IASE Africa CPD Accreditation Policy
Scope, Eligibility, and Approval Framework

1. Purpose

This Policy establishes the principles, scope, and governance framework governing **CPD Provider Recognition and CPD Program/Course/Activity Approval** administered by IASE Africa. It ensures consistent, transparent, and defensible application of CPD accreditation standards in support of ESG-aligned professional competence across Africa.

2. Authority and Lineage

IASE Africa, a member organisation of IASE Global, the international standards-setting body responsible for ESG competency frameworks, certification standards, curriculum requirements, and board examinations, issues this Policy.

IASE Africa administers CPD accreditation under delegated authority, implementing and interpreting IASE Global standards in a regionally appropriate manner while remaining aligned with global principles and frameworks.

3. Policy Intent and Interpretation

This Policy is designed to:

- Safeguard the integrity of professional CPD accreditation

- Prevent regulatory and subject-matter overreach

- Ensure ESG relevance is assessed at the level of professional outcomes, not labels

- Protect learners, employers, and stakeholders through consistent standards

Nothing in this Policy shall be interpreted as replacing statutory, academic, or discipline-specific accreditation or licensure.

4. Definitions

For the purposes of this Policy, the following definitions apply:

Accreditation - A formal recognition granted by IASE Africa confirming that a CPD provider or learning activity meets defined professional learning standards and ESG-aligned competence criteria.

CPD (Continuing Professional Development)
Structured learning activities undertaken by professionals to maintain, enhance, or expand their knowledge, skills, ethical awareness, and professional competence over time.

CPD Provider Recognition - The formal recognition of an organisation's institutional capability, governance, quality assurance systems, and delivery competence to offer credible professional learning. Provider Recognition does not constitute approval of specific Programs or activities.

CPD Program / Activity Approval - The approval of a specific learning activity or Program submitted by a Recognised CPD Provider, confirming its alignment with professional CPD standards, ESG-aligned competence outcomes, and verified learning effort.

CPD Points / CPD Hours - A quantitative measure representing verified learning effort and structured professional development value. CPD points reflect time-on-task, learning design, engagement, assessment, and reflective activity. CPD points do not constitute subject-matter licensure, statutory approval, or validation of technical correctness beyond reference to recognised frameworks.

ESG (Environmental, Social and Governance) - A framework for assessing and managing environmental sustainability, social responsibility, and governance practices in organisational, financial, and public-sector contexts.

ESG-Aligned Professional Competence - The ability of professionals to apply knowledge, judgment, and ethical decision-making in ways that support sustainability, good governance, resilience, accountability, and long-term value creation. ESG-aligned competence may be explicit or applied and is not limited to Programs labelled "ESG".

ESG ASCEND Framework - IASE Africa's proprietary evaluation framework used to assess the relevance, quality, integrity, and professional outcomes of CPD providers and learning activities.

IASE Global - The International Association for Sustainable Economy, the international standards-setting body responsible for ESG competency frameworks, certification standards, curriculum requirements, and board examinations.

IASE Africa - The Africa Regional Office and member organisation of IASE Global, is mandated to implement and administer certification, CPD accreditation, and related professional standards within the African region.

Out-of-Scope Activities - Learning activities that demonstrate no plausible or defensible connection to ESG-aligned professional competence, governance, sustainability, ethics, systems-level outcomes, or public-interest considerations.

5. Scope of CPD Accreditation

IASE Africa CPD accreditation applies to professional learning activities that demonstrably contribute to ESG-aligned professional competence, governance, sustainability, ethical decision-making, and long-term value creation.

Eligible learning may be:

- Explicitly ESG-focused; or

- Applied or interdisciplinary, where ESG relevance is evidenced through learning outcomes.

Activities with no credible ESG-aligned professional outcomes are not eligible under this Policy.

6. What IASE Africa Accredits and What It Does Not

IASE Africa accredits:

- Professional learning quality, integrity, and outcomes

- Institutional readiness to deliver credible CPD

- Alignment of learning outcomes with ESG-aligned professional competence

- Structured learning effort supporting CPD point allocation

IASE Africa does not:

- Replace statutory, academic, or discipline-specific accreditation

- License professionals to practice in regulated fields

- Act as a technical regulator beyond reference to recognised frameworks

7. Two-Tier CPD Accreditation Model

7.1 CPD Provider Recognition

Provider Recognition assesses organisational governance, ethics, trainer competence, quality assurance systems, and administrative capability. Recognition confirms readiness to participate in the CPD accreditation system and is intended as a gateway to CPD Program/Activity Approval.

7.2 CPD Program / Activity Approval

Program/Activity Approval applies to a specific learning activity and evaluates learning outcomes, ESG-aligned relevance, learning design, engagement, accessibility, assessment methods, and documented learning effort.

8. ESG ASCEND Framework

IASE Africa applies the **ESG ASCEND Framework** as a professional relevance and quality lens across both Provider Recognition and Program/Activity Approval. The framework does not substitute for statutory or discipline-specific validation.

9. CPD Points and Learning Hours

IASE CPD points represent verified learning effort and structured professional development value. Points are allocated based on evidence of:

- Guided learning time

- Structured self-study (where applicable)

- Assessment and/or reflective activity

- Learning design and engagement intensity

CPD points do not imply subject-matter endorsement, licensure, or regulatory approval.

