WELCOME

Customs Competence Development and Professional Education Recognition Session

WORLD CUSTOMS ORGANIZATION

PICARD 2012

incu
INTERNATIONAL NETWORK OF CUSTOMS UNIVERSITIES

Presented by: **Mark Goodger** of South Africa
At the 7th PICARD Conference in Morocco

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Workshop Input Contribution

- Overview – Customs Strategic Human Resource Management
- Focus – Customs Competence Development and Professional Education Recognition
- Introduction and Powerpoint Presentation
- Panel Discussions and Debate
- Recommendations:- (Examples)
  a) Recognised Qualification Framework
  b) Qualification Portability
  c) Clarification of Existing achievements
  d) Role of the WCO and other organisations
  e) Recognition of Prior Learning (RPL)

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WCO Workshop Process Objectives

a) General Recommendations addressing all potential stakeholders;

b) Establish how to achieve promotion of the recognition of professional education programmes for all Customs Officials;

c) Find global synergy on a harmonised Education Framework Standard to be adopted by all Administrations;

d) Establish potential areas of new or continued achievements;

e) Concretely gather input from participants to be recommended to the WCO and other international and/or regional organisations;

f) Establish the potential recommendations for Customs Administrations relevant to HR Management

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SADC Research Study Terms of Reference

SUPPORT FOR SADC MEMBER STATES ON
CUSTOMS MODERNISATION AND TRADE FACILITATION
TOWARDS THE SADC CUSTOMS UNION

PROVISION OF TECHNICAL ASSISTANCE TO THE
SADC SECRETARIAT

PROJECT (9 ACP SAD 009)

TERMS OF REFERENCE FOR A
FEASIBILITY STUDY TO CONSIDER THE
ACCREDITATION AND SUSTAINABILITY
OF CUSTOMS LEARNING THROUGHOUT THE SADC REGION
MAY TO AUGUST 2010

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Introduction – the Study Overview

1. **INTRODUCTION** – VARIOUS DEVELOPEMENTS, STUDY & METHODOLOGY

2. **INTERNATIONAL CONVENTIONS**

- ❑ LISBON TREATY and UN
- ❑ SAFE FRAMEWORK OF STANDARDS
- ❑ REVISED KYOTO CONVENTION
- ❑ PURPOSE OF THE WCO INSTRUMENTS
- ❑ SADC EDUCATION PROTOCOL
- ❑ REGIONAL PROGRESS

3. **ACCREDITATION**

- ❑ NQF / OBE / RPL
- ❑ QCTO
- ❑ FIATA
- ❑ PROCESS LEGISLATION

4. **CONCLUSION**

- ❑ FUNDING ?
- ❑ THE WAY FORWARD ?
- ❑ RECOMMENDATIONS
- ❑ CONCLUSION

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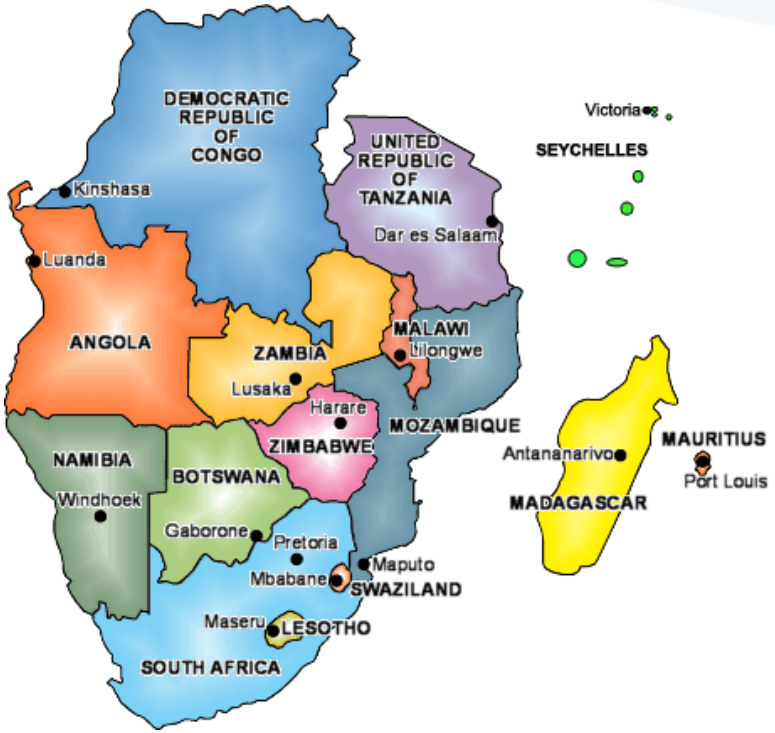
The SADC Region

