



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



APRIL/JUNE 2020 EDITION

Skilling the Nation for Excellence

GBV told from a male
perspective Pg. 10 & 11

Cover: Why is there formation
of SRC Pg. 4 & 14

Gender roles reversed
Pg. 18



MyColMag
"Keeping You Updated"

Editorial Team



Thato Ramaphakela



Bernard Nkadimeng



Monica Bolibe



Madire Mashabela

Contributors:

Emmanuel Bafedi
Debralter Gordan
Reinhardt Venter

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 Comment

This edition of MyColMag presents with informative, educative and inspirational stories. There is more to enjoy reading in this publication. The editorial team welcomes an additional member of MyColMag, Ms Bolibe Monica who joined the College in March 2020. We continue to present relevant of our successes that the College continues to cherish.

As the country struck by Gender Based Violence (GBV), we call upon all stakeholders that have resources to put a meaningful and positive impact to join forces in order to fight and gain victory against the elephant. Most of the perpetrators of any form of violence were or are victims themselves. We cannot rule out the involvement of the culprits in the fight against GBV.

We believe it is time we engage in conversations that matter. Nkangala TVET College, Student Support Services (SSS) have been holding dialogues of women empowerment by women for women. The “pick me up” activities are intended to provide women with necessary resources and techniques for personal development and survival. **Read the story on page 10 and 11.**

Finances have been central, as one of the major causes of mental health issues, women staying in abusive relationships and other social-ills. One of the developmental programmes the College is engaged in are entrepreneurship skills targeted mostly towards women. The College has partnered with various stakeholders including Department of Employment and Labour, National Youth Development Agency (NYDA), Companies and Intellectual Property Commission (CIPC), Small Enterprise Development Agency (SEDA) and South African Revenue Service (SARS) to conduct business development sessions in campuses.

As the College, we pride ourselves in producing quality graduates. Read the story of Ms Makhubedu on **page 15**. The editorial team will be profiling more College graduates to show their milestones and how they have progressed after completing their studies.

Till the next edition. Enjoy the Read!!



Statement of the Principal

The new academic year started and provided its own challenges. Although registrations went well. The targets were met as per funding from the Department of Higher Education and Training (DHET). Early registrations have assisted in curbing the long queues in January.

On the other hand, the College and National Students Financial Aid Scheme have agreed to introduce the new payment method called “NSFAS wallet”. This payment system enables NSFAS to pay funded students directly through their cell phone numbers.

The College funded students are urged to create the MyNSFAS portal and keep it active in order for NSFAS to link their cell numbers to pay allowances. Moreover, students are also urged not to share their cell phone and wallet pin numbers with others as there would be a mismatch in the system and the funding scheme would not be able to disburse allowances. For assistance, NSFAS call centre must be contacted with immediate effect whenever students have challenges regarding their wallet accounts. Student Support Services centres at the campus level are also available to assist students who need to create or update the MyNSFAS.

The College strides to strengthen its corporate image and strong stakeholder relations by collaborating with various organisations in order to achieve its goals. Companies that may serve as host employers for our students at the exit level are urged to come on board. A Work Integrated Learning (WIL) plays an important role as it assists our students to gain work experience for a certain period of time in order to get their National Diploma in various programmes.

The auditing process is currently taking place. Compliance is necessary not only because we are audited. Policies are formed in order to build and sustain order. Lawlessness has proved to be the main cause of chaos. I must still emphasise that, individuals who still see regulations as an inconvenience and would rather by-pass rules pose a serious danger to society and stability. This year’s auditing process by Auditor General South Africa (AGSA) will not be different. I expect full cooperation and documents made readily available when requested by auditors.



Mr CM Maimela - Principal

The College has in the past made attempt to comply with legislations. The establishment of statutory bodies such as Council, Student Representative Council (SRC) and academic boards have been in place and fully functional. The previous SRC has presented a very progressive and visionary leadership. There were less students’ protest recorded except for CN Mahlangu campus. The number of challenges were addressed on round-table-discussions. Students’ interest and education continue to be a priority for the College. I am looking forward to working closely with the current SRC, while we bid a farewell to the previous leadership.

