



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



May 2019

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Skilling the Nation for Excellence

MyColMag
"Keeping You Updated"

EDITORIAL TEAM



Thato Ramaphakela



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Contributors

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Siyabonga Bheki Nkosi

Editorial Comment



Thato Ramaphakela, Editor

A host of fruitful events kept Nkangala TVET College busy in the previous months. And the editorial team would like to present another captivating edition of your “MyColMag”. In this edition, you will read about thought-provoking and accurate articles that will make your stay productive in the college.

On page six, the new inaugurated Student Representative Council president is presented and the mission that he needs to accomplish under his leadership in the academic year of 2019.

As our payoffline implies, “Skilling the Nation for Excellence”. We are proud to report about one of the college's alumni, Lebohang Maweela who is flying the flag of the college high and breaking the negative perception that TVET Colleges are associated with school dropouts and academic underperformers.

Health wellness anticipates to ensure that the college operates smoothly. The number of staff and students are encouraged to show interest in counselling services in finding out about their health status. The stories are on page twelve and thirteen.

May is Africa month – a time when the continent of Africa honours the founding of the Organisation of African Unity (OAU). Thus, let us affirm our Africanism and respect the foundation laid by our forefathers and teach each other to respect and follow African ways. Ubuntu is one of the college's values.

Students who would like to write to “MyColMag” are still encouraged to feel free to drop us an email at info@nkangalafet.edu.za, to your surprise you may be reading your article on the next edition.

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 of the Principal



2019 kicked off with fewer challenges. We are yet to improve our systems to be aligned with the needs of the students and ensure effective operation. Student support will remain the college's priority. Academic section, as a core business of the college, will be closely and regularly monitored by the college executives. This includes among others, lecturers' commitment in classrooms, students' adherence to attendance policy, analysis of class performance and implementing necessary interventions to assist both lecturing staff and students. Failure by any parties, affect the college performance.

We are well aware that there are other external issues that are likely to have a negative impact on students and staff. Wellness activities will run as normal and additional support will be made available throughout. Students who have been affected by circumstances that have had a psychological bearing on their academic activities are encouraged to make use of the Student Support Services that are in place to assist students. Higher Education and Training HIV/AIDS (HEAIDS) programs will be rolled out as normal to encourage students to choose and lead a

positive healthy lifestyle.

The role of support staff in achieving academic excellence should never be underestimated. The interdependency of all sections should continue to be outlined by Human Resource Management through work plans, and closely monitored through PMOS.

We are in the middle of the audit period, and I hereby remind all staff members dealing with auditors directly to ensure 100% compliance. A clean audit record must be maintained.

The college takes this opportunity to congratulate the outgoing council for its role during their period of service. I truly appreciate their commitment to ensuring governance issues are well regarded. Their meaningful contribution to policy development and monitoring has had direct positive impacts on the running of the college. I wish to thank all members for their hard work under the leadership of Mr Tibane and other portfolio executives.

We look forward to welcoming the new college council and hope that they will contribute immensely. We also inaugurated new students' leadership. This is a reminder to them that the college is prepared to work closely with them to address students' issues. Proper communication channels are available for the Student Representative Council (SRC) to raise and escalate issues internally. They must be utilised. The previous SRC served with good intentions, and my wish is for the current SRC to take a leaf of that book, continue where they left off gratitude to the previous students' leadership under Ms Felicity Mhlongo. Your contribution towards students' development is acknowledged.

In communicating relevant information, the college will use existing platforms, especially financial aid matters. The National Student Financial Aid Scheme (NSFAS) has improved their system, yet still with challenges. The college commits itself to work twice as hard to ensure that allocated funds are made available to students on time. That can only be done when the college receives those funds from NSFAS. We are currently experiencing a challenge and my office is working around the clock to get an amicable solution to this challenge.

Cain Maimela

Principal, Nkangala TVET College

Council closing Statement

2014 - 2019



Any beginning has a start.

The past five years in office as the accounting authority of the Nkangala TVET College has been realised through the leadership of a dedicated and committed team of Council members with key strategic expertise ranging from financial, human resource, legal, planning and stakeholder management in both public and private institutions. Leadership has been central to the collective.

