



# WESTCOL BUZZ

WESTERN TVET COLLEGE QUARTERLY NEWSLETTER

NOVEMBER 2021 • ISSUE 2 •



## WHAT'S INSIDE

### NC(V) Team Building

Welcome to our **NEW** Council Chairperson and Vice Chairperson

### Cutting Heads

## THE GOOD, THE BAD AND THE BRAVE!

BY SELLO MOGOTSI

As the year draws to a close, it is a good time to reflect on what we have achieved as a College in 2021. Yes, we will always face challenges - but THIS college is striding to be the BEST in South Africa.

### The GOOD!

- **Pass Rate** against Written for 2021
  - Trimester 1 64%**
  - Trimester 2 67%**
  - Semester 1 79%**
- Policy Implementation to improve Teaching and Learning included Admission, Tutoring, Blended Learning and Assessments
- Fully Constituted Council and Committees
- Implementation of blended learning model to support online learning
- Improvement in Academic Performance (Clean exam monitoring)
- Phase 1 and Phase 2 of 4IR Centre completed
- Improvement of online registration system
- Phase 2 of Resource Centres Completed

- Successful Audit completion (Unqualified audit with findings)
- Functional SRC in all campuses
- Website revamp launched 31 March 2021
- First electronic newsletter completed and distributed July 2021
- Covid 19 PPE Purchased for all students and staff within dedicated Covid 19 budget
- Provision of Laptops to ALL lecturers

### The Challenges!!

- Inadequate Staff Structure (PPN Structure)
- Improving quality of enrollment
- Stakeholders Relationship and Active Partnerships
- Retention Rate

Thank you to all staff, management and Council for their support and dedication for the year!! We look forward to 2022!

**INTERVIEW WITH THE NEW****CHAIRPERSON: MS XABA -  
AN INSPIRATION FOR POST SCHOOL**

BY BIANCA KUHN

The newly elected Chairperson of College Council, Ms Xaba, has clear passion for education within PSET Sector. "As a TVET College we heed the call in our community and prepare our students for the workplace. Students are equipped with the necessary skills, knowledge and attitudes necessary for employment in the labour market." The College considered the local community and offers programmes that result in qualifications where students can become entrepreneurs, seek employment to even articulate to further qualifications in higher education. Ms Xaba explained that it is essential to ensure that the College integrate with stakeholders and local employers by providing a quality Programme Qualification Mix which is supportive to the skills and needs in industry.

It is emphasised that Westcol has a central role to play in developing a workforce that is adequately trained and equipped to meet the needs of the Mogale, Rand West City and Merafong City economy in the coming decades.

When asked what strengths, Ms Xaba will bring to the College especially in the role as Council Chairperson. Ms Xaba commented that the establishment of an ethical culture is essential. It is necessary to be displaying integrity, competence, responsibility, accountability, fairness, and transparency which contribute to all council members governing both ethically and effectively.

In her tenure as Council Chairperson, Ms Xaba believes that governance can only be successful if all stakeholders play their part. "A well governed TVET College will be reflected in excellent academic and sound financial results. As Chairperson, my role will be to steer and set the direction of the collective to play their roles in balancing the interest of all its stakeholders and ensuring a well-managed and governed college."

The reputation of the College needs to be upheld in the community and as Westcol the attraction of students appreciating attending a local college as part of their educational development is essential. One of the main focuses of the strategic plan include the development of partnerships with local employers which may result in placement of students as part of the work integrated learning which is core to the TVET sector.

Ms Xaba ensures trendiness within the sector by actively being involved in attending of workshops, conferences, and meetings within the Post School Education Sector. A vast amount of experience and knowledge is obtained from reading material and papers presented that discuss material and research relevant to the sector.

"I am proud to say that Westcol is a people's institution and in our vision and mission we have adopted a "people first" ethos."

Some of the focus areas in terms of leadership in governance will be done through ethical compliance to laws and regulations, oversight of management, risk management, sustainability, transparency and disclosure with accountability and responsibility by all stakeholders.

As Chairperson, Ms Xaba expects Council and Executive Management to achieve strategic, operation and social objectives of the college as quoted from the interview "we all serve the best interest of the college".

