



higher education & training

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Higher Education and Training
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Skilling the Nation for Excellence

NEWSLETTER

Editorial Comment.



This is one form of many platforms that the college intends to reach its stakeholders and keep them informed about the operation of the college and how it continues to change the lives of ordinary citizens in South Africa. The college opened its doors for everyone to have equal opportunity of learning and improving their skills, to become employable and future entrepreneurs.

Nkangala TVET College has five campuses which are; CN Mahlangu, Mpondozankomo, Middelburg, Waterval Boven and Witbank.

Nkangala TVET College is a might to be reckoned with when it comes to skilling the nation's future workforce. The college produced a number of successful graduates who proved enough that quality education equals quality production.

Nkangala TVET College encourages students to learn and continue learning outside classroom, because as it says "you can teach a students a lesson for a day; but if you can teach the students to learn by creating curiosity, they will continue with the learning process as long as they live"- Clay Bedford.

Thato Ramaphakela
- Newsletter Editor

Enjoy this read!!!

Vision, Mission, and Values

Vision	Nkangala TVET College is a centre of excellence providing skills for life long development.
Mission	Providing collaborative support in the transformation of technical and vocational education and training to ensure placement and socio economic development through maximum utilisation of all available resources.
Values	Ubuntu Professionalism Integrity Superior performance Innovation Batho Pele principles

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Editorial Team....

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Statement from the CEO.



Cain Maimela, CEO.

I am happy to be part of the phase that introduced the first edition of the college's publication. As a college, we try our utmost best to reach out to our stakeholders to ensure communication remains open. We hope this publication will assist us in bridging a gap, in some way or another as far as communication is concerned.

We have a lot of stories to share with the public, various means and platforms will be utilised to ensure that accurate information about the college reaches people. We conform to the belief that nature does not allow vacuum, it is best if we tell our stories, the best way we know how, to avoid distortion.

I have previously, during the beginning of the year, congratulated the team that ensured that the college's financial matters are intact, and after audit was conducted by external body (AGSA), they confirmed that the college received a clean audit.

I would also like to take this opportunity to welcome the newly elected SRC and thank those that served before them. Management team hopes to work well with the team that is representing students to ensure progress in skilling the nation.

As an institution, we have observed students funding crises. NSFAS has not reassured students that they will be funded this year, yet we are sending a plea to students to regularly check their emails. As it is, the college only administers applications and eligibility is decided by the NSFAS. We pray and hope that students will be funded and we are also ready to engage their representatives were they meet challenges.

As the college, we are looking forward to commemorating Mandela year, as it was pronounced by government. Staff members took part in the fun walk and run in commemoration of this icon. This was incorporated into staff wellness activities that the college highly promotes.

Students are also engaged in their activities, also commemorating the struggle icon. All of the best. Lastly, I cannot overemphasise on the need for core business to excel. I still insist on 80% pass rate and more, nothing less. Academic staff, I'm counting on you. Support/administration staff, please help make this possible. I am counting on everyone to perform, in making this college a success.

CM Maimela, CEO.

Statement from the Chairperson of College Council.



Mandla Tibane, Chairperson of College Council.

I am pleased to be issuing this statement at the time when the College Council maintained strategic contribution in the College to date. The continued dedication and commitment by members of the Council and collaboration from the management took the college to the next level in providing the required scarce skills within the society.

The operating environment of the college has taken an improved shape. Although there were some sporadic challenges encountered, the innovative and creative measures implemented has seen stability within the learning and teaching sector for the period under review. Council is confident that through its approach on corporate governance and complies with relevant legislation, the primary business of the College has been sustained.

The reviewed and approved key policies by Council in the 2017 year-end, introduced systems to be in line with legislative and regulatory changes to reflect and implement within best practice principles.

The alignment of the skills levels with the vision, mission

and strategies of the college has also been regularly assessed to respond to the needs of the target group, students. All governance matters have been processed through functions delegated to the four committees of Council - Executive Committee, Audit and Risk Committee, Finance Committee, Conditions of Employment (HR&Advisory) Committee and Planning and Resources Committee which all provide their regular reports to Council on their respective roles and responsibilities as prescribed in relevant charters

Council continued to provide constructive direction and support to the college and believe that management should continue to strengthen systems and operational strategies to respond to the academic needs compounded by the "Free Education" within current economic outlook. On behalf of the Council, let me convey words of gratitude to the Students, Guardians, Management and the entire Staff Complement for their collaboration and cooperation towards achieving the objectives of the college.