- 15 Nations Membership
- Regional Indicative Strategic Development Plan (RISDP)
- Priorities & Programmes towards deeper Regional integration (approved & launched 2003-2009)
- Implementation of Protocols including the Protocol on Trade & Education



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SADC Training Priorities Analysis

ANNEX F: Prioritised Training Needs (H = High; M = Medium; L = Low)

	Ang	Bot	DRC	Les	Mad	Mal	Mau	Moz	Nam	SA	Swa	Tan	Zam	Zim
Valuation **	H	H	H	H	H	M	H	H	H	H	M	H	M	H
Classification **	H	H	H	H	H	M	H	H	H	M	M	H	M	H
Origin **	H	H	H	H	H	H	H	H	H	M	H	H	H	H
Risk Management (Operational)	M	H	M	M	H	H	M	M	H	M	H	M	H	M
Management of Risk (Management)	M	H	M	M	M	H	M	M	H	M	H	M	H	M
Risk Profiling	M	H	M	M	M		M	M	M	M	H	M	M	M
Resourcing by Risk	M	M	M	M	M		M	M	M	M	H	M	M	M
Post Clearance Audit	M	H	M	M	H	H	M	M	M	M	H	M	H	M
Investigation Techniques	M	M	M	M	M	M	M	M	M	M	H	M	M	M
Flexible Risk Teams (FASTs)	M	H	M	M	M	M	M	M	M	M	M	M	M	M
Management Development Programme		H	M		M	M	M	M	M	M	M	M	M	M
Senior M D P		H	M		M	M	M	M	M	M	M	M	H	M
Vessel Rummage	M		L		M		M	M	H	L		H		
Data Mining (e.g. Analysts Notebook)								M						
Computer Skills *		M		M										
Report Writing & Drafting		H	M		M	M		M	M		M	M	M	
Train the Trainers (Course Development)	✓	M	✓	✓	H	✓	✓	L	M	✓	M	✓	✓	✓
Training Skills	✓	M	✓	✓	✓	✓	✓	L	✓	✓	M	✓	✓	✓
Integrity	✓	H	✓	✓	✓	✓	✓	H	✓	✓	H	✓	✓	✓
Regionalisation / SADC		M			✓	✓	✓					✓		
Trade Facilitation & Security of Society		M	✓		✓	✓	✓		H		H			
Image Interpretation (Scanners)		H	L		✓		✓		H					
Investment Promotion		M			✓						M			
Drug Dog Training		L	L				✓		M					
Excise / Duty at Source		H	L	✓					H		M			
Exchange Programmes		M	✓		✓	✓	✓				M			
Research Skills		H			✓						M			
Litigation		M	M		✓									
WCO / Authorised Economic Operator		H			M	M	M		M		H			

* As part of e-Learning programme

** ***N. B.*** Valuation, origin, and classification must be presented at intermediate and advanced level, not at the basic introductory level.

✓ Required but priority not specified by MS

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South African National Qualifications Framework

Example of a NQF Standard

What does our NQF look like?

