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ULWAMKELO NEMBONO YEMFUNDO EPHAKAMILEYO EMZANTSI
AFRIKA
IINCOKO NGOBUNKOKHELI BOBUCHULE KWIMFUNDO
EPHAKAMILEYO**

***Ukuphazamiseka kwisiseko sephiramidi – (apho) uwululeka khona
ummangaliso***

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03 KweyoMnga 2019

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- lindwendwe ezibekileyo, manenekazi namanene

Niyabulisa! Ndibona iqela leembuso eziqhelekileyo apha ngale ntsasa – namkelekile nonke bethu! Ndikwabona neqela leembuso ezintsha, nto leyo ixela ukuxanda kwalo mbandela singawo, othathwa ngabaninzi njengomgca obhityileyo (*thin blue line*) owahlula ucwangco nombhodamo. Ndiyanamkela nani bethu. Ndiyathemba ukuba ubukho benu, xa sivala lo nyaka wezifundo, busixelela ukuba nizinikezele ekubuyiseleni ukuqinisekiswa kokulawulwa komngcipheko kwintlalo yethu. Siyavuya kukuba nani namhlanje.

Manenekazi nani manene, Ndicelwe ukuba ndinike ingcinga gabalala malunga neMfundo Ephakamileyo eMzantsi Afrika. Noxa kunjalo, kuyafuneka siyithethe into yokuba imfundo ephakamileyo yoMzantsi Afrika ayisebenzi yodwa. Silawulwa zizinto ezenzeka kwihlabathi jikelele nakwilizwekazi leAfika, kwaye le yindawo ekhanyisa ngolwazi kakhulu njengokuba sithetha nje.

Imfundo ephakamileyo ehlabathini izifumanisa ixakeke bubume nenjongo yemfundo nendima yeYunivesithi kule nkulungwane yama-21. Siyakubona ukvela kobuthandazwe nokubaluleka kwemiba yezoqoqosho nentlalo, sikubona nokuqhekeka okuzenzekelayo kwemfundo ephakamileyo okwenza izahlulwana zezizwe neengingqi,

apho kusiya kubaluleka ukuba imeko yendawo idlala eyiphi na indima. Imeko yendawo ibalulekile ekunikezelweni kwemfundo ephakamileyo. Ukungenelela kwabanikezeli nkonzo abasebenzela inzala norhwebo kummandla wemfundo ephakamileyo kuyiguqule imeko, kangangokuba kungoku nje ngaphaya kwama-65% olwazi olutsha luveliswa ngaphandle kweyunivesithi. Okuninzi, okanye yonke le nguqu ityhalwa yinkqubela yezobuchwepheshe. Yile meko isingqongileyo ke efuna ukuba iiyunivesithi ziqinisekise ukuba uluntu jikelele, iinkokheli, abasebenzi nabafundi abadala nabancinci bacime ulwazi abafudula benalo ukuze bafunde ngokutsha ulwazi oluya kwenza ukuba babe nakho ukuqhubeka nokuphumelela “kwilizwe elitsha” elidalwa yiNguqukazi YoRhwebo Yesi-4 ekuthiwa yi-4IR (4th *Industrial Revolution*).

Njengoko ixesha lixhatshwe yinja, andikwazi ukuthetha banzi kakhulu ngemfundo ephakamileyo kwilizwekazi lethu laseAfrika. Amanani abantu abatsha anda kakhulu ngendlela engalindelekanga. Imisebenzi iyancipha kwaye ulutsha aluyifumani ingqesho kangangokuba basenokucinga ukuba imfundo ephakamileyo yiyo kuphela isitshixo sekamva labo. Thina asinawo amalungiselelo ale ngxaki nangona kubonakala ukuba ingxamele ukuba yintlekele enkulu edinga ukusonjululwa ngokukhawuleza. Ilizwekazi lase-Afrika lelona linolutsha oluninzi kunamanye amazwe kwaye eli nani likhula

ngendlela engummangaliso. Siya kulifundisa kanjani olu lutsha kwaye siya kulufundisela ntoni – ingakumbi kunzima kangaka ukuqikelela ingomso?

