

NJINGALWATI MANDLA MAKHANYA, THISHELANHLOKO

NASEKELAMSHANSELA

ENYUVESI YASENINGIZIMU AFRIKA

KWEMUKELA KANYE NESIMO SEMFUNDVO LEPHAKEME

ENINGIZIMU AFRIKA

TINKHULUMISWANO TEBUHOLI LOBUCOTFO EMFUNDVWENI

LEPHAKEME

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

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03 Ingongoni 2019

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- I-Unisa Male Voices
- Balingani labaphuma etikhungweni temfundvo tetfu
- Sitafu sase-Unisa, bafundzi nebahlanganyeli
- Bavakashi labahloniphekile, bomake nabobabe

Ngibanibingelela! Ngibona buso lobunyenti lobetayelekile namuhla namuhla - nemukelekile kakhulu, balingani bami! Ngibona nalobunye

buso lobusha lobunyenti, lengetsemba kwekutsi busho lokwehlukahlukana kanye nebubanti bemkhakha, kulabanyenti lomele *i-thin blue line* lophakatsi kwekusimama kanye nekubhidlika. Nani ngiyanemukela ngalengkulu inhlonipho. Ngiyatsemba kwekutsi kuba khona kwenu lapha, kulesikhatsi sekuphela kwemnyaka wetifundvo tetfu, kusho kutibophelela kwenu ekuvuselelweni kwebungoti kwebucwepheshe nekuciniseka endzaweni yabo emphakatsini wetfu. Kuyasitfokotisa kuba khona kwenu namuhla lapha.

Bomake nabobabe, ngicelwe kwekutsi nginikeke simokubonakala lesiphelele ngeMfundvo Lephakeme eNingizimu Afrika. Nanobe kunjalo, kumele kuphawulwe kwekutsi imfundvo lephakeme yaseNingizimu Afrika ayisebenti iyodvwa. Sibunjwa futsi satiswe nguloku lokwentekako emhlabeni jikelele nalapha kulelivekati. Futsi loko, ngekwako kuyintfo lesivula tingcondvo kulesikhatsi samanje.

Imfundvo lephakeme emhlabeni jikelele ititfola ibandzakanyeke ngeluhlobo nangenjongo yemfundvo kanye nendzima yeNyuvesi kuloMnyakalikhulu wema-21. Siyakuvuma lokuba khona kwe-*nationalism* kanye ne-*populism* emikhakheni yetenhlalomnotfo neyetepolitiki, nekuhlanguka lokwehlukene kwemfundvo lephakeme yibe tinkhonkhwane tavelonkhe netetigodzi, lapho khona ingcikitsi

idlala indzima lenkhulu ekukhutsateni. Ingcikitsi seyibe licinisa cobo lekuniketwa kwemfundvo lephakeme. Kungena ngebunyenti kwemfundvo lephakeme yangasese neyenzuzo, baphakeli bekuhweba emkhakheni wemfundvo lephakeme yemvelo kugucule lenkhundla nekulingana kwemandla ngendlela yekutsi nyalo kulinganiswa kutsi ngetulu kwemaphesenti langema-65 elwati lolusha lukhicitwa ngaphandle kwemkhakha wenyuvezi yemvelo. Lengucuko, nangabe kungesiyo yonkhe beyiholwa kukhula kwetheknoloji kanye nedijithali. Kulapha kulesimondzawo lapho khona emanyuvesi kumele acinisekise kutsi imiphakatsi, baholi nemaphatsi, sitafu (sebafundzisi, sabocwepheshe nesebaphatsi) kanye nebafundzi bayo yonkhe iminyaka bakhipha labakufundzile, baphindze bafundze futsi bafundze kabusha kute kutsi bakhone kuzula futsi baphumelele "emhlabeni lomusha" losewube khona ngaloku lokubitwa nge-*4th Industrial Revolution*.

