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SIKATJHANSELA

EYUNIVESITHI YESEWULA AFRIKA

UKWAMUKELWA KANYE NOMQONDO WEFUNDO EPHAKEMEKO

NGEENKULUMO EZIMALUNGANA NAMANO WOBURHOLI

Disruption at the base of the pyramid – (therein) unfolds a paradox

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Mhla zi-03 kuNobayeni 2019

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- Abalingani bethu abavela kumaziko akhambisana nawethu

- Abasebenzi be-Unisa, abafundi kanye nabanye abadlalindima
- Bavakatjhi abahloniphekileko, bodade nabanakwethu

Ngiyanilotjhisa! Ekuseni namhlanjesi ngibona abantu abanengi engibaziko – namukeleke khulu, basebenzindawonye! Begodu ngibona ubuso obutjha, babantu ebengingakholwa ukuthi bazokukhuluma ngezinto ezahlukeneko kanye nokunabileko komkhakha, lowo kabanengi, kujamela *i-thin blue line* phakathi kokuthula kanye nehlangahlangano ekulu kanye nokubhirika.. Nginamukela ngezandla ezifuthumeleko nani. Ngiyathemba ukobana ukubakhona kwenu lapha, ngalesi sikhathi emnyakeni wefundo, kutjho ukuzimisela okuhlanganyelweko malungana nokubuyiswa kwehlelo le--*professional risk and assurance* endaweni efaneleko emphakathini wethu.. Sithabe khulu ngokuthi nihlanganyele nathi namhlanjesi.

Bodadwethu nabanakwethu, ngikhonjelwe bona nginikele umqondo opheleleko malungana nobujamo beFundo ePhakemeko eSewula Afrika. Nanyana kunjalo, kudingeka kutjhiwo ukobana ifundo ephakemeko eSewula Afrika ayisebenzi yodwana. Sibunjwa begodu sihlonyiswa ngelwazi ngilokho okwenzeka ephasini kanye nenarhakazini. Kanti lokho, ngokwakho kuyinto ekhanyisako.

Ifundo ephakemeko ephasini izithola ikhungethwe bunjalo kanye nomnqopho wefundo kanye nendima yeYunivesithi kuSentjhuwari yama-21. Siwutjhejile ummoya onamandla odomukako wobuzwe kanye nokuzikhakhazisa ebujameni behlalakuhle yabantu kezomnotho kanye nekezepolotiki, kanye nokukgephuka kwefundo ephakemeko ngokweengaba ezimbili senarha nesesiphande, lapha-ke ubujamo buya ngokudlala indima yokuba nomthelela onamandla.. Ubujamo sebaba yinto eqakatheke khulu kezufundo ephakemeko. Ukungena ngobunengi kwamaziko wefundo wangeqadi nangehloso yokwenza inzuzo, nangokuthengisa ngefundo emkhakheni wefundo ephakemeko sekutjhugulule indawo kanye namandla kwangangokuthi, gadesi sekubalelwa ekutheni ngaphezu kwama-65% welwazi elitjha selikhiqizwa maziko wefundo wangeqadi, okungasiwo angaphasi komkhakha wefundo yeyunivesithi. Ubunengi bamatjhuguluko, nakangasiwo woke bekaragwa ngetuthuko yethekinoloji neyedijithali. Kungaphasi kwalobu bujamo ukobana amayunivesithi kufanele aqinisekise ukobana imiphakathi, abarholi kanye nabaphathi, abasebenzi (bomkhakha wezufundo, wamaphrofetjhinali kanye nowabasekeli) kanye nabafundi bayo yoke iminyaka basusa ifundo, bafundiswe okutjha begodu bafunde ngobutjha ukobana bakghone ukubona indlelabegodu baphumelele ephasini elitjha “*new world*” elikhule labe lafika esikhathini

samaTjhuguluko we-4 wezamaBubulo, phecelezi 4th *Industrial Revolution*.

Ngenca yesikhathi esincani enginikelwe sona, angekhe ngakhuluma okunengi ngefundo ephakemeko eNarhakazini. Akhe ngikhulume nje ngento eyodwa. Inengi labantu kunarhakazi ngabaneminyaka eli-18 kanti inani labantu likhula khulu. Nasiqala iimbalo zabantu abangasebenziko eNarhakazini, laba bantu abatjha bangabona ifundo ephakemeko njengethemba labo lokugcina. Kanti asikazilungiseleli ukuqalana nalobu bujamo – lobu kubujamo obumasikizi. Kufanele senze msinyana ukubalekekela lobu bujamo. Siyinarhakazi egcwele abantu abatjha ephasini loke, kanti i-Afrika esikhathini esizako ibonakala izokuba nesithathu sinye sabantu boke nakuphela isentjhwari. Ngabe iintjhabatjhaba zabantu abatjha laba sizobafundisa bunjani begodu sizobafundisela ini – ikakhulukazi nakubudisi nasinganalo iqiniso lokuba kuzokuvuka kunjani esikhathini esizako?

