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Skilling the Nation for Excellence

MyColMag
"Keeping You Updated"

EDITORIAL TEAM



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Contributors

Siyabulela Ndlala

Giji Motha

Thapelo Lebeshe

Editorial Comment



Thato Ramaphakela, Editor

We are pleased once more to introduce another edition of MyColMag. The college's voice in disseminating accurate and factual information. In this edition, you will find interesting articles about Nkangala TVET College's participation in WorldSkills competition. The college lives by its payoff line "Skilling the Nation for Excellence".

Congratulations to team Nkangala for well representation in WorldSkills competition. There are number of female students doing well in the competition, proof that women are ready to take their rightful place in the fourth industrial revolution era.

We are making a call to students who wish to contribute towards the production of this publication to send their articles to info@nkangalafet.edu.za . Their articles should cover academic content, health, wellness and inspiring articles.

Enjoy this read!!!

VISION

Nkangala TVET College 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

STATEMENT

FROM THE PRINCIPAL



in the oversight role is unmeasurable, as a principal of this institution, I can never thank you enough. You proved with every engagement that your role was that of taking this college into new heights. As your term is soon coming to an end, you leave us with mixed emotions. I believe your five years tenure has assisted you gain enormous information and knowledge about the Nkangala TVET College, its environment and everything else that affects its operation. We would love nothing but to retain most of you, if not all.

Similar gratitude to the outgoing Student Representative Council (SRC), thank you for your service. The incoming SRC, we are looking forward to working with you. We would like to see you represent students' needs in a more effective way. College management and staff are available for fruitful discussions that have a potential of yielding win-win outcomes. The outgoing SRC displayed more level of professionalism, their approach to dealing with issues is commendable, as they opted for engagements rather than protests.

Student unrests will never be effective, as they rob everyone the little allocated time, for teaching and learning, run college administration processes and more. The people who become affected the most, are students who will then have to work twice or harder to catch up. It is an appeal, once more, to encourage students to bring forward their grievances in the most professional way, following appropriate channels, than engaging in student unrest and vandalising college assets.

Previously, we experienced a lot of challenges related to students' allowance distribution. The current NSFAS administration has brought about progressive changes, which will enable the college to distribute allowances on time. Students are yet again, encouraged, to keep their personal details up-to-date and visit NSFAS website as frequent as possible. We hope this and many other challenges that we experienced previously, will continue to improve in a joint effort with all stakeholders involved.

In parting, as the college, we also bid farewell to colleagues and students, some of them in undesirable circumstances, may the souls of departed colleagues and students rest in peace. A wall of remembrance will soon be made in honour of the fallen soldiers.

Let's make 2019, more success, together.

Cain Maimela

Nkangala TVET College Principal

I would like, first and foremost to welcome everyone in Nkangala TVET College and into the New Year. The people behind the continued success of this college. We would not be in the position that we are, without you. In welcoming the newly appointed staff, please feel at home and make your contribution meaningful.

The recently released academic results indicate that the college continues to improve in all programs. The message I am sending now to everyone is simple, improvement of results. We all now need to start this common language that we should speak as employees of Nkangala TVET College. Well done academic staff.

This must also apply to all directorates in the college. I expect everyone to channel their efforts, resources and energies towards excellent performance. We must look forward to clean audit, without findings. The overall staff attitude must be teamwork. To all administrative support staff, well done

I have come to a realisation that team effort and victory are more important than individual glory. No one wins alone. Hence, it is of paramount importance that I acknowledge the contribution played by now, the outgoing council of the college. It was such a privilege of have served with the outgoing council, under the steering ship of Mr Mandla Tibane. Their contribution

Chairperson of Finance Committee



College Council elected amongst others, its members to serve in a Finance Committee (FINCO) constituted in terms of the approved statutory charter. FINCO members are fifty percent external persons who are in Council and College Principal and Deputy Principal Finance. The term of office for this committee coincide with the Council term for external members. The committee holds its financial meetings which are in line with the prescribed period in the charter. It is of great importance to also highlight the below listed strategic assignments and functions carried by this committee:

- Monitor the implementation of the delegation of authority framework prescribed by the Department of Higher Education and Training.
- Take overall responsibility for the review of the appropriateness and applicability of the financial policies and make recommendations to Executive Committee prior ratification by Council.
- Oversee and approve College budget submissions, deviations

and quarterly revisions and ensure that outputs to be delivered are specific and consistent.

