BIG SP🔆TLIGHT
BROADCAST INDUSTRY GROUP
POWERED BY SACIA

THE CHALLENGE
of hiring freelance crew

The cyclical nature of the broadcast industry means that many professionals work on a freelance basis, earning good money during periods of peak work. It's a relationship that makes sense for both production companies and technical crew, allowing production companies to scale up and down according to the dictates of the market, and giving freelancers the flexibility to ply their trade as and when they deem fit.

"Although the SABC is one of the largest employers in the broadcast industry in Southern Africa, we still outsource about 65% of our production work to freelance crew," explains Cosmas Tshabalala, GM: Television Broadcast Resources at SABC. With more than 30 years' work experience in the SABC, Cosmas has been involved in some of the continents largest OB projects, including the football, rugby and cricket World Cups. "Using freelancers gives us the ability to hire in staff as required, rather than carry a large contingent of full time staff during the downtimes we experience on and off during the year."

"Over time we've formed relationships with many of the most experienced freelancers and we certainly prefer working with people who have demonstrated their competence in the past, and who understand our quality standards and best practice" says Cosmas, "but the reality is that our preferred freelancers are not always available and then we must ask how best we can identify technical and operational talent. While we know that our own interns have the competencies we require, there is still a big gap when it comes to assessing the skills levels of freelancers who have been in the business for years.

Verifying competency
Many years' experience tells us that you cannot rely only on their claimed competence and there are very few qualifications out there that denote the range of knowledge we require."
SACIA's BCT designations aim to address just this. In collaboration with industry specialists across the spectrum, SACIA's Broadcast Industry Group has developed a 'skills matrix' which is used to assess the breadth of knowledge. This matrix is used by candidates to rank their skills and plan their career development. For an individual to earn a designation they need to map their skills against the competency matrix, they need to have an underlying qualification relating to their field of expertise, they need to have relevant work experience, and they need to have proven themselves competent by providing testimonials and reference letters from past employers or work colleagues.

If a freelance crew member can tick all those boxes it is obviously much easier for companies to verify their competency from the outset, but it also goes further. Every individual who holds a professional designation has also signed a code of professional conduct in which they specifically undertake not to misrepresent their skillset, and they're required to participate in a programme of continuing professional development (CPD) that keeps them up to date with recent trends and technologies. Anybody who claims a competence they don't have can be held accountable against SACIA's disciplinary code.

The SACIA professional designation gives companies the ability to employ freelancers they've not worked with before, confident that they're up to date with recent developments in the marketplace and can deliver the service they need.

Roman Magis, specialist consultant at Accenture, was the primary architect of the SACIA skills matrix. "We kicked off by defining the competencies we were looking for in industry professionals working at different levels within the broadcast chain," says Magis. "Since there's such a diverse range of skills required, we've decided that the best way of assessing individuals is to review a portfolio of evidence that allows us to better understand both the breadth and depth of an individual's knowledge. For many years, freelance professionals working in the broadcast industry have been looking for a tool that allows them to prove their competence… and now they can." •

> **"Using freelancers gives us the ability to hire in staff as required, rather than carry a large contingent of full time staff during the downtimes we experience on and off during the year."**
>
> *Cosmas Tshabalala, GM: Television Broadcast Resources at SABC*

RECOGNITION OF EXCELLENCE
for broadcast industry professionals

During February 2015 the South African Qualifications Authority (SAQA) recognised three professional designations that allow formal acknowledgment of skill and competence in the broadcast and communications industry.

The designations were developed after extensive engagement with industry, and are designed to recognise the skill, competence and experience of industry professionals working in the sector. "Many people working in the broadcast sector have no formal University education," says Kevan Jones, executive director of SACIA. "They learnt on the job, either by participating in internal training programmes or through mentorship from a more-experienced colleague willing to share his or her knowledge. There are many paths to competence in the broad understanding in any field aligned to the broadcast or communications sector, and demonstrate a comprehensive understanding in an area of specialisation related to that field.