Ubujamo esele ngikhulume ngabo abuvezi kwaphela isidingo esirhabileko kwaphela sokwenza irhubhululo ukulungiselela iSewula Afrika kanye neNarhakazi iintjhijilo ezikulu ezingaphambili malungana nehlahakuhle yabantu kwezomnotho kanye namatjhuguluko wezepolitiki kwezetuthuko yomnotho enabileko

kanye nomtlhago onabileko, kanye nokuqakatheka kwamatjhuguluko arhabileko, kodwana lobu bujamo begodu bukhuluma ngokulinganako ngesidingo esirhabileko senembombono yamano kanye nokuhlela ukuqinisekisa ukobana iSewula Afrika iba netuthuko esimeleleko esikhathini eside. . Mnengi umsebenzi ofanele wenziwe, ngemithombo kanye nangamandl amancani.

Eduze nekhaya, inengi lamaziko, nakangasiwo woke amaziko weFundo ePhakemeko eSewula Afrika akalukana neentjhijilo ezibudisi nezibhirizako, kufakwa phakathi amatjhuguluko aqakathekileko wobulungiswa babantu, ukutholakala kwefundo kanye ngokulinganako, kanye nokwakha ngobutjha ikharikhyulamu ephokophelele ihlelo eliqeda ubukoloni kanye neziqo ezivangeneko, kanti lokho kwenza kuhlale kunekhwalithi, begodu kwenza kobana ifundo ikhambisane nobujamo bendawo kanye nokuthuthukiswa kwesilulu selwazi le-Afrika. . Uujamo oburubhako bezokunindwa kwamakhamphasi wethu ngepolotiki sebukhozelele ubujamo obumbi kuhranglangano, efuna amaqhinga amatjha, ukuqiniswa kanye nokubekezelela malungana noburholi kanye nabaphathi.

Solo kwangomnyaka ka 2015, uburholi beYunivesithi sekhe babafanele bona buqalane nomguruguru kanye nokumotjhwa kwenani elithize lamakhamphasi, kanti ijima le-*#feesmustfall* seliphelile nakuqalwa ukufakwa ihlelo lefundo engabhadelwako

kubafundi abanengi, njengoba kuyinto evamisileko, kanengi lokha imiphakathi nayingaphasi kwetjhuguluko, ababambisani bethu kwanjesi sebaqalene neendingo ezibudisi, kanti lokhu nakho kufanele kulawulwe.

Njengoburholi beyunivesithi, nathi kufanele siqale iintjhijilo ezibhirizako eziphenjelelwa ziinqhema ezinengi ezahlukahlukeneko nanyana “*ababambisani*” abaneenkareko kanengi zepolotiki kunalezo zobujamo obuliqiniso. Kudingeka bona kuthathwe iinqunto ezibudisi malungana nokusimeleliswa kweziko ngaphasi kobujamo baleziintjhijilo.. Emkhumbulweni wethu kufanele siqabange ukobana njengombana amayunivesithi ayakhonjelwa bonyana afeze iindingo zababambisani, lokhu kufezwa kweendingo kufanele kwenziwe ngaphasi komsebenzi wokuthembeka okuyinto uMkhandlu kanye nesiGungu, kufanele zibe batjhotjhozeli bomsebenzi kanye nabatjhotjhozeli bemigomo yokuziphatha kwemithombo yethu emaziko. Imigomo yokuziphatha kuhle kwezeemali kufanele ilandelwe, ngitjho nanyana lokho kungabonakala kubuhlungu, ukuqinisekisa ukuthi kukhona ukubulungwa kwamaziko abulungelwe iinzukulwana ezizako. Sithanda ukunamathela izenzo zokunzinzisa izinto. Kanti-ke, kulapho ubungozi kanye nemigomo yokuziphatha ingena khona (*this is where risk and governance play such an important role*). Ngabe lokhu kusebenza kufika kuphi, begodu ngabe

ama-HEs wamaSewula Afrika aphumelele kangangani ekuvumbululeni iingozi ezingenzeka begodu athethe maphi amano afaneleko wokuphungula lobu bungozi esumini leminyaka elidlulileko? Bengingavele ngiraye ukobana akhange sisebenze kuhle, ikakhulukazi malungana nobujamo obumbi kulomkhakha.. Ngabe bangaki ababona iintjhijilo lezi ngaphambilini? Ngabe kuhle kangangani ukubona ingozi ngaphambili ebujameni lobu emazikweni wefundo ephezulu?