The oversight role of the council focused on strategic development and service by the college to ensure the provision of quality higher education and training being the core business of the institution. In the period under review, performance of the college was monitored and measured by Council through collaboration and cooperation with the college management, staff, labour unions, students and other interested parties to ensure provision of credible and authentic educational programmes

During the period of the outgoing Council, decisions at a high level were made and activities implemented which include amongst others the following:

- *Provided and maintained strategic direction on the college's core business of learning and teaching which improved academic performance of the institution to be ranked in the top five (5) of the fifty (50) TVETS in South Africa*
- *Developed and approved key institutional College Policies and applicable charters*
- *Provided policy direction on financial management which resulted in a clean financial audit from 2016 after previous years of disclaimers*
- *Clean governance*
- *Approved annual budgets within the set policy time frames*
- *Emphasised and monitored the development of institutional control systems*
- *Implementation of institutional activities and programmes with a direct contribution to educational programmes in the college*
- *Allocation and mobilisation of resources for capital infrastructure development for educational programmes*
- *Support and guidance of the college institution on an ongoing basis through the active oversight*



committees of Council with respective responsibilities on Finance, Academic, Employment and Human Resources, Audit and Risk, Planning and Resource as prescribed in policy charters

- *Approved annual reports and plans issued as public documents*
- *Initiated and encouraged stakeholder engagements to create strategic business partnerships with the college to enhance provision of educational programmes*
- *Hosted a successful session with corporate business to maintain an existing relationship and creating new partnerships with the college to lure investors to educational programmes. The notable session was attended and addressed by the Deputy Minister of Higher Education and Training, Honourable Mr Buti Manamela*
- *Approved partnerships agreements with various institution for implementation of programmes in the college which are directly beneficial to the education of students' e.g bursaries, internships, learnership, work-Intergrated-learning etc.*
- *Created a continuous working relationship between the college and various sectors within Education and Training Authorities*
- *Participated in the Provincial and National TVET Council Governing Council to enhance sharing of best practice systems and models*
- *Emphasised the importance of a sound and good working relationship between Council, Management, Staff and in the college*



- *Dedicated focus on the importance of Labour Unions in the College through bi-annual meetings or as and when a need arise*

The annual reports for the past five years in the college detail the results of an oversight role of the council during its term of office. The leadership role of the Council members is highly noted and appreciated. The shape and size of the college required the strategies implemented by the collective which resulted in positive outcomes.

We thank all members of Council, Management, Staff, Labour Unions, Students Representative Councils, Department of Higher Education and Training, other government departments and entities, corporate and private business entities for their contribution in setting a conducive learning and teaching environment for the students enrolled in the college. It has not been a sole governance journey for the outgoing Council but a route travelled through positive and progressive partnership.

Any conclusion has the end.
The struggle for a better education for all continues!!!

Issued on behalf of the outgoing College Council

Mr Mandla Tlhone

Council Chairperson
March 2019



Up-Close and more perspective

SRC President



Dennis Mndawe, like many other prospects and current students in TVET Colleges across, joined the system because it has become the beacon of hope for the skills needed in the country. He hopes and dreams that the majority of South Africans will see the sector for what it can produce, and forget about the negative narratives that TVET Colleges offer substandard academic service.

He recently completed a program in automotive repairs and maintenance and enrolled for another program. “Learning is a never ending journey, I would like to encourage more capable and intellectuals youth to join TVET Colleges. Transformation agenda is at the centre of TVET College discussions, we are joining hands to achieve this as a collective with communities and stakeholders”.

Mr Mndawe has achieved academic excellence and has done that with several distinctions. He mentioned that he is disciplined when it comes to his studies because that was the sole reason that brought him to

