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**REPUBLIC OF KENYA**

**COMPETENCY BASED CURRICULUM**

**FOR**

**ISLAMIC BANKING**

**LEVEL 6**



TVET CDACC

P.O. BOX 15745-00100

NAIROBI

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# FOREWORD

The provision of quality education and training is fundamental to the Government’s overall strategy for social economic development. Quality education and training will contribute to achievement of Kenya’s development blueprint and sustainable development goals.

Reforms in the education sector are necessary for the achievement of Kenya Vision 2030 and meeting the provisions of the Constitution of Kenya 2010. The education sector had to be aligned to the Constitution and this resulted in the formulation of the Policy Framework for Reforming Education and Training (Sessional Paper No. 4 of 2016). A key feature of this policy is the radical change in the design and delivery of TVET training. This policy document requires that training in TVET be competency based, curriculum development be industry led, certification be based on demonstration of competence and mode of delivery allows for multiple entry and exit in TVET programmes.

These reforms demand that Industry takes a leading role in curriculum development to ensure the curriculum addresses its competence needs. It is against this background that this curriculum has been developed.

It is my conviction that this curriculum will play a great role towards development of competent human resource for the Business Sector’s growth and development.

**PRINCIPAL SECRETARY, VOCATIONAL AND TECHNICAL TRAINING**

**MINISTRY OF EDUCATION**

# PREFACE

Kenya Vision 2030 aims to transform the country into a newly industrializing, “middle-income country providing a high-quality life to all its citizens by the year 2030”. Kenya intends to create a globally competitive and adaptive human resource base to meet the requirements of a rapidly industrializing economy through life-long education and training. TVET has a responsibility of facilitating the process of inculcating knowledge, skills and attitudes necessary for catapulting the nation to a globally competitive country, hence the paradigm shift to embrace Competency Based Education and Training (CBET).

The Technical and Vocational Education and Training Act No. 29 of 2013 and Sessional Paper No. 4 of 2016 on Reforming Education and Training in Kenya, emphasized the need to reform curriculum development, assessment and certification. This called for a shift to CBET to address the mismatch between skills acquired through training and skills needed by industry as well as increase the global competitiveness of Kenyan labor force.

The TVET Curriculum Development, Assessment and Certification Council (TVET CDACC), in conjunction with Banking Sector Skills Advisory Committee (SSAC) have developed Occupational Standards for Islamic Banker. These standards will be the basis for development of competency-based curriculum for Islamic Banking level 6.

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This curriculum has been developed following the CBET framework policy; the CBETA Standards and guidelines provided by the TVET Authority and the Kenya National Qualification framework designed by the Kenya National Qualification Authority.

This curriculum is designed and organized with an outline of learning outcomes; suggested delivery methods, training/learning resources and methods of assessing the trainee’s achievement. The curriculum is competency-based and allows multiple entry and exit to the course.

I am grateful to the Council Members, Council Secretariat, Banking SSAC, expert workers and all those who participated in the development of this curriculum.

**CHAIRPERSON, TVET CDACC**

# ACKNOWLEDGMENT

This curriculum has been designed for competency-based training and has independent units of learning that allow the trainee flexibility in entry and exit. In developing the curriculum, significant involvement and support was received from various organizations.

I recognize with appreciation the role of the Banking Sector Skills Advisory Committee (SSAC) in ensuring that competencies required by the industry are addressed in the curriculum. I also thank all stakeholders in the Business sector for their valuable input and all those who participated in the process of developing this curriculum.

I am convinced that this curriculum will go a long way in ensuring that workers in Business Sector acquire competencies that will enable them to perform their work more efficiently.

**COUNCIL SECRETARY/CEO**

**TVET CDACC**

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**ABBREVIATIONS AND** ACRONYMS

A Control version

AIDS Acquired Immunodeficiency Syndrome

BC Basic Unit

CBET Competency Based Education and Training

CC Common unit

CDACC Curriculum Development Assessment Certification Council

CEO Council Secretary

CR Core Unit

CU Curriculum

HIVHuman Immuno-Deficiency Virus

KCSE Kenya Certificate of Secondary Education

KNQA Kenya National Qualifications Authority

LCD Liquid Crystal Display

OSH Occupational Safety and Health

PESTEL Political Environmental Social Technological Economic Legal

PPE Personal Protective Equipment

Q&A Questions and Answer

SSAC Sector Skills Advisory Committee

SWOT Strength Weakness Opportunity Threat

TVET Technical and Vocational Education and Training

# KEY TO UNIT CODE

**BUS / CU /IBF/BC/01/6/A**

Industry or sector

Curriculum

Occupational area

Type of competency

Competency number

Competency level

Version control

# COURSE OVERVIEW

**Description of the Course**

Islamic Banking Level 6 qualification consists of competencies that a person must achieve to enable him/her to sell bank product, perform account opening, sell bank process Islamic facilities, perform facility administration ,establish facility collateral offer customer service ,manage customer relationship, provide tellering service, manage back office , manage electronic banking and perform bank compliance.

This course consists of basic, common and core units of learning as indicated below:

**Basic Units of Learning**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Code** | **Unit Title** | **Duration in Hours** | **Credit Factor** |
| BUS/CU/IBF/BC/01/6/A | Communication Skills | 40 | 4.0 |
| BUS/CU/IBF/BC/03/6/A | Numeracy Skills | 60 | 6.0 |
| BUS/CU/IBF/BC/04/6/A | Digital Literacy | 60 | 6.0 |
| BUS/CU/IBF/BC/05/6/A | Entrepreneurial Skills | 100 | 10.0 |
| BUS/CU/IBF/BC/06/6/A | Employability Skills | 80 | 8.0 |
| BUS/CU/IBF/BC/07/6/A | Environmental Literacy | 40 | 4.0 |
| BUS/CU/IBF/BC/02/6/A | Occupational Safety And Health Practices | 40 | 4.0 |
| **Subtotal 1** | | 420 | 42.0 |

**Common Units of Learning**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Code** | **Unit Title** | **Duration in Hours** | **Credit Factor** |
| BUS/CU/IBF/CC/01/6/A | Islamic Finance Principle | 60 | 6.0 |
| BUS/CU/IBF/CC/02/6/A | Islamic Banking Contracts | 40 | 4.0 |
| Subtotal 2 | | 100 | 10.0 |

**Core Units of Learning**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Code** | **Unit Title** | **Duration in Hours** | **Credit Factor** |
| BUS/CU/IBF/CR/01/6/A | Bank Product | 150 | 15.0 |
| BUS/CU/IBF/CR/02/6/A | Account Opening | 60 | 6.0 |
| BUS/CU/IBF/CR/03/6/A | Islamic Facilities Processing | 180 | 18.0 |
| BUS/CU/IBF/CR/04/6/A | Facility Administration | 180 | 18.0 |
| BUS/CU/IBF/CR/05/6/A | Facility Collateral | 140 | 14.0 |
| BUS/CU/IBF/CR/06/6/A | Customer Service | 140 | 14.0 |
| BUS/CU/IBF/CR/07/6/A | Customer Relationship | 130 | 13.0 |
| BUS/CU/IBF/CR/08/6/A | Tellering Service | 180 | 18.0 |
| BUS/CU/IBF/CR/09/6/A | Back Office Management | 160 | 16.0 |
| BUS/CU/IBF/CR/10/6/A | Electronic Banking | 100 | 10.0 |
| BUS/CU/IBF/CR/11/6/A | Bank Compliance | 100 | 10.0 |
| BUS/CU/IBF/CR/12/6/A | Industrial Attachment | 480 | 48.0 |
| Subtotal 3 | | 2000 | 200.0 |
| **Grand total** | | **2520** | **252.0** |

The total duration of the course is. 2520 hours

**Entry Requirements**

An individual entering this course should have any of the following minimum requirements:

1. Islamic Banking Level 5

**Or**

1. Kenya Certificate of Secondary Education (KCSE) C- (C Minus)

**Or**

1. Equivalent qualifications as determined by Kenya National Qualifications Authority (KNQA)

**Trainer Qualification**

The trainer of this course must have a qualification higher than this course

**Assessment**

The course will be assessed at two levels: internally and externally. Internal assessment is continuous and is conducted by the trainer who is monitored by an accredited internal verifier while external assessment is the responsibility of TVET CDACC.