MI Tibane
Chairperson: College Council

ARPL program develops ordinary employees to become qualified artisans.



Nkangala TVET College launched Artisan Recognition of Prior Learning (ARPL) program in 2015. The aim of this program is to offer skills gap to already employed artisans in boiler making, mechanical fitting and electrical.

The program takes up to 7 weeks to complete and requires that participants possess at least 4 years trade related experience. “The last two years, the program attracted various companies to enrol their employees to not only obtain certificate, but improve production.

The other attractive mechanism in this program is that it is reasonable in price mainly because it is offered by one the best colleges under the auspices of the Department of Higher Education and Training (government institution)” said the head of the centre at Top of the World, Mr Joop Joubert.

Mr Joubert, an extremely dedicated artisan himself has been with Nkangala TVET College for the past 23

years. Before he joined Nkangala, Mr Joubert worked for several companies, including Ferrrometals, Safmarine and Sasol.

He first joined the college in 1995 as a facilitator in Witbank campus. “I have passion for artisan development” He added that the success rate that ARPL produced is more than 80% of the people that enrolled.

“This people did not only improved their skills, but collected their certificate and passed the trade test. That makes me a happy man” he said.

“I will like to see the centre accepting more applications on this program, it is affordable and promises more rewards to employers and employees” he concluded.

To know more about ARPL program contact Mr Joubert on: **Contact number/s:**
081 413 7928 / 013 656 4178/ 013 658 4700
Email address: joopjoubert@gmail.com

Managing water and wastewater treatment: capacitating TVET College lecturers and water sector practitioners.



The Stellenbosch University Water Institute (SUWI) presented a new short course entitled 'Water and wastewater treatment process management' at Nkangala Technical Vocational Education and Training (TVET) College in Witbank, Mpumalanga from 26 to 28 March 2018.

Mr Chris Swartz, a consulting water utilisation engineer associated with SUWI, facilitated the 3-day course attended by 30 TVET college lecturers and senior staff associated with municipal water and wastewater treatment.

Various TVET colleges as well as Municipalities were represented, including Flavius Mareka, Gert Sibande, and Nkangala TVET colleges as well as the Emalahleni, Govan Mbeki, Steve Tshwete, and Victor Khanye municipalities. Mr. Cyril Mazibuko, on behalf of Nkangala TVET CEO Mr. Cain Maimela, presided over the official opening of the course, which consisted of classroom-based training for the first two days, followed by a visit to the Emalahleni Waste Water Treatment Works on the final day.

The intended outcome of the course is to provide a high-level overview of the core principles and management concepts of water and wastewater treatment. The course is designed to enable tutors, trainers, as well as

engineers and officials from the three tiers of government to select and apply water and waste water treatment processes to meet specific water treatment needs.

The course also enables participants to assess and design operation and maintenance plans for water and wastewater treatment plants. The Stellenbosch University-accredited short course forms part of an Energy and Water Services Sector Education Training Authority (EWSETA) initiative to increase the training capacity of TVET college lecturers in the South African water services sector.

This initiative is in accordance with the new National Water Resource Strategy II (NWRSS2), which makes specific reference to establishing partnerships between training providers and the workplace.

The strategy involves developing and piloting short courses which could be credited towards newly developed National occupational qualifications intended to replace the unit standard based legacy qualifications.

The next offering of this course is scheduled to take place in the Eastern Cape Province in July 2018. For more information about the short course, kindly contact Ms. Hillary Siebritz at 021 808 9514 (SUWI).

Nkangala TVET College scoops an award for clean audit.

Good governance and sound financial management are central to the college's operation.

The college has in the past few years managed to put controls in place to ensure that finances are adequately managed and that there is accountability for funds utilised.

The college CEO, Mr Cain Maimela, a former CFO himself said that he was pleased with the findings year in, year out.” We are hosting external auditors now, and we would like to maintain the status quo.