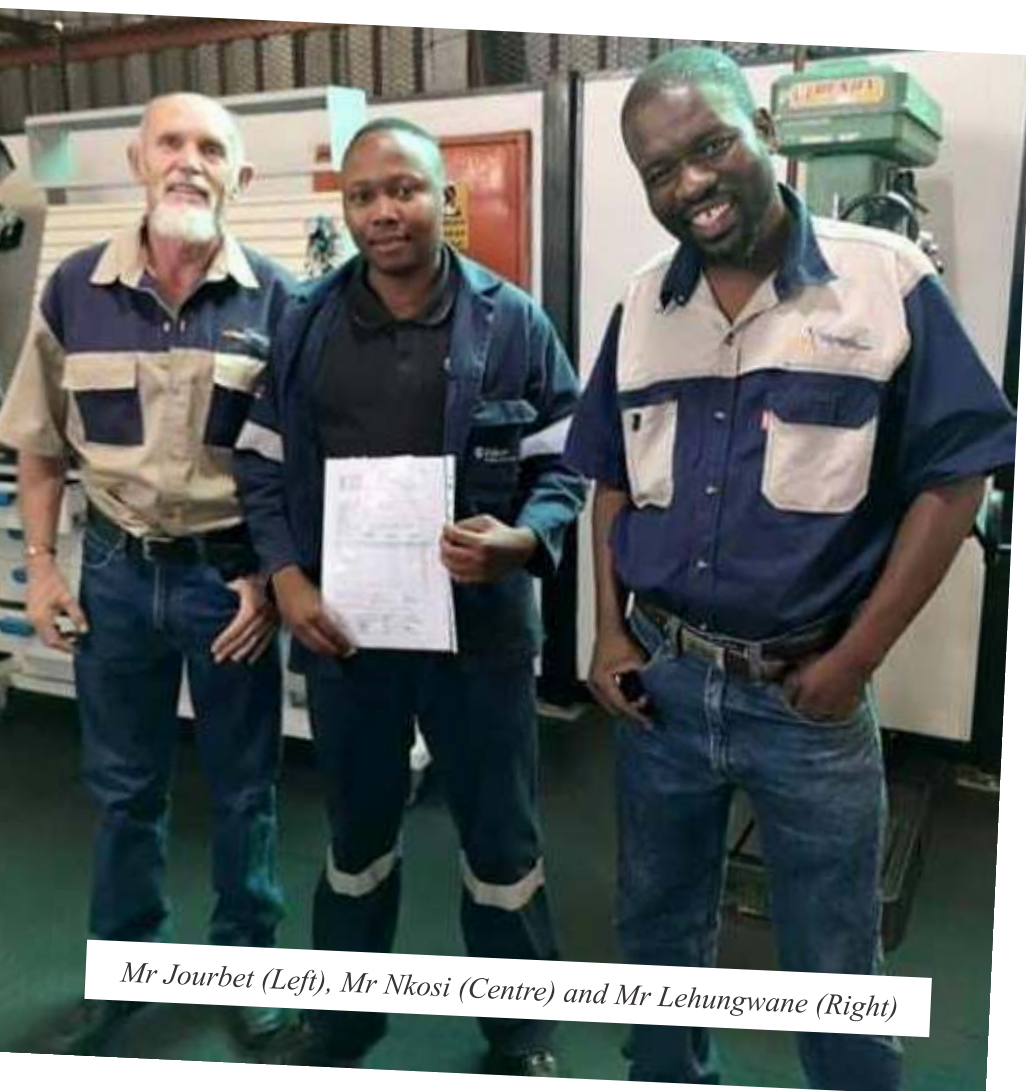
Nkangala TVET College. “I joined student politics because I wanted the exposure. Politics teaches you character because there is power involved. You become tested in so many levels, but as an individual who is naturally focused, I derive pleasure from seeing collective success. That is one quality that will sustain me as a leader”.

“As the current sitting Student Representative Council (SRC), I have goals to accomplish. As a leader, I have a responsibility to impart issues of integrity to people, especially the whole council representatives. They say, be the leader that you will also want to follow. Students must adhere to attendance and punctuality policy; we need supportive management in campuses and central office. Lecturing staff must be dedicated in order to achieve excellence”.

“That is what we call collective success, everyone gives themselves a pad on the shoulder after the end of the day. We must limit the number of protests and choose engagements. This is a professional environment, we need people from the outside to start believing that. Change is here, the new dawn of hope is here. We are here to listen to reasonable students' demand and offer necessary support”, he ended.

Dennis Mndawe, SRC President

Stride to improve lives Achieved through (ARPL)



Mr Jourbet (Left), Mr Nkosi (Centre) and Mr Lehungwane (Right)

Nkangala TVET College, as a centre for skills development and training, has a commitment to contribute towards the Department of Higher Education and Training (DHET)'s target of producing thirty thousands (30 000) qualified artisans by 2030. The college established Top of The World (TOW) centre to perform independent external assessment in accredited trades of mechanical, fitting, boiler making and electrical engineering. So far, numerous qualified artisans have been produced by the centre.

