



higher education
& training

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Nkangala
TVET COLLEGE

OCTOBER 2019

Skilling the Nation for Excellence

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MyColMag
"Keeping You Updated"

Vision

A leading institution in integrated education and training for sustainable development

Mission

Provision of industry-aligned training and education programs for sustainable development

Values

*Innovation
Integrity
Team-work
Excellence*

Editorial Team



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Editorial Comment

Your copy of the latest MyColMag is here to keep you updated on the recent developments, occasions and other important matters related to the college. We still encourage both employees and students of the college to contribute by writing articles to be included in this magazine. It is your ColMag, own it.

The editorial team always strives to report about issues that have meaningful benefits, for all stakeholders of the college internally and externally. We hope that your expectations are met, and continued efforts by the team will always be at the forefront of the developments of this publication. Only limited numbers of MyColMag are printed. The reason behind this is that Nkangala TVET College has taken a responsive action to be environmentally friendly. Please always choose the online copy, if you are able. It is available on the college website www.ntc.edu.za.

The college takes stakeholder management into serious account. Community development is key to the college, read about the recent events regarding stakeholder management on page 11. Our regular contributor, Ms Green-Thompson has penned a beautiful piece about cohesion, read and be inspired. Something Nkangala TVET College prides itself with. The college logo has a blue flag and a spear, the two symbolise the royal roots. The college is rich with culture that is desired in terms of good corporate ethical conduct.

We are looking forward to bringing you the next edition of the newsletter, where experts from finance will be interviewed and many more. We all have a relationship with money, the financial experts will guide the discussion about the various kind of money relationship and how to take control of your finances, as a student or employee of the college. Stay tuned, read and enjoy.



Statement of the Principal



Mr CM Maimela - Principal

Nkangala TVET College has established itself as a centre of excellence and innovation. The college analyses the programmes offered in line with industry needs, to produce the skills that are needed in the job market. Starting from 2019, we partnered with stakeholders like Stellenbosch University in the Western Cape. We aim to form more partnerships while existing partnerships are sustained. There are new exciting projects coming through, one of them is related to water-smart-agriculture.

The discussions are still on with stakeholders, and funding from Department of Agriculture, Netherlands has been made available. We intend to equip the people of Nkangala and surrounding with knowledge and coping mechanism necessary for the already existing food shortage and water crisis.

The other plans include; increasing access to the doors of education, for economic participation and poverty alleviation. Those plans are included in our five years strategic plans, that we recently engaged stakeholders and completed. Implementations of those plans, will ensure that the college provide distance learning as an intervention for lack of infrastructure to accommodate more numbers.

The College has built a reputable image, declaring Nkangala TVET College as an institution to be associated with. Members of the community, locally and across have developed a trust relationship with the College. That was as a result of number of factors, including the College's clean financial records for a number of consecutive years. Finance unit and support staff have made it a point that the Auditor General South Africa (AGSA) is satisfied with the College's financial records and expenditures.

Policy development and implementation are key to ensuring a clean operation. The College council structure, Student Representative Council (SRC) and other sub committees that are responsible for oversight have collaborated well with the College in the past years, and the trend continues. The College appreciates the efforts put that were directed to benefit the community and students.

I would like to take this opportunity, on behalf of the college, to welcome once more the current serving council. We are looking forward to fruitful relations. Staff members that have recently joined the College, are also welcomed, including the new Deputy Principal: Finance, Mr Martin Maepa.

The much anticipated year-end examination period is here, good luck to all the students taking examinations in our College and those in high schools. Prepare well. The protest has taken much needed time for teaching and learning, I hope the catch up plans implemented will yield much more desired effect.

Mr CM Maimela
Principal, Nkangala TVET College

Appointment of the New Council

Continuity Education Act (CET) 2006 states that the existing public further education and training institutions must have council structures in place. The council will be responsible for establishing the college constitutions and forming committee to oversee compliance with legislations amongst others. College council terms of service is five years, with ministerial appointment of five members and college source additional members that are expert in various field including; Human Resources, Finance, Audit and Risk Management among others.