Ngenca yesikhatsi, angeke ngiphawule kakhulu ngemfundvo lephakeme kuleLivekati. Wotsi ngente sibonele sinye. Bukhulu besibalokhatsi selinanibantfu Lelivekati yiminyaka lengu-18 kuphela futsi lelinani liyandza. Ngenca yetibalo talabangasebenti kulelivekati, labantfu labancane bangasabona imfundvo lephakeme njengesitakulo sabo kuphela. Lena yintfo lesingakayilungiseleli - yibhomu lengadubuka nobe kunini. Kumele sinyakate ngalokukhulu

kushesha. Silivekati lelincane emhlabeni, futsi i-Afrika icatjangwa kwekutsi icuketse kuphela kunye kulokutsatfu kwelinanibantfu lemhlaba ngasekujikeni kwemnyakalikhulu. Sitawutifundzisa letigidzigidzi tebantfu labasha futsi yini lesitawubafundzisa yona - ikakhulukati ngobe kumetima kakhulu kucagela likusasa?

Lengcikitsi lengicedza kuyiniketa ayikhombisi kuphela sidzingo lesiphutfumako sekwenta luphenyo kulungiselela iNingizimu Afrika kanye neLivekati ngaletincabhayi letikhulu letisilindzile macondzana netenhlalomnotfo nangemitselela yetemnotfo yekukhula lokukhulu kanye nebuphuya lobukhulu, kanye netidzingo tetfu letiphoccelekile tetingucuko letikhulu, kodvwa iphindze ikhulume ngalesidzingo lesiphutfumako sekuhlela ngekuhlakanipha kucinisekisa kusimama kweNingizimu (Afrika) sikhatsi lesidze. Kusobala kutsi kunemsebenti lomnyenti lekumele wentiwe, ngemitfombolusito nangemakhono lamancane.

Lapha ekhaya, tikhungo temfundvo lephakeme letinyenti nakungesito tonkhe eNingizimu Afrika tilwa naletincabhayi letitinkimbonkimbo futsi letiphatamisako, kufaka ekhatsi loluntjintjo lolusisekelo lwebulungisa betenhlalakahle, kufinyeleleka kanye nekulingana, kanye nekuhlelwa kabusha kwetimfundvo ngaseluhleleni lolukhishwe imfundvo yebatfumbi kanye

nenhlanganisela yeticu legcina ikhwalithi ngalesikhatsi icinisekisa kubaluleka kwengcikitsi kanye nekutfufukiswa kwenganono yelwati lwetfu lwase-Afrika. Lokungenelela ngemandla kwetepolitiki emakhampasini kwengele letinye tincabhayi, letidzinga likhono lekucamba, lelicinile futsi lelinemfutfo nakuyiwa kubuholi nasekuphatseni.

Kusukela nga-2015, buholi bemaNyuvesi bebukene neludlame nekulinyatwa kumakhampasi lamanyenti, futsi nanobe lefenominoni ye- *#feesmustfall* seyishabalele ngekungeniswa kwemfundvo yamahhala kulabanyenti, njengobe-ke kunjalo nangabe imiphakatsi iba netingucuko letitinkimbonkimbo, bahlanganyeli betfu nyalo sebabuke kulamadimandi langakateyeleki, futsi naloku kumele kuphatfwe ngendlela lefanele.

Njengebaholi bemaNyuvesi, natsi kumele sibukane netincabhayi letineludlame letiholwa ngemacembu lahlukahlukene lamanyenti nobe “bahlanganyeli” laba timfuno tabo ticondzene netepolitiki kunekutetsemba. Kudzingeka kwekutsi kutsatfwe tincumo letimatima ngetinhloso tekusimama kwetikhungo engcikitsini yaletincabhayi. Kumele kukhunjulwe kwekutsi nanobe emanyuvesi abitwa kwekutsi aphenhvule kubahlanganyeli, kuphendvula lokunjalo kumele kwentiwe ngesibopho sekucinisekisa kutsi Umkhandlu kanye