There is three stream progression plan for students. There are those who will enter the job market after completion, some will progress academically, while others will become tomorrow’s employers. The drive is taking place to encourage and motivate our students to participate in this crippling economy. Entrepreneurship will help to eliminate poverty and lower the higher rate of unemployment that the country is currently facing. Partners such National Youth Development Agency (NYDA) and Companies and Intellectual Property Commission (CIPC) are on board to run a number of workshops to capacitate the students with business skills.

Mr CM Maimela,
Principal, Nkangala TVET College

Mr Zwane leading from the front, *told by General*



The Higher Education and Training Laws Act 23 of 2012 as amended that came into effect from 19 December 2012 was passed to regulate higher education; to provide for the establishment, composition and functions of a Council on Higher Education, to provide for the establishment, governance and funding of public higher education institutions, to provide for the appointment and functions of an independent assessor, to provide for quality assurance and quality promotion in higher education, to provide for transitional arrangements and the repeal of certain laws and to provide for matters connected therewith.

Public TVET Colleges are also governed by CET Act of 2006 (amended) that states governance structures in the form of academic boards and student representatives and council must be formed and be functional. Chapter 3, part 14 of the CET Act also states that establishment, composition, manner of election, term of office, functions and privileges of the Student Representative Council (SRC) of the public college must be determined by council after consultation with the students of the college.

The composition and responsibilities of the SRC

The president presides over the meetings of the SRC, attend council meetings and supervises all the college SRC to ensure conformity with formed constitution, college statute, rules and regulations.

Lindokuhle Zwane served in the student governing structure as a deputy president who at the time, assumed the responsibilities of the president in her absence. Deputy President duties at the college level including but not limited to be; responsible for the affairs of the academic and students. "I was a representative at the time because students had confidence that I can represent them well", said Lindokuhle.

Secretary General keeps the records of the SRC engagements and meetings, prepares annual reports and convene SRC meetings. The deputy resumes the duties of the secretary general in his or her absence.

Treasurer General keeps records of financial reconciliation of SRC related activities and prepares the financial reports. The treasurer general is also responsible for SRC fundraising activities in accordance with current approved transcripts. Other important and current compositions of the SRC are Education, Gender and Transformation Officer, Sports, arts and Recreational Officer.

Continues on pg. 14

TOP OF THE WORLD ARTISAN



My starting point for the better future

After failing to complete my secondary schooling, my life was almost doomed to fail. A better life for me was a dream once lived. Nkangala TVET College, became a game changer and uplifted my professional life. I was a direct beneficiary of Nkangala TVET College through its special community training project that serves as an educational and training programme to uplift community members. This was designed to cater for people who lacked formal education Not In Employment and Education Training (NEETs) and no prospects of funding to further their studies.

I learnt about Nkangala TVET College, Top of the World centre through the booklet that was brought by my friend. As I was very interested in the fitting trade, I then visited the centre to ask how I can come in since I did not have any source of income, required qualifications and skills. On my arrival, I was directed to the head of the centre, Mr Joubert who satisfactorily explained how the centre operates.

My name was booked on a database of willing participants. I entered the 2019 apprenticeship for a period of 10 months and had to seat for the trade test in December.

I received the best training one could get, under knowledgeable and patient facilitators. Apprentices were very helpful and respectful during my time at the centre. I have gained some concrete skills that surely will assist to advance my career as a qualified and experienced mechanical fitter. The College played a huge role to me, as I am soon to be a qualified artisan, ready to take.

I appreciate not only the quality of unique programme but also the values that Nkangala TVET College instilled in me. I hope the opportunity that I was granted will support the corporate social responsibility initiatives for the achievement of key institution strategies.