For example, a camera operator should be able to demonstrate a broad understanding of the content production process, and a comprehensive understanding of the art and craft of cinematography in the film/ video environment. This designation could apply to video technicians, audio and video editors, studio and lighting technicians, IP and transmission engineers, archivists, etc.

There's no definitive list of documents required to support an individuals' claim of competence, but it would generally include a detailed list of work undertaken, copies of course and training certificates received, testimonials and a comprehensive understanding of any field aligned to the broadcast or communications sector, as well as a deep understanding in an area of specialisation. They should also be able to demonstrate a comprehensive understanding of the business and administration systems related to that specialisation.

For example, an operations manager in a broadcast environment would have a broad understanding of all aspects of broadcast operations and workflows, including origination, broadcasting and archiving. They'd have a comprehensive understanding of most aspects of the origination process, as well as a deep understanding of at least one specialisation.

A camera operator should be able to demonstrate a comprehensive understanding of the content production process, and an in-depth understanding of the art and craft of cinematography in the film/ video environment.

Professional Level
To progress to the Professional level, the candidate should be able to demonstrate both a broad and comprehensive understanding of the entire broadcast chain, along with a deep understanding of a specialist field.

For example, a media/ archive manager would be expected to have a broad understanding of all aspects of broadcast operations, engineering design and maintenance issues. They'd have a comprehensive understanding of broadcast operations, engineering design and maintenance in so far as these relate to the archiving process, and they'd have a deep understanding of the IT infrastructure required to manage the ingest, quality and metadata issues related to his/her activities.

"As individual's progress through their career we're expecting them to demonstrate a growing depth of knowledge on all the core subjects," explains Jones, "but more importantly, we're expecting them to become deep experts in a particular skill or technology."

The real value of these designations is that, for the first time ever, individuals working in the broadcast industry have a formal designation that allows them to demonstrate their competence, as well as their commitment to excellence in all aspects of the sector. •

> **"If you have the skill, knowledge and experience required to work effectively in the broadcast industry you're able to qualify for a SAQA-recognised professional designation."**
>
> *Kevan Jones, SACIA*

broadcast sector and these designations are designed to recognise those individuals with proven knowledge and experience. We don't care whether you attended a University or College, or whether you simply learned on the job, if you have the skill, knowledge and experience required to work effectively in the broadcast industry you're able to qualify for a SAQA-recognised professional designation."

There are three levels that are assessed, each requiring the individual to demonstrate varying levels of knowledge, competence and work experience.

Associate Level
At the Associate level, candidates need to have an NQF level 4 qualification and at least three year's post-qualification work experience in broadcast or content creation.

An individual without an NQF level 4 qualification can still apply for the designation but needs to have at least six years relevant work experience. Candidates should be able to demonstrate a letters of recommendation supporting an individual's claim of knowledge, experience and competence, and a list of any awards or commendations received.

Individuals applying for a designation in content creation (such as animators, editors and camera operators) should provide a showreel reflecting the breadth and depth of work undertaken. Extracts from recent productions that demonstrate the breadth and depth of their work should be uploaded to Vimeo, along with a short statement describing the technical and creative challenges addressed in the extracts and clips provided.

Practioner Level
At the Practitioner level designation, a candidate needs to have an NQF level 5 qualification with at least five years relevant, post-qualification work experience, and again there's an assessment that explores how individuals have expanded both the breadth and depth of their knowledge. An individual should be able to demonstrate

	Requirement	Education	Experience	Examination	Ethics
SACIA CERTIFIED BCT ASSOCIATE	Demonstrate a broad understanding of the technology used in the Broadcast and Communications industry	Relevant NQF level 4 qualification	Min 3 year experience (6 years if qualification assessment on RPL)	Portfolio of evidence that demonstrates broad understanding	Sign code of professional conduct + testimonial letters
SACIA CERTIFIED BCT PRACTITIONER	Demonstrate a comprehensive understanding of the technology used in the Broadcast and Communications industry	Relevant NQF level 5 qualification	Min 5 years post-qualification experience (10 years if qualification assessment on RPL)	Portfolio of evidence that supports claim of comprehensive knowledge	Sign code of professional conduct + testimonial letters
SACIA CERTIFIED BCT PROFESSIONAL	Demonstrate both a breadth and depth of knowledge related to the Broadcast & Communications industry, including management systems	Relevant NQF level 6 qualification	Min 8 year's post-qualification experience (15 years if qualification assessment on RPL)	Portfolio of evidence that supports claim of deep knowledge PLUS management competence	Sign code of professional conduct + testimonial letters