- Make recommendations to EXCO prior ratification by Council that the necessary steps are taken to instigate any financial related investigations into financial misconduct or maladministration when policy processes have not been followed in the college.
- Ensure that appropriate management information system is established to provide prompt and accurate financial data and information.
- Consider quarterly and monthly financial reports and ensure acceptable standard and adequately reflect any shortfall or under-collections in budgeted income as well as any overspending as it may result in unauthorised expenditure.

FINCO considered, reviewed and recommended to EXCO prior ratification by Council the following responsibilities

- Revenue and expenditure in the quarterly reports of the college and proposed remedial action where necessary.
- Annual Financial Statements.
- All financial matters relating to College's relationship with the Department of Higher Education and Training, NSFAS, other organisations of government and corporate business.
- Any capital projects, prior to commitment and to monitor and report progress.
- Any necessary and appropriate increases in estimated total costs of projects included in the approved budget, over and above the pre-approved variation in the Supply Chain Management Policy, that management are proposing.
- Any sale or disposal of moveable assets.
- Managements of business case for disposal of immovable assets.

The committee maintained its emphasis to monitor and assess the introduction and implementation of internal control measures and financial management system. The outputs have been attained to ensure clear financial governance and resulted in a clean audit outcome issued to the College by the Auditor General since the 2016. Another strategic area of focus by the committee is on the supply chain management of the college. A committee recommendation has been ratified by Council that an intense investigation be conducted for an integrated budget management to be implemented in the college which will also control the procurement processes and expenditure.

On behalf of the members, we commit to continue carrying the responsibilities and functions of the committee to maintain a clean financial audit in the interest of ensuring provision of higher education and training services to the students in a sustainable and accountable manner.

We ascertain that public funds remain in good hands and doors are wide open for corporate industry that has invested confidence in the College.

Manqisi Ananih Langa

Chairperson of Finance Committee

TVET Colleges are the future of the skills demand



The stakeholder engagement session held by Nkangala TVET College on the 9th November 2018 in Witbank was graced by the presence of the Deputy Minister of Higher Education and Training, Mr Buti Manamela. The session aimed to present the College's financial and academic position to the targeted stakeholders, attracting them to invest in the college and placement of TVET graduates.

During the opening of the session, Principal of the College, Mr Cain Maimela said to the stakeholders in attendance. "We have a common vested interest in youth development, so forming sustainable partnership will create a win-win solution for all parties involved".

During the keynote message, The Deputy Minister urged companies to open doors for TVET graduates to give them the necessary exposure to work industry and experience. The Deputy Minister further said that TVET Colleges can only be the best when the industry opens doors. "Business entities should invest in the placement of TVET students for learnerships, apprenticeships, internships and permanent job opportunities. Their partnership with TVET Colleges will assist the department

to achieve the goal of the National Development Plan (NDP), which is to contribute to the skilled and capable workforce to support inclusive growth". The Deputy Minister added that TVET Colleges must be academic institutions of choice for the skills needed in South Africa.

After delivering his keynote address, the Deputy Minister then proceeded to eMalahleni Civic Centre where Youth Career Expo hosted by Department of Higher Education and Training (DHET) took place. The Deputy Minister engaged with the youth on the opportunities the department continues to make available for them. The outreach targeted out-of-school youth in townships and rural areas and gave young people a platform to engage with the department and learn about opportunities funded by the National

Skills Fund (NSF) through Technical and Vocational Education and Training (TVET) colleges, state-owned companies and skills development.

The career and skills expo exhibitions was attended by Nkangala TVET College, National Student Financial Assistance Scheme (NSFAS), Gert Sibande TVET College, University of Limpopo, Sefako Makgatho University, as well as various sector education and training authorities, amongst others.





APPOINTMENT OF THE NEW CFO

New appointed Chief Financial Officer (CFO), Ms Simphiwe Matsabe was born in a small town called Sabie in Mpumalanga. She attended both her primary and secondary education. She then enrolled at Wits University for a degree and honours in the faculty of Economic and Management sciences (accounting).

