SHORT COURSE: QHUBEKELA PHAMBILI TRAINER DEVELOPMENT

Course Name Translation
Qhubekela Phambili — meaning 'Move Forward' or 'Keep Going' — is a research-based career enhancement programme designed to equip young people with the self-insight, skills, and confidence to navigate the world of work. This short course trains facilitators to deliver it.

Institution: NWU | OPTENTIA — North-West University

Campus: Vanderbijlpark Campus

Type of Offering: Short Course

Duration: 40 hours over a maximum of 5 weeks (Hybrid: Contact & Online)

Language: English

Marketing Phrase
Turn career guidance into real impact — learn how to facilitate real change in how young people see and shape their future. Apply now.

About This Short Course

Unemployment — particularly among youth — remains one of the most pressing socio-economic challenges in South Africa. While numerous career guidance and employability programmes exist, many fail to achieve sustained impact. This is often not a failure of content, but a failure of facilitation: programmes that are not delivered with the right methodology, mindset, and behavioural techniques simply do not unlock the change they were designed to create.

The Qhubekela Phambili (QP) Career Enhancement Programme was developed to address this. It is a research-based, psychologically grounded approach that goes beyond information-sharing to equip participants with the self-insight, confidence, and practical skills needed to navigate the modern world of work — from CV writing and networking to interview preparation and career direction.

But the QP programme's effectiveness depends on how it is facilitated. Its methodology relies on specific underlying mechanisms — active learning, social support, guiding behaviour, referent power, and inoculation against setbacks — that facilitators must intentionally and skilfully apply to unlock genuine participant growth. Traditional train-the-trainer approaches focus on content delivery, and do not sufficiently develop the facilitation mindset and adaptive techniques that bring these mechanisms to life.

This short course fills that gap. The QP Trainer Development Short Course equips career development practitioners, counsellors, and Life Orientation teachers with the knowledge, skills, and mindset to facilitate transformative learning experiences that drive real behavioural change and improved employment outcomes — not just for one group, but at scale.

Course Information

Course Name: Qhubekela Phambili Trainer Development

Type of Offering: Short Course

CESM Code: 040805 — Human Resource Development

SAQA Field: 03 — Business, Commerce & Management

Product Category: Human Resources Development and Labour Relations

Mode of Delivery: Hybrid (Contact & Online)

Duration: 40 hours over a maximum of 5 weeks

Language: English

Recognition: Certificate of Successful Completion, issued by North-West University

Pass Requirement: 50% — Sub-minimum of 45% for re-examination

What Will You Gain?

This short course equips facilitators, trainers, and career development practitioners to deliver the QP Career Enhancement Programme with confidence, fidelity, and real-world impact. Here is what participants will gain:

1. A Practical, Evidence-Based Facilitation Toolkit

- Master a proven career-enhancement methodology grounded in research and real-world application.
- Learn how to translate theory into engaging, structured learning experiences.
- Access ready-to-use tools, exercises, and facilitation techniques.

2. Advanced Facilitation Skills that Drive Behavioural Change

- Move beyond traditional teaching to facilitation that empowers participants to generate their own solutions.
- Learn how to guide behaviour, give effective feedback, and stimulate active participation.
- Build the ability to manage group dynamics, resistance, and low motivation effectively.

3. The Ability to Create High-Impact Learning Environments

- Develop skills to foster psychological safety, trust, and engagement.
- Learn how to build referent power and reduce social distance with participants.
- Facilitate environments where participants feel confident, capable, and motivated.

4. Skills to Support Employability and Career Development at Scale

- Equip others with tools to identify strengths, skills, and career direction.
- Build networks and access opportunities.
- Navigate job applications and interviews effectively.

- Contribute meaningfully to youth development, employability, and social impact.

5. Personal Growth and Professional Credibility

- Strengthen your own self-awareness, communication, and facilitation presence.
- Gain a recognised NWU Continuing Education credential.
- Enhance your profile as a trainer who delivers measurable impact.

