

PROGRAMME OVERVIEW

The programme is designed and delivered by SANDA to ensure both skills acquisition and practical application.

The key features of the programme include:

a) **Structured, multi-level training**

The programme is delivered through progressive levels, each designed to build practical SASL communication competence, from foundational interaction to more advanced communication scenarios.

b) **Competency-based learning and assessment**

Training is outcomes-driven, with participants assessed through practical demonstrations and scenario-based exercises to ensure measurable communication competence, rather than attendance-based completion.

c) **Deaf-led facilitation**

The programme is delivered by qualified Deaf facilitators, ensuring linguistic authenticity, cultural accuracy, and direct exposure to real-world Deaf communication practices.

PROGRAMME STRUCTURE AND FEES

Level	Description	Duration	Fee (<i>per participant</i>)
Level 1	Basic SASL	40 hours	Per quotation
Level 2	Intermediate Training	40 hours	Per quotation
Level 3	Advanced applied SASL	40 hours	Per quotation

Fees include training delivery, learning materials, assessment, and certification. Venue and related logistics are excluded where external facilities are required.

LEARNING OUTCOMES

Upon completion of the programme, participants will be able to:

- Demonstrate foundational SASL communication skills in basic social interactions.
- Apply appropriate communication strategies when engaging with Deaf people, including the use of visual cues, facial expressions, and culturally appropriate practices.

- c) Conduct simple, structured exchanges with Deaf people in professional contexts and information-sharing.
- d) Demonstrate an understanding of Deaf culture and its implications for respectful, ethical, and effective communication in social or professional settings.

PROGRAMME CONTENT AND DELIVERY METHODOLOGY

Participants will learn:

- Basic SASL vocabulary, fingerspelling, and communication strategies.
- Cultural insights, like Deaf culture, facial expressions, and social norms.
- Specialized terminology relevant to Exxaro (after pre-assessment with SANDA).
- Role of Virecom's Video Remote Interpreting (VRI) Enterprise solution for in-person communication promoting real-time interpreting.

ASSESSMENT FRAMEWORK

- a) Practical, scenario-based assessments
- b) Demonstration of applied competence
- c) Continuous evaluation across all levels

TARGET PARTICIPANTS

The programme is for government departments, corporates, registered healthcare professionals, interns, and community service practitioners, as well as frontline and administrative personnel across all sectors.

Delivery is structured on a cohort basis to ensure effective facilitation and optimal learning outcomes. A minimum cohort size of 10 participants is recommended, with flexibility for larger groups subject to programme scope and institutional requirements.