Iqiniso elisemtarini kukuthi ngalesi sikhathi, eSewula Afrika, kanti umuntu uba nokusola kezinye iinarha amayunivesithi aya ngokuya aba ziinkhungo zokusiza abantu ngezenzelwa zombuso, amayunivesithi abaziinsetjenziswa njengeemqabelamibani esasingathekiso, iinqabelamibani ezingakhandela amandla kanye nokusilingeka kwabantu abatjha nabasikazi nabaduna abavele bakhiphele ukusilingeka kwabo kuso, ngendlela ebhirizako, kurhulumende wabo.. Singaphasi kobujamo obuqokemeko obugandelelako begodu obuqeda amandla. Abambisani beYunivesithi bazakuhlala bazilungiselela begodu bathukiwe, kanti lokhu kwenza bona kube kuhle ukukhombisa ukukhula nokuba nebonelophambili ekuvumbululeni ubungozi nokubuphungula ngaphambili, kanti ngakelinye ihlangothi siqinisekise ukobana siqala khulu umsebenzi wethu oqakathekileko – wokufundisa, wokufunda,

wokurhubhulula kanye namaqhinga amatjha kanye nokuzibandakanya komphakathi.

Amatjhuguluko wagadesi womphakathi kanye neentjhijilo kufuna iinsombululo zefundo ephakemeko ezisebenza kunanyana kibuphi ubujamo, ezihlangeneko begodu nezisebenza ebujaameni boke kanti begodu azikafaneli bona zingavumeli kwaphela ezinye iimfundo nokubandakanya izakhiwo zamaphrofetjhinali, amabhizinisi kanye namabubulo ekuthuthukisweni kwesifundo kanye nendlela yokufundisa, kodwana kufanele godu zifake ihlelo elivulekileko emahlelweni ahlukehlukeneko wokusekela abafundi, ihlelo lokuhlola kanye neziqo ezidingekako ukobana zihlangabezane neemfuneko ezahlukeneko zabantu kanye nalokho okulindelwe kubafundi.. Kunezinga elikhulako ehlelweni lokuTjheja Qangi iFundo yangaPhambili (*Recognition of Prior Learning*) njengendlela yokufaka abafundi abanengi abanelwazi kodwana abanganaziqu kusistimu, kanye nokwamukela ukuthi kufanele banikelwe amathuba wokuthuthukiswa kwamakghonofundwa wabafundi abakhulileko njengendlela yokuqinisekisa ukuthi bahlale baqatjheka ephasini elitjhugulukako lemisebenzi. Ngaphezu kwalokho, amaziko wefundo ephakemeko kufanele avulekele ukuhlelwa ngobutjha (*including administrative*) ukuqinisekisa ukobana anelise iindingo begodu asebenze lula, okuzizinto ezifunekako ukukhambisana neendingo.

Lokhu khulukhulu kuliqiniso nasiqala ubujamo bagadesi bephasi bokungalingani kezehlalakhule yesitjhaba kezomnotho kanye neenkhalazokutjhiyana ngomtlhago.

Lokhu kuzokufuna indlela ehlukekileko yoburholi; uburholi obuzwisisa kwamambala begodu obukghona ukurarulula ubudisi kanye negandelelo elethwa bujamo obukhona, kufuneka uburholi obungaphezu komsebenzi ojwayelekileko, kanti lokhu kufaka okulandelako, kodwana akupheleli:

- kumthintela wamandla wezehlalakhule yabantu kezomnotho nezepolotiki ephasini, ezwenikazi kanye nezweni malungana nemisebenzi yezefundo kanye negunya elinikelwa iziko.
- emphakathini okhula njalo wabadlalindima kanye nababambisani iinkareko zawo zingaphikisana nalezo zeyunivesithi, ngendlela ebalulekileko.
- ekunikeleni ifundo efaneleko neyekhwalithi, okuyifundo ezokuqinisekisa bona abafundi abaqedileko bakwazi ukukhamsana neendingo zakusasa.