Ms Xaba shows a high ethical standard in terms of her character. This can be attributed to her approach in work life, by incorporating integrity, competence, responsibility, accountability, fairness, and transparency in the governance lead roles. As a person she is results driven and focus on achieving strategic and positive results through an efficient and effective execution of decisions. "I believe that ethical and effective leadership must complement and enhance one another".

On a personal level, Ms Xaba is a wife, mother, daughter, and sister. She loves her family and enjoy the time spend with them. Family is important and their love is unconditional and natural. "I feel safe and protected when I am with my family, my most comfortable place is at home with my family". Ms Xaba with enthusiasm thanked her husband for the caring love, her parents for the care throughout the years and the support of her siblings as irreplaceable.

As a college, we welcome Ms Xaba as the newly elected Council Chairperson and see a bright future ahead for the College in terms of governance and the role she will play within the industry.

# INTERVIEW WITH NEW VICE-CHAIRPERSON: MR MAJA - YOUNG AT HEART IN COUNCIL

BY BIANCA KUHN



When talking about the College Council, Mr Maja shows his true excitement and passion for Governance. “The College Council of Westcol is a collective, consisting of a combination of skills and expertise that have the ability to provide effective leadership in terms of Governance”. Mr Maja indicated that his strength of sustaining strategic relationships supports this collaborative approach. Identifying of risks and opportunities at strategic level and within the college system and broader community remains vital to enhance the deep appreciation of the imperatives of good governance.

“The College principally through its core offering serves as a skills production factory which delivers high quality graduates who in turn provide economical growth to Mogale, Merafong and Rand West City”. The are the College serves has according to research a relative low level of skills, high unemployment and poverty is prevalent. The mining industry has declined through the years, and alignment to other local skills are required to ensure demands of the labour market and new economic nodes and opportunities are supported.

Mr Maja has been elected as the new College Council Vice-Chairperson. “Thank you for providing this opportunity, and I believe that our collective leadership will be imperative to good governance.”

Mr Maja explains that as an individual you stand alone but being part of the Governance team the value and contribution to the College becomes evident. One area, that Mr Maja feels he will incorporate his strengths into, is the bridging of the gap between stakeholders. “Stakeholder engagement is critical.” The link between the strategic outcomes in the strategic plan and stakeholder engagement is clear. The Council needs to map out the strategic links between the College strategy and public policy imperatives applicable in the Western corridor. This will bring a sense of agility and responsiveness in the manner the Council responds to risk and opportunity factors.

Mr Maja paints a history of his colourful past in the Post-School Education and Training system. During his days at the University, he played an active role as student leader. His career firstly as banker for some higher education institutions provided him a background to the funding and expenditure needs at these institutions. Most recently Mr Maja was involved in the Entrepreneurship in Higher Education initiatives, and he actively partnered with some institutions.

Mr Maja dedicated time to understanding the trends and developments within the system. This ensured a clear understanding of issues within the sector and more specifically on Governance level.

Mr Maja emphasises the importance for leaders to subscribe to newsletters on the Higher Education Transformation Network (HETN) and following the Parliamentary Portfolio Committee for Higher Education and Training. “This provides and supports having good and intimate knowledge of the current trends in our specific sector and allow council members and leaders to appreciate the current climate socially, politically and economically both domestic and globally”.

Mr Maja indicated that the college vision and mission is powerful. A college that foresees themselves as an innovative and global partner has seriously considered both technological

advancements and globalisation. This approach will ultimately provide durability and sustainability that encourages innovation within a global orientation.

“Personally, our stakeholder engagement efforts should have an international focus, our curriculum offering should be globally competitive and the graduates we produce must be able to participate in foreign and international contexts with ease”.

As we consider leadership in governance, Mr Maja explains that while leadership in general will consider inspiration of different stakeholders in the college system towards a common vision. It is imperative that a College Council consider principle-based decision making, effective leadership, responsiveness, transparency, and accountability.

“College Council is expected to uphold the highest ethical standards and create an environment for good governance to thrive”, Mr Maja added that Council members devote a reasonable amount of their time to Council duties and the performance of Council is appraised annually. Council needs to remain impartial and independent and provide support to management and all stakeholders.