5 EASY STEPS TO APPLY FOR PROFESSIONAL DESIGNATION

1 DOWNLOAD
Download the Members Handbook from the Certification page of the SACIA website

2 PORTFOLIO
Prepare your Portfolio of Evidence supporting your claim of competence

3 QUALIFICATIONS
Submit foreign qualifications for assessment by SAQA to validate status

4 TESTIMONIALS
Gather testimonial letters of ethical business practice and sign the SACIA Code of Professional Conduct

5 SUBMIT
Submit all documents to SACIA, along with proof of payment of the relevant membership fees

SABA signs up as SACIA AFFILIATE BODY

During June 2018 the Southern African Broadcasters Association (SABA) signed an Affiliate agreement with SACIA in terms of which the two organisations will work together to promote the adoption of professional standards and ethical business practices in the broadcast industry across Southern Africa.

"Over the last few years we've worked hard to have our Certified BCT designations recognised by SAQA and listed on the SADC Regional Development Framework, says Stephen Motau, SACIA Board chair. "We also have an active training programme designed to ensure existing broadcast professionals keep up to date with the trends and technologies shaping the future of the broadcast industry. It's great that we can share these programmes with our colleagues across Africa."

The Southern African Broadcasting Association (SABA) is a membership-based organization representing public service and other broadcasting organizations across the Southern African Development Community (SADC) region. Launched in 1993, SABA is a non-profit, non-governmental organization that has been set up to promote quality broadcasting by enhancing professionalism and the credibility of public service broadcasting across the countries of the region. "SABA's overriding goal is to re-generate the quality of the SADC region's television content production and professional management capacity," explains Cecil Jarurakouje Nguvauva, SABA Secretary General. "We continuously seek to embrace stakeholders in the broadcasting industry and will encourage members to participate in SACIA training programs to build the requisite skills and passion in their staff members. We will also encourage members to pursue professional designations that recognise the skill, competence and experience of their staff."

The current President of SABA is the Director General of the Namibia Broadcasting Corporation, Stanley Benjamin Similo. He is supported by 8 executives from SADC Television and Radio Broadcasting houses. •

SOUTHERN AFRICAN BROADCASTING ASSOCIATION

"Over the last few years we've worked hard to have our Certified BCT designations recognised by SAQA and listed on the SADC Regional Development Framework."

Stephen Motau, SACIA

Cecil Jarurakouje Nguvauva

Stanley Benjamin Similo

DRIVING TRANSFORMATION
in the broadcast industry

Sharif Baker was elected to the SACIA Board during June 2018 and asserts that many of SACIA's current initiatives have the potential to bring about a radical transformation in the broadcast industry.

"With the introduction of professional designations, we at last have an internationally recognized designation that identifies competent individuals working in our market," explains Baker. "We're now at the forefront of a revolution which will address transformation, not just for the broadcaster or production houses but more so for the individual technician, whether employed full-time or working as a freelancer."

Creating formal career paths

Baker is very aware that many employers see the call for transformation as a threat to their livelihood, and he's quick to explain that SACIA's objective isn't so much a call for political change as it is about upliftment and recognition. "It's about elevating the status of freelance professionals working in the media and entertainment industry by creating formal career paths and articulating a vision for the growth and development of every individual," he explains.

He also points out that, to achieve any transformation, we need to develop a united industry body that can speak with a cohesive voice. "Over the years, I have been sceptical of organised industry bodies who appear to

put the needs of employers above the needs of workers but it's very clear that over the last few years, the SACIA Board has worked tirelessly to implement standards that work for all, from the grass roots upwards." By way of example, he points to the development of employment guidelines for freelance technicians, and the association's ongoing involvement in the development of the Department of Arts &

Culture's Transformation Forum.

