

Message from the Principal



Speech made during the Signing Ceremony between South African Airways Technical (SAAT) and Ekurhuleni West College (EWC) on 30 June 2011

The Honourable Minister of Higher Education and Training, Dr Blade Nzimande; the Honourable Minister of Public Enterprise, Malusi Gigaba; the Deputy Minister of Public Enterprise, Mr Ben Martins; the Chairperson of South African Airways Board, Ms Cheryl Carolus, and other Board members; the Chairperson of South African Airways Technical; Mr Teddy Daka; the Chairperson of the EWC Council, Mr Thembanani Bukula, and other Council members; Group CEO of South African Airways, Ms Siza Mzimela; the CEO of South African Airways Technical, Mr Muza Zwane; the Acting Director General of Department of Higher Education and Training, Mr Qwebs Qonde; Colleagues from DHET, GDE and EWC and other invited guests; Members of the Media; Ladies and Gentlemen.

As we come to the end of the programme, serious work has to start and we dare not fail for history to judge us fairly. I also wish to make the Minister aware that Ekurhuleni West College has contributed greatly to Denel Aviation through Kempton Campus.

As we reflect back to the road we have travelled with SAAT as a College Community, I am humbled. Allow me to pick up two people, in particular, and please not to mean any harm – Nomazwe Nzima and Teboho Maduna – these two people have been a driving force to see to it that they steer us in the right direction. They never lost hope and pushed aside every obstacle that was on the way. Today I say to them please feel valued – your efforts have paid and not only you but the country as a whole.

Today we celebrate and put in a commitment which is through hard work and effort. The beauty about this degree of effort is that we had a total responsibility of what to do and how to do it or how to respond to the harsh reality of life. Having that total responsibility – we had the ability and the power to make it better. I believe we took a conscience choice even if the road might have been different and pushed people away out of their comfort zones. It is a choice nonetheless. We chose to shut off our minds to the idea that it is difficult and impossible and became open to the idea that we are responsible to change lives of young South Africans and contribute meaning

fully to the economy of our beautiful country – as a result we are not stuck in the confusion.

To many of us, Thomas Edison was a genius. His life and work embodied the genius in many enduring success. What is good about him was his understanding of the need to continue and stay **one step ahead** of the game. Despite difficulties and obstacles, Edison remained single-minded steadfast in his pursuit of goals. He personified perseverance and redefined it as – **'the capacity to stand up again and again after every fall and move forward'**.

Edison once, said, "I have not failed 700 times. I have succeeded in proving that those 700 ways will not work. When I have eliminated the ways that will not work, I have found the way that will".

Ladies and Gentlemen, EWC has established a place for herself in the business landscape. Despite the many restrictions and limitations we are growing both in physical size and quality.

To South African Airways, I wish to assure you that we are both writing history as this kind of partnership is World Class. We are proud to be associated with you. Allow me to repeat the words of our former President Nelson Mandela, congratulating the US President Barack Obama, said among other things "... **Your victory has demonstrated that no person anywhere in the World should not dare to dream of wanting to change the World for a better place**". This is so true of us.

We may not see and enjoy all the fruits of our efforts today, but allow me to use the words of John Maxwell to declare the legacy of success, based on our collective efforts, to the next generation of leaders coming after us:

'The growth and development of people is the highest calling of leadership' and 'true success comes only when every generation continues to develop the next generation'.

Let us build a ceiling so high which will serve as the foundation level for the next generation of leaders, that falling from such high foundations will not be an option, as it will be fatal.

To Minister Gigaba and Nzimande, thanks for responding to our call – we are humbled. We have affirmed the call made by you. I believe we have articulated NSDS III on Skills Development so well. To SAAT – thanks for allowing our students to access world class aviation technology. We strongly believe that these students will be different from the others in the whole country. We still have an Aeroplane that you donated to our Kempton Campus in Army colours – we understood that we are still committed to its maintenance.

To the Board members present – your commitment is tested today. Thanks for standing up to be counted.

To SAA and EWC management and staff – thank you. Thanks to every man and woman who made this possible, from the beginning of the discussions and the preparations to date.