NQF LEVEL	BAND	QUALIFICATION TYPE
8	**CHE**	• Post-doctoral research degrees • Doctorates • Masters degrees
7	HIGHER EDUCATION AND TRAINING	• Professional Qualifications • Honours degrees
6		• National first degrees • Higher diplomas
5		• National diplomas • National certificates
FURTHER EDUCATION AND TRAINING CERTIFICATE		
4 3 2	FURTHER EDUCATION AND TRAINING	• National certificates
GENERAL EDUCATION AND TRAINING CERTIFICATE		
1	GENERAL EDUCATION AND TRAINING	Grade 9 / ABET Level 4 • National certificates

Mostly for only Senior Customs Officers

FOCUS

Current Gap Area for other Customs Officials

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Customs Administrations Educational Obligations & Responsibilities

Extract from the WCO SAFE Framework of Standards is required:-

- *ensure supply chain security and facilitation standards for goods being traded internationally;*
- *enable integrated supply chain management for all modes of transport;*
- *strengthen networking arrangements between customs administrations to improve their capability to detect high-risk consignments;*
- *promote cooperation between customs and the business community (AEO) and CTPAT concepts;*
- *mutually recognise other Customs Administrations for more efficient trade for the seamless movement of goods through secure international trade supply chains*
- *ensure professional "End-to-End" Customs Administrations*

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Customs Administrations Educational Obligations & Responsibilities

BUSINESS

- *Signatories to agreements*
- *Responsibility to Global Supply Chain Security*
- *Act as a Primary Stakeholder in ownership and maintenance of Quality Standards and Benchmarks*
- *Standard 10 Point 10.2 requires highly trained and motivated staff as well as **ALL** other parties in the Supply Chain*
- *Customs will design validation process*
- *E-Customs shall develop mechanisms for the Education and Training*
- *The AEO to advocate its personnel and provide educational material*
- *Keep records of educational methods, guidance provided and training efforts*

CUSTOMS *– same as above*

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PICARD Professional Standards Purpose

The development of:-

- *benchmarks which can be developed into job profiles for customs recruitment;*
- *Benchmarks against which members' current in-house training can be measured;*
- *Standards against which academic development can be designed or procured*

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Draft Customs Training Curriculum

- Basic & Advanced

80%
Core & Fundamental

20%
Elective

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Mutual Recognition

- Customs Administrations should co-operate with common and accepted standards to maximise security & facilitation of the international trade supply chain.
- The SAFE Customs-to-Customs Pillar achieves this objective as it provides an effective mechanism for securing the international trade supply chain against terrorism and transnational crime. 11 standards Plus -6

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Training Frameworks

Various methods of establishing bona fide accreditations compliances. Information about accreditations should include:-

- Full information indicating the accrediting authority
- Registration and approval information from government bodies
- A reference to the accreditation, usually a specific code reference
- Related government registration information regarding eligibility for fee support, grants and funding etc.
- The number of credits, National Qualification Level of the Course, the duration and the portability towards higher education.

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A Minimum Set of Standards

- Global commitment to improvement for everybody,
- The Basic Education and Gender Equality Guidelines set by UNICEF.
- Critically Uniform Education Standards
- Finally agreed upon and adopted by all world-wide.

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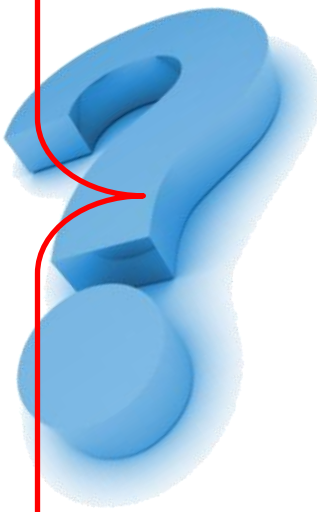
Different Global Trade Standards?