**Certification**

A candidate will be issued with a certificate of competency for each Unit of Competency. To attain the Islamic Banking Level 6 National qualification, the candidate must demonstrate competence in all the units of competency as given in qualification pack. These certificates will be issued by TVET CDACC in conjunction with training provider.

# BASIC UNITS OF LEARNING

# COMMUNICATION SKILLS

**UNIT CODE:** BUS/CU/IBF/BC/01/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Communication Skills

**Duration of Unit:** 40 hours

**Unit Description**

This unit covers the competencies required to demonstrate communication skills .It involves, meeting communication needs of clients and colleagues; developing communication strategies, establishing and maintaining communication pathways, conducting interviews, facilitating group discussion and representing the organization.

**Summary of Learning Outcomes**

1. Meet communication needs of clients and colleagues
2. Develop communication strategies
3. Establish and maintain communication pathways
4. Promote use of communication strategies
5. Conduct interview
6. Facilitate group discussion
7. Represent the organization

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Meet communication needs of clients and colleagues | * Communication process * Modes of communication * Medium of communication * Effective communication * Barriers to communication * Flow of communication * Sources of information * Organizational policies * Organization requirements for written and electronic communication methods * Report writing * Effective questioning techniques (clarifying and probing) * Workplace etiquette * Ethical work practices in handling communication * Active listening * Feedback * Interpretation * Flexibility in communication * Types of communication strategies * Elements of communication strategy | * Interview * Written texts |
| 1. Develop communication strategies | * Dynamics of groups * Styles of group leadership * Openness and flexibility in communication * Communication skills relevant to client groups | * Interview * Written texts |
| 1. Establish and maintain communication pathways | * Types of communication pathways | * Interview * Written texts |
| 1. Promote use of communication strategies | * Application of elements of communication strategies * Effective communication techniques | * Interview * Written texts |
| 1. Conduct interview | * Types of interview * Establishing rapport * Facilitating resolution of issues * Developing action plans | * Interview * Written texts |
| 1. Facilitate group discussion | * Identification of communication needs * Dynamics of groups * Styles of group leadership * Presentation of information * Encouraging group members participation * Evaluating group communication strategies | * Interview * Written texts |
| 1. Represent the organization | * Presentation techniques * Development of a presentation * Multi-media utilization in presentation * Communication skills relevant to client groups | * Interview * Written texts |

**Suggested Methods of Instruction**

* Discussion
* Role playing
* Simulation
* Direct instruction

**Recommended Resources**

* Desktop computers/laptops
* Internet connection
* Projectors
* Telephone

# NUMERACY SKILLS

**UNIT CODE:** BUS/CU/IBF/BC/02/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Numeracy Skills.

**Duration of Unit:** 60 hours

**Unit Description**

This unit describes the competencies required to demonstrate numeracy skills. It involves applying a wide range of mathematical calculations for work; applying ratios, rates and proportions to solve problems; estimating, measuring and calculating measurement for work; using detailed maps to plan travel routes for work; using geometry to draw and construct 2D and 3D shapes for work; collecting, organizing and interpreting statistical data; using routine formula and algebraic expressions for work and using common functions of a scientific calculator.

**Summary of Learning Outcomes**

1. Apply a wide range of mathematical calculations for work
2. Apply ratios, rates and proportions to solve problems
3. Estimate, measure and calculate measurement for work
4. Use detailed maps to plan travel routes for work
5. Use geometry to draw and construct 2D and 3D shapes for work
6. Collect, organize and interpret statistical data
7. Use routine formula and algebraic expressions for work
8. Use common functions of a scientific calculator

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Apply a wide range of mathematical calculations for work | * Fundamentals of mathematics * Addition, subtraction, multiplication and division of positive and negative numbers * Algebraic expressions manipulation * Forms of fractions, decimals and percentages * Expression of numbers as powers and roots | * Written tests * Assignments * Supervised exercises |
| 1. Apply ratios, rates and proportions to solve problems | * Rates, ratios and proportions * Meaning * Conversions into percentages * Direct and inverse proportions determination * Performing calculations * Construction of graphs, charts and tables * Recording of information | * Written tests * Assignments * Supervised exercises |
| 1. Estimate, measure and calculate measurement for work | * Units of measurements and their symbols * Identification and selection of measuring equipment * Conversion of units of measurement * Perimeters of regular figures * Areas of regular figures * Volumes of regular figures * Carrying out measurements * Recording of information | * Assignments * Supervised exercises * Written tests |
| 1. Use detailed maps to plan travel routes for work | * Identification of features in routine maps and plans * Symbols and keys used in routine maps and plans * Identification and interpretation of orientation of map to North * Demonstrate understanding of direction and location * Apply simple scale to estimate length of objects, or distance to location or object * Give and receive directions using both formal and informal language * Planning of routes * Calculation of distance, speed and time | * Written * Practical test |
| 1. Use geometry to draw and construct 2D and 3D shapes for work | * Identify two dimensional shapes and routine three dimensional shapes in everyday objects and in different orientations * Explain the use and application of shapes * Use formal and informal mathematical language and symbols to describe and compare the features of two dimensional shapes and routine three dimensional shapes * Identify common angles * Estimate common angles in everyday objects * Evaluation of unknown angles * Use formal and informal mathematical language to describe and compare common angles * Symmetry and similarity * Use common geometric instruments to draw two dimensional shapes * Construct routine three dimensional objects from given nets |  |
| 1. Collect, organize and interpret statistical data | * + Classification of data * Grouped data * Ungrouped data   + Data collection * Observation * Recording   + Distinguishing between sampling and census   + Importance of sampling   + Errors in sampling   + Types of sampling and their limitations e.g. * Stratified random * Cluster * Judgmental   + Tabulation of data * Class intervals * Class boundaries * Frequency tables * Cumulative frequency   + Diagrammatic and graphical presentation of data e.g. * Histograms * Frequency polygons * Bar charts * Pie charts * Cumulative frequency curves * Interpretation of data | * Assignments * Supervised exercises * Written tests |
| 1. Use routine formula and algebraic expressions for work | * + Solving linear equations   + Linear graphs * Plotting * Interpretation * Applications of linear graphs * Curves of first and second degree * Plotting * Interpretation | * Assignments * Supervised exercises * Written tests |
| 8. Use common functions of a scientific calculator | * Identify and use keys for common functions on a calculator * Calculate using whole numbers, money and routine decimals and percentages * Calculate with routine fractions and percentages * Apply order of operations to solve multi-step calculations * Interpret display and record result | * Written * Practical test |

**Suggested Methods of Instruction**

* Group discussions
* Demonstration by trainer
* Practical work by trainee
* Exercises

**Recommended Resources**

* Calculators
* Rulers, pencils, erasers
* Charts with presentations of data
* Graph books
* Dice

# DIGITAL LITERACY

**UNIT CODE:** BUS/CU/IBF/BC/03/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Digital Literacy

**Duration of Unit:** 60 hours

**Unit Description**

This unit describes competencies required to demonstrate digital literacy. It involves in identifying computer software and hardware, applying security measures to data, hardware, software in automated environment, computer software in solving task, internet and email in communication at workplace, desktop publishing in official assignments and preparing presentation packages.