Contributors

- Principal's message: Ms Hellen M Ntlatleng
- New Appointee: Ms Magda Marais
- Quality Management: Mr Robert Ehlers
- Congratulations: Dr Mark Bosch
- Academic Affairs: Ms Nomazwe Nzima
- Student Support Services: Ms Corrie Müller
- Estate Management: Mr Frank Duarte
- Human Resources: Mr Jomo Jacobs: Deputy Principal Corporate Services
- Campus Manager Alberton: Rosa Nöffke
- Campus Manager Boksburg: Bennita Sisi
- Campus Manager Germiston: Ntombizodwa Dangazele
- Campus Manager Kathorus: Tsepo Ngcobo
- Campus Manager Kempton: Priscilla Lehoko
- Campus Manager Tembisa: Annelie du Plessis
- Editor: Ms Nedi Moabelo

Editor's Note

Nelson Mandela, in his 1994 Inaugural speech said: "We are born to manifest in the Glory of God that is within us. It is not just in some of us; it is in everyone. And as we let our light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others".



Colleagues, let us join hands in order for us to realize our vision of making EWC the leading FET institution in South Africa.

Thanks for taking the heat from some of us when shoving you around – it is a package deal – we were just making you stronger.

Many thanks to Media for responding and taking us seriously. We are affirming today that **Ekurhuleni West College is not a glorified high school**. Please spread the word.

Thanks to our guest of honour, employer Gauteng Department of Education and Department of Higher Education and Training. We will tell them that you were there.

Last in mention but not least in love, thanks to Nkosazana Tengimfene for the Event Management.

To our programme director, Jomo Jacobs, ba re 'moja morago ke kgosi' – thank you broer.

Ladies and gentlemen, let us put our weight behind the wheel to build a legacy of courage and skills pull that will linger way behind our time. We only have today, this time, to give it our best shot.

Let us reaffirm our commitment to serve the people selflessly and remain loyal to the values of the masses.

GOD BLESS YOU!!

HELLEN MANAKEDI NTLATLENG

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New Appointee

**Profile: Magda Marais,
Deputy Principal: Chief Financial Officer**



Magda Marais commenced her professional career in Education in 1973 when she was appointed as a teacher at Hoërskool Jeugland where she taught Accounting and Economics. She gained experience in the corporate world whilst she was working at Distillers Corporation in Stellenbosch for three years.

She was appointed as a lecturer at Kempton College in 1979. Besides lecturing Accounting, she was responsible for marketing, later headed the finance department and was appointed as Principal of Kempton College in 2000. Magda played a leading role in the public private partnership that was formed between SANDF, Denel and Kempton College to ensure that school leavers were prepared in Maths and Science for a career in the SANDF.

Magda was deployed to the corporate centre of EWC from June 2004 to head the finance division of the college and was later appointed as Deputy Director: Finance. From 1 July 2011 she was appointed as the Deputy Principal: Chief Financial Officer of EWC.

Congratulations Dr Bosch!!



I obtained my PhD at the University of Johannesburg in May 2011. My thesis was on conflict management in post-merger FET colleges. As a consequence of political

changes in 1994, restructuring of the higher education system resulted in the merging of various Further Education and Training colleges. The newly merged institution was characterised by numerous problems such as poor communication, collaboration and fear of demotion or loss of jobs which led to increased conflict. The aim of this research was to determine how conflict management can be effectively managed in post-merger colleges.

I would like to thank the following people: The Gauteng Department of Education (GDE), a special thank you to the principal of Ekurhuleni West College, Ms Hellen Ntlatleng, campus managers, heads of divisions, senior lecturers and lecturers of EWC for their mutual co-operation, respect and assistance in completing research questionnaires, Ms I Mew and Mr J Venter from Germiston Campus for their assistance with diagrams of this study. Without you, my dream would not have been realized.

Dr Mark B Bosch

Academic Affairs

PARTNERSHIPS AND LINKAGES

Barlorld Equipment (BWE)

During 2010 ten (10) students were selected by BWE to start with a learnership on condition that they pass all subjects on Level 2 and Level 3. Six (6) of the students met that requirement after the November 2010 exams and received letters of intent from BWE to start with a learnership in 2012. Those students were at that time enrolled for either NC (V) L4 or N4. The results of the students that were tested by BWE on 8 December 2010 were released. As BWE required ten students for the learnership in 2012, four students will be selected to start with a learnership in 2012.