"I'm serving on the SACIA Board because I want to make a difference," says Baker. "Transformation is what we desire for our industry. We have already identified the need for change and we'll work with all who are committed. The spirit of Ubuntu is instilled within the Association and with your support, we can achieve a dream that we never thought was possible …AMANDLA!!!•

The Four E's of Excellence

In describing the award of professional designations, Joe Samuels, CEO at the South African Qualifications Authority (SAQA) describes how the four E's become benchmarking tools for professional bodies.

"A key distinction between a qualification awarded by a University, school or college and a Professional Designation awarded by a SAQA-recognised professional body is that the professional body considers the 4 E's – Education, Examination, Experience and Ethics," says Samuels. "A designation goes beyond a qualification in that the awarding body is looking to recognise how an individual's knowledge has been applied in the workplace. Individual's need to demonstrate they're committed to the pursuit of excellence in all aspects of their profession, and to maintain a designation, they're required to participate in a programme of Continuing Professional Development (CPD). They need to ensure that they keep themselves up to date with the trends and technologies shaping their future so that they're able to provide a current service to their customers. •

**THE FOUR E'S
OF EXCELLENCE**

EDUCATION

EXAMINATION

EXPERIENCE

ETHICS

"A professional designation goes beyond a qualification because individuals need to demonstrate their long-term commitment to excellence in all aspects of their profession."

Joe Samuels, SAQA

THE IMPORTANCE OF CONTINUING
Professional Development

According to the SA Qualifications Authority, a professional body recognised by SAQA is expected to "set criteria for, promote and monitor continuing professional development (CPD) for its members to meet the relevant professional designation requirements".

With SACIA's BCT designations for broadcast professionals, each designee is required to acquire a total of 45 CPD points in the three-year period, starting at the date of award of the professional designation.

CPD points are awarded based on relevant content bearing activity in which the candidate has participated. Usually 1 CPD point is awarded for every hour of activity.

SACIA recognise a range of training activities, including participation in academic and vocational programmes; professional development courses; coaching and mentorship programmes; learning activity in workshops, conferences and seminars; experiential learning and on-the-job training; and self-study initiatives. We also award CPD points for volunteer activity on a Board, Council or task group.

Numerous training programmes
There are a number of training programmes that provide CPD points, including several vendor-specific training programmes. SACIA has also contracted Training for TV, a UK-based training provider, to develop and deliver several training programmes specific to the needs of the broadcast industry in Southern Africa.

Another initiative has been the development of a SETA-accredited Train-the-Trainer programme that's designed to help recognised industry experts design training initiatives that can be delivered as part of this CPD programme.

Workshop Training Calendar
Amongst the industry experts who've completed the Train the Trainer programme in recent months are delegates from broadcasters, radio stations, training institutions, production companies, as well as equipment and service suppliers. "We're excited and proud to see so many industry professionals lining up to get themselves certified as trainers with the South African Education Department," says Natalie Delport, Chairman of SACIA's Education Council. Check out our Training Calendar for dates of our workshops and be sure to contact SACIA to reserve your seat, as place is limited. SACIA also offers on-site training for groups of 10 or more people. •

> **"We're excited and proud to see so many industry professionals lining up to get themselves certified as trainers with the South African Education Department."**
>
> *Natalie Delport, SACIA*

Over the last 12 months more than 250 broadcast professionals have participated in SACIA's specialised training programmes for the broadcast industry. Delivered in partnership with Training for TV, these courses provide the knowledge-based training and learning which underpins the activities of the broadcast industry.

Broadcast Archivists
embrace new training programme

With 30+ years' experience in broadcast archives, Ilse Assmann has spent her life preserving history and blowing the dust off long-forgotten footage.

She's the immediate past-president of the International Association of Sound and Audiovisual Archives (IASA) and a current member of the SACIA Board.

Ilse joined the SABC Radio archives in 1985 and served the Corporation until 2013, ending her time at the Corporation as Head of Media Libraries, including both audio (music and spoken word) and print collections. The scope of her work encompassed the radio archive, record library, music library (orchestral instruments and musical scores), information library, news resources, and a sound restoration unit, as well as 11 provincial radio archives and record libraries.