**Summary of Learning Outcomes**

1. Identify computer software and hardware
2. Apply security measures to data, hardware, software in automated environment
3. Apply computer software in solving tasks
4. Apply internet and email in communication at workplace
5. Apply desktop publishing in official assignments
6. Prepare presentation packages

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Identify computer hardware and software | * Concepts of ICT * Functions of ICT * History of computers * Components of a computer * Classification of computers | * Written tests * Oral presentation |
| 1. Apply security measures to data, hardware, software in automated environment | * Data security and control * Security threats and control measures * Types of computer crimes * Detection and protection against computer crimes * Laws governing protection of ICT | * Written tests * Oral presentation * Project |
| 1. Apply computer software in solving tasks | * Operating system * Word processing * Spread sheets * Data base design and manipulation * Data manipulation, storage and retrieval | * Oral questioning * Project |
| 1. Apply internet and email in communication at workplace | * Computer networks * Network configurations * Uses of internet * Electronic mail (e-mail) concept | * Oral questioning * Written report |
| 1. Apply desktop publishing in official assignments | * Concept of desktop publishing * Opening publication window * Identifying different tools and tool bars * Determining page layout * Opening, saving and closing files * Drawing various shapes using DTP * Using colour pellets to enhance a document * Inserting text frames * Importing and exporting text * Object linking and embedding * Designing of various publications * Printing of various publications | * Oral questioning * Written report * Project |
| 1. Prepare presentation packages | * Types of presentation packages * Procedure of creating slides * Formatting slides * Presentation of slides * Procedure for editing objects | * Oral questioning * Written report * Project |

**Suggested Methods of Instruction**

* Instructor led facilitation of theory
* Demonstration by trainer
* Practical work by trainee
* Viewing of related videos
* Project
* Group discussions

**Recommended Resources**

* Computers
* Printers
* Storage devices
* Internet access

# ENTREPRENEURIAL SKILLS

**UNIT CODE:** BUS/CU/IBF/BC/04/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Entrepreneurial Skills

**Duration of unit:** 100 hours

**Unit Description**

This unit covers the competencies required to demonstrate understanding of entrepreneurship. It involves demonstrating understanding of an entrepreneur, entrepreneurship and self-employment. It also involves identifying entrepreneurship opportunities, creating entrepreneurial awareness, applying entrepreneurial motivation and developing business innovative strategies.

**Summary of Learning Outcomes**

* 1. Demonstrate understanding of who an entrepreneur
  2. Demonstrate knowledge of entrepreneurship and self-employment
  3. Identify entrepreneurship opportunities
  4. Create entrepreneurial awareness
  5. Apply entrepreneurial motivation
  6. Develop business innovative strategies
  7. Develop Business plan

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Demonstrate knowledge of entrepreneurship and self-employment | * Importance of self-employment * Requirements for entry into self-employment * Role of an Entrepreneur in business * Contributions of Entrepreneurs to National development * Entrepreneurship culture in Kenya * Born or made entrepreneurs | * Individual/group assignments * Projects * Written tests * Oral questions * Third party report |
| 1. Identify entrepreneurship opportunities | * Business ideas and opportunities * Sources of business ideas * Business life cycle * Legal aspects of business * Assessment of product demand * Business environment * Factors to consider when evaluating business environment * Technology in business | * Individual/group assignments * Projects * Written tests * Oral questions * Third party report * Interviews |
| 1. Create entrepreneurial awareness | * Forms of businesses * Sources of business finance * Factors in selecting source of business finance * Governing policies on Small Scale Enterprises (SSEs) * Problems of starting and operating SSEs | * Individual/group assignments * Projects * Written tests * Oral questions * Third party report * Interviews |
| 1. Apply entrepreneurial motivation | * Internal and external motivation * Motivational theories * Self-assessment * Entrepreneurial orientation * Effective communications in entrepreneurship * Principles of communication * Entrepreneurial motivation | * Case studies * Individual/group assignments * Projects * Written tests * Oral questions * Third party report * Interviews |
| 1. Develop business innovative strategies | * Innovation in business * Small business Strategic Plan * Creativity in business development * Linkages with other entrepreneurs * ICT in business growth and development | * Case studies * Individual/group assignments * Projects * Written tests * Oral questions * Third party report * Interviews |
| 6. Develop Business Plan | * Business description * Marketing plan * Organizational/Management * plan * Production/operation plan * Financial plan * Executive summary * Presentation of Business Plan | * Case studies * Individual/group assignments * Projects * Written tests * Oral questions * Third party report * Interviews |

**Suggested Methods of Instruction**

* Direct instruction
* Project
* Case studies
* Field trips
* Discussions
* Demonstration
* Question and answer
* Problem solving
* Experiential
* Team training

**Recommended Resources**

* Case studies
* Business plan templates
* Computers
* Overhead projectors
* Internet
* Mobile phone
* Video clips
* Films
* Newspapers and Handouts
* Business Journals
* Writing materials

# EMPLOYABILITY SKILLS

**UNIT CODE:** BUS/CU/IBF/BC/05/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Employability Skills

**Duration of Unit:** 80 hours

**Unit Description**

This unit covers competencies required to demonstrate employability skills. It involves conducting self-management, demonstrating interpersonal communication, critical safe work habits, leading a workplace team, planning and organizing work, maintaining professional growth and development, demonstrating workplace learning, problem solving skills and managing ethical performance.

**Summary of Learning Outcomes**

1. Conduct self-management
2. Demonstrate interpersonal communication
3. Demonstrate critical safe work habits
4. Lead a workplace team
5. Plan and organize work
6. Maintain professional growth and development
7. Demonstrate workplace learning
8. Demonstrate problem solving skills
9. Manage ethical performance