Nkangala TVET College has in the beginning of 2019 bid farewell to the previous council that served the college with due diligence. The previous council members, led by Mr Mandla Tibane have fulfilled their governance role to the helped take the institution into greater heights. Both financial status of the college and performance have improved in the past years during their service.

The Minister of Higher Education and Training has appointed new council members to serve in the college governing structure. One of the appointees is Mr Nkululeko Maphanga, who was elected as the chairperson by the members. Mr Maphanga studied at Tshwane University Technology (TUT), completed Honours in Educational Technology. He held leadership roles in the Student Representative Council (SRC) in 2009 as the Deputy Secretary of the Soshanguve Campus.

In 2010 – 2011 he was elected as the President General of the Central or Institutional SRC. He started his career at TUT as the Research and Innovation official responsible for the Postgraduate students' welfare and Post-doctoral fellowship. In 2015, he moved to Higher Education Development and Support in the position of Quality Coordinator and later joined the office of the DVC: Teaching, Learning and Technology. He was later seconded to be part of TUT Enterprise Holding as a Communication and Stakeholder Manager, a position he currently holds in the institution.



Mr Maphanga NB: Newly appointed Council chairperson

Young Nkululeko aims to make education fashionable by increasing creativity, innovation, partnership and collaboration within the college. "Transformation of TVETs into an entrepreneurial centre in the higher education is going to be one of the key projects for this council".

TVET transformational agenda has been in the forefront since the convert from FET's to TVET's, a programme championed by government and Department of Higher Education and Training. Specialisation of trades and other key gaps that have been identified in the labour market are centred on TVET curriculum offering. The current council is fortunate to be serving with Ms Nomusa Keninda and Mr Thabo Mokoena, who both served in the previous council. They will bring their experience and knowledge and merged with the new appointees, Nkangala TVET College will reach new heights. Two more Ministerial appointees are; Dr Juliet Masalesa who was elected as a deputy chairperson and Mr Zweli Makhuhleni who is serving as a council secretary.

Celebrating INTERNATIONAL GIRLS IN ICT DAY



Ms Linders

International Girls in ICT Day is held annually on the fourth Thursday of every April. This initiative supports the creation of a global environment that empowers and encourages girls and young women to consider careers in the growing field of Information and Communication Technologies (ICTs).

The Department of Telecommunication and Postal Services (DTPS) in partnership with Nkangala TVET College hosted the International Girls in ICT Day under theme, 'Expand Horizons, Change Attitudes' at Witbank Campus. The event attracted 300 young girls across the country. The ICT sector offers exciting opportunities in this Fourth Industrial Revolution (4IR). Hence the need to quell misconceptions about the sector and encouraging girl child participation is important. They are made to envision their future as biggest role players in the ICT sector.

The event was also graced by the presence of numerous ICT companies such as Women's Net, Mpumalanga ICT, School Net, Google SA and others. Presentations on various ICT opportunities and the importance of having a better understanding of the ICT sector for girls and young women were made.

The Chief Director: Gender, Disability, Youth and Children (GDYC), Ms Petronella Linders delivered a key note message on behalf of the DPTS. In her speech, she emphasised the importance of technology in this digital era. "It is important to create platforms and engaging sessions for people to understand how vital it is for girls to be taken seriously, when it comes to the ICT space and to allow them to have access to available opportunities and resources within the sector", said Ms Linders.

"We are here to create awareness amongst you young girls to start looking at the opportunities in the ICT sector, to see opportunities and understand them. We are in a revolution, a digital revolution named the 4IR. Hence, if we do not equip ourselves to understand how technology works and how to use technology effectively, we are going to be unfamiliar with many things. The reason being everything that we do on a daily basis has a technological element", concluded Ms Linders.

CLOSE UP

WITH THE NEWLY APPOINTED CHIEF FINANCIAL OFFICER (CFO)



CFO: Mr. Martin Maepa

Briefly describe your personal and educational background.