Uburholi obunjengalobu budinga bona buragwe ngokususa izinto eziqabelo amatjhuguluko begodu kutjhugululwe nomkhumbulo, kube nabasebenzi abasebenza kuhle begodu yeziko elisebenza lula begodu msinyana, ngendlela ehle nefaneleko..

Okuqakathekileko ekuphumeleleni kilokhu, kukutjala ifundo. Kukulungisa ibhoduluko elifaneleko lokuraga umsebenzi oqakathekileko weyunivesithi, okumsebenzi wokufundisa nokufunda, ukurhubhulula kanye namaqhinga amatjha kanye nokubandakanya umphakathi, leli bhoduluko elifaneleko lizokuqakatheka khulu ekubambeni abasebenzi bona bangakhambi, okubasebenzi abazokuqinisekisa bona beza umsebenzi oyikhwalithi kanye nezenzelwa zekhwalthi. Amatjhuguluko emphakathini, okulindelwe ebafundini kanye netuthuko kuthekinoloji yedijithali (*including social media*) kuzizinto ezitjhugulula indlela esifundisa ngayo abafundi nangendlela abafundi bafunda ngayo kanti banikela isizathu sokubuyekeza iindlela zobutitjhere nokufundisa. Leli thuba lisetjenziswa linani elikhulako lamayunivesithi wombuso nawangeqadi, lokha nakakha ifundo eyikhwalithi azoyinikela nekhambisana neendingo zabafundi obujameni bamatjhuguluko arhabileko we- 4IR. Amayunivesithi kanye namaziko amanengi wombuso nawangeqadi (*globally, continentally and nationally*) sele athomile ukufundisa iimfundo ezifanele abafundi, okuziimfundo neziqo eziqinisekiswa ngokwekhwalithi, ngokwamazinga woqophelo eliphezulu. La maziko anikela umsebenzi omuhle khulu begodu nesekele elifaneleko ngenca yenani eliphasi labafundi abatlolisako. La maziko azakuthoma ukudosa ihlobo labafundi abazimisele

ukubhadelela leli hlobo lefundo yeziko eliphakemeko, njengombana bakholwa ukobana iziqu zalawa maziko azakufunwa liphasi loke.

Gadesi, sele kunemizamo ekhona eSewula Afrika yamaziko wangeqadi azokunikelwa imvumo, elinganako begodu yeemfundo ezigunyazwa ukufundiswa, okuziimfundo ezifundiswa maziko wombuso. Ngaphezu kwalokho, amaziko kanye neenhlango zangeqadi kanengi akathintwa mitjhagalo kanye nemirhwando yamaziko wefundo ephezulu wombuso, kanti lokho kungaqeda amandla begodu kukhinyabeza umsebenzi. . Le mithintela inekghonakalo lokusiqotjhela abafundi bethu begodu nabafundi ebebathi bazokungena kithi, okubafundi ebesele sizitjela bona ngebethu. Ubumnandi ebegade sibuthabela bokulawula sodwa njengamaziko wefundo ephakemeko sebuthoma ukuphela. Kanti ngithanda ukobana sizikhumbuze nge-65% nangaphezulu, yeentlabagelo zokufunda ezikhizwa ngaphandle komkhakha wamayunivesithi.

Nginombono wokuthi amayunivesithi afisa ukuhlala asimelele ngasosoke isikhathi akanabuyo ngaphandle kokuzakha ngobutjha ngokuthi abe nomqondo wokuqabangela iindingo zabafundi zakusasa, lokho okufaka ababambisani abanengi, ngokunabileko uburholi kanye nabaphathi abuzibandakanyako, amamodeli

asebenzisanako webhizinisi, ukuzimisela kwamambala ekusimeleliseni ngokusebenzisa ubutjhotjhozeli beziko kanye nemithombo etholakala ephasini, ukuthokoza khulu umphakathi weyunivesithi, kanye nefundo yekhwalithi efaneleko, imigomo yokuhlola kanye nesekele labafundi elizokulungiselela amagrajuweyithi ukobana bakwazi ukuqalana nekusasa elihlala litjhuguluka njalo begodu nokwendlala isisekelo sekusasa eliqhakazileko..

Nangiphethako, bodade nabanakwethu, ihlelo le--*Africa Growth Initiative* ku-Brookings Institute publication, lesihloko esithi: *Foresight Africa: The top priorities for the Continent for 2019*, identifies *Bolstering Good Governance: the Imperative for Inclusion and Efficiency*, as the number one priority for our Continent.