By Debralter Gordan

Young people receiving recognition



Mr Phalane
Newly appointed Middelburg Campus Manager

The editorial team took time to speak to Phalane Madimabe Tebello, a newly appointed Middelburg Campus Manager. Mr Phalane is a young, vibrant and disciplined servant, who has over 20 years of service in Nkangala TVET College alone. When he was asked if the academic sector was his passion, he jumped in and answered with, “Yes, I am also surprised”.

He mentioned with a blink and slight shook on his head that his late mother was the reason he stayed as an academic official. The moment he started mentioning his mother, he could not help and by the look on his facial expression that he is probably taking a trip down memory lane.

Soon as he was composed and back from his thought, he started to talk about his long experience in the College. The wonderful people who moulded the person he is today and his career path, amongst such leaders, he mentioned Mr Modishane and Mr Mahlangu. You could tell by the look on his face again that he had not only wonderful had time working within the College, but the lessons that came with it are valuable to his livelihood.

The interview took longer than anticipated, yet stories told were wonderful. One could not help but listen with admiration and appreciation. It is crystal clear that Mr Phalane “Chester” as known lives his life by Sheryl Sandberg’s words, “If you are offered a seat on a rocket ship, do not ask what seat, and just get in”.

He served in the College for over 20 years because the working environment and culture were conducive and allowed personal growth and development. In his over 20 years of service, he has been promoted four times. This latest achievement is still surreal and a bit overwhelming. “I recently completed my 100 days in office. I am looking forward to maintain the excellent performance of the campus”.

“Middelburg campus is one of the best performing campuses and has a track record of maintaining excellent performance administratively and academically. I am looking forward to help sustain the already instilled excellent corporate culture and hopefully a sense of stability. The greatest thing that created excitement and motivation is how well I was welcomed and corporation from colleagues”.

The editorial team would like to congratulate Mr Phalane on his recent appointment and wish him a fruitful campus operation.

Scope of the application of the policy: Travel Policy Framework



Ms. Mamokete Mahlangu, a Finance department employee at Nkangala TVET College takes us through the Department's Travel Policy Framework. This insight, deemed necessary because part of meeting the College's obligations is interaction with people outside the College. In terms of the policy, employees who travel on official duties can be accommodated into an overnight hotel or guesthouse. This provision is only limited to areas of travel where the kilometres will require at least 500 or more on the road.

According to Ms Mahlangu, managers approving the undertaking of trips must put into consideration the importance and benefit of the College. Travel Policy includes accommodation, flights, car rental and shuttle.

On accommodation, the policy states that on domestic travel, any official from Director Level down can be checked into a reasonable accommodation with a three star grading and Assistant Directors can check into between one and three star hotel. All air travels are restricted to an economy class for all employees from level 13 downwards, unless the specific need to travel on business class is motivated by the fact that the traveller is a person living with disability, any other special medical needs or in the event where the economy class tickets are unavailable.

Remember, it is the responsibility of the traveller to ensure adherence with the policy, so should you be presented with a business class ticket, you must decline the offer to travel.

On car rental, safety requirements include power steering, airbag, and antilock braking system. The vehicle must come with factory fitted air-conditioning. The rental of an automatic car is treated as an exception, and prior approval must be granted.

"Please take note that as a traveller, you cannot authorise your own travelling arrangements, be it accommodation, flight, shuttle or car rental", advises Ms Mahlangu.

College business Seminar



Induction College Programme for first entering students





Picture Credit: Internet

Fight against Gender Based Violence – A male perspective included

Writes Emmanuel Bafedi

Kick starting the academic year for 2020, being at a college for most of the students means the beginning of their lives, careers, freedom and responsibility. Responsibility comes with managing own space, resources and developing more meaningful interpersonal relationships with others. Peer pressure, socio-economic factors or freedom (absence of parents) lead or result in incoherent decisions being made.