Afterwards, she entered the corporate world within her field of study. “My first employment was with Klynveld Peat Marwick Goerdeler (KPMG) doing articles for the mining sector. After some time, I became an Auditor in charge for some of the biggest mining companies like Sasol oil, BHP Billiton and Samancor Chrome”, she said.

After 3 years in Auditing sector and passing her board exam, she subsequently qualified as a Chartered Accountant, CA (SA). At some point in her career life she ventured in the advisory space where she has been practising for the past 5 years. “Some of the projects I worked on include; Passenger Rail Agency of South Africa (PRASA) new trains asset capitalisation framework, National Treasury's roadmap from cash to accrual and the Department of Mineral Resources debt recoveries project which led them to an unqualified audit opinion”.

Ms Matsabe says she will contribute her whole-hearted effort to ensure that the institution performs well. “My stay in this institution must provide timely, accurate and complete information and analysis to support transparent decision-making, as this is clearly prescribed in the College mission. We have a responsibility to instill investors' confidence”, she said.

Ms Matsabe joined Nkangala TVET College after the resignation of Ms Melanie Lamprecht left as a result of relocation. The new appointee has bigger shoes to fill as the College has received unqualified audit opinions for the past years. Editorial team would like to wish her the best of luck.



completed a diploma in Management Assistant, while working as a security guard. Monareng deeply conveyed his feelings during an interaction with MyColMag team that, “we are all capable of making our dreams a reality. I have served as a security guard while studying, and I arranged to work night shifts, so that I could focus in class during the day in order to complete my diploma in record time”.

He is now an enrolled student doing his first year in LLB. Finally, reaching his dream and aiming to complete the program in record time. His story has given other people hope that achieving dreams through actions and plans is possible.

DEFEATING THE ODDS



Pictured: Monareng Shakwane in Graduation Regalia

Banquet Hall in Middelburg was filled with joy as parents, sponsors, friends and college staff members came in their large numbers to witness the crowning of hundreds of graduates during 2018 Nkangala TVET College graduation ceremony. The graduation ceremony took place on the 20th September 2018.

Amongst the hundreds that dignified the stage, there was Monareng Shakwane. Mr Monareng completed his matric in 2007 but failed to pursue his dream of enrolling for Bachelor of Laws (LLB) at his university of choice. Nevertheless, he got employment as a security guard in Witbank.

In 2008, through financial aid assistance, he managed to become a student in the College and

Pictorial

STAKEHOLDER ENGAGEMENT SESSION

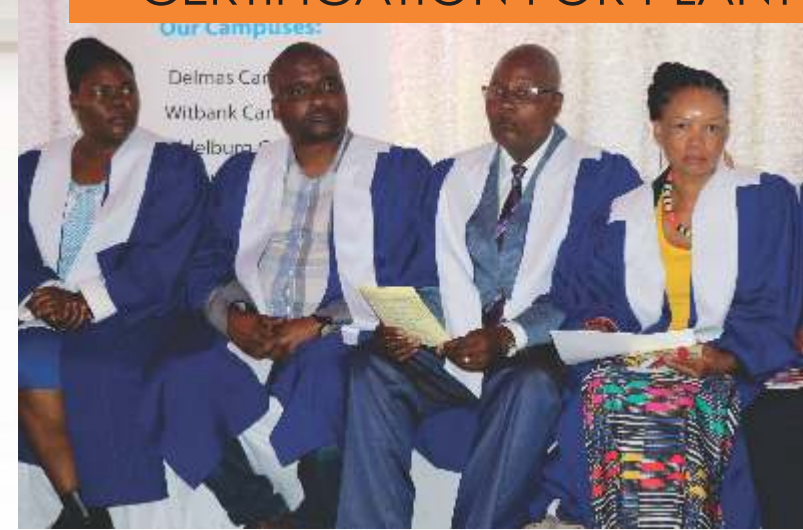


REGISTRATION AND INDUCTION 2019





CERTIFICATION FOR PLANT PRODUCTION PROGRAMME





PROMOTION OF SKILLS FOR ECONOMIC GROWTH

Mr Thapelo Lebeshe & Ronald Green-Thompson

By: Thapelo Lebeshe - Contributor

WorldSkills competition is a movement aiming at raising the profile and recognition of skilled people, showing how important skills are in achieving economic growth and personal success and encouraging parity of esteem between vocational and academic qualifications. It organises the world championships of vocational skills and is held every two years in different parts of the world. The organisation which also hosts conferences about vocational skills describes itself as the global hub for skills identification amongst talented youth.