nesigungu lesiphetse, babe ngebaholi labatibophelele futsi labaphatsa kahle imitfombolusito yetikhungo tetfu. Kwetsembeka ngasetimalini kumele kwentiwe njalo, nanobe loku kuletsa kukhatsateka, kute kucinisekiswe kutsi kunekulondvolotwa kwesikhungo kutitukulwane letitako. Sivame kutitfola sesinkingeni yekufuna kujabulisa tinhlangotsi letitsite. Kodvwa *loku kulapho khona bungoti nekuphatsa kudlala indzima lesemcoka.* Kukangakanani, futsi tiphumelele ngakanani tikhungo temfundvo lephakeme taseNingizimu Afrika kubona tingoti kanye nekusebentisa emasu ekunciphisa lafanele kulomnyakalishumi londlulile? Ngingacagela kwekutsi asikasebent kahle, ikakhulukati ngekungabi nekusimama kulomkhakha. Bangaki lababone letincabhayi? Ngabe besingakubona loku? Ngabe kubona bungoti kuhleleke kahle ngakanani engcikitsini yemfundvo lephakeme?

Licinisa nyalo kutsi, eNingizimu Afrika, futsi ngiyacabanga nakulamanye emave, emanyuvesi sekasetjentiswa njengetinsita tetenhlalakahle tembuso, ngekuteyetisa njengetinsaba tekubasa umlilo letimunca emandla kanye nentfukutselo yebantfu labasha lababonisa kukhatsateka kwabo ngendlela lelimatako kubohulumende babo. Sisesimeni lesingatsandzeki, lesiphulana umoya nalesicedzana emandla. Bahlanganyeli bemanuyvesi batawuhlala bahlanganisa futsi bavusa umsinga, futsi ngako-ke

kuyintfo lenhle kusebentisa ingcondvo nekucaphela ekuboneni bungoti nasekunciphiseni ngalesikhatsi kucinisekiswa kutsi sibuka kakhulu ibhizinisi yetfu lengumnyombo - kufundzisa, kufundza, kuphenya nekucamba kanye nekubandzakanya ummango.

Tincabhayi tasemimangweni tanyalo tidzingo tisombululo temfundvo lephakeme letitebhetelako, letihlanganisiwe futsi letifaka konkhe futsi letifaka timfundvo letihambisanako kanye nekubandzakanya imitimba yabucwepheshe, emabhizinisi nemboni ekutfutfukiseni kwe-courseware nemkhuba wekufundzisa, kodvwa nekulela tindlela letahlukene tekwesekela bafundzi, kuhlola kanye nekucinisekisa kute kulangabetwane netidzingo temmango letahlukene netimfuno tebafundzi. Kunekugcizelela lokukhulako ngeKwemukelwa Kwekufundza Kwangaphambilini njengendlela yekuheha bafundzi labanesipiliyoni lesikhulu eluhlelweni nanobe bangakacinisekiswa, nekuvuma kwekutsi kumele kubukwe kakhulu ekuniketeni emakhono kubafundzi labasebavutsiwe njengendlela yekucinisekisa kucashwa ekunjintjweni kwemhlaba wemsebenti. Lokunye, tikhungo temfundvo lephakeme kumele tilwemukele loluntjintjo lolusisekelo (kufaka ekhaya umsebenti wekuphatsa) kucinisekisa kuphendvula nekukhalipha lokudzingekile kuchubeka ngekubaluleka. Loku kulicinisa engcikitsini yemhlaba wonkhe yemagebe ekungalingani kutenhlalomnotfo nangebuphuya.

Loku kutawudzinga luhlobo lwebuholo lobehlukile; lobu lobuvisisa kakhulu futsi lobukhonako kulawula lobumphicimphici kanye naletincindzetelo tengcikitsi levamile, lendlulela ngetulu kulena bebabukene nayo ngekwemvelo, futsi lefaka ekhatsi:

- umtselela wenhlalomnotfo kanye nemitselela yetepolitiki emhlabeni jikelele, kulivekati naseveni kumisebenti yekufundzisa neyekuphatsa kanye nasegunyeni lesikhungo
- ummango lokhulako webandlalindzima kanye nebahlanganyeli laba timfuno tabo letingaba kuncintisana naleti tenyuvesi, futsi letetfula
- kwetfula indlela yekufundzisa lefanele futsi leyikhwalthi letawucinisekisa kubaluleka kwetifundziswa esikhatsini lesitako

Buholi lobuholi butawudzinga kuvisisa kwenetseteka ngekuphangisiswa kweluntjintjo kanye nekuhola kuguculwa kwemicabango lokuyintfo ledzingekile kubasebenti labatawusebenta ngemphumelelo nesikhungo lesikhaliphile futsi lesinelikhono.