Gender Based Violence (GBV) is not just a behavioural problem, but a complex psychological problem that needs to be addressed among men. Serious talks about issues that are affecting male students are taking place. Most of them come into contact with relationships, while they cannot barely manage their own lives. Signs and symptoms of GBV among students may include; low self-esteem, decreased concentration, poor academic performance, anti-social behaviour, suicidal thoughts and substance abuse among others.

To respond to gender related violence, our Student Support Centre has a confidential counselling and referral programmes that have been put in place to help both male and female students subjected to violence. Student Support Services is running programmes to increase awareness and positive actions to address GBV.

Nkangala TVET College, Student Support Service, created a safe space for male students to talk about issues that are affecting them, including GBV as to what is it that influences them to use substances such as alcohol and drugs that fuel violence against female students.



Picture Credit: Internet

Student Support Centres at campuses have created a safe and flourishing community of boys and young men to ensure safety and protection of girls, lesbians and everybody in and outside campuses each day.

Over decades, a generation of young girls has been taught how to submit to their partners but little work has been done to empower young men on how to treat women. Gender roles, culture, muscularity and male dominance play a role in GBV.

We grew up in a society where from early childhood stages men are taught to bottle up their feelings through social learning where it is believed that men do not cry.

In this sense, crying does not talk about shedding of tears, rather it talks about responding to emotional state or pain that one is harbouring in their hearts. Men are not allowed to talk about their feelings. It is said [Monna ke nku o llela teng], meaning men do not cry, this is a masculinity expectation that man in pain is not allowed to show his agony in public, that is why we see few men seeking psycho-social help or support.

In June 2018, Dr Ramneek urged us all to reflect on tragic loss of female students who were allegedly got killed by their ex boyfriends at campuses. Those are few cases we know and read about in the news, but there are those thousands of girls who experience GBV every day and have no means of reporting them at our campuses.

Students, specifically male students across all our five campuses should approach Student Support Centres for help, and I urge all our Student Support Officials to practice an open door policy to all our students because the scourge of GBV within institutions of higher learning has been a constant plague that interferes with not only academic performance of students but their careers as well.



Emmanuel Bafedi

UNDERSTANDING FINANCIAL LITERACY AND GOALS FOR FINANCIAL FREEDOM



Mr Venter

Savings vs spending

Saving is when you put money aside in an investment, or in a saving account. This money grows when you leave it. Spending on the other hand is consuming your money, you buy a product and you own or consume it. An example is, if you buy a car then you own the car. When you buy a chocolate, you consume the chocolate.

Why is budgeting important?

It fuels the ability to stop spending money that you do not have. A well-constructed budget will help you to achieve your saving goals. A budget will also limit the desire for impulsive spending, because you know how much is coming in and how much should go out and for what the money is going. When you are budgeting, you can list a savings plan as a necessary expense so that you make sure that is in your budget.

What does “living beyond your means” mean?

Living beyond your means, mean that you are spending money that you do not have, to impress people. Do not spend money that you do not have to impress people. Spending money that you do not have, will just create more stressful situations in your life.

What is a credit score?

A credit score is what creditors use in order to evaluate if you are a risk to give credit. The more you pay your premiums the better your credit score, missing a few premiums will make your credit score tumble.

What is good and bad credit?

If you want debt you need to have debt, ever heard that one? That is how creditors see if you are a good payer of your debt by your credit score. If you are a loyal paying customer, you get a good credit. If you do not pay your debts, then this is bad credit. Make sure that most of your credit does not go to consumables like food. For an example, if you have a credit card, rather use it to buy products that are useful like a refrigerator. Otherwise, if you use it to buy food, you end up paying for food you ate six months ago.

Recommended books:

- Financial Literacy: The Basic requirement for Financial Freedom by Malatji J.B
- Personal Financial Management by Swart N.J
- Financial Literacy for millennials by Smith A.O
- From debt to riches: by Ndumo P

This feature article was contributed by **Reinhardt Venter**, a *Financial Planner at Sanlam Aligned Financial Planning*. He is available for free financial literacy and setting financial goals for financial freedom.



