

Way Forward

North West FET College Lekgotla

21-22 July 2011



Keynote

- Partner with the Department of Economic Affairs & Tourism
- Train artisans (engineers, etc) that are easily employable by government and private sector
- Fund FET colleges appropriately
- Align enrolment with demand and capacity
- Support the development of SMMEs



Future

- FET sector on the ground must see itself as part of the bigger, coherent post-schooling system
- Qualify lecturing staff appropriately (theory, practice and workplace experience)
- Improve recruitment
- Align growth with college capacity
- Enhance employability with enhanced access to workplace
- Improve access to labour market through networks
- Improve the throughput rate



Relation with Skills Development Branch

- The relationship is largely informed by NSDS III
 - Increase Access
 - Integrate and align objectives, goals & efforts
- Be knowledgeable about opportunities & unlock funding
- Utilise the networking and linking role of the DHET

Interfacing with QCTO

- Partner with QCTO
- Introduce & avail occupational courses & qualifications (QCTO can help)
- Form partnerships at macro, meso and micro levels to deliver on NSDS III
- Facilitate mutual understanding: share information between the two sectors
- Colleges must become Knowledge Field Conveners
- Employ the model of theory, practicals and workplace experience.



Relations with Industry

- Develop networks of stakeholders:
 - To address cross sectoral needs
 - For curriculum and programme development
 - For identification of needed skills
 - Greater access to job market (Mediate placement in employment through initiatives like New Venture Creations)
- Develop a framework for consulting with industry



Relations with Industry

- Integrate education and workforce development systemically
- Provide incentives for employers, workforce and education to work together
- Design experiences that would lead to qualifications
- Build research capacity in the FET sector



Relations with Industry

- Seize favourable Opportunities:
 - The market is ripe for interaction
 - Legislation
 - Labour needs
 - Technological advances
 - Continuous change
 - Time corrodes, technology advances and systems improve



Improve Corporate Governance

- Taylor King III to the needs of your own college
- Cherish ethical Leadership and corporate citizenship
- Comply with the law
- Have internal audits
- Appoint, induct and train
- Evaluate, assess & remunerate fairly
- Govern effectively
- Manage risks
- Govern IT
- Employ integrated reporting and disclosure



Collaboration with SETAs

- Establish NW Provincial SETA/College Forum
- Sign an agreement with W&RSETA to deliver identified projects
- Partner with SETAs to:
 - Address need for high level national scarce skills utilising work ready graduates from HE institutions
 - Offer bursaries
 - Innovate and develop resources together with SETAs
 - Develop rural youth



Staffing

- Develop a normative, appropriate and effective baseline personnel structure sensitive to institutional differences
- Aligned with productivity, output and delivery
- Personnel structure must:
 - hold staff accountable
 - strengthen performance management
 - standardise job titles
 - employ best practice principles

Conditions of Service

- Facilitate discussions in North West around:
 - flexible salary structure (Money must be earned: PMDS)
 - Career paths for classroom based lecturers
 - Introducing the qualification mix in remuneration
 - Making employee development a condition of service
 - A flexible workday
 - A 40 hours work week
 - A timetable ensuring an open college during flexible hours
 - A review of PMDS
 - A review of leave measures
 - Minimum norms for contact time



Collaboration with ETDP SETA

- Embark on targeted programme of lecturer development to meet 1 million students by 2014
- Cooperate with FET & TVET Chamber of ETDP SETA
- Assist ETDP SETA with research
- Assist in supply and demand of skills development



Collaboration with ETDP SETA

- Become accredited to offer primary focus learnerships: ECD, ABET, Youth Development, etc.
- Participate in the Provincial ETDP SETA Skills Development Committee
- Formalise partnerships for skills delivery
- Collaborate with SETA on Second Chance Bridging Programme



Curriculum Transformation

- Review NCV; however, sustain knowledge base (demand from labour market & economy)
- Balance demand for knowledge and demand for narrow skills
- Implement some level of bridging
- Improve classroom support to lecturers
- Improve curriculum implementation management
- Employ more effective teaching and learning practices



Curriculum Transformation

- Develop programmes that respond effectively to the New Economic Growth Path
- Career guidance must be used to link GET to FET
- Submit motivations for funding for learners with special needs



Curriculum Transformation

- Strive towards meeting the spectrum of post-school education & training needs (youth & adults)
- Provide further learning for those with matric without university entrance
- Expand on programme offerings by securing external funding
- Consider the introduction of Adult Education in colleges



Student Support

- Work Placement Opportunities
- Increase pass rate in Maths and languages
- Improve articulation between college and universities
- Improve bursary administration to increase spending
- Improve certification rate of bursary recipients
- Explore the best way of evaluating students for placement in programmes
- Minimise the risk of failure
- Provide exit support (workplace & HE)

Data System

- We will monitor & evaluate
 - Assess where you are: supply accurate data
 - Be clear on where you go
 - How to get there
- Data Management System
 - Must talk to teaching and learning
 - Must account for detail to lowest levels
 - Data integrity
 - BMS
 - standardised across colleges across the country
 - Connectivity – Dashboard – accessible
- Plan (Strat: MTF & Ops)
- Funding Norms
- Budgeting



From Questions

- Youth needs to remain at the centre of skills development
- Formalise beneficial relationships
- Support NSF initiatives inviting plans for development in rural areas
- Colleges must assist students purposefully and concretely to meet the requirements for entering the trade test

Did we Meet the Objectives of the Conference?

- Improved understanding of the sector
- Informing stakeholders
- Expectation, Misconceptions & the Reality
- Sharing latest developments
- Hearing the views of experts in the field
- HE vision includes: We must meet our economic and social goals



THANK YOU VERY MUCH