Mr Vincent Godfrey Nkosi is one of the beneficiaries that have been moulded by the college as a qualified mechanical fitter artisan. Mr Nkosi studied Engineering and Related Design at CN Mahlangu Campus, Nkangala TVET College. After completing his level 4, he then receive a three year accelerated apprenticeship that was

positioned at Top of the World in Witbank. Mr Nkosi detailed that the programme has changed his life and he feels honoured of the exposure.

“I needed a trade so that I can go out and explore my experience and what I have learned. Nkangala TVET College came with their useful accelerated programme. The apprenticeship programme exposed me to excellent occupational training on mechanical fitting under mentorship of experienced qualified facilitators and trade practitioners. I feel blessed to be part of Nkangala TVET College, TOW centre. I see a bright future ahead of me because of the centre”.

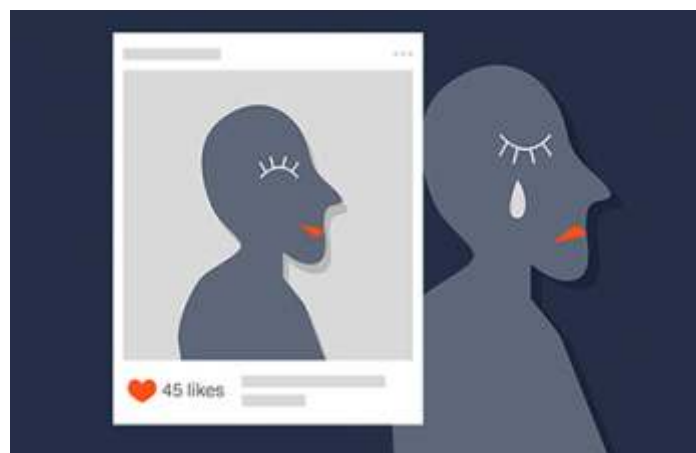
The TVET sector plays a crucial role in developing skills and ensuring that graduates become suitable and ready candidates for the labour market and utilise their skills to create employment by establishing their own businesses. This sentiment is also shared by Mr Nkosi who stated that, “TVET sector plays a significant role in closing the skills gap within the country because it

does not only prepare students to seek occupation after completing their studies. But it also enable them to institute their own businesses by means of skills they acquired as the TVET curriculum offers theory and practical in various courses”.

Mr Nkosi registered Namduzane project (Pty) Ltd in 2014, which is based in Tweenvontein A, Phumula in Kwa-Mhlanga. His business offers engineering related services which include; industrial supplies and maintenance, construction engineering, general supply, transport and plant hire and androiding and printing. He can be contacted on 072 331 6453/078 665 8837 or vincent@namduzane.co.za.

(Anti) Social Media

Could Social Media be bad for your Mental Health?



websites provide places where people can create the image they want the world to see and consequently create a distorted sense of reality.

Another way in which social media leads to loneliness is that it tends to isolate users from actual human contact. People tend to prefer communicating with people who are miles away from them at the expense of forming connections with the people they actually have contact with. The result of this is that people no longer have meaningful real relationships.

Loneliness and depression is, however, not the only way social media harms one's mental wellness. Former president of Facebook revealed how the architects of the tech-giant exploit the production of dopamine in the human brain. Dopamine is a chemical produced in the brain responsible for desire, ambition and even addiction. It is the same chemical that the gambling industry relies on to keep people hooked on to gambling tables and slot machines. Dopamine is also released when people take drugs such as cocaine. So when one takes a hit of cocaine or when a gambler feels favoured by luck, dopamine is released. Similarly, the short bursts of pleasure you get from seeing 'likes' pile up on your Facebook or Instagram page is similar to taking drugs or putting coins into a slot machine. This would explain why so many people seem 'hooked' on social media.

Of course, we cannot deny the benefits of social media but as with all things in life, there is no doubt that balance is required. In a time where there are so many things that can harm our mental health, that we have no control over, would it not be worth our while to control the things we can? Research has shown that the average person spends at least one hour on social media each day but individuals who limit their usage to 10 minutes a day tend to be happier and more self-fulfilled. Perhaps, it is time to ask yourself what impact social media might be having on your mental health and make adjustments where necessary.