Loku kungaphunyelelwa ngekutsi kuiswe emfundvweni. Simondzawo lesihle sekwenta ibhizimisi lengumnyomnbo yenyuvesi, leyikufundzisa nekufundza, kuphenya nekucamba kanye nekubandzakanya ummango, sitawubaluleka kakhulu ekugcineni

sitafu lesinelikhono lesitawucinisekisa kufundzisa lokuyikhwalithi kanye nemsebenti loyikhwalithi. Tingucuko emphakatsini, tifiso tebafundzi kanye nekukhula kwetheknoloji yedijithali (kufaka ekhatsi i-social media) kugucula indlela lesifundzisa ngako nekutsi bafundzi bafundza njani futsi kugcugcutela kuhlelwa kabusha kufundzisa netindlela tekufundzisa. Letingucuko tisetjentiswa sibalo lesikhulako semanyuvesi esive newangasese, latihlelelwa ngekwayo ikhwalithi, tifundvo letifanele tidzingo tebafundzi ngengcikitsi yeluntjintjo lolusheshako nange-4IR. Emanyuvesi nemitimba yesive neyangasese lemanyenti (emhlabeni jikelele, kulivekati naseveni) acalise kuniketa lindlanzana lemikhakha yekufundza yemakhozi nemadigri lacinisekise ikhwalithi futsi lagunyatiwe, ngemanani lancintisanako. Aniketa lusito umsebenti nelusito loluphambili ngesizatfu sekutsi abhalise bafundzi labancane. Letikhungo titawucala kuheha licembu lebafundzi lelikulungele kubhadalela loluhlobo lwemfundvo lephakeme, njengobe batsemba kwekutsi leticu taletikhungo titawucala kuba neligalelo emhlabeni wonkhe.

Kwanyalo, kunetinyatselo lesetitsetfwe etikhungweni tangasese eNingizimu Afrika tekutfola imvumo, kulingana nekugunyatwa kwemakhozi laniketwa nguletikhungo tesive. Ngetulu kwaloko, tikhungo nemitimba yangasese ayinayo imibhikisho lelangabetana netikhungo temfundvo lephakeme tesive letivame kwenta

umonakalo lomkhulu futsi letiphathamisa imisebenti. Letimbangela leti tinelikhono lekubalekisa labafundzi kanye nalabo lebebatawuba ngebafundzi laba ngaphambilini besititjela kwekutsi “betfu”. Lokujangaza kwangaphambilini kwetikhungo temfundvo lephakeme tesive sekuyaphela nyalo. Futsi asikhumbule kutsi ngetulu kwa 65% wetinsitakufundza tikhicitwa ngephandle kwemanyuvesi.

Nginembono wekutsi emanyuvesi lafisa kuchubeka ngekusimama akanayo lenye indlela ngaphandle kwekutivuselela kabusha ngemcondvo logcile kulikusasa lofaka ekhatsi bahlanganyeli labanyenti, baholi nebaphatsi labahlanganyela kabanti, tindlela tebhizinisi letisebentisanako, kutibonelelo lokusisekelo ekusimameni ngekuphatfwa lokucotfo kwemitfombolusito yetikhungo neyepulanethi, kubongwa mbamba kwebantfu labayincenye yemango wenyuvesi, kanye nekhwalithi, ne-courseware lefanele, imikhuba yekuhlola kanye nekwesekelwa kwebafundzi lokutawulungiselela tifundziswa kulikusasa lelingenasiciniseko kanye nekuniketa sisekelo sekundlondlobala esikhatsini lesitako.