Esi simo ndisicacisayo asibonakalisi kuphela ukungxamiseka kwesidingo semisebenzi yophando, ngenjongo yokuba kulungiselelwe uMzantsi Afrika kunye nelizwekazi laseAfrika ukuze la mazwe akhawulelane neengxaki ezizayo malunga neenguqu zasekuhlaleni, iingxabano zepolitiki ezikhulayo, umgangatho wentlupheko okhulayo kunye nezethu iinzame zokuguqula iimeko zasemisebenzini, sibonakalisa kwakhona esinye isidingo esibalulekileyo sokucingela isimo sekamva lethu nokulungiselela ngubuchule ukuze kuqinisekiswa ukuba uMzantsi Afrika uyaqhubeka uziqhuba njengoko kuhamba iminyaka nexesha. Kucacile ukuba kusekuninzi ekufanele kwenziwe ngelixa kusetyenzwa ngezixhobo ezinqongopheleyo.

Apha ekhaya kweli lethu ilizwe laseMzantsi Afrika, phantse onke amaziko emfundo aphakamileyo aneengxaki ezinzima nemingeni ephazamisayo efana nenguqu esisiseko yasekuhlaleni nasemphakathini, ukunikela ngamathuba alinganayo kuwonkewonke, ukuguqula okufundwayo kunye neziqinisekiso ezisemgangathweni nezihambelana nesimo esigqubayo lo gama kuqinisekiswa ukugcinwa komgangatho uphezulu kwaye usemxholweni kunye nophuhliso

lolwazi lwama-Afrika. Ukuzibandakanya kwipolitiki kwabafundi bamaziko emfundo ephezulu nako kuthande ukongeza kwiingxaki ezikhoyo kwaye oko kudinga ukuba kucingwe iindlela zokusebenza ezintsha, ezicingwe ngobuchule kusetyenziswe unyamezelo ngabaphathi neenkokheli.

Ukusukela ngonyaka wama-2015, iinkokheli zamaziko emfundo ephakamileyo bekufanele ukuba zimelane nobundlobongela obudibene nomonakalo wezakhiwo zamaziko emfundo. Nangona luhlile uqhankqalazo lwe *#feesmustfall* emva kokungeniswa kwinkqubo yokufunda ngaphandle kokuhlawula kwabaninzi, njengoko kusenzeka kuwo onke amazwe akwinkqubo yenguqu exandileyo, abathathi nxaxheba kufuneka bajongane neminye imingeni eqatha. Naleyo inkqubo ifuna ukulawulwa ngobuchule.

Nathi siziinkokheli kunye nabaphathi bamaziko emfundo ephakamileyo sijongene nemingeni ephazamisayo eqhutywa ngamabutho ahlukileyo afuna kujongwe awazo iinkqubo ezikhokhelwa zezopolitiko nezikhathalele okukokwazo kuphela. Kufanele ukuba kuthathwe izigqibo ezinzima ukuze kuphuhliseke iinkqubo eziqhubekayo zeziko lemfundo ngokuhambelana naloo mingeni. Okunye ekufanele kungaphumi engqondweni kukuba njengoko amaziko emfundo ephakamileyo kufanele ajongane

neemfuno zabathathi nxaxheba nje, kunyanzelekile ukuba konke okwenziwayo kulandelele yonke imithetho eqingqiweyo ngendlela efanelekileyo nelungileyo. Ukusetyenziswa kwezemali kufanele ukuba kuhambelane neencwadi kunye nemithetho ngalo lonke ixesha nokuba ayonwabisi kwabanye ukuze kuqinisekise ukuqhubeka kweziko lemfundo, lincede nabo bangezazalwa. Ixesha elininzi siye sinyanzeleke ukuba sonwabise wonke umntu ngenxa yokuba singafuni iingxabano kodwa kulapho imingcipheko kunye nolawulo zidlala indima ebalulekileyo kakhulu khona. Ingaba amaziko emfundo ephakamileyo asebenze kangakanani kwaye aphumelele kangakanani ekuyiboneni isekude imingcipheko, kwaye ingaba bebukhona ubuchule bokulungiselela loo mingcipheko kule minyaka ilishumi idlulileyo? Ndingaqashela ndithi asisebenzanga kakuhle, ingakumbi kuba lo mhlaba womgqipheko awunangqiniseko. Ingaba bakhona abazibone zisekude ezi ngxaki? Ingaba umsebenzi wokuchonga imingcipheko uhamba ngendlela elungileyo kule meko yale mihla kwimfundo ephakamileyo?