This achievement must not be seasonal. One year we are fully compliant, the next year we drop the performance. It must be a norm”. He said.

What does clean audit mean?

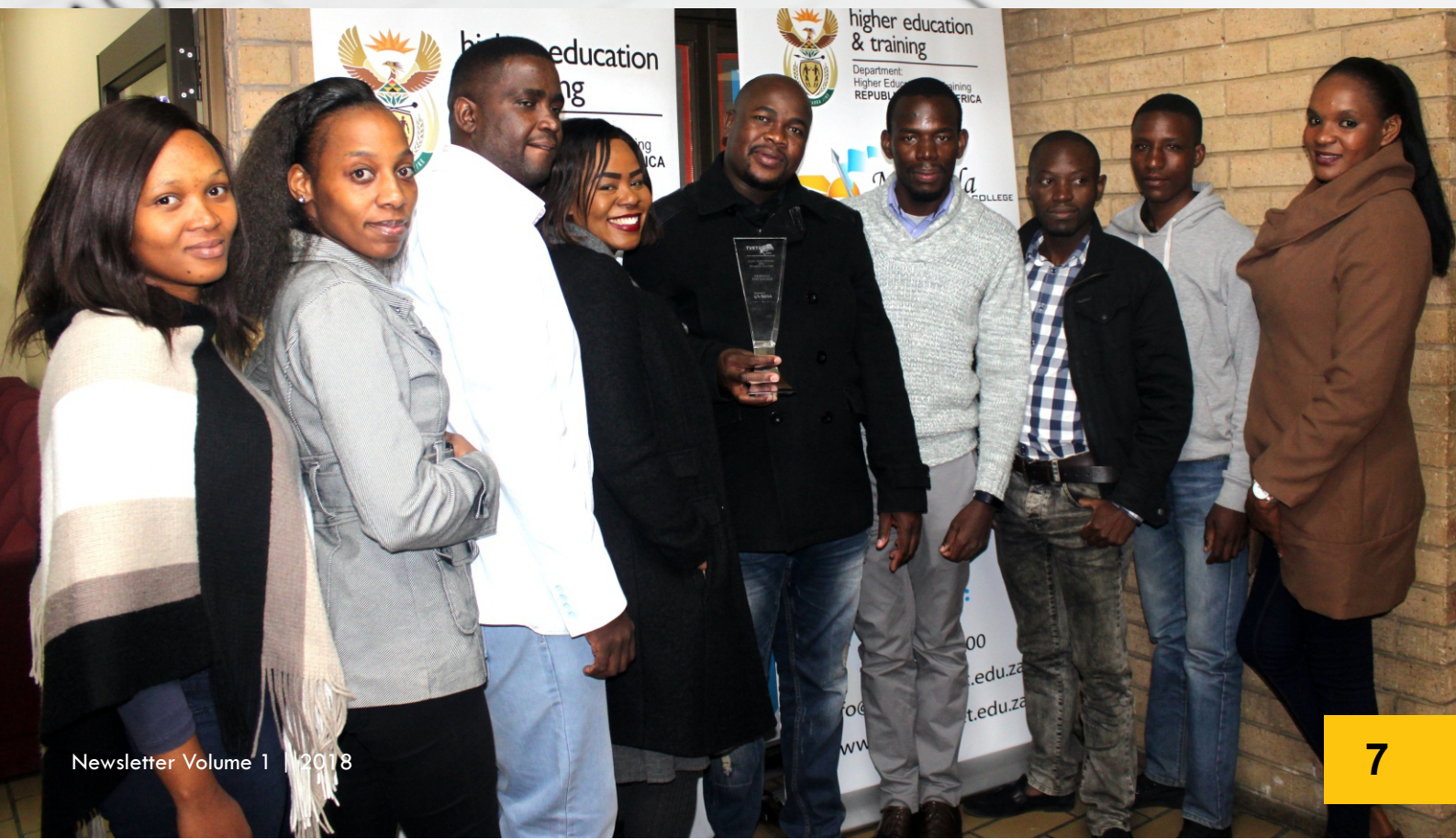
- Performance of the organisation is

supported by sufficient and traceable means of verification.