When considering the relationship between College Council and Management, Mr Maja provides clear direction. “The minimum expectation from Westcol Management will be to efficiently provide direction and lead the day-to-day operations. To monitor the work at different levels and ensure alignment with the strategic objectives of the college”. Mr Maja indicated that the management has provided this but continuance of providing reliable and usable information to College Council remains crucial to ensure Council resolutions are informed.

“No one leader is perfect, and we are all in a life-long journey to be the best version of ourselves” – Mr Maja sketches the three characteristics that he maintains:

*Value-Driven Leadership* - Serve and support organisations whose values align with yours. This will make it easier when decisions need to be made and when you need to take a stance on organisational values.

*Respectful Leadership* - Treat every person in an organisation with the same level of respect. Respect the and protect the dignity of colleagues that may be on a lower level. “Dr Ruel Khoza, when talking about Attuned Leadership says that ethical leadership is also about being sensitive, responsive and responsible to followers”.

*Exemplary Leadership* - Take initiative as a leader, avoid the common pitfall of trying to direct everyone else on what needs to be done but set the tone at the highest level.

So, who is Mr Maja on a personal level? Mr Maja is a social entrepreneur by practice, lawyer by qualification and activist by orientation. “I spend a vast amount of time on co-creating, co-executing a variety of youth, entrepreneurship and community development initiatives”.

Mr Maja is currently completing his Master’s in Business Administration.

Ultimately, Mr Maja conclude “a person needs to find the perfect balance between work and play, while considering the legacy that will be left when you leave...”.

# TEAM WORK

is Dream Work

BY YM MALOMANE

Every person enters a work environment as an individual, and works with other individuals as a team in order to get good results, in other words working towards a common goal.



To keep the team together, united and motivated, NCV Randfontein came up with a team building activity. The activity took place on the 30th of March 2021, at Kloofendal hiking spot. Lecturers participated on a short hiking trail and did other exciting activities. There was so much excitement, and the joy of seeing different personalities. The end goal was achieved, sharing fun experience and working together.



## COVID-19 UPDATE

South Africa recently welcomed the movement to Covid-19 Lock down Level 1. This long anticipated movement, created an opportunity for economy to recover and many sighed a relieve with the reduction in cases reported. It remains however our responsibility to stay vigilant and take the necessary precautions to avoid contracting Covid-19.

C

Campuses also showed initiative by hosting Covid-19 and Health campaigns. Higher Health is commencing and supporting these initiatives and in the near future, the expansion of on-campus health facilities by HIGHER HEALTH will support reinforcing screening activities, follow-up treatment, the expansion of SRHR services, enabling access to products like ARVs and PrEP and counselling and referral services at the doorsteps of young students. HIGHER HEALTH envisages that every campus of every public university and TVET college will in future have either an on-site clinic service or a health, wellness and psycho-social "linkage to services facility", because students have shown a clear preference for the convenience these facilities afford while allowing them to stay focused on education.



# 欢迎光临



The participating universities include NUIST University, Wenzhou University and Guangxi University. From the allocation of 20 students, Westcol has two students that completed their National Diploma in Engineering, and they were successfully selected to apply. The students will commence with the 3-year degree and will also be exposed to 1-year teaching experience in Chinese schools.



The college is proud to announce that 20 South African Students will be studying an Electronic Information Science and Technology Degree in Education from different Universities in China.



## ADULTS EXPOSED TO CYBERBULLIES

- Normally when we hear the buzz word “cyberbullying”, our minds go to our kids being exposed. We often fail to realise that adults can be victims to.
- Just consider the many comments on social media posts of celebrities and politicians. Yes, they are public figures, and some might think they need to be able to handle it. But when does criticism cross the line and turn into bullying? This is not only limited to well-known figures –
- you can also become a target! In a recent study on online harassment, it was found that 4 in 10 adults have experienced online harassment, with a quarter finding the experience extremely upsetting. Cyberbullies tend to find a weakness and consistently hammer on it. The only way to stop being a target is to stand up! But how does a person stand up against these mean and vicious attacks? These bullies may attack your beliefs, appearance, character, ethnicity, sexual orientation in fact anything that may rattle your cage.