What Makes This Course Unique

- It focuses on how people learn and change — not just what they need to know.
- It is grounded in behavioural and psychological mechanisms, rather than generic facilitation approaches.
- It emphasises participant ownership and self-efficacy, rather than trainer-led instruction.
- It provides structured, protocol-driven guidance while allowing flexibility for real-world group dynamics.
- It integrates practical application, structured reflection, and feedback throughout — not just at the end.

Who Should Attend

This short course is designed for:

- Career Development Counsellors in practice and government institutions who want to expand their facilitation toolkit with a proven, evidence-based methodology.
- Life Orientation (LO) Teachers in secondary schools who are committed to equipping young people with the skills and confidence to navigate the transition from school to the world of work.
- Trainers and practitioners in related fields who facilitate employability, youth development, or career guidance programmes and want to deepen their facilitation practice.

Admission Requirements

Minimum Qualification: Diploma or Certificate at NQF Level 5 or 6, or equivalent.

Professional Role: Currently working as a Career Development Counsellor, Life Orientation Teacher, or in a related facilitation or career development role.

Language: Proficiency in English — reading, writing, and speaking — as the course is facilitated in English.

Other Prerequisites: None — this course is open to all eligible practitioners who meet the minimum qualification and role requirements.

Required Facilitator Qualifications: Master's qualification in Industrial Psychology or Human Resource Management, and completion of the JOBS Train-the-Trainer Programme.

Skills You Will Develop

Participants will develop the following five key facilitation competencies:

- Facilitation of Active Learning — The ability to facilitate interactive, participant-centred learning that promotes ownership, engagement, and self-generated solutions.
- Behaviour-Shaping Feedback Skills — The ability to provide specific, constructive, and positive feedback that builds participant confidence and supports meaningful behavioural change.
- Group Facilitation and Dynamics Management — The ability to effectively manage group processes, varying levels of participation, and resistance in diverse learning environments.
- Application of Career Development Interventions — The ability to guide participants through structured career exploration, goal setting, and practical employability activities.
- Reflective Practice and Continuous Improvement — The ability to critically reflect on your own facilitation approach and apply feedback for ongoing professional development.

Learning Outcomes

On completion of this short course, participants will be able to:

1. Understand the QP Methodology and Its Underlying Mechanisms
Demonstrate basic knowledge and informed understanding of the Qhubekela Phambili methodology, including its purpose, structure, and the key mechanisms that drive participant outcomes: active learning, social support, guiding behaviour, referent power, and overcoming setbacks.

2. Facilitate QP Sessions in Alignment with the Programme Protocol
Demonstrate the ability to structure and deliver a QP session according to the programme protocol, applying appropriate facilitation techniques for each activity and maintaining alignment with the intended learning outcomes of each session.

3. Apply Effective Facilitation Techniques to Promote Active Learning
Use questioning techniques that stimulate participant thinking and ownership, encourage participation and interaction within the group, and avoid over-directing — instead guiding participants to generate their own solutions.

4. Provide Constructive and Specific Positive Feedback
Identify and reinforce positive behaviours ('finding the gold'), deliver feedback that is specific, relevant, and linked to participant goals, and use feedback strategically to strengthen participant confidence and self-efficacy.

5. Manage Group Dynamics, Resistance, and Varying Levels of Engagement
Respond appropriately to participant resistance and challenges without becoming defensive, maintain a supportive and respectful learning environment, and adapt facilitation strategies based on the unique needs and dynamics of each group.

6. Create a Safe and Supportive Learning Environment
Build trust and reduce social distance between the facilitator and participants, show empathy while maintaining a non-therapeutic approach, and encourage peer support and positive group interaction.

7. Apply the QP Methodology in Practical Facilitation Contexts
Conduct or simulate facilitation of QP activities including role plays and exercises, demonstrate the integration of QP mechanisms into practice, and reflect on facilitation performance to identify areas for improvement.

