

New work training system offers practical knowledge

Together with global qualifications awarding organisation, Edexcel, Pioneer Foods is piloting what is reportedly the world's first qualification for staff to develop effective behaviours for work (EBW). The training will equip students with practical knowledge that is seen as lacking within the current framework of qualifications, namely cultural intelligence, developing creativity and innovation, commercial awareness and managing self.

Created in response to the findings of an international research project spearheaded by Edexcel, soft skills such as work ethic and teamwork, time management and a positive attitude, are becoming increasingly important to employers across the world. EBW is delivered in an interactive manner, using experiential learning techniques to enhance learners' understanding. All participants are required to provide regular feedback on content and delivery of the new curriculum.

"Pioneer Foods is the first of a handful of forward-thinking organisations across the world to trial EBW," comments Ian Yoell, African regional director of Edexcel. "The partnership stems from a mutual desire to see vocational training develop and flourish in South Africa as well as a shared vision for an effective and motivated workforce."

Edexcel, a Pearson company, is one of the UK's largest awarding organisations, offering academic and vocational qualifications and testing to schools, colleges, employers and other places of learning in the UK and internationally. The company operates in more than 85 countries with 9 million examination scripts completed every year.

"The programme teaches on-the-job fundamentals, not necessarily found in our text books," says Vusi Mshawisa, 2nd year Food Technology student at Cape Peninsula University of Technology and one of the Pioneer Food recruits. "Its practical insights are helping us to succeed both at university and in our jobs."