It is all about humiliation and revealing sensitive information. It may be a stranger but mostly it will be a co-worker or peer. When more than one person participate in the action it becomes “mobbing”. People may even try to force you to resign through intimidation, spreading malicious rumours and humiliation. But let’s look at what we can do:

Protective and reactive measures

Cyberbullying is considered a crime. Police are obliged to open a case and investigate. But this would normally be your last resort! Most social platforms including WhatsApp, Instagram, Facebook, LinkedIn, Twitter etc take bullying seriously and have a report system in place for online abuse. Report the “bullies” and stop the situation. You do not deserve this treatment. Speak up and speak out! Keep evidence of online abuse and cyberbullying. For more information visit [www.cybersmile.com](http://www.cybersmile.com).

# A CUT ABOVE THE REST

Randfontein Campus welcomed the delivery of a new state-of-the-art Mobile Hairdressing Salon Container. The new Hairdressing unit was donated by Services SETA and subsequently a MoU was signed between Westcol and the SETA. The Hairdressing division is looking forward to 2022 and welcoming the new student intake.



*Proudly wearing the QR Code, from left to right  
Back: Rebecca Ngqwebo, Iris Sekade, Thembani Memela, Makgotso Molefe  
Front: Kgomotso Sereo, Tsholofelo Molokwane and Mpho Motsumi*



Western TVET College recently launched their new T-Shirts with a modern QR Code printed. Well done!



## UPDATE ON 4IR



Previously it was reported that Westcol was identified as one of 10 TVET Colleges in South Africa to establish a Fourth Industrial Revolution (4IR) Centre. The ETDP SETA funded the programme

Almost one year later the Project management team from the ETDP SETA visit the newly established 4IR centre at Carletonville Campus and the concluded that the centre is operational and functional.

Part of the agreement between Westcol and the ETDP SETA is that this centre will be utilised as a training centre by the University of Johannesburg(UJ) to training education from Gauteng in the principles of 4IR.

Westcol staff will also benefit from the 4IR centre and training programmes are developed to suit the specific needs for the blended learning approach.

The ETDP project team also indicated that they are interested in utilising the Westcol workshop facilities for the development of artisan skills training.



**Mr Fiorita - Campus Manager (Middle) with Mr Ngozi and Mr Francis from ETDP SETA**



# NEW Director General (DG) welcomed to DHET

## MINISTER OF HIGHER EDUCATION, SCIENCE AND INNOVATION STATEMENT WELCOMING NEW DIRECTOR-GENERAL TO THE DHET

The Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, welcomes the appointment of Dr Nkosinathi Sishi as the new Director-General of the Department of Higher Education and Training. Dr Sishi's previous work in the Post School Education and Training sector speaks for itself. He is a seasoned leader in the education space having previously worked in the Department as the Deputy Director-General for Planning, Policy and Strategy in 2016/17. He was also the HoD of Education in the KwaZuluNatal Provincial Government from 2011-2016. "Dr Sishi has 35 years' experience in the different spheres of Government and at State-Owned Enterprises, including the Passenger Rail Agency of South Africa, in which he acted as its Chief Executive Officer. He is currently the Head of the Driving Licence Card Account Trading Entity of the Department of Transport," said Minister Nzimande. Minister Nzimande said Dr Sishi will resume work in the Post-School Education and Training system at a crucial time, as the department is entered the new landscape in which the Departments of Higher

Education and Training and the Department of Science and Innovation are under one Ministry. "Dr Sishi joins the department as we grapple with the negative impact of Covid 19, whilst remaining committed to fund deserving students and learners in the post-school education and training sector through a combination of the National Student Financial Aid Scheme and through the skills levies, despite the fiscal pressures we currently face," said the Minister. Minister Nzimande assures Director-General Sishi that he has his full support and backing, and calls upon the entire Post-School Education and Training system and all its stakeholders to give Dr Sishi all the support and co-operation he may need. Director-General Sishi will officially assume his new responsibilities on the 1st November 2021 for a period of 5 years. "Let us all remain focused on the tasks at hand", added Minister Nzimande. -

**Issued by: Ministry of Higher Education, Science and Innovation DST Building (53), CSIR Campus Meiring Naude Road Brummeria Pretoria**

# Trends in Blended Learning for 2022

Covid-19 pandemic changed the way the education sector presented their curriculum. It was a fast approach to adapt or fail and TVET Colleges were forced to rethink on how they conduct classes and provide high quality teaching and learning to students.