- There is adherence to the necessary legislations and due processes are followed.
- There is sound financial management and good governance practice.
- Financial statement is free from material misstatement, presentation is in accordance with Generally Recognised Accounting Practice standards (GRAP)

The 2016 performance and finance was audited by Auditor General of South Africa (AGSA). The college received a clean audit opinion after the auditing was concluded by the auditing firm.

TVET College Governor's Council awarded Nkangala TVET College an award for being the shining example in the sector.



PICTORIAL...





Witbank campus top achiever.



Armand Aicker.

Armand Aicker is an enrolled student at Witbank campus, he is an overall top achiever in the program he enrolled for. He is currently studying National Certificate Vocational (NCV) level 4, IT and computer science.

He became a restaurant waiter after he faced challenges completing his matric. “I heard about the TVET sector and that it was possible to get further training without matric certificate, I immediately developed interest.”

He said that he went through several interviews, which he did well. The sessions meant to determine his learning capability and to prepare him for the next chapter of his life.

“When I received the news that I can come and register, I was extremely excited, what was pleasantly surprising was to discover that the college offer software engineering. I have passion for

computer software and I cannot thank the institution enough for giving me the head start.” He said. Armand said that he did not even bother gathering learning materials, the resources were made available by the college to enable him to learn what he loves the most, computers.

What was left was for him to put in the effort. “I even gave up my job as a waiter, I dedicated at least four hours of studying every day, seven days a week.

That is beside the time I spend in lecture hall, and the time I use to complete my assignments and projects.”

He passed his heartfelt gratitude to those dedicated lecturer, especially Ms Mkhabela. Ms Mkhabela is a lectures of systems development and systems analysis and design, she was described by Armand as dedicated and has a sense of humour. “I enjoy her classes the most.” he concluded.

One on one with Felicity Mhlongo.



Felicity Mhlongo, Nkangala SRC President.

Nkangala TVET College contradict the notion of forming part of a system that upholds patriarchal gender roles. Women are given equal opportunities to compete and perform roles that were previously reserved for males.

The recent student representative council (SRC) elected president is female and that demonstrates that the organisation in all its spheres of operation is open and embraces the idea of women leadership.

Editorial team met with the new elected president to find out what inspires her and what she aims to achieve during her tenure as student leader.

ET: What are you currently studying in the college?

FM: I enrolled for Human resource, currently on N5 at Waterval Boven campus.

ET: Have you always been interested in politics or is it something that you developed recently and why politics?

FM: There is no way a black child can distance him/herself from politics. We were born into politics, we were raised in politics and aluta continua. I decided to pursue politics in the college. This was prompted by the need to make a change where I saw gaps in students' needs.

ET: What has been the most challenging thing you

experienced as a student leader?

FM: Funding for needy student is a thorn. We have students who go to sleep without having a decent meal or anything to eat. Being a leader is also a challenge. It is like being in a soccer game, spectators are more vocal and more opinionated, but once you get inside the field and become a player, you feel the pressure. You then realise that it is not as easy as it looked, especially if you are the captain. So, basically, leadership tests your strength, ability and character.

ET: What has been the most rewarding aspect about being a student leader?

FM: I get to meet people of different values, background and experience. The exposure also becomes a learning curve for me. I learn a lot every day.

ET: What do you aim to achieve as a student leader?

FM: I want the college to achieve academic progress and raise sufficient funds for needy students. I would also like to see results improving under my leadership. Lecturers must dedicate their best towards delivering the best quality education for the students.

Nkangala TVET College will rise academically to compete with other best performing colleges in the country, be it private or public/government institution.

ET: What will you take from the experience of being a student leader?

FM: Leadership skills obviously. I also want to grow politically and become a voice to those that are marginalised.

ET: What is your advice to aspiring student who wish to join politics?

FM: They should not join politics for wrong reasons. Chances are, you will not last as the people's leader and you will fail to serve the interest of those you lead. Lastly, to students who wish to become leaders like myself and those that came before me, my advice is, manage the balance between all your activities. Don't be derailed, you must focus on why you came to the college in the first place, serve the student with integrity and humility.