Education and training band	NQF level	Qualification Type	Education equivalent	Provider type
Higher	8	Doctorates Further research Degrees	PhD Masters	Universities Technikons Professional Inst.
	7	Higher degrees Professional Qualifications	Honours	
	6	First degrees Higher diplomas	Bachelors T4	Universities Technikons Professional Inst.
	5	Diplomas Occupational Certificates	T3/S3/N6	Colleges Workplace
Further	4	Certificates	Gr12/N3	Schools, workplace
	3	Certificates	Gr11/N2	NGOs
	2	Certificates	Gr10/N1	Colleges
General	1	Senior phase Intermediate phase Foundation phase Pre-school phase	Gr7-9/ABET 4 Gr4-6/ABET 3 Gr1-3/ABET 2 ABET 1	Schools Workplace NGOs Providers Community

PICARD

FIATA



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FIATA Minimum Standards

1. Module 8 - Inland Waterways
2. Module 12 - Dangerous Goods
3. Module 13 - Safety & Security
4. Module 14 - Information & Communication Technology (ICT)

Training Required

- National Certificate: Freight Forwarding & Customs Compliance (NQF Level 3, SAQA ID 59365)
- Further Education & Training Certificate: Freight Forwarding & Customs Compliance (NQF Level 4, SAQA ID 59298)
- Dissertation
- 5 years work experience in our Industry

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Current Customs Unit Standards?

59365 Customs

Elective	252268	Accredit customs clearing clients	5
Elective	252254	Analyse and solve complex customs tariff classification problems	12
Elective	252248	Certify certificates of origin and other commercial documents	7

59298 Customs

		59298 Customs	
Elective	252268	Accredit customs clearing clients	5
Elective	252254	Analyse and solve complex customs tariff classification problems	12
Elective	252248	Certify certificates of origin and other commercial documents	7

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Recognition of Prior Learning for Customs Officials

General Objectives Relevant to RPL

- Transformation of our Education and Training System
- Facilitate access, mobility and progression within education, training and career paths
- Accelerate redress of past unfair discrimination in education, training and employment opportunities

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RPL Process

- Identify what a person knows and can do
- Match the knowledge, skills and experience to associated assessment criteria of qualifications and/or unit standards
- Assess learning against a set of approved standards
- Credit person for skills, knowledge and experience irrespective of how such learning was obtained.
- PRL Process – Learner Council

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How can all this be achieved?

- Accreditation Goals must be achieved within an agreed timeframe;
- Training of Trainers programme to be implemented within agreed timeframe;
- Curriculum compliant to the WCO Customs Modernisation programme must be adopted within agreed timeframe;
- Public and Private Sectors to be in synergy on all Customs Training criteria.

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Possible Recommendations

- Find a holistic integrated curriculum solution for Public and Private Sector;
- Adoption of an accepted International Framework of Standards for Public and Private Sector;
- Adoption of a uniform compliance Accreditation Strategy for Public and Private Sector;
- Obtain WCO approval for such Framework of Standards to be adopted by Public and Private Sector

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International Convention Compliances

QUALIFICATION RECOGNITION FOCUSED

- LISBON TREATY
- REVISED KYOTO CONVENTION
- SAFE FRAMEWORK OF STANDARDS
- WCO/WTO CAPACITY BUILDING
  - WCO Current Instruments
- SADC PROTOCOL ON EDUCATION

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Potential Difficulties

- The ideal would be that Customs Administrations around the globe take the lead in terms of Accredited Training...

  however currently Customs is following the Public Sector instead of leading the accredted training environment