I am Martin Maepa, born in a small village called Moganyaka outside Marble Hall in Limpopo. I attended primary and secondary schools at Goshetseng primary and Ngwanakwena secondary school. I passed matric in 1998. In 2006, I completed my Bcom (Accounting sciences) from the University of Pretoria. Afterwards, I worked as a trainee Accountant at Auditor General South Africa (AGSA) doing articles for a period of three years, and I was promoted as an Assistant Manager in 2010.

In 2011, I left AGSA to join the Department of Rural Development and Land Reform as a Deputy Director: Financial Accounting and Reporting.

When did you realise that you have passion for finance?

It happened at a very young age, and my work profile speaks volume when it comes to finance. I have been very consistent in delivery when it comes to this field. From the period when I served for the AGSA to date. In over eight (8) years at Rural Development, I was a member of National Bid Adjudication committee responsible as a Deputy Chairperson. I was a proficient member of finance compliance committee, value chain committee and loss control committee. The last experience that led me to my current position was when I became a member of National inter-governmental task team, where I was accountable for debts by organisations of states to municipalities on rates and taxes.

What are you aiming to achieve in Nkangala TVET College?

I am currently responsible for the overall management of Finance and Supply Chain Management of the college. The college's financial records are healthy, I am looking forward to taking the team to maintain the current status. That can be achieved with flexibility and continuous efforts to improve the current system.

How do you think your career achievement and work experience will contribute towards the college?

I have accumulated experience in auditing, finance and Supply Chain, the college is in capable hands.

What are the biggest challenges facing CFOs today?

Colleges today are facing pressure from communities around them. The college tries to eliminate poverty through business development and creation of jobs by giving preference to Broad-based Black Economic Empowerment (BBEE). Amongst other challenges is the political influence and interference. Finance field is a highly compliant field, every operational aspect is legislated. Pressure arises to subvert Supply Chain prescripts to favour specific or targeted groups.

Providing skills for life long expansion

By Joop Joubert

Nkangala TVET College is a centre of excellence for providing skills for life long development. Since the establishment of Top of the World (ToW) training centre, a various number of students have been “made-ready” with concrete skills that enable them to enter the corporate world and establish their own employment. The main focus of the centre is to offer accredited trades and theoretical training in mechanical fitting, boiler-making and electrical.

As the college pay offline denotes, “*Skilling the Nation for Excellence*”, the placement of apprentices at various host employers during 2018 has proven that ToW training centre produces apprentices of high quality. The development of capable tradesmen is testimony to that. Apprentices do a 27 week theoretical training at the training centre, followed by an 18 month practical training in the industry before qualifying as artisans.

That is if a candidate has no prior experience in the field they wish to participate in. According to the feedback from host employers, the skills and discipline that our apprentices display on a daily basis is quite positive. Nkangala TVET College displays a high level of **Knowledge, Skills and Attitude**. These are the principles that allow apprentices not only to fit into the workplace but also allow them to develop as outstanding tradesmen.



Themba Guma with a proud Mr Gert van der Westhuizen (supervisor) at Glencore ACP plant at Ferrobank. Themba has constructed an extraction fan unit that saved the company from purchasing the unit.



Themba Guma (boilermaker apprentice) and Marco Kgoedi (Fitter apprentice) busy with another major project at Glencore.



Themba Guma (Boilermaker apprentice) working at the plant.



Marco Kgoedi (Fitter apprentice) who played a major role in assembling the extractor fan unit.

Placement of apprentices in the industry is still a challenge. Numerous attempts by the college to partner with businesses have been made, with only a number of respondents. Nkangala TVET College stands together to form good partnerships with employers, these apprentice projects will result in a great success especially for future students. Currently, the college has partnerships with Glencore, Flexi Steel, Mantella Engineering and Cumdla Engineering for hosting and guiding our apprentices. More companies will be valued if they come on board.

Joop Joubert is a head of Top of the World centre in Witbank.