After 28 years with the SABC, she left to join M-Net where she was appointed Head of Media Information Management responsible for bringing together the television archives and the video library into a single business unit, made up of a cataloguing, video library, preservation, metadata and content research teams. Archive curators for each of M-Net's content clusters assist the business as custodians of M-Net's investment in content and intellectual property. In mid-2016, as she neared the end of her career in the broadcast environment, Ilse became ever-more concerned about the need to train the next generation of broadcast archivists and she embarked on an initiative to develop and deliver a comprehensive training programme through SACIA.

Training programme mapped out
In September 2017 Roman Magis, chair of SACIA's certification council and Neil Garner from Training for TV, joined Ilse at the annual IASA conference in Berlin, where the trio mapped out a proposed 5-day training programme that would help industry professionals to acquire new skills to manage audio-visual archives and implement best practices in terms of preservation and digitization of old content.

This course was delivered in Johannesburg during November 2017 to a class of 20 students from SABC, M-Net and the Nelson Mandela Foundation. Warren Robins was a member of this cohort, and he described his participation in the class as 'enlightening and enriching'.

"I've worked in the television industry for more than 20 years, but this course showed me I've still got plenty to learn," he says. "Kevan Jones and Neil Garner have rich experience in the television industry and they ensured that the course material was rich and articulated extremely well."

Warren was particularly impressed with the diversity of content included in the course. "With so many years' experience, Neil has been a part of the technology revolution in Broadcasting and Production. He's worked with many different audio and video carriers and was able to bring experience and insight from his working years at the BBC into our classroom." •

Ilse Assmann

Roman Magis

Neil Garner

WHAT TO DO ABOUT
broadcast industry skills shortage?

In 2014 SACIA and the IABM Educational Foundation collaborated on research which identified significant technical skills shortages in the broadcast industry.

The shortages were a consequence of many things, including significant reductions in training provision, dramatic shifts in technology, failure to attract new engineering talent and a lack of clear career paths and professional development for technical staff.

The situation was exacerbated by the fact that career opportunities elsewhere were often seen as more attractive, and the broadcast sector was not effectively promoted as an option for work seekers.

Unique engineering challenges

The transition away from bespoke hardware to software-enabled products and networks also means there is a continuing need for crossover training and development. The current ageing population of broadcast engineers needs to develop skills in IT architecture and other technologies if they are to act as mentors and role models for new entrants to the industry.

The research concluded that broadcasting has many unique engineering challenges and there is a risk that expertise developed over generations will be lost if it is not captured and transferred.

Rewarding engineers through recognition

The concerns expressed in this research are being addressed in many of the activities SACIA pursues today. "Where once the bespoke nature of broadcast technology meant that engineers stayed in the industry, today's entrants have strong IT skills which are much more portable," asserts Tinus Smit, chair of the BIG Council. "Audio and video is now increasingly ubiquitous, so expertise is in short supply. Broadcasters and technology suppliers must compete with IT companies, and budget constraints in our industry make it unlikely that broadcasters will be able to outbid them for the best staff. The solution must lie in rewarding engineers through recognition of their talents and skills, and by providing satisfying and challenging careers."

This is achieved, in part, through SACIA's certified BCT Professional designations. These are listed on the SADC Regional Qualifications Framework and provide recognition for broadcast engineers and operational staff to have their talents and skills recognised."

The skills shortage is a critical factor for both broadcasters and the vendors who service the industry. It is essential to find ways of selling broadcast engineering as a lifetime opportunity and then match that with career pathways that are both attractive and enduring."