Huge investments were made to revamp strategies to adjust to this new technological environment and providing access to students. The traditional method of classroom teaching had to be adapted.

E-learning was provided with a catalyst of growth by the Covid-19 pandemic. However, what remains important now is that knowledge in the domain of E-learning must be constantly updated. We look at some of the latest trends developed for the future.

## 1. Mobile-first Learning

Most TVET Colleges has not explored the advantages of mobile learning. In 2021, 36.45 million South Africans accessed the internet through any kind of mobile devices (Source: [www.statista.com](http://www.statista.com)). Building a mobile-friendly platform becomes a necessity for any college. Mobile apps can be adapted to support learners in terms of learning and research for subjects.

## 2. Adaptive Learning

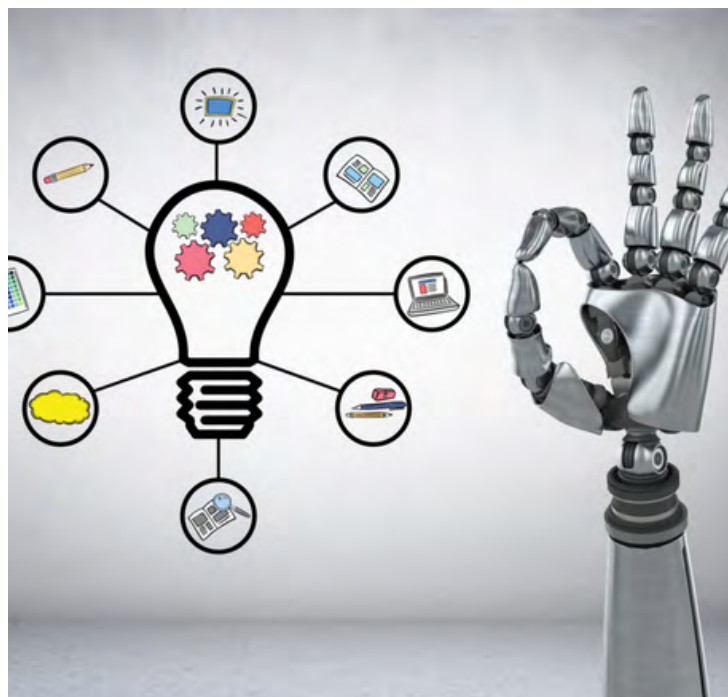
Adaptive learning refers to the use of computer algorithms and artificial intelligence to plan learning interaction with the learner and provide customised resources and delivery methods supportive to the unique needs of every learner.

Investing in this approach, students can be provided with a choice to learn in their own way to achieve the best results. Content can be delivered, and the student can manage his or her own speed.

## 3. Social Learning

This will occur through casual talks, discussion and sharing meetings. The approach is very practical and support the learner in being part of a group while learning.

Social platforms can be developed per study programme and provide a stage for learners to raise questions and obtain answers.



## 4. Big Data in Learning

Big data is tied in with outfitting the force of the information gathered by frameworks you use. For instance, in case you are running a preparation module, the information could be the students' development, test results, course finish rates, social preparing effectiveness, or whatever other data that applies to your preparation.

By gathering and examining this information, associations can adjust to preparing for the one-of-a-kind requirements of their students. It monitors student exercises during preparing, for example, the errors they make, the hardships they face, and that's just the beginning. The framework then, at that point gives bits of knowledge that empower you to change your learning cycle to make it more versatile.

## 5. Artificial Intelligence (AI) in Learning

Artificial Intelligence in education can help automate the grading and assessment of activities like multiple choice questions, fill in the blanks etc. Preparation of term reports and registers can also enjoy a new life with the use of AI.