Nkangala TVET College improves its facilities.

Nkangala TVET College prides itself as a college on the move, its challenges are acknowledged and addressed in proper channels. The college intends to offer quality education and training in the most conducive environment.

Recently, the college managed to build state of the art accommodative and user friendly classrooms in CN Mahlangu, Middelburg and Witbank campuses. Some of the new facilities offer computer room, kitchen, business centre practical room/facility and library. Maintenance of the already existing structures is also prioritised. New roofs were installed, especially where asbestos was previously

utilised. Plumbing, electrical works and fixing/replacement of workshop equipments is consistently done to ensure teaching and learning is not affected.

College Deputy Principal for corporate service, Mr Molifi Mabe acknowledged that the work that needs to be done is enormous. He directed his heartfelt gratitude to Department of Higher Education and Training for availing funds for backlog maintenance.

“We are hoping this will assist the college in addressing some of the many challenges we face in the maintenance of facilities in the college”



Recently completed buildings, from left to right Middelburg Campus and Witbank Campus

Middelburg rated cleanest campus.



Cleaners and Groundsmen in Middelburg Campus

“Cleanliness is close to Godliness” so they say. Nkangala TVET College aims to provide and sustain the best hygiene standards for students, employees and visitors.

So far, gloves are off and Middelburg campus is rated as the number one cleanest campus of Nkangala TVET College. The campus is situated alongside Olifants river

in Steve Tshwete local municipality, Nkangala district. The team behind the glorious fame boast that it is their hard work and dedication towards their campus that led to this achievement.

They said that it does not matter how little or how other people perceive your job, you have to perform your duties in good faith, honesty and integrity. “Team work plays a vital role daily, we are understaffed, but there are people that are just prepared to go an extra mile”. Said Mr Joseph Sila, a supervisor for cleaners and groundsmen. “I’m grateful to be surrounded by such dedicated people” he added.

Acting campus manager, Ms Magagula also shared the same sentiments to that of Mr Sila. She said she was pleased with how the overall surrounding looks in the campus. “The feeling is even better when you have visitors, you are never anxious to welcome them, because the campus resembles that of a corporate environment”. Furthermore, she acknowledged that there is still more to be done.

Nkangala TVET College encourages students to make healthy choices.



The current statistics indicate that the student population in the college is mostly young people and as an institution of higher learning, the college is obliged to develop its students holistically.

College management's commitment is that learning must not only take place in classrooms, text books and through assessments but must continue outside classrooms and beyond.

Student support plays a central role in safeguarding the wellbeing of the students.

A candle light memorial was held in Witbank campus under the leadership of the campus student support manager, Ms Ndlangisa and her team. Various influential speakers with different backgrounds were invited to pass

the knowledge to student about making healthy choices. Candle light memorial is commemorated world-wide, the concept was introduced in 1983 in the United States of America to support people living with HIV/AIDS. More countries joined the commemoration that occurs around May.

The college partnered with various health organisation to raise awareness to students about the seriousness of HIV/AIDS and other sexually transmitted illnesses. Testing, blood donation and general health screening stations were set for students.

The college also, through Department of Higher Education and Training is running HEAIDS program. HEAIDS encourages voluntary testing and counselling for HIV.

Labour Relations Insight.



Charles Mamphogoro - Labour Relations Specialist and **Jacob Ngozo** - Assistant Director Human Resources Management

At the heart of any organisation, communication becomes the lifeblood to ensure effective delivery of services. When there is breakdown in communication, conflict is most likely to occur. Hence there is an establishment of Labour Relations unit in organisations, to harmonise dispute situations.

Roles of Labour Relation practioners/experts

According to DPSA, Labour relations practioners work as mediators to build and sustain healthy relationships in a working environment. Nkangala TVET College's Charles Mamphogoro has been entrusted with the responsibility of ensuring that the interest of the organisation and that of its employees; in terms of Labour Relations matters are well facilitated. He joined the College in May 2017 from National Union of Metal Workers (NUMSA).