Creating formal career paths

Tinus' assertion is mirrored by Neil Garner from Training for TV in the UK. "Over the past few years, the media and communications industries have diversified and as a result, overlapped and converged," says Neil. "Telecoms providers now supply TV, radio stations now publish written content, and satellite TV stations provide internet services… This diverse market creates an enormous demand for skilled people and a major overlap in the technology each offers and provides. In this modern world, IT (and more recently and specifically IP), is paramount to technical success. However, the knowledge that underpins so many operational and programme making skills remains relevant and important, it is only the technical tools which have changed. At the same time, modern management techniques have been applied to the industry with operations outsourced, independent productions developed and new players emerging from the cyber world. This has often manifested itself as the fragmenting of employment patterns, career structures and development opportunities as well as bringing in a wealth of new players looking for skilled people to help them move forward. As we look to this exciting and slightly scary future, the need to create new development opportunities and career pathways is more important than ever, because the rate of change in our industry is still growing and without the right people, knowledge and skills, we will succumb to the new entrants with the bulging wallets." •

What does it mean to be a professional body?

The policy and criteria for the recognition of Professional Bodies and the registration of Professional Designations has been developed by SAQA as part of its mandate to further develop and implement Section 13 (1)(i) of the NQF Act, Act 67 of 2008. This section is designed to encourage the development and implementation of continuing professional development programmes. •

SAQA
SOUTH AFRICAN QUALIFICATIONS AUTHORITY

A Professional Body is established to:		
i. Advance the objectives of the National Qualifications Framework	**iv.** Promote pride in association for all professions, including traditional trades and occupations	**vii.** Facilitate access to, and analysis of, data related to professions, including traditional trades and occupations, for the purposes and use as prescribed by the NQF Act
ii. Promote public understanding of, and trust in, professions through the establishment of a nationally regulated system for the recognition of professional bodies and for the registration of professional designations	**v.** Promote the protection of the public by professional bodies from malpractice related to the fulfilment of the professional duties and responsibilities of professionals registered with them	**viii.** Support the development of a national career advice system.
iii. Encourage social responsibility and accountability within the professions relating to professional services, communities and individuals	**vi.** Encourage international leading practice and the raising of esteem for all professions in South Africa	**ix.** Encourage the development and implementation of continuing professional development.

WHO IS ACCOUNTABLE?

One of SACIA's core responsibilities is to promote ethical business practices in the communications industry throughout Southern Africa.

All our corporate members are required to sign and abide by the SACIA Business Code that holds them to a higher standard of ethics and business practice. In addition, individual members are required to sign a Code of Professional Conduct.

SACIA identifies that a practitioner interacts with various stakeholders when delivering their services. To this end, it is important that professional conduct be upheld when engaging with colleagues, peers, employers as well as industry role-players. To this end, a practitioner needs to uphold certain principles when practicing in this industry.

To ensure that members are held to their promise, SACIA has a strict disciplinary process. In instances where a member is accused of unethical behaviour we first attempt to bring parties together in a mediation process. In instances where this process is unable to facilitate a solution, we are also able to convene a disciplinary council that will hold members accountable. If you believe that any member has behaved in a manner inconsistent with the SACIA Business Code or the Code of Professional Conduct you should address your concern in writing to the Association's Executive Director. You can also download a copy of the SACIA Disciplinary process from the SACIA website at www.sacia.org.za •

Adv. Louis Nel,
SACIA Disciplinary
Council Chair

5 VALUES OF THE PROFESSIONAL CODE OF CONDUCT

1 HONOUR
Showing respect for myself, my organisation, my industry and the community of clients that I serve by behaving in a manner that reflects favourably on my profession. Acting above reproach.

2 INTEGRITY
Acting with honesty and openness. Displaying trustworthiness. Showing consistent good behaviour over time. Ensuring that my words and actions correspond.

3 RELIABILITY
Undertaking what I am competent to do and fulfilling commitments that I have made to my organisation, my industry and the community of clients that I serve.

4 HONESTY
Being truthful and accurate when executing my job even when it sometimes might be difficult. Not misrepresenting my own or my associate's academic or professional qualifications. Only undertaking assignments that I am competent to perform.

5 ACCURACY
Ensuring that what I say, do and write are correct and reflect the information that is required to complete the job. Where this is not possible, ensuring that my organisation or my client understand the factors that could influence the accuracy thereof.

PRACTIONERS PRINCIPLES TO BE UPHELD IN THIS INDUSTRY

AVOID CONFLICT OF INTEREST
Understanding when a conflict of interest arises and speaking up to the parties about a possible conflict to ensure that my integrity and honesty are not brought into question.