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Conduct self-management | * Self-awareness * Formulating personal vision, mission and goals * Strategies for overcoming life challenges * Managing emotions * Emotional intelligence * Assertiveness versus aggressiveness * Expressing personal thoughts, feelings and beliefs * Developing and maintaining high self-esteem * Developing and maintaining positive self-image * Setting performance targets * Monitoring and evaluating performance * Articulating ideas and aspirations * Accountability and responsibility * Good work habits * Self-awareness * Values and beliefs * Self-development * Financial literacy * Healthy lifestyle practices * Adopting safety practices | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Demonstrate interpersonal communication | * Meaning of interpersonal communication * Listening skills * Types of audience * Public speaking * Writing skills * Negotiation skills * Reading skills * Meaning of empathy * Understanding customers’ needs * Establishing communication networks * Assertiveness * Sharing information | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Demonstrate critical safe work habits | * Stress and stress management * Time concept * Punctuality and time consciousness * Leisure * Integratingpersonal objectives into organizational objectives * Resources mobilization * Resources utilization * Setting work priorities * Developing healthy relationships * HIV and AIDS * Drug and substance abuse * Managing emerging issues | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Lead a workplace team | * Leadership qualities * Power and authority * Team building * Determination of team roles and objectives * Team parameters and relationships * Individual responsibilities in a team * Forms of communication * Complementing team activities * Gender and gender mainstreaming * Human rights * Developing healthy relationships * Maintaining relationships * Conflicts and conflict resolution * Coaching and mentoring skills | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Plan and organize work | * Functions of management * Planning * Organizing * Time management * Decision making concept * Task allocation * Developing work plans * Developing work goals/objectives and deliverables * Monitoring work activities * Evaluating work activities * Resource mobilization * Resource allocation * Resource utilization * Proactive planning * Risk evaluation * Problem solving * Collecting, analysing and organising information * Negotiation | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Maintain professional growth and development | * Avenues for professional growth * Training and career opportunities * Assessing training needs * Mobilizing training resources * Licenses and certifications for professional growth and development * Pursuing personal and organizational goals * Managing work priorities and commitments * Recognizing career advancement | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Demonstrate workplace learning | * Managing own learning * Mentoring * Coaching * Contributing to the learning community at the workplace * Cultural aspects of work * Networking * Variety of learning context * Application of learning * Safe use of technology * Taking initiative/proactivity * Flexibility * Identifying opportunities * Generating new ideas * Workplace innovation * Performance improvement * Managing emerging issues * Future trends and concerns in learning | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Demonstrate problem solving skills | * Critical thinking process * Data analysis tools * Decision making * Creative thinking * Development of creative, innovative and practical solutions * Independence in identifying and solving problems * Solving problems in teams * Application of problem-solving strategies * Testing assumptions * Resolving customer concerns | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |
| 1. Manage ethical performance | * Meaning of ethics * Ethical perspectives * Principles of ethics * Ethical standards * Organization code of ethics * Common ethical dilemmas * Organization culture * Corruption, bribery and conflict of interest * Privacy and data protection * Diversity, harassment and mutual respect * Financial responsibility/accountability * Etiquette * Personal and professional integrity * Commitment to jurisdictional laws * Emerging issues in ethics | * Written tests * Oral questioning * Interviewing * Portfolio of evidence * Third party report |

**Suggested Methods of Instruction**

* Demonstrations
* Simulation/Role play
* Group Discussion
* Presentations
* Assignments
* Q&A

**Recommended Resources**

* Computers
* Stationery
* Charts
* Video clips
* Audio tapes
* Radio sets
* TV sets
* LCD projectors

# ENVIRONMENTAL LITERACY

**UNIT CODE**:BUS/CU/IBF/BC/06/6/A

**Relationship to Occupational Standards**:

This unit addresses the Unit of Competency: Demonstrate Environmental Literacy

**Duration of Unit:** 40 hours

**Unit Description**

This unit describes the competencies required demonstrate environmental literacy.it involves controlling environmental hazard, controlling environmental pollution, complying with workplace sustainable resource use, evaluating current practices in relation to resource usage, identifying environmental legislations/conventions for environmental concerns, implementing specific environmental programs, monitoring activities on environmental protection/programs, analysing resource use and developing resource conservation plans.

**Summary of Learning Outcomes**

1. Control environmental hazard
2. Control environmental Pollution
3. Demonstrate sustainable resource use
4. Evaluate current practices in relation to resource usage
5. Identify Environmental legislations/conventions for environmental concerns
6. Implement specific environmental programs
7. Monitor activities on Environmental protection/Programs
8. Analyze resource use
9. Develop resource conservation plans

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Control environmental hazard | * Purposes and content of Environmental Management and Coordination Act 1999 * Storage methods for environmentally hazardous materials * Disposal methods of hazardous wastes * Types and uses of PPE in line with environmental regulations * Occupational Safety and Health Standards (OSHS) | * Written questions * Oral questions |
| 1. Control environmental Pollution control | * Types of pollution * Environmental pollution control measures * Types of solid wastes * Procedures for solid waste management * Different types of noise pollution * Methods for minimizing noise pollution | * Written questions * Oral questions * Role play |
| 1. Demonstrate sustainable resource use | * Types of resources * Techniques in measuring current usage of resources * Calculating current usage of resources * Methods for minimizing wastage * Waste management procedures * Principles of 3Rs (Reduce, Reuse, Recycle) * Methods for economizing or reducing resource consumption | * Written questions * Oral questions * Role play |
| 1. Evaluate current practices in relation to resource usage | * Collection of information on environmental and resource efficiency systems and procedures, * Measurement and recording of current resource usage * Analysis and recording of current purchasing strategies. * Analysis of current work processes to access information and data * Identification of areas for improvement | * Written questions * Oral questions * Role play |
| 1. Identify Environmental legislations/conventions for environmental concerns | * Environmental issues/concerns * Environmental legislations /conventions and local ordinances * Industrial standard /environmental practices * International Environmental Protocols (Montreal, Kyoto) * Features of an environmental strategy | * Written questions * Oral questions |
| 1. Implement specific environmental programs | * Community needs and expectations * Resource availability * 5s of good housekeeping * Identification of programs/Activities * Setting of individual roles /responsibilities * Resolving problems /constraints encountered * Consultation with stakeholders | * Written questions * Oral questions * Role play |
| 1. Monitor activities on Environmental protection/Programs | * Periodic monitoring and Evaluation of activities * Gathering feedback from stakeholders * Analyzing data gathered * Documentation of recommendations and submission * Setting of management support systems to sustain and enhance the program * Monitoring and reporting of environmental incidents to concerned /proper authorities | * Oral questions * Written tests * Practical test |
| 1. Analyze resource use | * Identification of resource consuming processes * Determination of quantity and nature of resource consumed * Analysis of resource flow through different parts of the process. * Classification of wastes for possible source of resources. | * Written tests * Oral questions * Practical test |
| 1. Develop resource Conservation plans | * Determination of efficiency of use/conversion of resources * Causes of low efficiency of use of resources * Plans for increasing the efficiency of resource use | * Written tests * Oral questions * Practical test |

**Suggested Methods of Instruction**

* Instructor led facilitation of theory
* Practical demonstration of tasks by trainer
* Practice by trainees
* Observations and comments and corrections by trainers

**Recommended Resources**

* Standard operating and/or other workplace procedures manuals
* Specific job procedures manuals
* Environmental Management and Coordination Act 1999
* Machine/equipment manufacturer’s specifications and instructions
* Personal Protective Equipment (PPE)
* ISO standards
* Company environmental management systems (EMS)
* Montreal Protocol
* Kyoto Protocol

# OCCUPATIONAL SAFETY AND HEALTH PRACTICES

**UNIT CODE:** BUS/CU/IBF/BC/07/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Demonstrate Occupational Safety and Health Practices

**Duration of Unit:** 40 hours

**Unit Description**

This unit specifies the competencies required to demonstrate occupational health and safety practices. It involves identifying workplace hazards and risk, identifying and implementing appropriate control measures to hazards and risks and implementing OSH programs, procedures and policies/guidelines.