He mentioned, during a one-on-one interview with the editorial team; that he aims to assist the college in moving forward. "As a labour relations practioner, it is expected to offer sound advice to all parties that are either aggrieved or plan to take corrective measures in areas of operations. Anything that has the potential to hinder the organisations progress must be addressed following due processes." He said.

He added that Labour relations activities are a continuous effort, they do not only come into play when there is a dispute. There's a needs for constant monitoring of the work environment and advice parties involved, accordingly. Staff members experiencing issues that have a negative impact on their work, must engage one another and if the

exercise yields no desired results, we then recommend that there be intervention to resolve the dispute.

When can grievance be lodged.

When an unjust or unfair behaviour considered as grounds for complaint, or something believed to cause distress or discomfort.

How to lodge a grievance

A grievance can be lodged formally in writing and informally. A simple engagement with affected parties, sometimes with a mediator (employer) can be called to assess the concerns raised and their seriousness.

Around the table discussion can resolve grievances, depending on the seriousness of the matter. Most workplace dissatisfaction arise as a results of cognitive conflict, which is proven to be necessary for the functioning and progress of any organisation.

A formal written grievance can be lodged, after attempt to resolve the issue raised informally yields no desired results, (*not in all instances). A formal grievance must be lodged with the employer within 90 days from the date on which the employee became aware of the official act or omission which adversely affects him or her.

Labour Relations practioner/official is available at central office to guide officials on how to follow the correct procedures in resolving issues. For further reference on grievance guide, visit DPSA website, search PSCBC Resolution 14 of 2002.

Meet the colleague.



Nora Mohapi, from Middelburg Campus.

M eet Nora Mohapi, an official of Nkangala TVET College responsible for assets management at Middelburg campus. Ms Mohapi is a seasoned public servant with 11 years of experience in the field.

She joined Nkangala TVET College in 2007, after her transfer from Department of Basic Education in KwaMhlanga. She said that she loves doing what she does here, and will not trade it for anything.

Her responsibilities in assets management includes conducting needs analysis of movable goods, requisition of new furniture and other items

classified under assets management, conducting inventory/assets verification against the inventory lists. What she described as a challenge is when people move assets without following due processes.

“Students will move chairs from classrooms to sit under shades. That practice is also, unfortunately done by staff members, I expect them to lead by example. I appeal to everyone who is the culprit to this malpractice to consult the unit before, so that we can advise. Otherwise, assets management policy is available for everyone’s consumption” she elaborated during an interview with the editorial team.

COLLEGE CONTACT DETAILS

Central Office

Cnr Haig & Norhey Str, Witbank 1035 | P.O Box 2282, Witbank 1035 | Tel: 013 658 4700

CN Mahlangu Campus

Physical/Postal, Training Road
Industrial Site, Siyabuswa 0472
013 971 9113/4

Middelburg Campus

Private Bag x21581
Middleburg 1050
013 110 0947

Mpondozankomo Campus

Private Bag X7259
Emalahleni 1035
013 699 0302/1113

Top of the World

3 Van der Bijl street
Witbank 1035
081 413 7928

1 Burg Street,
Middelburg 1020

Waterval Boven Campus

Private Bag x08
Waterval Boven 1195
013 658 4703

No.1 Schonland Drive, Ferrobank
Ackerville, Emalahleni 1039.

Witbank Campus

Private Bag x7215
Witbank 1035
013 656 2579

1st President Str,
Waterval Boven 1195

Cnr Smuts and Arras street
Witbank 1035

Are you planning to enrol at Nkangala TVET College in 2019?

CN Mahlangu Campus
Placement Test
25 June - 27 July 2018
College Open Day
15 August 2018

Witbank Campus
Placement Test
25 June - 27 July 2018
College Open Day
23 August 2018

Mpondozankomo
Campus
Placement Test
25 - 29 June 2018
College Open Day
16 August 2018

Middelburg Campus
Placement Test
02 - 06 July & 16 - 18 July 2018
College Open Day
08 August 2018

Waterval boven
Placement Test
26 - 29 July 2018
College Open Day
24 August 2018

For more Information...

<http://www.ntc.edu.za>
...013 658 4700



NkangalaTVET



@NkangalangaTVETCol



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Be the Legacy

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Nelson Mandela
Centenary
2018
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