Ekuphetseni, bomake nabobabe, Umklamo Wekutfutfuka e-Afrika lohloniphekile kumshicilelo waseBrookings Institute, losihloko sawo sitsi: *Foresight Africa: The top priorities for the Continent for 2019*,

wemukela *Kwesekela Kuphatsa Lokuhle: the Imperative for Inclusion and Efficiency, njengesidzingo lesiphambili seLivekati letfu.*

Nyalo, anginaso sidzingo sekukutjela kwekutsi nanobe iNingizimu Afrika – ngekwemvelo – inendlela nensitancanti yekuphatsa lephambili kakhulu kuLivekati (ngelicinisa, kudzala, beyivame kuba yesibili emhlabeni), nakuyiwa ngasekuyiphumelelisi nasekuyisebentiseni, siyehluleka kakhulu, ngendlela yekutsi asingeni naseluhlwini *Iwalangu-10* lweMave ase-Afrika lakhombisa kukhula lokunemphilo. Lokungenani, lolusizi lwenkhohlakalo, loluholwa futsi lolubhebhetseliswa kwehluleka kwahulumende, lufake live letfu elubishini ngendlela yekutsi kutawuba matima kubuyela esimeni esikhatsini lesidze – khohlwa nge- *short-to-medium term!*

Ngitawugaluja ngitsi, etikhatsini letinyenti, simo semanyuvesi etfu sikhombisa simo selive letfu. Ngisho loku ngobe imfundvo ingena njengemnikeli losemcoka kulokwehla – ngekwekuhluleka kwengamela, buholi lobubi, kungenelela kwetepolitiki kanye nekweswelakala kwelusito lwetepolitiki, kanye nekuphatfwa kwetetimali lokungakeneli nekuncipha kwemitfombolusito. Lokubi kakhulu, tifundziswa tetfu tivame kutsatfwa njengaletingakakulungeli ngalokwenele kusebenta.

Lemitselela iyabonakala ngekutsi emaphuzu emfundvo yemave ase-Afrika langu-27 akhombise kwehla kakhulu eminyakeni lesihlanu lendlulile. Natsi sikhona kulenombolo futsi sitfolakala ekugcineni kuletinye taletilinganiso. Ngako-ke, akumangalisi kwekutsi sidzingo lesikhulu sesibili seLivekati letfu ngulesi *Sekuphatsa Sikwelede neKuhlanganisa Imitfombolusito: silinganiso lesincelencele sekusimamisa kutfutfuka kwemnotfo* (kuhlanganisa tidzingo tetetimali nesikwelede lesikhulako)

Eveni lonkhe, asibalwa nangabe kukhulunywa ngekuphatfwa kwemkhakha wemfundvo lephakeme. Kwakunesikhatsi lapho emanyuvesi etfu langu-13 kulangu-28 bekangaphasi kwemlondvolo, nobe asengaphasi kwemlondvoloti (lamanye kwesibili). Letibalobalo tikhuluma ngco ngetincabhayi lesibukene nato.

Ngako-ke, buholi bemanuyvesi kumele buvisise futsi bukhone kubukana ngekutetsemba naletincabhayi tekufundzisa nekuphatsa; bahlanganyeli nebadlalindzima labatawudzina nobe labatawufuna kutsintfwa nekubandzakanywa; imikhuba netingcikitsi tavelonkhe netemhlaba; kanye neluhlobo nekwalithi yekufundzisa letawucinisekisa kuncintisana nekubaluleka kwetifundziswa tabo. Baholi kumele baphatse futsi bahole luhlelobusha loludzingekile ngalesikhatsi bacinisekisa kusebenta ngemphumelelo nangelikhono

kwenyuvesi ngetindlela tebhizinisi letikhombisa kwemukela tincabhayi lekumele kubukwane nato.

Ngalesingcikitsi, bungoti nekucinisekisa kufika ngekwako njengesisekelo sekusimama kwetfu nekundlondlobala kwetfu. Ngako-ke ngiyajabula kutsi ngiwubonile umgamu waloluhlelo loluminyene kakhulu, futsi ngiyetsemba kwekutsi emavi lasemcoka, tetfulo kanye netinkhulumiswano kutawuholela esitfombeni lesakhako nekuvisisa kubaluleka kwebungoti nekucinisekisa ekutfoleni imphilo yesikhungo yesikhatsi lesidze kanye nekusimama.

Ngivumeleni ngekuphetsa ngekunifisela lokuhle kulo lonkhe loluhlelo.