**Summary of Learning Outcomes**

1. Identify workplace hazards and risk
2. Control OSH hazards
3. Implement OSH programs

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Identify workplace hazards and risks | * Identification of hazards in the workplace and/or the indicators of their presence * Evaluation and/or work environment measurements of OSH hazards/risk existing in the workplace * Gathering of OSH issues and/or concerns | * Oral questions * Written tests * Portfolio of evidence * Third party report |
| 1. Control OSH hazards | * Prevention and control measures e.g. use of PPE * Risk assessment * Contingency measures | * Oral questions * Written tests * Portfolio of evidence * Third party report |
| 1. Implement OSH   programs | * Company OSH program, evaluation and review * Implementation of OSH programs * Training of team members and advice on OSH standards and procedures * Implementation of procedures for maintaining OSH-related records | * Oral questions * Written tests * Portfolio of evidence * Third party report |

**Suggested Methods of Instruction**

* Assigments
* Discussion
* Q&A
* Role play
* Viewing of related videos

**Recommended Resources**

* Standard operating and/or other workplace procedures manuals
* Specific job procedures manuals
* Machine/equipment manufacturer’s specifications and instructions
* Personal Protective Equipment (PPE) e.g.
* Mask
* Face mask/shield
* Safety boots
* Safety harness
* Arm/Hand guard, gloves
* Eye protection (goggles, shield)
* Hearing protection (ear muffs, ear plugs)
* Hair Net/cap/bonnet
* Hard hat
* Face protection (mask, shield)
* Apron/Gown/coverall/jump suit
* Anti-static suits
* High-visibility reflective vest

# COMMON UNITS OF LEARNING

# PRINCIPLE OF ISLAMIC FINANCE

**UNIT CODE:** BUS/CU/IBF/CC/01/6/A

**Relationship to Occupational Standards**:

This unit addresses the unit of competency: Demonstrate Literacy in Principles of Islamic Finance

**Duration of Unit:** 60 hours

**Unit Description**

This unit describes the competencies required, demonstrate understanding of prohibition of Riba (interest/usury), Gharar, Dhulm (unfairness), and Maysir (Gambling) and demonstrate understanding of fiqh and Shari’ah maxim

**Summary of Learning Outcomes**

* 1. Demonstrate understanding of prohibition of Riba (interest/usury)
  2. Demonstrate understanding of prohibition of Gharar
  3. Demonstrate understanding of prohibition of Dhulm (unfairness)
  4. Demonstrate understanding of prohibition of Maysir (Gambling)

Demonstrate understanding of fiqh and Shari’ah maxim

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| * 1. Demonstrate understanding of prohibition of Riba (interest) | * Riba * Riba types * Riba in Quran and sunnah * Ribawi items * Role of money in Islamic Banking * Differences between profit and Riba * Dangers of Riba to society * Ways of identifying riba in a transaction * Ways of avoiding Riba | * Written questions * Oral questions * Observation of work procedures |
| * 1. Demonstrate understanding of prohibition of Gharar | * Gharar * Types of Gharar   + Uncertainty   + Speculation   + Ambiguity   + Ignorance   + Deception * Ways of identifying Gharar in a transaction * The dangers of Gharar * Avoidance of Gharar | * Written questions * Oral questions * Observation of work procedures * Role play |
| * 1. Demonstrate understanding of prohibition of Dhulm (unfairness) | * Dhulm * Identification of Dhulm in a transaction * Dhulm prohibitions in shariah * Dangers of Dhulm * Avoidance of Dhulm | * Written questions * Oral questions * Observation of work procedures * Role play |
| * 1. Demonstrate understanding of prohibition of Maysi*r* (Gambling) | * Maysir * Modern day Maysir   + Gambling   + Betting * Ways of identifying Maysir in a transaction * The dangers of Maysir * Avoidance of Maysir | * Written questions * Oral questions * Observation of work procedures * Role play |
| * 1. Demonstrate understanding of fiqh and Shari’ah maxim | * Fiqh (jurisprudence) * Haram goods * haram services * Ways of identifying haram aspect in customer business * Ways of identifying haram aspect in a transaction. | * Written questions * Oral questions * Observation of work procedures |

**Suggested Methods of Instruction**

* Instructor led facilitation of theory
* Practical demonstration of tasks by trainer using case studies
* Practice by trainees
* Internet
* Observations and comments and corrections by trainers

**Recommended Resources**

* Usul Al Fiqh books
* Copy of translated Quran
* Select books of hadith
* Bulugh Al Maram
* AOOIFI standards

# ISLAMIC FINANCE CONTRACTS

**UNIT CODE:** BUS/CU/IBF/CC/02/6/A

**Relationship to Occupational Standards**

This unit addresses the unit of competency: Demonstrate Islamic Finance Contracts

**Duration of Unit: 40** hours

**Unit Description**

This unit describes the competencies required to demonstrate Islamic finance contracts. It involves demonstrating understanding of contracts in Islamic financing , equity-based contracts, lease-based contracts, sale-based contracts and service-based contracts.

**Summary of Learning Outcomes**

* 1. Demonstrate understanding of contracts in Islamic financing
  2. Demonstrate understanding of equity based contracts
  3. Demonstrate understanding of lease based contracts
  4. Demonstrate understanding of sale based contracts
  5. Demonstrate understanding of service based contracts

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Demonstrate understanding of contracts in Islamic financing | * Islamic finance contracts * Classification of sheriah contracts * Types of contracts * Application of contracts * Condition for validity of the contracts | * Oral questions * Written tests * Observation |
| 1. Demonstrate understanding of equity based contracts | * Equity based contracts * Types   + Musharaka   + Mudharaba * Risk in equity based contracts * Application of the equity based contracts   + In assets   + In liabilities   + In investment * Historical development of Islamic banking * Current status of Equity based contracts in Islamic finance. | * Oral questions * Written tests * Observation of trainees identify hazards and risks |
| 1. Demonstrate understanding of lease based contracts | * Lease based contracts * Types   + Finance lease   + Operating lease * Risk in lease based contracts * Application of the lease based contracts. | * Oral questions * Written tests * Practical test * Observation of implementation of control measures |
| 1. Demonstrate understanding of sale based contracts | * Sale based contracts * Types   + Murabaha   + Musawamah   + Muqayada   + Sarf   + Salam   + Istisna.   + Bai Muajjal   + Tawaruq * Risk in sale based contracts * Application of the sale based contracts   + In assets   + In liabilities   + In investment * Current status of sale based contracts in Islamic finance. | * Written tests * Observation * Oral questions * Third party report |
| 1. Demonstrate understanding of service based contracts | * Service based contracts * Types   + Wadiah   + Wakala   + Jualah   + Hawala   + Kafala   + Amana   + Ujra * Risk in service based contracts * Application of the service based contracts   + In assets   + In liabilities   + In investment   + In trade finance   + In money transfer * Current status of service based contracts in Islamic finance. | * Oral questions * Written tests * Observation |

**Suggested Methods of Instruction**

* Instructor led facilitation of theory
* Demonstration by trainer
* Practical work by trainee
* Case studies
* Viewing of related videos

**Recommended Resources**

* Usul Al Fiqh books
* Copy of translated Quran
* Select books of hadith
* Bulugh Al Maram
* AOOIFI standards

# CORE UNITS OF LEARNING

# ISLAMIC BANK PRODUCTS

**UNIT CODE**: BUS/CU/IBF/CR/01/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Sell Islamic Bank Products

**Duration of Unit:** 150 Hours

**Unit Description**

This unit specifies the competencies required to market bank products.it involves identifying potential customer, identifying customer need, Screen the customer need/business and closing the sale.