Mr Jacob Ngozo

Mr Ngozo ploughs back to the institution that moulded his career!

Mr Jacob Ngozo who is an alumnus of Nkangala TVET College, is ploughing back to the institution. He has commenced his post-matric studies at then Witbank Technical College in 1998 – 1999. He enrolled for Business Management studies and completed the course in 1999.

He further enrolled for a Bachelor of Technology (B-Tech) with the Central University of Technology for Project Management. Afterwards, he therefore enhanced his knowledge in the area of student support by enrolling for a Student Development course with the University of South Africa (UNISA) in 2001. The course enabled him to assist students in a number of areas such as career guidance, counseling, study methods etc.

Prior to the amalgamation of Colleges in the Nkangala Region, thereafter commenced his professional to work as a Student Support Officer in the year 2000 within the College, and he was later appointed as a Senior Human Resource Management in 2004 and transferred to Central Office. Prior to this appointment, he had pursued a Human Resource programme with the University of Pretoria (UP) in 2003.

Mr Ngozo confesses the positive role that the College has played to advance his career. “I can declare that I am the full product of the TVET sector, and that nothing can stop an individual’s aspirations, as long as that individual works hard to accomplish their dreams. Since I started studying and working at the College, my knowledge is sharpened in this education sector. I have been working at Human Resource Department over 10 years and learned to work with different people”, said Mr Ngozo.

His journey is the testimony to TVET students that they can become all that they intend to be with a College qualification. In 2016, he was promoted to the Assistant Director: HR post, after having acted on the same post for approximately 2 years consecutively.

In December 2019, he was then transferred to Management Information System Unit, which is a newly established post by the Department of Higher Education and Training. Mr Ngozo’s new job entails the following roles:

- Manage the institutional data i.e.
- Manage students enrolment data
- Supervise Campus Coltech Administration data
- Education and training data collection in accordance with prescribed standards
- Participate on strategic planning and operational planning

He believes that the knowledge and experience he has accumulated over the years as the employee of the College will come in handy in executing his new responsibilities. “I am an avid reader and always prepared to learn, I believe in engagement prior to doing a new task to collate relevant information. I believe in the adage that says, an activity without insight is a frustration, so ask”, concluded Mr Ngozo

Mr Zwane leading from the front,

told by General

Lindokhuhle is currently studying N3 Mechanical engineering (Fitting) in Witbank Campus. He understands that education and knowledge sustain good leaders. The purpose of the establishment of SRC is to ensure that students' challenges on campus are raised by students (or their representatives) and attempts to resolve students challenges are made in the presence and with contribution from the students.

“As SRC, we strive for equal treatment of students. The students need to visit our offices at the campus anytime to get assistance in terms of their issues related to their educational needs and other social and financial distractions towards their studies”.

Nkangala TVET College SRC has Central representatives and Local representatives (Campus)

Is the SRC responsible for academic disruptions or strikes?

According to Lindokuhle “General”, SRC members avoid unnecessary strikes. It is because they know that time wasted picketing on the street is time that could have been used for learning. As the voice of the students, we lead by example; attend classes and excel academically. We engage with the management of the college to avoid strikes, so that college can run and academic and support programmes can continue with little or no disruptions.

Legislations that govern protests in South Africa

Every movement or protest must identify the person who will lead the strike. According to Gatherings Act 205 Of 1993, the person leading the strike must inform the local law enforcement or authority at least a week before the movement or strike. Protected, peaceful and authorised strikes fall under democratic rights of the citizens. The responsibility of law enforcement officers is to protect the protesters and ensure that there is no damage and vandalism to property. People who convene without giving notice can be arrested.

Next time you join a protest, make sure it is an authorised gathering to avoid contravention of the law. It is difficult to progress in corporate with a recorded criminal record.