WorldSkills competition brings together young people, industry, government and educational institutions to promote the benefits of and the need for skilled trade professionals. At the most recent event, WorldSkills Abu Dhabi 2017, there were competitions in 51 skills areas with close to 1 300 young people across the globe partaking. WorldSkills Abu Dhabi 2017 took place between 15 and 18 October 2017 in Abu Dhabi, United Arab Emirates. The next WorldSkills competition will be held in Kazan, Russia in 2019.

Nkangala TVET College, as a centre of excellence for artisan training has also qualified for national competitions in different skill programs including Information Technology, whereby two students from Middelburg Campus namely; Ronald Green-Thompson and Kabelo Matji under the mentorship of Mr Lebeshe (WorldSkills provincial IT expert) will represent the Mpumalanga province in Information Technology. The event will take place from 20 – 26 February 2019 in Durban, South Africa. This is towards the selection for international competitions that will take place in Kazan,

Russia in October 2019. The College is participating for the second time in this global competition.

Other trades that will be competing in Durban for qualifying to compete in the world competition include; welding represented by Tefo Ratau (Middelburg campus) and Remember Batela (Witbank campus) under the supervision of Modishi Thapelo, automobile technology represented by Tiego Mabooa (Mpondozankomo campus) under the mentorship of Makhubedu Sophy and hair-dressing represented by Thabisile Mahlangu (CN Mahlangu campus).



Remember Batela, welder representing Nkangala TVET College during WoldSkills Competition



International fellowship plays a pivotal role of growing TVET Sector students

By Siyabulela Ndhlala

Eight tourism graduates (N6) from Nkangala TVET College clutched a life-time opportunity to sharpen their skills and acquire more knowledge in an international sphere. The students were selected based on their academic excellence. Culture, Art, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA) together with Chinese Tourism Industry engaged numerous tourism students from TVET Colleges across the country to go to China for international Work Integrated Learning (WIL) programme.

The duration of the training programme will stretch for a period of a year. Whereas in China, students will get an opportunity to study at one of China's state-of-the-art universities and also get involved in some Work-Based Experience (WBE) programmes at various tourism-related

businesses. After the completion, they will get internationally recognised certificates.

Education is very important globally. As a country, we engage with other countries for exchange and adopt the best practices for socio-economic growth. Deputy Principal, Academic Mr Modishane delivered a meaningful speech during the send-off function held in Waterval Boven Campus of Nkangala TVET College. He said departing students must make sure that they make this opportunity work for them as it is very rare, yet rewarding moment for well-performing students. "We believe that you will acquire more international knowledge and skills as much as possible, so that you can use them to positively contribute to the development of our country and transform economic conditions", said Modishane.

Former Student ventured in the value chain of Travels and Tourism Industry



Ms Xolile Dhlamini

Ms Nyiko Melba Kubayi is an alumna of Nkangala TVET College, Waterval Boven Campus. She successfully completed her studies in Tourism Management in 2014 and is currently operating a business within the tourism sector called Silpha Travels since October 2018. The business provides clients with contracting, bookings and packaging various components of their tours such as adventure tourism, transportation, meals and tour guide services. While trying to establish what inspired her to venture into a business within tourism sector, Ms Kubayi said that, “during the working days, my partner and I realised that Mpumalanga as one of the most beautiful destinations in the world has a lot of business potentials. We are having a lot of tourism attractions centers, hence my partner, Xolile Dhlamini and I decided to venture into a travel and tourism business”.

“I was fortunate to receive my educational training at Nkangala TVET College. The reason I chose to study at Nkangala TVET College is because the College is one of the best TVET Colleges around the country. When I joined Nkangala TVET College in 2014, I had hoped to study civil



Ms Kubayi on a hiking trail with tourists outside Mpumalanga

engineering, unluckily it was not offered in Waterval Boven Campus. I ended up opting for Tourism Management which was my second choice.” She further said that during her studies she obtained A+ in most subjects and managed to complete the program in record time.

Ms Kubayi started working at Rissington Inn Hotel as a waitress and was later offered an opportunity to do her in service training at Bushbuckridge Local Municipality within Local Economic Development unit. During her in service training, she acquired various skills including administration tasks, event coordination and local tourism and adventure guidance.