Yinyaniso engathandabuzekiyo ukuba kule mihla apha eMzantsi Afrika, ndiyasola kunjalo nakwamanye amazwe, amaziko emfundo ephakamileyo asetyenziselwa ukuba ziindawo zokusombulula iingxaki zentlalo, afana neendawo zokubasela ulutsha olukhuphisana ngokuba ngamadela kufa nolukhuphela umsindo ngeendlela ezitshabalalisayo

apho lunesixhiba khona ngakurhulumente. Sikwindawo engathandekiyo konke konke, imeko yethu ifuna umntu asebenzise ingqondo kakhulu ehlutshwa zizinto ezininzi kwaye yimeko edinisayo. Abo sisebenzisana nabo apha kwimfundo ephakamileyo nabo bahlala befuna ukufezekisa ezabo iimfuno ngoko kubalulekile ukuba izigqibo ezithathiweyo zicingisise kwaye ibonwe kusekude imingcipheko, ithintelwe kananjalo. Oku kwenziwa ungatyeshelwanga owona msebenzi ungundoqo kula maziko emfundo ephakamileyo – ukufundisa, ukufunda, ukuqhuba uphando nokukhangela iindlela zokwenza izinto ngokutsha kunye nokuqinisa ubudlelwane kunye nomphakathi esisebenzela kuwo.

Imibhodamo yasekuhlaleni kunye neminye imiba eyahlukileyo idinga izisombululo zamaziko emfundo ephakamileyo ezihambelana nale mihla, ezidibanisa imiba emininzi endaweni enye ukuze ilawuleke ngokungcono kwaye akufanelanga ukuba iphelele ekusebenzisaneni kwamacandelo ahlukeneyo ekuphuhliseni kokufundwayo nokufundisa, kufanele ukuba baqinise iinyoba ezahlukeneyo zokuxhasa abafundi ukuze kulungiselelwe iimfuneko zasemphakathini kunye nokulindelwe ngabafundi. Luyakhula uxinzelelo lokwamkela imfundo yangaphambili (*Recognition of Prior Learning*) ukwenzela ukuba bangene abafundi abasele benamava nolwazi lokwenza okuthile nokuba bebengekabhaliswa ngokusemthethweni. Kufanele

ukuba kuqinisekiswa kwakhona ukuba abafundi abasele bekhulile bancediswe ekukhuliseni ulwazi lwabo ukuze bafumane amathuba angcono engqesho kweli lizwe lemisebenzi lihlala ligquka. Okunye okubalulekileyo kumaziko emfundo ephakamileyo kukuba aqinisekise ukuba iinguqu zendlela yokuphatha ziyenzeka ukuze kukhawulelwane kunye nesimo sobomi esiguquka ngokukhawuleza ngalo lonke ixesha. Oku kuyinyani emsulwa ingakumbi kule meko yomphakathi ongaphili kumgangatho olinganayo kunye nentlupheko yasekuhlaleni.

Lo msebenzi udinga olunye uhlobo lobunkokheli, uhlobo olukuqonda ncam nolukwaziyo ukusebenza kwiimeko ezinzima noxanduva lwezo meko. Olu hlobo lwempatho kufuneka lugqithe kwimisebenzi yesiqhelo, ludlulele kweminye efana nale:

- lunabise ifuthe lemimoya yezentlalo-qoqosho nezopolitiko yehlabathi, yelizwekazi neyesizwe emisebenzini yemfundo neyokuphatha kumaziko emfundo
- luquke umphakathi ohlala usanda wabathathi nxaxheba abasenokuba nomdla okhuphisana nomdla weyunivesithi, kwaye nokubaluleke kakhulu
- *lunikeze izifundo eziyimfuneko nezisemgangathweni, eziya kuqinisekisa ukuba abathweswe izidanga banendima ebonakalayo*

Ubunkokheli obunjalo kufuneka bukhululeke ekuqhubeni inguqu nengqondo etshintshileyo efuneka ekusebenzeni okunemveliso, kwaneziko elidlamkileyo nelisebenza ngokufezekileyo.

