



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Tshwane South
TVET College

"achieve the future"

Employment through Partnerships

Tshwane South TVET College Perspective

The South African economy suffers from a high unemployment rate in the region of 29 % and Tshwane South TVET College is part of the initiative to address this problem taking into consideration the following legislative framework

**National Skills Accord
National Development Plan 2030
Skills Development Act
Skills Development Levy
National Skill Strategy I and II**

How do we do it at Tshwane South TVET College

There is an excellent relationship between the Council as the Governance Structure and the Management of the College. This relationship is pivotal in the operation of the College.

There is further an excellent relationship between the College and the Student Representative Council (SRC) which provides for excellent stability of the College and the student population

Our Academic record is of the highest standard and features in the fifth position out of 50 Public TVET Colleges. We are number one compared to Colleges that have similar enrolment numbers in the current Academic year.

Student Employment

The College is in many instances the employer of our students.

For example, the Management Staff in the Student Support Services are the alumni of the College proving the commitment of the College towards alleviating unemployment among TVET College students.

Reasons for forging TVET College Partnerships

The most common reason advanced for partnerships is the need to ensure successful labour market outcomes by ensuring quick absorption of graduates into the workplace. Other reasons cited include upgrading machinery and equipment; improving supply of middle level skills; lecturer placements, reducing skill shortages and mismatches; adopting business principles in College Management; and improving TVET College responsiveness (Piyasiri 2014). Callan and Ashworth (2004) add that partnerships offer clear opportunities for generating new streams of income for TVET Colleges. It also provides opportunities to generate new sets of knowledge and capabilities which add to the competitive positioning of those involved.

The success of the Colleges will depend on strong collaborative partnerships on a number of axes, including:

Collaboration between Colleges and Industry;

Stronger relationships among SETA's and between SETA's and Colleges;

Close co-operation among the Quality Councils, given the complex nature of current and future qualifications offered at the Colleges;

Many of the jobs for which TVET students are prepared today will not be there in 50 years, and students, lecturers and Colleges risk becoming irrelevant

Stronger links between Colleges and Higher Education Institutions; and

Closer relationships among all stakeholders to support effective policy formulation and planning.

Partnerships

Formally, a partnership is an agreement where two or more people or groups work together toward mutual goals.

Partnerships can be formal, informal, or even unspoken.

A partnership must benefit both sides for it to be truly effective.

Characteristics of Effective Partnerships

Student Benefits

Make learning more enjoyable, interesting and relevant;

Increase motivation to do well at college;

Become more employable, get access to better opportunities;

Make better career decisions; and

Increase opportunity to fulfil career aspirations.

Employer engagement is likely to:

Create an opportunity to develop entrepreneurial skills; and

Assist them to develop skills and knowledge that makes them more employable.

Educator Benefits

Learn about labour market. Partner with industry/business to learn how skills based on the labour market information can connect and align to relevant, rigorous career curriculum;

Improved access to resources;

Improved educator morale due to support from industry/business connections; and

Improved educator support and development such as, teacher internships, training, executive mentoring.

Establishing Partnerships

Memorandum of Understanding (MoU)

An MoU is typically a legally non-binding agreement between two (or more) parties, that outlines terms and details of a mutual understanding or agreement, noting each party's requirements and responsibilities-but without establishing a formal, legally enforceable contract, though an MoU is often a first step towards the development of a formal contract.

Service Level Agreement (SLA)

In broad terms, an SLA will typically include:

A statement of objectives;

A list of services to be covered; and

Define the responsibilities of the provider and the College

Notwithstanding our deep commitment to partnership there is another side to the coin which relates to the appropriateness of our curriculum. This has been emphasised by an article by Khaya Tyata: PhD candidate in the education faculty of the University of Johannesburg in 2019

The TVET curricula need to be updated to be aligned to industry needs in consultation with key stakeholders including students, lecturers and industry. These curricula need to take into account the pressing needs of the economy, such as the development of artisans but also the need to develop programmes that offer content in relation to artisanship.

The curricula need to take into account what is commonly referred to as '21st century skills' such as critical thinking, people management, emotional intelligence, judgement, negotiation and cognitive flexibility. TVET colleges can play a critical role in not only dealing with the weak foundational knowledge of students but can be instrumental in preparing youth for the future world-of-work.

Where are we?

Active MoU's - 20

Around 56 informal agreements

During 2018 545 students were placed in employment in the fields of engineering, finance, hospitality and Human resources (HR)

2019 total already stands at 274 students and this number will increase

TSC's Major Client and Funders

Our College has a considerable number of funders amongst which the following

The **National Department of Defence**

SASSETA

Artisan Training

TETA

Artisan Training

PSETA

Artisan Training

HWSETA

Artisan Training

TSC Flagship 1

Gandhi-Mandela Centre of Specialisation for Artisan Skills

On the 13th of October 2017, the Tshwane South Technical and Vocational Education and Training (TVET) College was awarded Centre of Specialisation status at two of its campuses namely the: Centurion Campus for the Fitter and Turner trade, and Pretoria West Campus for the Mechanical Fitter trade. The Department of Higher Education and Training (DHET) IN CONJUNCTION WITH THE National Skills Fund (NSF) have approved that the Tshwane South TVET College be funded to implement the Centre of Specialisation (CoS) Programme specialising in the aforementioned trades.



The Government of India has donated training machinery of a substantial amount and the College will renovate the existing workshops through funding from the National Skills Fund (NSF)

A Memorandum of Understanding was signed between the Government of the Republic of South Africa and the Government of India regarding the setting up of the Gandhi-Mandela Centre of Specialisation for Artisan Skills at Tshwane South TVET College-Pretoria West Campus.



The following trade disciplines are involved

Boilermaker

Electrical

Mechanical Fitter / Fitter and Turner

Millwright

Each trade discipline has 30 apprentices and 2 facilitators. A total of 120 apprentices and 8 facilitators

Training for the facilitators have been conducted and funded by the NSF

TSC Flagship 2

The Peoples Republic of China



In collaboration with the Chinese Culture
Centre

Internships

The following institutions in China has accepted our students for a 12-month internship programme

Yellow River Conservancy Institute:

12 Civil Engineering-CETA funded

Sichuan College of Architectural Technology:

2 Civil Engineering-CETA funded

Zhengzhou Railway Vocational and Technical

College: 5 Civil Engineering-CETA funded

**Chongqing Vocational Institute of
Engineering: 2 Civil Engineering-CETA
funded**

**Hangzhou Polytechnic: 12 Information
Technology-MICTSETA funded**

**Nanjing College of Information Technology: 1
Information Technology- MICTSETA funded**

**Suzhou University: 13 Electrical Engineering
MERSETA funded**



Another 7 Information Technology and 14 Electrical and Engineering and Related Design (ERD) students will be leaving the end of this month for China

The recruitment of 100 students for Early Childhood Development has commenced

TSC will be hosting delegates from Henan University of Technology from 20 October 2019 to establish a formal partnership.



Tshwane South TVET College and the Chinese Culture Centre Cultural day



Symphony of Harmony and Peace



**On 20 October 2019, a delegation from Tshwane
South TVET College will be departing for
Namibia to formalise a Memorandum
of Understanding with the Namibian Institute of
Mining and Technology**

**I Thank you
Siyabonga
Siyabulela**