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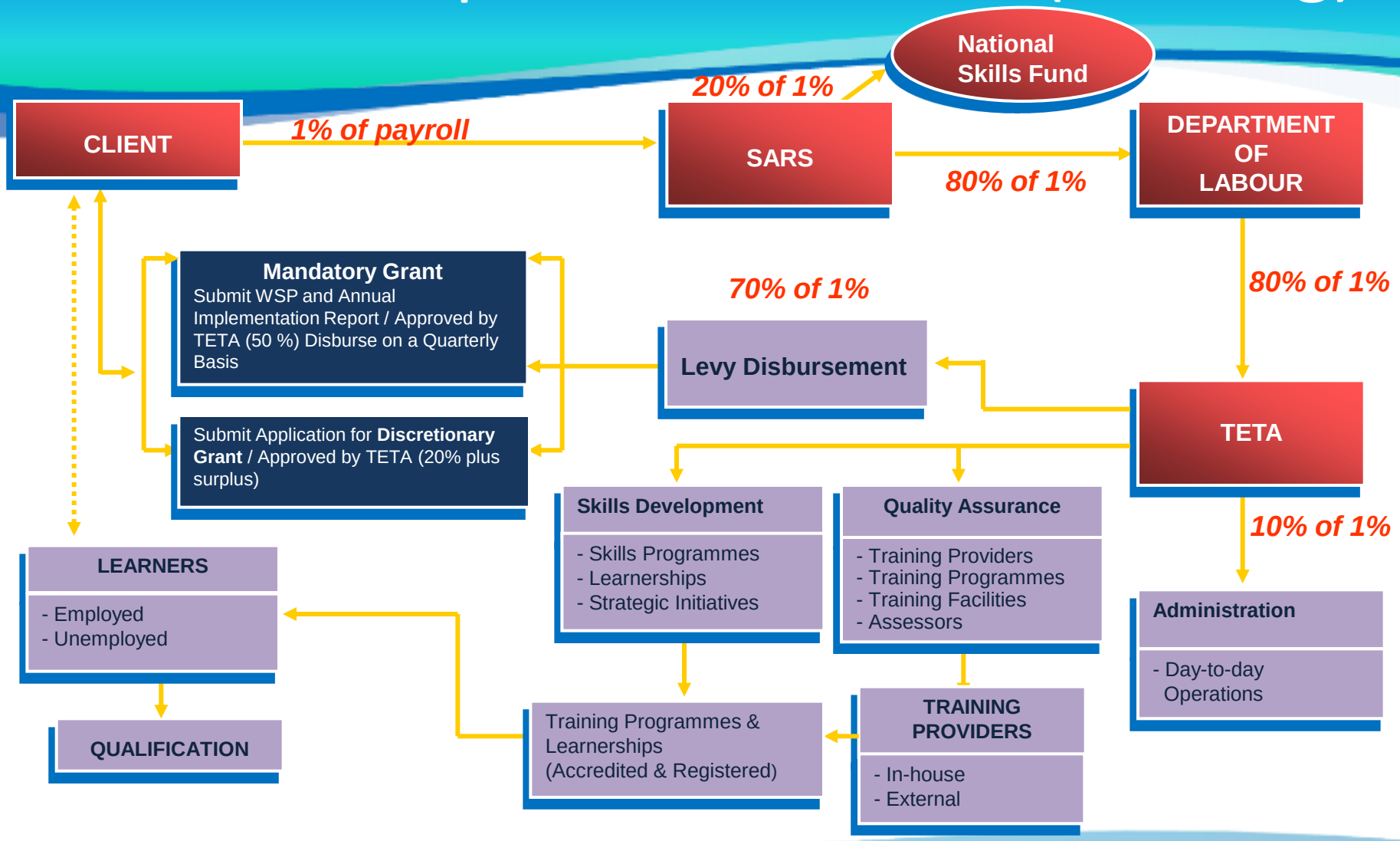
Skills Development Levies Act (Funding)



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Conclusion

- The Goal must be ACHIEVED
- A SOLUTION must be OBTAINED
- Immediate ASSESSOR TRAINING to Customs Trainers
- Alignment to RECOMMENDED CURRICULUM and ASSESSMENTS
- RPL Assessment Tool development
- SGB Organisations ESTABLISHED Internationally
- Final CONSULTATIVE Process
- Train-the-Trainer (ASSESSORS/MODERATORS)
- ADMISSION or ACCESS??
- INPUT from CONSULTATIVE CONFERENCE to be included in Final Report

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SEE YOU AT CENTRAL REGIONAL STATION.....

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