Isitshixo sokuphumelela kwezi njongo yindawo yokufunda ezinikezeleyo. Imo engqongileyo evumela ukuba kwenziwe umsebenzi ongundoqo weyunivesithi, okukufundisa nokufunda, ukuqhuba uphando nokuqamba izinto ezintsha nokusebenzisana nomphakathi, ezo iza kuba zizinto ezibaluleke kakhulu ekugcineni udidi lwabasebenzi abaya kuqinisekisa ukuba kunikezelwa inkonzo esemgangathweni. Inguqu eyenzekayo phakathi koluntu, iziqhamo ezinqwenelwa ngabafundi kunye nenkqubela phambili kwezobuchwepheshe (kuquka namaqonga onxibelelwano) ziyayiguqula indlela esifundisa ngayo nendlela abafunda ngayo abafundi. Le nto isithuma ukuba siyijonge ngokutsha imixholo nendlela esifundisa ngayo. Zininzi ke iiyunivesithi zikawonkewonke nezabucala eziyinqakuleyo le miba, ezilungisa ngobuchule zisakha izifundo ezikumgangatho ofanele izidingo zabafundi kule meko yenguqu ekhawuleza nehamba ne4IR. Iiyunivesithi ezininzi zikawonkewonke nezabucala ezinabafundi abahlala phakathi (ehlabathini, kwizwekazi, nasesizweni) ziqalile ukufundisa izifundo nezidanga ezikhethekileyo nezinomgangatho oqinisekisiweyo waze wavunywa, kwaye amaxabiso azo ayafikeleleka. La maziko anikezela ngenkonzo nenkxaso engenachaphaza ngoba

aligcina liphantsi inani labafundi bawo. Kwakhona, la maziko aza kuqala ukuba nomtsalane kudidi lomfundi ozimisele ukuyihlawulela imfundo ephakamileyo esemgangathweni ophezulu ngoba uya kube ekholelwa ukuba iziqinisekiso eziphuma apho ziya kuvula amathuba kwihlabathi jikelele.

Sithetha nje apha eMzantsi Afrika kukho intshukumo, kumaziko abucala, yokufumana imvume, ukulingana, nokuvunywa okubhalisa izifundo ezinikezelwa kumaziko kawonkewonke. La maziko abucala akachaphazeleki kakhulu kwimizabalazo nokuqhankalaza okuthwaxa amaziko kawonkewonke nokuphazamisa umsebenzi omhle. Ezi zinto zinamandla okutsala abo bafundi besisoloko sizicingela ukuba “ngabethu”. Ukutsalela abafundi kuwo wodwa amaziko emfundo ephakamileyo kawonkewonke kuyaphela. Ndithi masizikhumbuze ngesixa esingaphezulu kwama-65% ezixhobo zezifundo eziveliswa ngaphandle kweeyunivesithi.

Ndinoluvo oluthi iyunivesithi ezifuna ukuqhubeka ziphila azinayo endle indlela yokwenza, ngaphandle kokuba zizakhe ngokutsha, ngokucinga ngekamva elitsha eliquka abathathi nxaxheba abahlukeneyo, ubunkokheli obusekelwe kubantu ngabantu, iindlela zorhwebo zamaqela asebenzisanayo, ukuzimisela ekuqhubekeni ngokukhokela ngesimo esinyulu sokuphatha imithombo yendalo

yehlabathi, ngokubaxabisa okunyanisekileyo abantu abayinxalenye yomphakathi weyunivesithi, ngokuqulunqa izifundo ezidlala indima ebomini, ngeenkqubo zohlolo eziluncedo kunye nenkcaso yabafundi eya kulungiselela abathweswe izidanga ukuba bangene kwikamva elingenasiqinisekiso lo gama belungiselelwa impumelelo kubomi obuzayo.

Elokugqibela manene namanenekazi, umbhalo ohlonitshiweyo opapashwe yi*Africa Growth Initiative* kwiziko lopapasho elaziwa ngokuba yi*Brookings Institute*, onesihloko esithi: *Foresight Africa: The top priorities for the Continent for 2019*, uchonga ukuqiniswa kolawulo olululo, xa usithi lo mbandela ngowona unqenkqeza phambili kuyo yonke eyelizwekazi lethu (*Bolstering Good Governance: the Imperative for Inclusion and Efficiency*).