## 6. Game-based learning

A trend not really experimented with yet in the TVET sector but may become an exciting new strategy. Gamification of e-learning provides the use of fun game mechanics to drive learner engagement and list the standards of dependability. Gamification can be linked to motivational gifts and prizes creating an internal contest among learners.

## 7. Video Based learning

Videos provide a fast flow of information and content can be upgraded easily. Interactivity between the lecturer and learners can be used and it allows a platform to identify learners that may need that extra bit of support.

(Source: Trends E-learning R. Yadav. RipenApps Technologies)

# WORKPLACE MOTIVATION



***Steve Jobs made his employees believe they can do something great...  
...Do you feel you can be great?***

To build a superstar team in your division or department will require a mixture of both art and science. But having this team can make such a difference!

There are 3 key components any line manager must have in place to have a team that ultimately deliver effectively. Its essential to remember that a group of workers is not a team. Teams collaborate and work together to obtain the same common purpose.

Do your team view co-workers as partners in a common cause or as competitors in the quest for advancement?

Here is some tips for our line managers...

**your work**  
is going to fill a large part of your life,  
and the only way to be truly satisfied is to  
do what you believe is  
**great work.**  
and the only way to do  
**great work**  
is to love what you do.

— Steve Jobs

## **Build trust.**

Team members MUST feel safe to be comfortable in taking risks and being able to ask for help. Employees need to feel they have the space to admit to mistakes if it happens and be provided and receive constructive feedback. Trust takes time – and is staggered as employees perceive negative and positive experiences. But remember when trust is broken once it cannot be regained.

## **Give employees a toolbox**

When you team has the right tools and training, there is connection with what is expected, and they will be able to positively contribute. Empowerment is the KEY. Research has shown that employees are more likely to stick with the job if they are provided with development opportunities.

## **Goals that are balanced**

Set a balance between ambition and reality. It should provide enough of a challenge without demoralising the team. To set stretch goals in a department considered current performance and achievements and work from there.

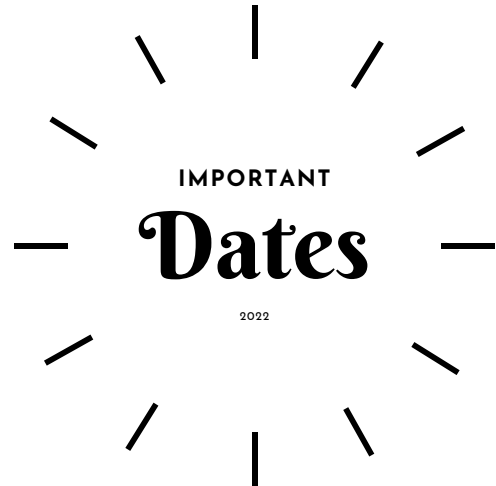
# SNIPPETS

## What is your Pa\$\$word#30888!

The man who invented the computer password, Fernando Corbato, has died aged 93 from complications related to diabetes. Mr

Corbato was an academic at the famous Massachusetts Institute for Technology (MIT) when, in the 1960s, he oversaw a project which would enable different users to access a computer at the same time. 15 Jul 2019

Fernando Corbato: Inventor of computer password dies aged 93



## 2022 Academic Calender

17 January 2022	College Open
1 April 2022	College Close
11 April 2022	College Open
15 June 2022	College Close
04 July 2022	College Open
16 September 2022	College Close
26 September 2022	College Open
2 December 2022	College Close

*Dates applicable to Lecturing Staff*

01 January 2022	New Year's Day
21 March 2022	Human Right's Day
15 April 2022	Good Friday
18 April 2022	Family Day
27 April 2022	Freedom Day
02 May 2022	Worker's Day
16 June 2022	Youth Day
09 August 2022	Women's Day
24 September 2022	Heritage Day
16 December 2022	Day of Goodwill
26 December 2022	Boxing Day

# WIN!!!!

## CELLPHONE still up for GRABS!!!

Just email us your name for our newsletter!!!

Email: [marketing@westcol.co.za](mailto:marketing@westcol.co.za)

DESIGNED BY

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