Kwanjesi, anginaso isidingo sokukutjela ukobana njengombana iSewula Afrika – ngokwejwayelo – sekhe yaba nemodeli ethuthuke khulu yemigomo yokuziphatha kanye nothangalasisekelo eZwenikazi (eqinisweni, esikhathini esidlulileko, beyihlala ibekwa ebujameni besibili ephasini), naziza ekusebenziseni lemigomo kanye nekwenzeni lemigomo, gadesi sesibhalelwa khulu, sekufike lapho singasakwazi ngitjho nokubonakala erhelweni lamazwe wokuthoma ali-10 (*top 10*) we-Afrika akhombisa ukuhluma okuhle. Kunalokho,

ubumbi bobukhohlakali, buphenjelelwa begodu kuqedwa kuhluleka kulandela imigomo yokuziphatha kuhle, lobu bukhohlakali sebungenelele khulu enarheni yekhethu, kanti ukusuka lapho kuzoba budisi khulu ukubuyela esigeni esikhathini eside – yeke asikhohlwe nje ukubuyisela esigeni esikhathi esifitjhani!

Bengithanda ukuhlatjwa nabengingathi, esikhathini esinengi, ubujamo bamayunivesithi wethu akhombisa ubujamo besitjhaba. Lokhu ngikutjho ngombana ifundo ibonakala njengesika edlala indima eqakathekileko ekwehliseni izinga – malungana nemigomo yokuziphatha, uburholi obehlulekako, ukungenelela ngokwepolotiki kanye nokungafuni ukusebenzisa amandla wepolotiki, kanti nokungaphathwa kuhle kweemali zemithombo efako. Okumbi khulu, amagrajuweyithi wethu kanengi athathwa njengabafundi abangakalungiselelwa ngokwaneleko ukwenza umsebenzi.

Imiphumela yalokhu iyabonakala ebujameni lapho izinga lefundo emazweni ama-27 we-Afrika likhombisa ukwehla eminyakeni emihlanu edlulileko. Siphakathi kwalawa mazwe abaliweko kanti sisenzasi erhelweni laawo mazwe ama-27. Yeke-ke, akurari ukuthi into yesibili okufanele iqalwe ntangi negandelelako eZwenikazi lethu ku- *Managing Debt and Mobilising Resources: A delicate balance to*

sustain economic growth (reconciling financing needs and rising debt.)

Ezweni loke, singaphakathi kwedaka naziza emigomeni yokuziphatha kwamaziko wefundo ephakemeko. Kwakhe kwaba nesikhathi lapho i-13 yamayunivesithi kilawo ama-28 awoke, ayengaphasi kweenkolodo, nanyana kugadesi angaphasi kweenkolodo (kanti amanye wawo angaphasi kweenkolodo ihlandla lesibili). Leziimbalo zikhuluma ngqo ngeentjhijilo engekhe saziphayela ngeqadi.

Uburholi beYunivesithi yeke kufanele buzwise itjhebiswano phakathi komkhakha wezefundo nowezokuphatha bebukwazi ukulandela leli tjhebiswano ngokuzethemba, buzwise inengi lababambisani kanye nabadlalindima abazokudinga (*or want or demand*) kobana buthintwe bebubandakanywe eenkulumiswaneni; buzwise iinkambiso kanye nobujamo obujayelekileko; kanye nehlobo nekhwalithi yokufundisa ezokuqinisekisa kobana amagrajuweyithi wabo anefundo yeqophelo eliphezulu nekhambisana neendingo zabafundi. Abarholi bazakufanele bona bakwazi bebarhole ihlelo lamatjhuguluko arhabileko kanti begodu likhombise umsebenzi omuhle nokusebenza kuhle khulu kweyunivesithi ngokusebenzisa amamodeli webhizinisi (namaziko)

lawo akhombisa umsebenzi omuhle khulu okhombisa kuhle khulu iintjhihilo okufanele ziqedwe.

Kilobu bujamo, ikghono lokubona ubungozi kanye nokuqinisekiswa komsebenzi kusebenza njengesisekelo emsebenzini wokusimelelisa nekuhlumiseni ibhizinisi. Ngakho-ke, ngithabe khulu lokha nabengitjheja ubukhulu bale phrogremu, kanti ngiyathemba kobana amaphuzu azwakalako, imisebenzi eyethulwako kanye nemikhulumiswano kuzokuletha isithombe esihle kanye nokuzwisisa ukuqakatheka kokubona ingozi nokuqinisekisa umsebenzi omuhle ekufikeleleni umnqopho weziko eliphile kuhle nelisimeleleko.

Ngivumele bona ngiphethe ngokunifisela okuhle kuphrogremu yoke.