SSACI (Swiss South African Co-operation Initiative)

WBE Activities in 2010/11

Objectives

- To include Work Based Exposure in the implementation of NC (V) curriculum at levels 2 – thereby aligning it closer to the needs of industry.
- To link colleges with industry in order to forge relationships that will grow into sustainable partnerships.

NBI (National Business Initiative)

On the 21st of July 2011, 50 Level 2 NC (V) Engineering students wrote a test prepared by NBI. The purpose of the test was to establish the abilities of the students with regards to engineering in general in order to give them constructive support in their entire NC (V) career path.

Student Support Services

SRC

The follow up SRC leadership training was held at Willow Park Conference Centre in Bredell on 23 July 2011 and the SRC reported on their progress and discussed challenges they have faced thus far. Teambuilding exercises in the afternoon were enjoyed by all SRC members.

Job placement

Students are requested to supply their SSS officers with CV's and to update their contact details so that information is available to submit to companies for placement in various positions. Students should keep an eye on the notice boards as advertised positions will be posted there.

Sport, Arts and Culture (SAC)

GUCOSCA Athletics Tournament took place on 12 March 2011 at the Central Johannesburg College (CJC) (Crown Mines Campus).

EWC obtained 4 gold, 5 silver and 4 bronze medals. The Sports Festival took place on 16 April 2011 at Crown Mines. EWC obtained 1st position in Chess and Netball and 2nd position in Volleyball. The choir competition took place on Saturday 14 May 2011, at Tshwane North College (TNC - Soshanguve Campus), unfortunately EWC did not obtain a position this year. The GUCOSCA league game between EWC and Tshwane South College (TSC) took place on 21 May 2011 at Kempton Campus. EWC won in chess, ladies soccer and netball, drew in men's soccer and lost in volleyball.



German Exchange Programme

On 28 June 2011, Messrs Ngcobo, Kganakga, Oupa Mashiloane (SRC President) and Mesdames Qithi and Ehlers left for the official exchange programme with the Ludwig-Erhard Schule in Fürth, Germany. The following sites, amongst others, were visited during our ten (10) day stay in Germany: the historical cathedrals in Munich, the historical city of Bamberg, the beer cellars at Erlangen, the Alps and the water caves in Austria.

We commuted using different modes of transport – boat, bus, trains, bicycles and cars. The public transport in Germany is world class and in particular, we enjoyed travelling from Nurnberg to Munich in a train which goes at a speed of 300 km per hour. The waste

management system in Germany is very efficient and advanced.

In our opinion, the attitude of the Germans towards their work is very outstanding as colleagues would meet to discuss work after hours. The students indicated that they were not concerned about the stipend amount that they earn during their practical period at companies, but about their studies at the college.

The delegation would like to thank EWC's Executive Management for the life time opportunity of sending them to Germany to experience the culture and the education system of the Germans and most of all - for relaxation and leisure.

**Tshepo Ngcobo
Campus Manager: Kathorus**



From left to right: Principal of LES, Reinhold Weberpals; P Qithi; O Mashiloane; Mathule Magubane, Consul General; M Kganakga; Deputy Mayor of Fürth – Germany; JT Ngcobo; A Ehlers; Assistant to Consul General.

Human Resources

The Justice Committee in parliament approved the 18th amendment of the Republic of South African Constitution to move FET Colleges from provincial competency to national competency on 14 September 2011. This was followed by the National Assembly approving the FET Colleges' bill that would see a majority of FET Colleges' staff transferred to the employ of the Department of Higher Education and Training on 20 September 2011.

The FET Colleges extended the provision of PSCBC Resolution 2 of 2011 of a general increase of 6,8% for all colleges staff. The resolution is backdated to 1 May 2011.

EWU Human Resource Workshop was held on 11 August 2011 at Boksburg Campus. The workshop focused on leave management, discipline and sharing best practices across campuses.

EWU continues to train its staff members in pursuit of achieving the noble goal of being the leading college in South Africa. Human Resources Division organized amongst others a motivational session with a renowned motivational speaker for Kempton and Tembisa Campuses. These sessions are soon to be held at other campuses.



Enthusiastic lecturers who attended training at Kempton.

Amongst some of the training programs that took place were;

- ITS Training from 30 May to 9 June 2011.
- Assessor training from 27 to 29 July 2011 at Kempton Campus.