BUILDING & ENHANCING RELATIONSHIPS
When acting in the best interest of my client, my focus is on building and enhancing long term relationships that are built on trustworthiness and reliability.

UPHOLDING SAFETY, HEALTH & WELFARE OF THE PUBLIC
Ensure that the work completed is compliant with the laws, codes and principles governing safety, health and welfare of the public.

REMAINING IN GOOD STANDING
Remain in good standing in terms of the laws governing South Africa. Ensure that the codes set out by international counterparts within this industry are abided to.

Recognition of Prior Learning (RPL)

What is RPL? Do you qualify for a professional designation when you've not earned a formal qualification?

SACIA is very aware that many people working in the broadcast industry don't have any formal qualifications relating to their workplace activity. Fortunately, we're able to recognise prior learning within our assessment of competence so that knowledgeable individuals working in the industry can still earn a professional designation, whether they have a formal qualification or not.

According to SAQA, the Recognition of Prior Learning (RPL) is a process through which formal, non-formal and informal learning are measured, mediated for recognition across different contexts and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system or workplace.

The aim is to make it possible for an individual to obtain formal recognition for knowledge and/or skills gained informally, such as in workplaces and own reading or experiences. The RPL process also entails providing support to a candidate to ensure that knowledge/skill is discovered and displayed in terms of a relevant qualification registered on the National Qualifications Framework (NQF).

What this means from a practical perspective is that individuals without a relevant qualification can still earn a professional designation, at either the Associate, Practitioner or Professional levels, but they need to provide proof of their required work experience in the broadcast industry. •

SACIA signs MOU with International Moving Image Society

The crafts and professions which make up the film, television and media industries play a vital and significant role in the art of great story telling. In recognition of this role, SACIA has signed an agreement with the International Moving Image Society (IMIS) in terms of which the two organisations will collaborate.

"We share a belief that the film, television and media industries are truly international and have no borders," explains Bryan Cook, chief operating officer of IMIS. "The industry professionals who are active within our membership will benefit from co-operation and information sharing between our two organizations."

Both SACIA and IMIS are non-profit organizations serving the film, television and media communities through education, certification and communication, and both aim to promote excellence within the industry. In terms of the agreement, both organizations shall share information regarding the technical standards used within the film, television and media industries worldwide. "Opening hands and minds in sharing knowledge and information is the way forward," says Tinus Smit, chair of SACIA's BIG Council. "Collaboration with our international partners is key in securing the future, and this initiative is a step in the direction of creating a global 'gold standard' across various disciplines, media and technologies. It ensures portability of content and skills across platforms, regions and markets." •

> **"We share a belief that the film, television and media industries are truly international and have no borders,"**
>
> *Bryan Cook, COO at IMIS*

IMIS | INTERNATIONAL MOVING IMAGE SOCIETY

SACIA Training Calendar

TRAIN THE TRAINER
• 4-6 September 2018

ASSESSOR TRAINING
• 4-6 December 2018

FUNDAMENTALS OF WORKFLOW IN BROADCAST & DIGITAL MEDIA
• 19-20 July 2018
• 3-4 September 2018
• 15-16 November 2018
• 29-30 January 2019

FILE FORMATS & COMPRESSION
• 23-24 July 2018
• 10-11 September 2018
• 25-26 September 2018

AUDIO & VIDEO FUNDAMENTALS
• 5-7 September 2018
• 12-14 November 2018

MANAGING AUDIO-VISUAL ARCHIVES
• 17-21 September 2018

INTRODUCTION TO THE BROADCAST & MEDIA INDUSTRY
• 19-20 November 2018

IP & NETWORKS FOR BROADCAST OPERATIONS
• 27-28 September 2018
• 31 Jan – 1 Feb 2019

IP & NETWORKS FOR BROADCAST ENGINEERS
• 21-24 August 2018
• 9-12 October 2018
• 15-18 October 2018
• 4-7 February 2019

All scheduled courses are planned for delivery in Johannesburg. For more information on any of the SACIA training courses download the training prospectus from the TRAINING page on the SACIA website or follow the QR code below.