**Summary of Learning Outcomes**

1. Identify potential customer
2. Identify customer need
3. Screen the customer need/business
4. Close the sale

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Identify potential customer | * Grooming etiquette * Types of customers * Market niche * Selling techniques * Referral actualization * Cross-selling | * Written tests * Observation * Oral questions * Third party report |
| 1. Identify customer need | * Bank products * Funded * Non-funded * Types of customer needs * Importance of identifying customer needs. * Pros and cons of different products * Matching customer needs with the bank products. | * Written tests * Observation * Oral questions * Third party report |
| 1. Screen the customer need/business | * Shariah screening * Types of haram business * Ways of identifying a haram business. | * Written tests * Observation * Oral questions * Third party report |
| 1. Close the sale | * Negotiation * Methods of persuasion * Methods of closing sale | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# ACCOUNT OPENING

**UNIT CODE**: BUS/CU/IBF/CR/02/6/A

**Relationship to Occupational Standards**

This unit addresses the unit of competency: Conduct Account Opening

**Duration of Unit:** 60 Hours

**Unit Description**

This unit specifies the competencies required to open a bank account. It involves screening account opening form, screening customer business/job, capturing customer details and issuing account number.

**Summary of Learning Outcomes**

1. Screen account opening form
2. Screen customer business/job
3. Capture customer details
4. Issue account number

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Screen account opening form | * Requirements in opening bank accounts. * Methods of verifying identification documents. * Applicable Islamic banking contracts for various accounts | * Written tests * Observation * Oral questions * Third party report |
| 1. Screen customer business/job | * Shariah screening * Types of haram business * Ways of identifying a haram business. | * Written tests * Observation * Oral questions * Third party report |
| 1. Capture customer details | * Core banking system * Basic usage of a computer | * Written tests * Observation * Oral questions * Third party report |
| 1. Issue account number | * Verification of account number * Different bank channels * Standard charges for various Islamic accounts | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# ISLAMIC FACILITIES PROCESSING

**UNIT CODE**: BUS/CU/IBF/CR/03/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Process Islamic Facility

**Duration of Unit:** 180 Hours

**Unit Description**

This unit specifies the competencies required to process Islamic facilities. It involves conducting customer screening, screening facility purpose conducting security/collateral perfection, determining the Islamic contract applicable , conducting facility appraisal, advising client on facility , facilitating signing of approved facility documents/agreements , facilitating valuation of security and communicating approval decision.

**Summary of Learning Outcomes**

1. Conduct customer screening
2. Screen facility purpose
3. Conduct security/collateral perfection
4. Determine the Islamic contract applicable
5. Conduct facility appraisal
6. Advise client on facility
7. Facilitate signing of approved facility documents/agreements
8. Facilitate valuation of security
9. Communicate approval decision

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Conduct customer screening | * Customer screening * Importance of KYC * Steps in customer screening * Identification of customer needs | * Written tests * Observation * Oral questions * Third party report |
| 1. Screen facility purpose | * Shariah screening * Types of haram business * Ways of identifying a haram business. | * Written tests * Observation * Oral questions * Third party report |
| 1. Conduct security/collateral perfection | * Collateral * Features of a security * Types of collateral * Importance of collateral * Legal aspects of collateral. * Methods of perfecting different types of collateral. | * Written tests * Observation * Oral questions * Third party report |
| 1. Determine the Islamic Contract applicable | * Shariah contracts * Types of business and customer need * risk profile * Methods of identifying applicable contract | * Written tests * Observation * Oral questions * Third party report |
| 1. Conduct facility appraisal | * Principles of lending * Preparation of   + Statement of financial position   + Income statement   + Cash flow statement   + Cash flow projection   + Ratio analysis * Interpretation of financial statement | * Written tests * Observation * Oral questions * Third party report |
| 1. Advise client on facility | * Categories of bank customer * Facilities * Types * Requirement for facility application * Pros and cons * Terms and conditions of facility | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate signing of approved facility documents / agreements | * Letter of offer * Islamic banking contract documents * Legal requirements on documents. | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate valuation of security | * Valuations * Types of valuation * Categories of valuation   + Movable asset   + Land   + Shares * Importance of valuation * Requirement for valuation * Importance of valuation * Role of valuer * Valuation report   + Content   + Interpretation of valuation report * Parties involved in valuation of a collateral. | * Written tests * Observation * Oral questions * Third party report |
| 1. Communicate approval decision | * Types of facility decisions * Channels of communication * Importance of communicating facility decision. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# FACILITY ADMINISTRATION

**UNIT CODE**: BUS/CU/IBF/CR/04/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Perform Facility Administration

**Duration of Unit:** 180 Hours

**Unit Description**

This unit specifies the competencies required to perform facility administration. It involves monitoring the facility repayment, analyzing periodic financials, conducting customer visit, preparing call report, collecting facility arrears, issuing demand letter and performing facility roll-over and restructuring.

**Summary of Learning Outcomes**

1. Monitor the facility repayment
2. Analyze periodic financials
3. Conduct customer visit
4. Prepare call report
5. Collect facility arrears
6. Issue demand letter
7. Perform facility roll-over and restructuring

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Monitor the facility repayment | * Facilities * Facility monitoring * Importance of facility monitoring * Methods of monitoring facility repayment * Warning signs | * Written tests * Observation * Oral questions * Third party report |
| 1. Analyze periodic financials | * Introduction to basic accounting * Principles of accounting * Financial statements * Types * Preparation * Usage * Analysis * Interpretation * Ratios | * Written tests * Observation * Oral questions * Third party report |
| 1. Conduct customer visit | * Customer visit * Importance of customer visit * Preparation for customer visit * Dos and don’ts of customer visit * Ways of handling difficult customer | * Written tests * Observation * Oral questions * Third party report |
| 1. Prepare call report | * Call report * Importance of call report * Content of call report * Formats of call report * Essay writing | * Written tests * Observation * Oral questions * Third party report |
| 1. Collect facility arrears | * Facility arrears * Identification of facility arrear * Categories of facility arrears * Facility arrears report * Related accounts | * Written tests * Observation * Oral questions * Third party report |
| 1. Issue demand letter | * Demand letter * Types of demand letter * Content of demand letter * Importance of demand letter * Preparation of demand letter * Methods of issuing demand letter * Factors to consider when issuing demand letter | * Written tests * Observation * Oral questions * Third party report |
| 1. Issue legal notice | * Definition of terms * Types of legal notice applicable to Islamic banking * Preparation of legal notice * Application of legal notice | * Written tests * Observation * Oral questions * Third party report |
| 1. Perform facility roll-over and restructuring | * Facility restructuring * Reasons for facility restructuring * Implication of facility restructuring * Types of facility restructuring * Factors to consider in facility restructuring | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# FACILITY COLLATERAL

**UNIT CODE**: BUS/CU/IBF/CR/05/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Establish Facility Collateral

**Duration of Unit:** 140 Hours

**Unit Description**

This unit specifies the competencies required to establish facility collateral. It involves identifying security options, determining sufficiency of collateral, executing the legal documents, conducting security perfection and maintaining facility security documents..

