-tasking phenomenon makes it very hard to keep up with work pressure and study pressure. They are faced with the classic "In my day" tale by employers who forget that the pace of work twenty or more years ago was not as demanding as it is today.

Fortunately, there are employers who choose to invest in their staff and who are willing to find ways and means for an employee to complete a qualification.

II. FUNDING IS AN ISSUE

It is understandable that many do not have the financial means to complete a qualification. In many cases, historical student debt bars individuals to enrol for the last few modules they need unless their debit at the college or university has been paid in full. In addition, the rate at which student debt escalates each month does not help the situation at all. In a recent case that came to our attention a student's original debt of R 900-00 escalated to R 11 000-00 in three years! There can be no justification for this sort of extortion. Not all students know their rights and they do not know that there are channels through which they can contest such blatant escalation of debt.

III. QUALIFICATION TRANSPORTABILITY

A. FIRST, THE BAD NEWS

There are some programs – especially those endorsed by professional bodies, where students can switch from one college to another so that they can complete a qualification. This is known as qualification transportability. Because the exams are administered by the professional body and not by the college, it is possible for students to switch from a college where they have a substantial debt to another college that is associated with the professional body.

Qualification transportability (or college hopping) can get a student to obtain a qualification through a professional body whilst leaving behind a wake of debt that the college has to worry about.

College hopping, in an attempt to avoid historical study debt and still finishing with a qualification is, to say the least, a dangerous game. It can quickly catch up with a student because colleges could use a vetting process to query a student's status at a previous institution.

B. NOW, THE GOOD NEWS

If done correctly, qualification transportability is a powerful tool to finish a qualification. There are many cases where persons moved from one town/province to another and could therefore not go back to the previous college. There are also cases where students make a conscious decision to switch to another college.

In such cases, qualification transportability can benefit anyone who wishes to complete a specific qualification.

The ground rule is that the qualification's assessment must be done by a professional body who has delegated the teaching of that qualification to more than one college.

Colleges who offer qualifications under the auspices of professional bodies are geared to help students complete the subjects they need to obtain a qualification. More so, students can often obtain advice on the best possible options to get a qualification at a specific level. Third, some colleges offer guidance programs to put students in contact with debt counsellors so that their historical debt can be addressed.

IV. FOCUSING ON THE WORKING PROFESSIONAL

People in the workplace cannot afford to spend weeks or months in class so that they can get a qualification.

That was the main driving force why the Growth Group has designed the popular BootCamp© solution. Students are expected to spend five full days in class for each subject that they wish to enrol for, after which they are ready to write the final exam.

The BootCamp© solution is ideally suited for someone who needs to complete three or less subjects so that they can finish a qualification. It has been proven that a short sharp study focus rapidly followed by an exam, is more successful than a program that stretches over weeks or months.

V. IN CONCLUSION

The contemporary workplace has no tolerance for a "Near Miss" mentality. Employees who find all sorts of excuses why he/she cannot complete a qualification cannot blame the employer for missing a promotion.

VI. CONTACT DETAILS

The Growth Group offers professionally accredited programs in:

Business and Office Administration
Business Management
Entrepreneurship
Financial Accounting
Hospitality and Tourism Management

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