

From Qualification to Opportunity

Should employability become a TVET KPI?

01

Completion is not the destination.

Enrol

Complete

Certificate

• What next?

What the qualification tells us, and what it doesn't

The certificate shows

Programme completed

Subjects and marks

NQF level

Employers still ask

● **Can they solve problems?**

● **Can they communicate and collaborate?**

● **Can they adapt and take responsibility?**

Employment is not the same as employability.

Employment

Shaped by the labour market and the jobs available. Largely outside the institution's control.

Employability

The capabilities learners develop and can demonstrate.
Directly shaped by the institution.

What we measure shapes what we improve

Today's signals

Enrolment

Throughput

Certification

+ Demonstrated capability

Better decisions on

Programme design

Assessment

Workplace learning

Student support

How do we know the skills are being developed?



Intended

What capability do we aim to develop?



Elicited

Does the assessment give learners a chance to show it?



Demonstrated

What does learner work show they can do?



The gap

In the assessment, the learning, or both?



Strengthen

What can the institution improve?

06

This should not require another exam.

The evidence already exists in the work learners produce.

Assignments

Projects

Practical tasks

Workplace learning

Skills Passport

Real tasks analysed for evidence of 21st-century skills

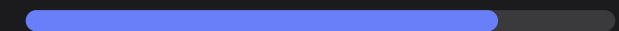
Every result links back to the task that evidenced it.

TASKS

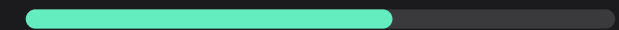
- 01 Diagnose and repair a fault on an electrical circuit
- 02 Write a workplace incident report
- 03 Plan a group project with a client brief

SKILLS EVIDENCED

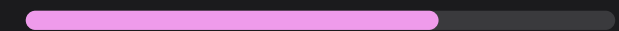
Problem-solving



Communication



Collaboration



Responsibility



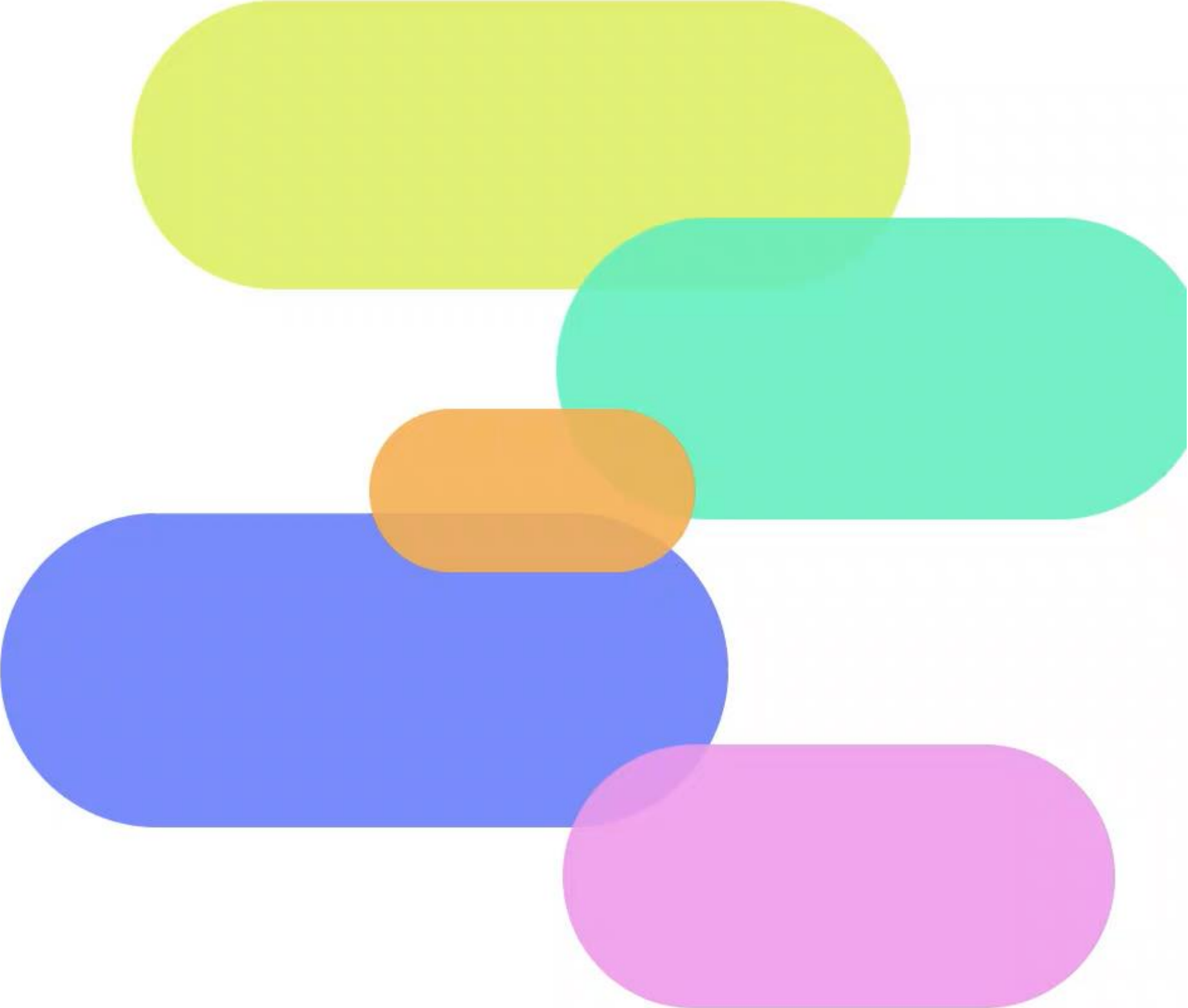
Evidence linked to every result, traceable back to the task.

Demo

Product walkthrough

From learner work to competency evidence, a learner profile and institutional insight.

[Watch the walkthrough ↗](#)





For TVET colleges

Evidence for programme quality and learner development

● Skills QA

Do assessments give learners a real chance to demonstrate the target skills?

● Skills measurement

Score the evidence in learner work and build individual profiles.

● Connected reporting

See where gaps sit across programmes, campuses and cohorts.

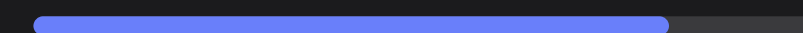


Practical task
Electrical circuit



Skills Profile

Problem-solving



Communication



Collaboration



Responsibility



The shift for TVET

Qualification

+

Capability

+

Opportunity

Request a demo

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