*By Alana Green-Thompson
(Specialist, Wellness Counsellor)*

Imagine a world without status updates, 'likes or hashtags'? It hardly seems like a world we would want to live in, right? We cannot deny that platforms such as Facebook, Instagram, Twitter and Snap Chat have brought the global community into our homes, workplaces and schools. We are now able to connect with people we met decades ago with just a single click or swipe! We are also able to connect with people who are miles away and share our lives with them regardless of space and time! However, we all know that technology does not come cheap and as far as social media goes, it seems we might be paying the price with more than just money! Growing research reveals that social media is not as harmless as we might want to think it is and that it comes at the cost of our mental wellbeing.

A recent study conducted by researchers at the University of Pennsylvania in the US, for example, found a link between cutting back on social media use and reduced feelings of loneliness and depression. While there have been no studies on why social media may lead to loneliness, depression and even anxiety, experts believe that one of the reasons may be the comparing nature of social media. People log on and constantly see their peers achieving success and living a seemingly 'perfect' life. The comparison that plays itself out on social media then results in increased feelings of low self-worth and inadequacy. This is despite the fact that social media

How NCV program moulded Lebohang Mawelela



Ms Lebohang Mawelela

TVET Colleges offer alternate senior education programme with minimum requirements of grade 9. The National Certificate Vocational (NCV) is offered at TVET Colleges to students that have no matric, yet the NCV programmes are tailor-made to suit the needs of the current labour market. Ms Lebohang Mawelela is a direct beneficiary of the program, she enrolled for NCV programme and completed it in Nkangala TVET College. She passed her grade 9 in 2009 at Hoerskool Patriot. And fortunately enough she was able to enrol for National Certificate Vocational (NCV) level 2, Electrical Infrastructure and Construction in 2010 at Mpondozankomo Campus of Nkangala TVET College.

The MyColMag team met with the enthusiast; to learn more about what inspired her to choose the TVET College

as a first choice in pursuing her academic. She said that the idea of learning while practising the theory enacted her the most. “When I heard about workshops where practicals are done, I could not wait to join the college. I knew conversional that high school was not for me. I had done research and learnt that upon completion of my Level 4, the qualification will be equivalent to matric certificate. And I will still have a chance to enrol for further qualifications”.

After completing her level 4, Ms Mawelela registered for a National Diploma in electrical engineering at Tshwane University of Technology (TUT). During her studies at TUT, she volunteered at Mpondozankomo Campus as an electrical lab assistant in order to be credited for her practical (P1).

In 2016, she received another learning exposure at Aveng water for two years. She was then credited for practical 2 (P2) and obtained her diploma, while she qualified as an electrician. After the completion of the apprenticeship program, Ms Mawelela decided to go back to school again. In 2018, she registered for a Bachelor of Technology (B-Tech) in electrical engineering which is still in progress to date. Ms Mawelela is currently working for Rand Water as a Workshop Assistant (Electrical).

Her story is one of the many untold, yet inspiring stories of the TVET sector. The sector transformed many lives out there.



Ms Lebohang Mawelela in her corporate world

College students joining their China counterpart for learning exchange programme



2019 SRC induction



Talking health

The right way of staying right in campus

By: *Siyabonga Bheki Nkosi*



Siyabonga Bheki Nkosi @ CN Mahlangu campus



Siyabonga Bheki Nkosi with the former Deputy Minister of DHET Mr Mduzuzi Manana

Siyabonga Bheki Nkosi developed an early interest and became involved in provincial and national Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) programmes. This interest was motivated by him discovering his sexual orientation and HIV status. As soon as he accepted his sexual orientation (gay) and his HIV status (positive), he wanted to get involved with more young people by serving in community organisations. He volunteered for Love Life and Indlovu in 2015. The momentum grew and started disclosing to adolescents and young people about his HIV status as the way of encouraging young people to abstain, delay or correctly use condoms and all

other preventative tools of HIV, STI and pregnancy.