**Summary of Learning Outcomes**

1. Identify security options
2. Determine sufficiency of collateral
3. Execute legal document
4. Conduct security perfection
5. Maintain facility security documents

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Identify security options | * Security documents * Types of security documents. * Importance of the security documents. * Collateral * Types of collateral * Importance of collateral * Collateral for different types of facilities. | * Written tests * Observation * Oral questions * Third party report |
| 1. Determine sufficiency of collateral | * Establishment of legal ownership of collateral. * Interpretation of valuation report. * Importance of establishing sufficiency of collateral. * Discounting of collateral values. * Importance of discounting collaterals. | * Written tests * Observation * Oral questions * Third party report |
| 1. Execute the legal documents | * Legal documentation * Types of legal documents * Importance of securing the legal documents. * Parties involved in securing legal documentation. | * Written tests * Observation * Oral questions * Third party report |
| 1. Conduct security perfection | * Joint registration. * Importance of joint registration. * Joint registration for different types of collateral. * Steps taken in registration of different types of collateral. * Parties involved in joint registration. * Costs involved in joint registration. | * Written tests * Observation * Oral questions * Third party report |
| 1. Maintain facility security documents | * Security documents * Methods of maintaining different types of documents. * Types of filing * Cataloguing of security documents * Retrieval of security documents when needed. * Archival of security documents. * Destruction of obsolete security documents. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# CUSTOMER SERVICE

**UNIT CODE**: BUS/CU/IBF/CR/06/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Offer Customer Service.

**Duration of Unit:** 140 Hours

**Unit Description**

This unit specifies the competencies required to offer customer service. Handling customer enquiries, managing customer complaints, guiding customers on banking services, responding to internal queries, handle customer feedback, issue cheque books and ATM Cards

**Summary of Learning Outcomes**

1. Handle customer enquiries
2. Manage customer complaints
3. Guide customers on banking services
4. Respond to internal queries
5. Handle customer feedback
6. Issue cheque books
7. Issue ATM cards

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Handle customer enquiries | * Customer queries * Importance * Different types of queries * Ways of handling customer enquiries * Communication skills * Different types of customers * Escalation of customer queries. | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage customer complaints | * Customer complaints * Importance of handling customer complaints * Types of customer complaints * Handling difficult customers. * Escalation of customer complaints | * Written tests * Observation * Oral questions * Third party report |
| 1. Guide customers on banking services | * Banking products and services * Types of bank products and services.   + Asset products   + Liability products   + Trade Finance products   + Forex products * Types of bank customers.   + Micro customers   + SME   + Corporate   + Parastatal   + NGO * Organizational structures * Escalation techniques. | * Written tests * Observation * Oral questions * Third party report |
| 1. Respond to internal queries | * Queries * Types of queries * Teamwork. * Different methods of internal communications. * Internal communication etiquettes * Handling difficult workmate. | * Written tests * Observation * Oral questions * Third party report |
| 1. Handle customer feedback | * Feedback * Types of feedback * Analysis of customer feedback Communication etiquettes * Escalation of customer feedback. * Implementation of customer feedback. | * Written tests * Observation * Oral questions * Third party report |
| 1. Issue cheque books | * Cheques * Importance of a cheque * Steps in requesting for a cheque book. * Cost associated with cheque processing. * Validation of customer details   + Image   + Signature   + Account balance * Recording cheque book details. * Authorization of cheque book request. * Treatment of lost or stolen cheque book. | * Written tests * Observation * Oral questions * Third party report |
| 1. Issue ATM Cards | * ATM card * Importance of an ATM Card * Steps in requesting for an ATM card. * Cost associated with ATM card processing. * Validation of customer details   + Image   + Signature   + Account balance * Recording ATM details. * Authorization of ATM request. * Treatment of lost or stolen ATM card. * Pin number   + Processing   + Importance   + Handling lost pin   + Handling stolen pin number. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# CUSTOMER RELATIONSHIP

**UNIT CODE**: BUS/CU/IBF/CR/07/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Customer Relationship

**Duration of Unit:** 130 Hours

**Unit Description**

This unit specifies the competencies required to manage customer relationship. It involves managing customers communication, segmenting bank customers, inducting customer loyalty programmes and monitoring customer satisfaction.

**Summary of Learning Outcomes**

1. Manage customers communication
2. Segment bank customers
3. Induct customer loyalty programmes
4. Monitor customer satisfaction

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Manage customers communication | * Define communication * Channels of communication * Communication process * Importance of effective communication * Storage of communication records. * Confidentiality of communication process and records. | * Written tests * Observation * Oral questions * Third party report |
| 1. Segment bank customers | * Importance of customer segmentation * Basis of customer classification * Customer type * Industry * Income Level * Demographical factors * Customer needs * Recognition. * Importance of recognition. * Types of recognition. | * Written tests * Observation * Oral questions * Third party report |
| 1. Induct customer loyalty programs | * Define loyalty programs. * Importance of loyalty * Loyalty level measurement tools. * Loyalty level determination process. * Pros and cons of the loyalty program | * Written tests * Observation * Oral questions * Third party report |
| 1. Monitor customer satisfaction | * Define customer satisfaction. * Importance of customer satisfaction. * Customer satisfaction matrix * Customer satisfaction indices * Customer satisfaction monitoring process. * Customer satisfaction improvement * Customer satisfaction maintenance. * Handling dissatisfied customers. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# TELLERING SERVICE

**UNIT CODE**: BUS/CU/IBF/CR/08/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Offer Tellering Services.

**Duration of Unit:** 180 Hours

**Unit Description**

This unit specifies the competencies required to provide tellering service. It involves facilitating cash deposit, facilitate cheque deposit, processing cash withdrawals, facilitating purchase of foreign currency, facilitating sell of foreign currency, facilitating account to account transfer, facilitating interbank local and foreign transfer, balancing end day till and issuing bankers cheque and facilitating cheque withdrawals.

**Summary of Learning Outcomes**

1. Facilitate cash deposit
2. Facilitate cheque deposit
3. Process cash withdrawals
4. Facilitate purchase of foreign currency
5. Facilitate sell of foreign currency
6. Facilitate account to account transfer
7. Facilitate interbank local and transfer
8. Balance end day till
9. Issuance of bankers’ cheque
10. Facilitate cheque withdrawal.