She said that being a business woman is not an easy journey especially without funding being made available. “I would like to see the business growing within Mpumalanga and across the country but firstly I have to sightsee our back yards. Mpumalanga has so much to offer in tourism.

Ms Kubayi’s business is operating from Bushbuckridge and she can be contacted from 071 434 3728 for bookings and travel arrangements.



Ms Nyiko Melba Kubayi

INTERGRATED QUALITY MANAGEMENT SYSTEM (IQMS)?

By: Giji Motha

The IQMS is an integrated quality management system that consists of two programmes, which are aimed at enhancing and monitoring performance of the education system. These are:

- Developmental Appraisal; and
- Performance Measurement.

The purpose of Developmental Appraisal (DA) is to appraise individual educators in a transparent manner with a view to determining areas of strength and weakness, and to draw up programmes for individual development.

The purpose of Performance Measurement (PM) is to evaluate individual teachers for salary progression, grade progression, and affirmation of appointments, rewards and incentives.

These programmes are implemented in an integrated way in order to ensure optimal effectiveness and co-ordination of the various programmes.



Why IQMS?

- To determine competence;
- To assess strengths and areas for development;
- To identify specific needs of educators, colleges and the TVET Directorate for support and development;
- To provide support for continued learning and growth;
- To promote accountability;
- To monitor an institution's overall effectiveness; and
- To evaluate an educator's performance.

Performance standards are developed according to posts, and then performance standards are assessed during baseline evaluation, which takes place from January to March every year. During the baseline process, it is when one identifies their areas of weakness so as to be improved when going to summative evaluation in September to November in order to qualify for 1% pay progression. Proper management of the IQMS has a potential to develop and yield positive results to all parties concerned.

SRC PRESIDENT EXPRESSES WELCOMING MESSAGE TO THE STUDENTS

Welcome to the 2019 academic year!



I am counting on you to make this your best year at Nkangala TVET College. We are here to support you every step of the way.

For those of you returning to the College, we are glad to have you back as you continue your journey to the graduation stage.

And for first entering students who are just joining our community, we are encouraging you to make the most of your time here.

Your college experience will be what you make it, and your opportunities will only be limited by the limits you place on yourself.

As you start a new academic year, take advantage of many services available to help you achieve your full potential. The College offers many programs to keep you on the road to professional success. Such includes; tutoring, workshops on improving time management, note-taking and test preparation. Remember that lecturers are here to help.

I am encouraging you to get involved, participate in student governance and take part in the array of opportunities and initiatives hosted by Student Development and Campus Life throughout the year. Supporting you is central to our mission at Nkangala TVET College. We are here to guide you as you become the best version of yourself.

For the incoming Student Representative Council (SRC), “the most potent weapon of the oppressor is the mind of the oppressed.” They must keep in mind all they do they doing it for the poor Black masses in all campuses of Nkangala TVET College. As the departing SRC, we wish them nothing but all the best. A good dancer knows when to leave the stage my collective and I ran and this is where we step down and leave the footprints.

Remember to make it a great year.

Felicity Mkhango

SRC president of Nkangala TVET College



MEET THE COLLEAGUE

Meet Ms Alletta Magalane Ntlatlane, a lecturer for English in CN Mahlangu Campus, Siyabuswa. She joined the college labour force in 2013 lecturing English First Additional Language (FAL) across all levels. She holds a BA in Education and B.Comm certificate and currently studies towards a Post Graduate Diploma in Technical and Vocational Education and Training (TVET) studies with University of Western Cape.

“When I got employed in the college as a lecturer, I knew that I have a huge responsibility to take care of students' lives in and outside the classroom. Students rely on us for guidance, we lead and prepare them towards their next step”. She said that, being a lecturer is not only about lecturing in the classroom, but one should be a parent and role model at the same time because we are spending most of the time with students that need to be moulded into model citizens and leaders.

The enthusiast and dedicated English facilitator recently led Nkangala TVET College students to victory through debate and quiz activities.

“It is such an honour to serve in a higher academic environment. You get to see students just as they are about to launch themselves as adults. Preparations started long ago with other educators foundation phase and their role is vital in society”, said Ms Ntlatlane.

Ms Alletta Magalane Ntlatlane



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