Ngoku ke andidingi kunixelela ukuba uMzantsi Afrika – kwakudala – ubufudula unolona lawulo nolungiselelo olusemgangathweni ngaphezu kwawo onke amanye amazwe elizwekazi, (phofu, ubukade ubekwa kwindawo yesibini kwihlabathi liphela). Noxa kunjalo, siwa phantsi bhaxa xa kufuneka loo macebo olungiselelo asetyenzwe, kangangokuba asiveli nakwi-10 eliphambili lamazwe eAfrika abonakalisa ukukhula okunefuthe. Endaweni yoko, ubuqhophololo obugqibe lonke eli, obutyhalwa buncediswe kukuqhwalala kolawulo

loburhulumente, bulitsalele emgxobhozweni ilizwe lethu, apho kuya kuba nzima kakhulu ukuphakama ekuhambeni kwexesha – singasatsho ke kweli xesha lizayo ngokukhawulezileyo!

Ndingatsho ndithi kwiimeko ezininzi, imeko yeeyunivesithi zethu isisipili semeko yesizwe sethu. Nditsho kuba imfundo ivela njengesixhobo esiphambili esikhokelela koku kuthambeka – ngokumalunga nokufadala kolawulo, ubunkokheli obubuthathaka, ukungena ngegqudu kwepolitiki nokungakhathali, ukungaphatheki kakuhle kwemithombo eya icutheka ngendlela elusizi. Ngaphezulu, izithwalandwebethu bakholisa ukubonwa ngathi abalilungelanga ngokwaneleyo ilizwe lempangelo.

Iziqhamo zoku zibonakala ngokuba iziphumo zamazwe aseAfika angama-27 zibonakalise ukuwa kule minyaka mihlanu idluleyo. Thina siyinxalenye yelo nani kwaye sisezantsi kakhulu kwezinye iindawo xa sithelekiswa namanye amazwe. Akothusi ke ngoko ukuba omnye wemiba ephambili ekufuneka ilizwekazi lethu liwulungise kukuLawula Amatyala Nokuqinisa Imithombo: Umsebenzi Wokulinganisa O-ethe ethe ekugcineni ukukhula kwezoqoqosho. (*Managing Debt and Mobilising Resources: A delicate balance to sustain economic growth*) (ukulungelelanisa izidingo zemali netyala elikhulayo).

Esizweni sethu, sisemanyaleni xa kujongwe kwicala lolawulo lwecandelo lemfundo ephakamileyo. Bekukhe kwakho ixesha apho i-13 kuma-28 eeyunivesithi zethu libekwe phantsi kolawulo lwangaphandle. Le meko isenjalo kwezinye kanti ezinye seyikokwesibini zibekwa phantsi kolu lawulo. Ezi zibalo zisibonisa phandle imingeni esingenakuyithatha kancinci.

Iinkokheli zeeyunivesithi ke ngoko kufuneka ziqonde kakuhle, zikwazi ukulawula indawo ekudibana kuyo icandelo lokufundisa nelokulawula iinkqubo; zilawule inqwaba yabathathi nxaxheba abaza kudinga (okanye abafuna okanye abanyanzelisa) ukuba kuthethwe nabo; zilawule iimeko nemimoya egqubayo esizweni nasehlabathini jikelele; kunye nodidi nomgangatho wezifundo eziza kuqinisekisa ukuba izithwalandwe zisemgangathweni kwaye ziyifanele imeko egqubayo. Iinkokheli kufuneka zilawule, zikhokele inguqu engqongqo lo gama ziqinisekisa ukufezeka nokusebenza kakuhle kweyunivesithi ngokusebenzisa izicwangciso ezithile nezakhelo zoqoqosho ezibonakalisa ukuyiqonda kakuhle imingeni ekufanele ukuba ihlangatyezwe.

Kule meko ke, umngcipheko nokuqinisekisa zivela njengesiseko sokuhlala siphila nesokuphumelela kwethu. Ndiyavuya ke ngoko ukuqaphela imixholo yale nkqubo ixakathe lukhulu kangaka.

Ndiyathemba ukuba izithethi eziphambili, iintetho neengxoxo ziya kuvelisa umfanekiso ogqibeleleyo nokuqonda ukubaluleka komngcipheko nokuqinisekisa ekuzuzeni ubomi obude nobuqhubekayo kwiziko lethu.

Ndivumeleni ukuba ndivale ngokuningqwanelela impumelelo kule nkqubo.