College students' awards



Sporting Activities



College Open Day



The College female employees and students celebrated Women's Day in style



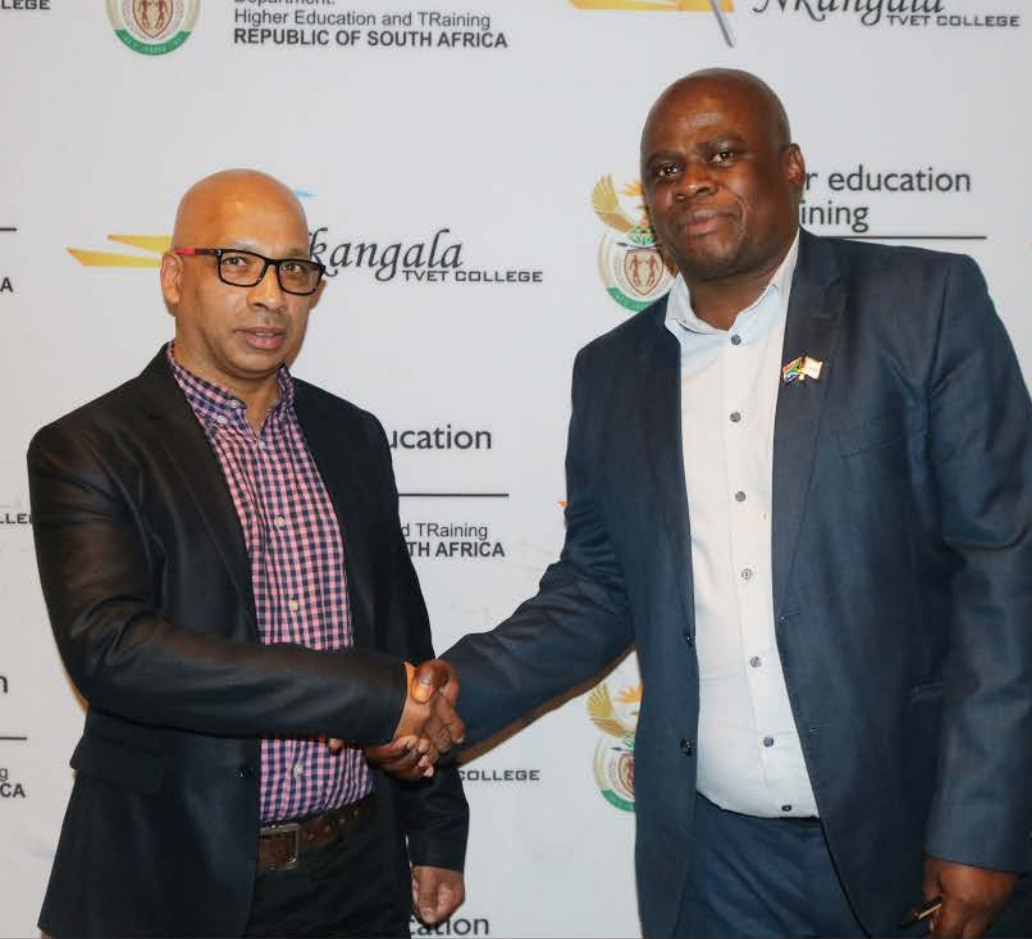
The 9th of August yearly marks the anniversary of the great women's march of 1956, where women marched to the Union Buildings to protest against lawgiving aimed at tightening the apartheid government's control over the movement of Black women.

Nkangala TVET College remembered the bold steps taken in the iconic 1956 Women's March. Over hundred college female employees and students attended Women's Day celebration seminar aimed at inspiring women to lead in education.

The event was hosted on the 08th of August 2019 by the college in Middelburg Campus.

Few speakers with diverse backgrounds were invited to pass words of courage and support to the attendees regarding the importance of women in education, dress code and professionalism and gender based violence.





Stakeholder engagement is a key to the organisational growth

One key principle in delivery of positive output is communication, yet often regarded as a fringe activity, projects fail because less communication leaves a room for plenty of assumptions. Nkangala TVET College is one of the institutions that are striving to ensure this principle is well developed and managed. Numerous stakeholder activities take place in the college with internal and external stakeholders.