He also started motivating HIV positive young people to live healthy and positive lifestyles. Siyabonga decided to take up a course in Electrical Engineering in the year 2016. This was to send a message to young HIV positive gays who saw no need to educationally empower themselves because of experienced discrimination and stigma based on their sexual orientation and HIV positive status.

Siyabonga's high school activities were many including running a dance group called Sarafinah and also participated in a male choir namely Amadodana WeLizwi. During that time, he also participated in jotting down short stories for a community radio station Kangala community radio station and isiNdebele radio station called Ikwekwezi FM. Siyabonga is a young man passionate about bringing change within his rural village. He has empowered many community members to contribute to the economy of the country through the utilisation of his multi-talented abilities.

He recently joined a peer educators group within his campus that works hand in hand with Higher Education and Training HIV/AIDS (HEAIDS). His portfolio is to assist in creating an enabling environment and safe space for LGBTI students in Nkangala TVET College. The moment he disclosed his HIV status, he found it very important to help various campaigns and programmes in the distribution of information about health and social life.

Siyabonga aims to accomplish his academic studies in record time, so that he may be able to fulfil his wishes which are to; to achieve a certificate in Electrical Engineering and use it to improve the technological skills of South Africa as an engineer. He is also volunteering as a Student Support Clerk or Receptionist where he handles issues that affect students and all other issues at large that have to do with health and wellness.

Siyabonga spoke of the issue of LGBTI rights on First things First gathering at HEAIDS conference that was held in Durban on the 9th of June to the 11th of June 2017. He has delivered more issues that affect the rights and the freedom of gays and lesbians in South Africa.

With collectiveness, Siyabonga is looking forward to helping students with regards to their health & wellness at Nkangala TVET College at large. He believes that there are quite many issues that affect students. Moreover, he strongly believes that discussion around sexual orientation and health should be more open. He is grateful that the college has given him and many others the platform to speak up fearlessly.

Health and wellness is key to organisational growth

Students' wellness is crucial in an academic environment. Supporting health, mental and creating a conducive learning field has been directly linked to boost academic performance. Most institutions have availed necessary resources and tools to assist students' needs in overall health matters. Nkangala TVET College is not different and has for the past years partnered with various stakeholders to address holistic students' needs, by implementing various programmes.

The programmes in place include among others, active sports activities, recreational activities, arts and culture. The secondment of Ms Alana Green-Thompson in Student Support Services made the campus counselling services to be extended tremendously to reach almost all students.

Ms Green-Thompson's goal towards this establishment is to be presently available to render the services. She has wealth of knowledge in the field with numerous degrees to her name. "The support that we offer must be felt support. Students must feel that the college has their best interest, not only because we aim to improve our results but also considering that our graduates will be integrated into communities. This also extends to the need for college graduates to become functional members of the society and not only contribute economically".

The programme will incorporate all the dimensions of wellness which include mental health, physical, financial wellness, occupational, social and spiritual needs. Ms Green-Thompson explained that all these are essential in every individual. Also, to be mindful that wellness programmes are ongoing, there can never be a moment that we can declare that all is well.

In terms of financial aid is not only about disbursement of funds to ensure that students have access to education. Financial literacy should be conducted regularly to students. They live on their own, so they need to create budget and be able to identify difference between needs and wants. The more informed they become, the better chances of producing adults who are able to create wealth.



Ms Green-Thompson

That is the kind of education we need to instil in our students outside classrooms. Socially and spiritually, psychology studies across the globe have established that people who have reached a level of self-awareness are able to communicate effectively to foster a sense of connection and belonging.

Ms Green-Thompson is stationed at Middelburg Campus. Part of her roles according to the college principal, Mr Cain Maimela is to assist all campuses regularly to render counselling services to students and make referrals where necessary. Student Support Services in all campuses develop schedules for this specialised service. In case there is an urgent need of the service by students, arrangements can be made and special attention would be given to such students. "I cannot over emphasise that the support we offer should be felt and make an impact," concluded Ms Green-Thompson.

Attendance policy

What it means for Students

attendance
MATTERS

High levels of class attendance and punctuality play a significant role and improve students' chances for success, as well as to prepare them for the professional culture of the workplace. The Department of Higher Education and Training (DHET) recognises the positive correlation between class attendance and both students retention and achievement. Any class session or activity missed, regardless of the cause reduces the opportunity for learning and may adversely affect students' achievement.