10. Entity-Specific and Non-Transferable Provider Recognition

CPD Provider Recognition is granted solely to the specific legal entity assessed and approved by IASE Africa. Recognition does not automatically extend to parent companies, subsidiaries, affiliated entities, or other members of a corporate group unless explicitly reviewed and approved.

Provider Recognition is non-transferable and may not be assigned, novated, or transferred without prior written approval. In the event of a merger, acquisition, restructuring, dissolution, or other material organisational change, the provider must notify IASE Africa without undue delay.

IASE Africa reserves the right to require re-evaluation, impose conditions, suspend, or withdraw recognition where organisational changes materially affect the basis on which accreditation was granted.

11. Non-Transferability of CPD Program / Activity Approval

CPD Program or Activity Approval is granted in relation to a specific learning activity as delivered by a specific Recognised CPD Provider. Approval does not attach to Program content as standalone intellectual property.

Program approval may not be transferred, assigned, sublicensed, licensed, or otherwise used by any third party without prior written approval of IASE Africa.

Program approval remains valid only as long as the submitting organisation maintains active CPD Provider Recognition. Where Provider Recognition lapses, is suspended, or withdrawn, all associated Program approvals automatically lapse unless otherwise determined by IASE Africa.

12. Renewal of CPD Accreditation and Fees

12.1 Provider Recognition Renewal

CPD Provider Recognition is granted for a defined period and is subject to periodic renewal. In assessing renewal, IASE Africa may consider:

- Continued compliance with recognition requirements

- Responsiveness to feedback or conditions

- Evidence of active engagement in the CPD accreditation system, including Program submissions or demonstrable plans to do so

Renewal is subject to applicable renewal fees as determined by IASE Africa from time to time.

12.2 Program / Activity Renewal

Approved Programs may be subject to renewal or re-evaluation where content, delivery, learning outcomes, or contextual relevance have materially changed. Renewal or re-evaluation may be subject to applicable fees.

13. Monitoring, Audit and Compliance

IASE Africa reserves the right, where reasonable grounds exist, to conduct targeted reviews or audits of Recognised CPD Providers or approved Programs during the accreditation period. Material changes, substantiated complaints, or evidence of potential non-compliance may trigger reviews.

14. Material Change Disclosure

Recognised CPD Providers must notify IASE Africa without undue delay of any material change that may affect accreditation status, including changes to ownership, governance, key personnel, delivery model, or Program content. Failure to disclose material changes may result in suspension or withdrawal of accreditation.

15. Complaints and External Feedback

IASE Africa may take into account substantiated complaints, regulatory information, or other credible external feedback relating to a Recognised CPD Provider or approved activity when assessing continued compliance with this Policy.

16. Suspension of Accreditation

IASE Africa may suspend CPD Provider Recognition or CPD Program/Activity Approval where there is evidence of non-compliance, pending investigation, corrective action, or clarification. During suspension, the provider may not represent itself as accredited or approved.

17A. Optional and Future Enhancements to the CPD Framework

17A.1 Future Optional CPD Certificate Issuance by IASE

IASE Africa may, at its sole discretion and subject to appropriate governance approval, introduce optional mechanisms under which CPD certificates are issued directly by IASE to individual participants in approved CPD Programs or Activities.

Such mechanisms, where implemented, shall operate as an additional and optional service layer and shall not replace or supersede the programme-based CPD Provider Recognition and CPD Program/Activity Approval model set out in this Policy.

17A.2 Conditions and Limitations

Where IASE-issued CPD certificates are enabled, eligibility shall be limited to Recognised CPD Providers and approved Programs that meet enhanced quality assurance, data integrity, and verification requirements as determined by IASE Africa from time to time.

IASE Africa reserves the right to restrict participation in such mechanisms to pilot initiatives, selected providers, specific Programs, or defined jurisdictions.

17A.3 Fees and Administration

Optional IASE-issued CPD certificates may attract additional administrative or per-participant fees, separate from CPD Provider Recognition or CPD Program/Activity Approval fees.

The existence of this provision does not create an entitlement or expectation that IASE-issued CPD certificates will be made available, nor does it alter the default CPD-hour-based accreditation and approval framework.

18. Use of IASE Designations and Marks

Recognised CPD Providers and approved Programs are granted a conditional, non-transferable right to use IASE Africa CPD designations, certificates, and marks strictly in accordance with applicable brand usage guidelines and approval terms.

Any misleading, inaccurate, unauthorised, or out-of-scope use of IASE designations may result in corrective action, suspension, withdrawal of accreditation or legal action.

19. No Warranty or Guarantee

CPD accreditation by IASE Africa confirms alignment with professional learning standards at the time of assessment and does not constitute a guarantee of individual outcomes, commercial success, or regulatory acceptance.

20. Policy Review and Version Control

- **Policy Owner:** IASE Africa

- **Issued by:** IASE Africa under delegated authority from IASE Global

- **Date of Publication:** 1 September 2025

- **Last Review Date:** 10 December 2025

- **Review Cycle:** 24 months

IASE Africa reserves the right to amend this Policy as necessary to maintain integrity standards, provided that any amendments remain consistent with IASE Global principles.

This Policy may include provisions that contemplate future enhancements or optional mechanisms; their inclusion does not imply immediate implementation or availability.

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