The recent activities that occurred are; a partnership with a .domain and eMalahleni Local Municipality and Mpumalanga ICT. The well-arranged business workshop targeted Nkangala TVET College students and graduates as well as local community members. The session aimed to create awareness to already existing entrepreneurs to align their businesses with the demands of technology.

One other session that recently took place was a partnership with Deaf Federation of South Africa (DeafSA) Mpumalanga region that offered free sign language lessons to staff in the central office. The project will be rolled out to campuses in the future soon as the discussion between the college and the DeafSA is finalised.

The college has also arranged a stakeholder engagement session, with participants from Department of Labour, University of Johannesburg, Stellenbosch University, Nkangala District Municipality, eMalahleni Local Municipality, Witbank chamber of commerce and other community-based organisations.

This consultative workshop forms part of the planning session for the college strategic plan. All data and statistics provided by various organisations will be taken into cognisance for programmes offering. Part of the responsibility of the college is to aid government effort in the fight against poverty, unemployment and other social injustices. The college will review and develop programmes that are relevant and responsive to the job market needs. The plans will be clearly outlined in the approved strategic plan.



Ms Alana Green-Thompson is a regular columnist of MyColMag, a professional psychologist and college counsellor for students and staff.

UBUNTU

a social cohesion value

'Sawubona' - it is a simple wording for greeting someone who in true essence is perhaps lost in the nuances of daily living. However, it is one filled with social and emotional richness. I believe, a deeper exploration of what is envisaged in this greeting can be of therapeutic benefit to our organisational and professional structures.

According to the writer, consultant and Change Management expert Peter de Jager, the Zulu greeting 'Sawubona' means "I see you" followed by the response, "Ngikhona" which means, "I am here". This therefore implies that "until you saw me, I did not exist and by you recognising me, you brought me into existence".

When studying the conditions of workers in Britain around the 1970s, Scottish trade unionist and activist Jimmy Reid was at pains to point out that one of the biggest problems people in general and employees in particular were facing was alienation.

In his speech dubbed "the greatest since Abraham Lincoln's Gettysburg speech", Reid described 'alienation' as "the frustration of ordinary people excluded from processes of decision making and the feeling of despair and hopelessness that pervades people who feel with justification that they have no real say in shaping their own destinies".

In as much as Reid spoke within the European context in the 1970s one can still draw parallels with modern day South African society. From overnight social and economic policies to runaway inflation. More and more people in communities feel helpless in shaping their lives and this loss of control also find its expression within our places of work.

While we aspire for our organisation to channel hundreds of thousands into employee wellness programmes and team building as well as hire a plethora of student counsellors and therapists to ensure staff and students wellbeing, it is perhaps worth it to first ask fundamental questions such as, "Do people in our organisation feel heard? Do they feel seen? Do they feel that they are valued? Essentially, does their existence matter"?

In this instance, western thinkers within psychology seem to have discovered a truth that had long since been discovered by our Bantu ancestors which is that people begin to heal and thrive once they feel acknowledged.

A thriving Nkangala TVET College, which all managers know all employees by name. I imagine colleagues who celebrate each other's milestones. I imagine lecturers who take a few minutes out of their teaching time to enquire how their students are really doing, and I imagine students who also go beyond only knowing their teaching staff to knowing the staff who clean their classes, cut their lawns and process their registration forms. This in essence speaks to the idea of truly "seeing" each other and by "seeing" each other; we are bestowing honour upon one another.

An article from exploring your mind.com encapsulates this beautifully by saying, "Sawubona" exists to remind us to understand others without prejudice and to leave grudges behind. The term reminds us to be aware of other people's needs and give importance to individuals within a group. It also helps us think about integrating ourselves into our communities and valuing them. It is really enriching to make another person feel seen and giving them a space to be heard. To me, this sums up all my organisational wellness wishes for Nkangala TVET College.