Moreover, there are some implementations that intend to uplift students to attend classes regularly by institutions. In terms of the Department's FET College Bursary Guidelines, the disbursed of tuition, travel and accommodation allowances is dependent on students' attendance. This is done to ensure students' academic performance is in line with expectations for Higher Education pass rate. The allowances are disbursed in tranches after a thorough analysis of students' attendance. Therefore, National Student Financial Aid Scheme (NSFAS) tuition, travel and accommodation disbursements can only be made to students if they have a minimum of 80% attendance (including authorised absence and sickness) for classes.

Thus, students are expected to:

- Ensure that they attend all classes and arrive before

the start of the class properly equipped and prepared to participate in the session.

- Inform their lecturer in person if they have genuine reasons for lateness or absence.
- Not take on work commitments that clash with scheduled class times at the College. Any absence for work will constitute an unauthorised absence.
- Always schedule medical and other appointments out of College hours where possible.
- Understand the expectations of attendance, the levels at which follow up action be made and what the consequences will be.

Effective communication must be developed between students and their lecturers. Students should always ensure that their absences are authorised. An absence can only be authorised where:

- It is agreed in advance with a college lecturer
- Every attempt has been made to schedule external appointments outside of college times.

Authorised absences may include:

- Sickness supported by a medical or registered traditional healer's certificate
- Court appearances
- Work interviews
- Appointments with government or voluntary organisations
- Funerals
- Religious holidays
- Driving tests
- Curriculum agreed on external events or work placements

Failure to adhere will disadvantage students not to get their NSFAS allowances and not be given access to write the examination for every subject for which they have attained less than 80% class attendance (including authorised absence and sickness) per subject. Students can obtain a copy of the policy in any Student Support Service offices or college website.

The inauguration of the newly elected SRC



Nkangala TVET College recently held its annual induction and orientation of Student Representative Council (SRC). Representatives by students, for students in all five campuses of Nkangala TVET College, thus rendering the SRC to represent the vision, mission and values of the College by representing students at various structures and committees, as well as to participate in the governance of the College with the college council and to oversee that relevant and quality education is produced.

The official induction of the newly elected SRC took place from 07th – 11th of March 2019. The main objectives of the induction were; to induct the SRC

into their leadership roles and to inaugurate them under oath for taking the leadership roles and responsibilities in leading the students. It consisted of programs such as leadership skills, emotional intelligence and diversity management and conflict management.

The event was also dignified by the attendance of some executive management from the college. They shared their messages of support that anticipated to empower the SRC to work hand in hand with the management in order to meet students' expectations. The term for the newly elected SRC will run for a period of one year.

Meet colleagues:

Waterval Boven Campus



*Mr Lesetja Peter Ledwaba
Campus Manager*



*Mr Siyabulela Goodman Ndlala-
Senior education specialist: Business & NCV*



*Mr Phathedi Patrick Ramalepe
Senior education specialist: Engineering*



*Mr Ntshengedzeni David Ntshauba
Education specialist: Human Resource*



*Mr Juda Joel Moropa
Education specialist: NCV Fundamentals*



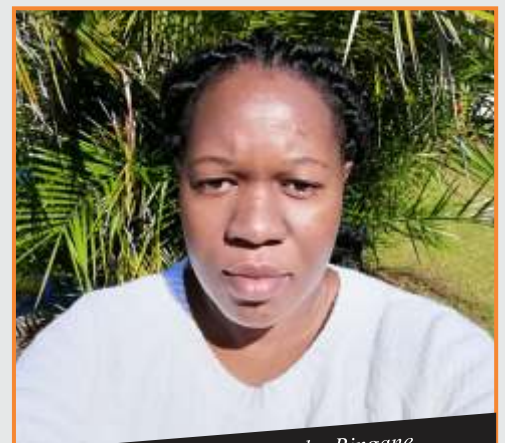
*Mr Simphiwe Percival Mzimela
Education specialist: Electrical Engineering*



*Mr Elliot Sliwana Silinda
Education specialist: Mechanical Engineering*



*Mr Ben Sondlane
Education specialist: Tourism*



*Ms Florence Matsambo Ringane
Education specialist: Student Support Services*