Meet the colleague



Gender roles reversed

Ms Sophy Enigma Makhubedu joined Nkangala TVET College back in 2007 as a National Certificate Vocational (NCV) student, studying automotive repairs and maintenance. The self-driven young woman from Acornhoek in Bushbuckridge learned about the college from a neighbour who was also studying in one of the campuses. Ms Makhubedu enrolled in Mpondozankomo funded by the National Student Financial Aid Scheme (NSFAS), which enabled her to complete her studies beyond NCV and Nated programmes to become a qualified artisan: mechanical fitter in the year 2012.

There is a growing concern and misconception by industries that TVET education and training is facilitated by less educated lecturing staff. Nkangala TVET College utilises the best recruitment, selection and retention strategies in the human capital management. Ms Makhubedu, as a college product that has displayed excellent performance throughout her studies, was recruited as a part-time lecturer in May 2013 after her completion of Report 191 studies.

She is committed to be an academic based artisan rather than the industry based. “I want to make a difference, by setting an example to students that there are Black female artisans in the country. They too can become one, it only requires dedication”, said Makhubedu.

She holds a Diploma in Mechanical Engineering and has used her knowledge to benefit the current students of Nkangala TVET College, who are future engineers in the country. She has participated in the World Skills Competition (WSC) as a mentor, provincial expert and was also appointed as a judge on a national level competition in Durban, Kwa-Zulu Natal in 2019. She, together with the campus manager at Mpondozankomo have pioneered Nkangala TVET College’s participation in this WSC, where students from various institutions compete for the world titles in various skill areas.

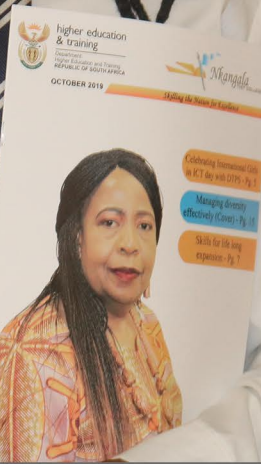
Passion drove Ms Makhubedu to engineering and was further motivated when she learnt that there is a lot of opportunities to be grabbed in the field. “What is more fulfilling about my job is when I interact with female students, the hopes and drive that you see in their eyes and they thank you for being an inspiration”

The engineering field has been dominated by males, mostly White people because of the previous segregation and oppressive laws. Female role players are encouraged to come on board to close the gender gaps in the engineering field and others. Ms Makhubedu joined females who intend to change the narrative and inspire others.



Department of Higher Education and Training
REPUBLIC OF SOUTH AFRICA

Nkangala TVET COLLEGE



FOR YOUR SAFETY



COVER YOUR COUGH & SNEEZE



STAY HOME WHEN FEELING SICK



AVOID TOUCHING YOUR FACE



WASH YOUR HANDS OFTEN



HOW TO PUT ON, USE, TAKE OFF AND DISPOSE OF A MASK

WHEN TO USE A MASK

For healthy people wear a mask only if you are taking care of a person with suspected 2019-nCoV infection

Wear a mask, if you are coughing or sneezing

Masks are effective only when used in combination with frequent hand-cleaning with alcohol-based hand rub or soap and water

If you wear a mask then you must know how to use it and dispose of it properly



HOW TO PUT ON, USE, TAKE OFF AND DISPOSE OF A MASK

Before putting on a mask, clean hands with alcohol-based hand rub or soap and water



Cover mouth and nose with mask and make sure there are no gaps between your face and the mask



Avoid touching the mask while using it; if you do, clean your hands with alcohol-based hand rub or soap and water



Replace the mask with a new one as soon as it is damp and do not re-use single-use masks



To remove the mask: remove it from behind (do not touch the front of mask); discard immediately in a closed bin; clean hands with alcohol-based hand rub or soap and water



WHATSAPP SUPPORT
0600 123 456
EMERGENCY NUMBER
0800 029 999
sacoronavirus.co.za



WHATSAPP SUPPORT
0600 123 456
EMERGENCY NUMBER
0800 029 999
sacoronavirus.co.za



Nkangala TVET College

@NkangalaTVETCol

Nkangala TVET College

062 068 8162