Fleet Management Policy

Nkangala TVET College has a legal obligation to protect college assets against negligence and unsafe operation, which could result in a loss to the college. These assets include the college movable and immovable assets, used by the college employees as enabling resources to deliver services. College vehicles are part of the valued assets. In the policy, it is stated that college vehicles shall be operated and fully compliant with all traffic regulations as expected by the Department of Transport.

The Fleet Management Policy serves to regulate the management and operational requirements of the vehicle fleet. The purpose of the internal policy is to enable management to; establish and implement fleet management practices, give direction on how the college vehicle fleet should be managed and controlled to achieve the optimal level of asset utilisation of the college.

The policy contains the proper and improper usage of college vehicles, but not limited to:

Proper usage of College vehicles:

- The college employee shall be authorised to drive college vehicles when they hold a valid driver's licence(not expired, suspended or revoked).
- The college employee who drives specialised vehicles, in terms of National Road Traffic Act (NRTA) vehicle classification, must be in possession of a Professional Driving Permit (PrDP) for the appropriate category of vehicle.
- The use of college vehicles before, during or after regular working hours is intended for official business only.
- College vehicles are to be used solely for activities related to the business of the college and for its direct benefit.
- Pre and post inspection of the vehicle must be conducted by transport officer and the authorised driver of the vehicle.
- Road worthiness of the state vehicles must be 100% before any trip is undertaken.
- Trip authorisation form must indicate point to point destination and approval must be granted prior to the trip

Improper usage of College vehicles:

- Use of the college vehicle without authorisation, including deviating from the point to point route authorised
- Transporting non-College employee passengers, including family members.
- Transporting of persons not on the trip authority
- Use of college vehicles for personal gains, such as delivering goods and services
- Negligent driving
- Modifications of a college vehicle including affixing signs, stickers, antennae, bike racks, etc.

Employees of the college are encouraged to familiarise themselves with the content of the policy. Failure to comply with the requirements is subjected to misconduct and action will be taken against the perpetrator.

Meet new council members



MR. N.B MAPHANGA
CHAIRPERSON



DR. M.J MASALESA
DEPUTY CHAIRPERSON



MR. Z.S MAKUHLENI
COUNCIL SECRETARY



MR T.D MOKOENA
COUNCIL MEMBER



MS N KENINDA
COUNCIL MEMBER

Meet the colleague



Ms Modiba GB

Nkangala TVET College academic staff have put in a huge effort to make sure that the results of the college are of better-quality. One of these employees is Ms Gloria Busisiwe Modiba, who serves as an Education Specialist for Life Orientation at Middelburg Campus. Ms Modiba's duties entail moderating scripts, checking available assessments, compiling and controlling Plan of Action (PoA), as well as dealing with students' problems and challenges that lecturers face on their daily basis.

She joined the college in 2010 as a lecturer teaching; Labour Relations, Personnel Training, Life Orientation and English. Ms Modiba is amongst the dedicated staff members who never miss an opportunity to serve or go an extra mile for the benefit of the college.

Ms Modiba is an academic diligent with a Diploma in Education from Wits University, Advanced Certificate in Management from the University of Pretoria (UP) and B.Tech. honours in project management from Central University of Free-State.

Ms Modiba describes her role in the college as challenging but that does not affect her performance. "Working with a diverse range of people that have mutual goals to achieve is a privilege. I always got a size of work but due to the commitment and support that I get from colleagues, I am able to accomplish my tasks in time. The office runs efficiently because we speak in one voice in order to reach the target", said Ms Modiba.

Placement test: 2020 intake

Nkangala TVET College invites prospective students to write placement test for 2020 intake

Venue: All five campuses

Dates : 25-29 November 2019

Time : 08:00 am

Please bring certified copies of ID & latest school report.




2020 **now open**
applications

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 Nkangala TVET College

 @NkangalaTVETCol

 Nkangala TVET College

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| Waterval Boven Campus | Tel:013 658 4703 | Extended Learning Unit | Tel:013 690 1885 |
| Witbank Campus | Tel: 013 656 2597 | Top of the World | Tel: 013 656 4170 |