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Facilitate cash deposit | * Cash deposit * Validation of notes * Understanding different foreign currency notes. * How to sort notes. * How to count notes. * Communication techniques * How to use cash counting machine. * Use of coin counting machine. | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate cheque deposit | * What is a cheque * Identification of a cheque validity * Capturing of Cheque in system | * Written tests * Observation * Oral questions * Third party report |
| 1. Process cash withdrawals | * Cash withdrawal * Validation of customer details   + Image   + Signature   + balance * Understanding different foreign currency notes. * How to sort notes. * How to count notes. * Communication techniques * How to use cash counting machine. * Use of coin counting machine. | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate purchase of foreign currency | * Foreign currency. * Importance of Forex in a bank. * Interpretation of exchange rates * Validation of notes * Understanding different foreign currency notes. * Communication etiquette * Rates negotiation skills * Validation of customer details   + Image   + Signature   + Account balance | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate sell of foreign currency | * Foreign currency. * Importance of Forex in a bank. * Interpretation of exchange rates * Validation of notes * Understanding different foreign currency notes. * Communication etiquette * Rates negotiation skills * Validation of customer details   + Image   + Signature   + Account balance | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate account to account transfer | * Account transfer * Requirements for internal money transfers. * Importance of internal account to account transfer.   + To Customer   + To Bank   + To government. * Methods of account to account transfer * Validation of customer details   + Image   + Signature   + balance * Communication techniques | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate interbank local and transfer | * Account transfer * Different types of local money transfer services * Types of foreign money transfer service. * Validation of customer details   + Image   + Signature   + balance * Communication techniques * Requirements for foreign money transfers. * Importance of foreign money transfer.   + To Customer   + To Bank   + To government. | * Written tests * Observation * Oral questions * Third party report |
| 1. Balance end day till | * End of day * Importance of end of day * How do bundle notes * How to bundle coins * Cash sorting techniques. * Handling soiled notes * How to retrieve cash report. * Reconciliation of the report against physical cash. * Till safety and dual control. | * Written tests * Observation * Oral questions * Third party report |
| 1. Issuance of bankers’ cheque | * Bankers cheque * Importance of bankers’ cheque * Steps in preparing bankers cheque. * Cost associated with bankers’ cheque. * Validation of customer details   + Image   + Signature   + Account balance * Recording banker cheque. * Internal accounts related with a banker’s cheque. * Authorization of bankers’ cheque. * Repurchasing bankers’ cheque. * Treatment of lost or stolen bankers’ cheque. | * Written tests * Observation * Oral questions * Third party report |
| 1. Facilitate cheque withdrawal. | * Cheque * Validation of customer details   + Image   + Signature   + balance * determination of a cheque validity. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# BACK OFFICE MANAGEMENT

**UNIT CODE:** BUS/CU/IBF/CR/09/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Back Office

**Duration of Unit:** 160 hours

**Unit Description**

This unit specifies the competencies required to manage back office. It involves processing employees salary, managing suspense account, managing asset register, managing office stationery, managing bank voucher, performing data clean up and managing customer account.

**Summary of Learning Outcomes**

1. Process employee salary
2. Manage suspense account
3. Manage asset register
4. Manage office stationery
5. Manage bank voucher
6. Perform data clean up
7. Manage customer account

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Process employee salary | * Salary * Process * Validation of business customer details   + Image   + Signature   + Account balance * Verification of employee details. * Importance of verification of employee details * Requirement for salary processing\ * Costs involved with salary processing. | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage suspense account | * Suspense * Importance of managing suspense accounts * Types of suspense accounts * The need for suspense accounts in banks. * Risks associated with suspense account * Retrieval of suspense report. * Reconciliation and reversal of suspense items | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage asset register | * Asset register * Different types of assets found in a bank. * Importance of maintaining asset registers * Process of marking assets * Details to capture in asset register * Depreciation of assets * Disposal of asset * Repair of assets | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage office stationery | * Stationery * Types of stationeries needed in a bank. * Importance of managing stationeries. * Reorder level * Acquisition of stationeries. * Disposal of obsolete stationeries * Stationery cost management. * Maintenance of the stationery room. * Storage of stationeries * Different methods of arranging stationeries. * Retrieval of stationeries. | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage bank voucher | * Voucher * Types of vouchers * Importance of managing vouchers. * Ticking of vouchers. * Storage of vouchers. * Retrieval of vouchers * Disposal of obsolete vouchers. * Voucher confidentiality. * Importance of maintaining confidentiality. | * Written tests * Observation * Oral questions * Third party report |
| 1. Perform data clean up | * Data * Types of data in a bank * Importance of cleaning data. * Process of cleaning different types of data. * Customer data confidentiality. * Importance of maintaining confidentiality. | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage customer account | * Accounts * Importance of managing accounts. * Requirements for different types of accounts. * Dormant accounts. * Handling of dormant accounts. * Risks associated with dormant accounts. * Zero balance accounts. * Effects of the zero balance accounts. * Handling the zero balance accounts. * Overdrawn accounts. * Handling of overdrawn accounts. * Customer data confidentiality. * Importance of maintaining confidentiality. | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# ELECTRONIC BANKING

**UNIT CODE:** BUS/CU/IBF/CR/10/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Electronic Banking.

**Duration of Unit:** 100 hours

**Unit Description**

unit specifies the competencies required to manage electronic banking.it involves processing registration request, managing service providers, managing bank customers, reconciling online transaction and recovering of default account.

**Summary of Learning Outcomes**

1. Process registration request
2. Manage service providers
3. Manage bank customers
4. Reconcile online transaction
5. Recovery of default account

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Process registration request | * Registration process * Online * Digital * Registration options * Required documents for registration * Methods of verifying registration document * Physical verification * Documentation verification * Electronic documentation * Document certification * Creation of online account * Activation of account * Modes of communication | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage service providers | * Service providers * Features of Service Level Agreement document (SLA) * Consequences of breach of SLA document * Review options for SLA document | * Written tests * Observation * Oral questions * Third party report |
| 1. Manage bank customers | * E-banking services * E-banking systems * Importance of E-banking * Role of back office * Back office processes for received instruction * Methods of handling customer queries and complaints * Risks and mitigant in e-banking | * Written tests * Observation * Oral questions * Third party report |
| 1. Reconcile online transaction | * Variance * Causes of variance * Reconciliation process * Importance of reconciliation * Filling and archiving | * Written tests * Observation * Oral questions * Third party report |
| 1. Recovery of default account | * Classification of facility account * Delinquent account * Constitute of delinquent account * Consequences of default * Recovery options * Recovery process | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board

# BANK COMPLIANCE

**UNIT CODE**: BUS/CU/IBF/CR/11/6/A

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: Manage Bank Compliance

**Duration of Unit:** 100 hours

**Unit Description**

This unit specifies the competencies required to manage bank compliance.It involves profiling bank customers, verifying bank compliance status, preparing regulators report, reporting bank performance to board, seeking approval of bank products and services and handling interbank relationships

**Summary of Learning Outcomes**

1. Profile bank customers
2. Verify bank compliance status
3. Prepare regulators report
4. Seek approval of bank products and services
5. Handle interbank relationships

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Profile bank customers | * Risks * Types of risks * Risk levels * Risk mitigation factors * Sanctioned countries and individuals | * Written tests * Observation * Oral questions * Third party report |
| 1. Verify bank compliance status | * Regulatory bodies * Bank compliance standards * Consequences of non-compliance * Prudential guidelines | * Written tests * Observation * Oral questions * Third party report |
| 1. Prepare regulators report | * Types of regulatory reports * Importance of regulatory reports * Users of regulatory report | * Written tests * Observation * Oral questions * Third party report |
| 1. Seek approval of bank products and services | * E-banking products and services * Importance of E-banking products and services. | * Written tests * Observation * Oral questions * Third party report |
| 1. Handle interbank relationships | * Types of correspondence accounts * Uses of correspondence accounts * Settlement of counterparty payments * Benefits of e-banking on international trade | * Written tests * Observation * Oral questions * Third party report |

**Suggested Methods of Instruction**

* Project
* Demonstration by trainer
* Practice by the trainee
* Discussions
* Direct instruction
* Simulation
* On job training

**Recommended Resources**

* Writing materials
* Projector
* Computer
* Flip Chart/white board