8. Reflect on and Continuously Improve Own Facilitation Practice
Engage in structured self-reflection on facilitation experiences, incorporate feedback from peers and facilitators, and identify personal strengths and development areas for ongoing professional growth.

Course Structure

The short course is structured across eight modules, delivered over a maximum of 5 weeks in a hybrid format combining contact sessions and online learning. Each module corresponds to a component of the QP Career Enhancement Programme and develops the specific facilitation skills needed to deliver it effectively.

Module 1: Foundations of the QP Methodology

Introduces participants to the Qhubekela Phambili Career Enhancement Programme — its origins, research base, purpose, and structure. Participants explore the core psychological mechanisms that underpin the QP approach: active learning, social support, guiding behaviour, referent power, and inoculation against setbacks. This foundational module develops the conceptual understanding needed to facilitate the programme with fidelity and intentionality.

Module 2: Helping Participants Discover Who They Are

Equips facilitators to guide participants through the first and most personal stage of the QP programme: self-discovery. Participants learn how to facilitate activities that help others identify their strengths, values, and motivations — the building blocks of career direction and personal confidence. Facilitators develop the skills to create a safe, reflective space where participants feel genuinely seen and heard.

Module 3: From Passion to Possibility

Develops facilitators' ability to guide participants in connecting their passions and values to realistic career or entrepreneurial pathways. Facilitators learn how to facilitate needs analyses, help participants distinguish between employment and self-employment, and support them in making meaningful links between who they are and what opportunities are available to them.

Module 4: Turning Goals into Action

Focuses on facilitating goal-setting and action planning with participants. Facilitators learn how to guide participants through a structured process of identifying concrete employment or entrepreneurial goals, conducting a gap analysis of the skills and experience they need, and developing a practical plan to

bridge that gap. This module develops skills in facilitation techniques that promote participant ownership and accountability.

Module 5: Unlocking the Power of Resources

Equips facilitators to help participants identify and leverage the external resources available to them — including networks, education and training opportunities, and financial assistance. Facilitators learn how to guide participants in developing a personal network plan, building professional relationships, and accessing the support structures within their communities.

Module 6: Preparing for the World of Work

Develops facilitators' ability to guide participants through the practical tools of job searching: CV writing, cover letter preparation, interview skills, and professional presentation. Facilitators learn to support participants in developing a clear picture of their goals and the confidence to pursue them, while also building resilience to navigate setbacks along the way.

Module 7: Bringing It All Together

Supports facilitators in helping participants integrate and apply everything they have learned across the programme. Facilitators learn to guide participants in reviewing and refining their action plans, sharing experiences and learning from one another, and applying critical thinking and problem-solving skills to the real-world obstacles they have encountered. This module develops skills in facilitating reflective group processes that consolidate learning and build momentum.

Module 8: Becoming a Facilitator of Change

The culminating module of the course focuses on the facilitator's own identity, practice, and development. Participants reflect on their facilitation journey, consolidate their skills, and develop a personal facilitation plan that articulates how they will deliver the QP programme in their specific context. The module emphasises reflective practice, peer feedback, and the mindset of a facilitator who is committed to continuous improvement and genuine impact.

Assessment

Formative Assessment: Short-answer questions and assignments throughout the course, including knowledge checks, reflection activities, and peer and facilitator feedback — building practical facilitation competence progressively across all eight modules.

Summative Assessment: Completed approximately one month after the programme, the summative assessment requires participants to facilitate a live Qhubekela Phambili session. The session will be observed and evaluated by two independent evaluators against predefined criteria, assessing the practical application of facilitation skills and QP methodology.

Pass Requirement: 50% — Sub-minimum of 45% for re-examination.

Certification: A Certificate of Successful Completion is awarded by North-West University upon satisfactory completion of all requirements.

Contact Details

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