- Skills Development Facilitation Training from 27 to 29 July 2011 at Sedibeng College.
- E-Learning on 29 July 2011 at Germiston Campus
- Moderator training from 12 to 14 August 2011.

Jomo Jacobs, Deputy Principal: Corporate Services

Handing Over Of A Prototype Car

Vice President of Renault SA, Me Jenni Stephen donated the second prototype car to EWU's Tembisa campus on behalf of Renault SA, the first car was donated to EWU's Kathorus campus in May 2010. The second prototype comes as a result of the dedication and proper utilisation of the first prototype by both EWU students and staff. The Principal of EWU, Me Hellen Ntlatleng said that "... the donation of a second prototype proves that EWU is on course of being the leading FET College in South Africa and making Skills Development EWU's forte."

The imperative of this donation other than forming a meaningful partnership is the consciousness of EWU and Renault SA of the overarching commitments of the Human Resource Development Strategy for South Africa (HRDSSA) to "...increase the number of appropriately skilled people to meet the demands of our current and emerging economic and social development priorities".

This noble gesture by Renault SA will contribute immensely in the production of skilled mechanical engineering students and consequently the increase in the number of artisans. Among others Renault will place students from Tembisa and Kathorus Campuses in their dealers for work-based experience.

The handing over represents an almost immediate reaction to the challenges posed in the National Skills Development Strategy (NSDSIII) and thus requires high-level support and endorsement as a practical demonstration of what is possible through partnerships between industry and the Further Education and Training sector. It also confirms EWU's prowess in the sector and its tenacity to thwart perceptions about the ability and readiness of the Further Education and Training sector to meet its mandate as enshrined in the Further Education and Training Act No.16 of 2006.



From left: Director GDE IDS, Mr Mokaba Mokgatle, Mesdames Jenni Stephen, Vice President Renault SA, EWU Principal Me Hellen Ntlatleng, Messrs EWU Council Chairperson, Thembani Bukula, DHET Director FET Colleges, Steve Mommens, EWU Head of Division, Wellington Mudau and EWU Mechanical Engineering students with their brand new Renault Sandero.

Quality Management

SABS Re-certification Audits held at EWU: May 2011

EWU was 9001 Certified in 2008 by the South African Bureau of Standards (SABS). Since then EWU is being audited twice per annum. Our objective during these audits is to prove 9001 compliance and to maintain the accreditation.

In May this year we entered the second cycle of Audits. We had to prove compliance in the Re-certification Audits at Kathorus and Germiston Campuses and Corporate Centre.

I need to thank the Staff and Management of both Kathorus and Germiston Campuses, as well as the team at Corporate Centre who were Audited for their input and dedication.

**Robert Ehlers
Quality Manager**

Estate Management

The following projects were recently completed at EWU:

- Servicing of all Fire Equipment at all EWU Campuses
- Disabled ramps and ablution facilities on the ground floor at Alberton, Boksburg and Kathorus.
- Utilization of the motor workshop at Germiston for training.
- Epoxy flooring of five new Engineering workshops.

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Estate Management (continued)

- Supply and fitting of security gates and burglar proofing at the Simulation Offices at Boksburg Campus and the new workshops at Boksburg, Kempton and Tembisa.
- Electrical distribution boards corrections and issuing of electrical certificate of compliance at Kempton and Tembisa.
- The connections of the dishwashers and convectional ovens in the industrial kitchens.
- Tables and chairs for the staffroom of Tembisa.
- Couches and Ottomans for the reception areas at all Campuses.
- The installation of CCTV camera system at Kathorus.
- The upgrade of all the student bathrooms at Kathorus.
- The provision of external security service at Kempton.
- The upgrade of the vehicle fleet at Boksburg, Germiston, Kempton and the Corporate Centre.

The following projects are in progress:

- The supply of air to all the relevant equipment in the motor workshops
- Electrical distribution boards corrections and issuing of electrical certificate of compliance at Germiston.
- The construction of two back to back combi-courts at Kempton and Kathorus.
- Disabled ramps and ablution facilities on the ground floor at Germiston, Kempton and Tembisa.
- The installation of a new air compressor for the new motor workshop at Germiston.

F Duarte
Estate Manager

Management/Entrepreneurship) and M Mbatha (Client Services and Human Relations/Business Practice). May you enjoy your stay at Alberton!

Congratulations to N Chuene who was blessed with a baby boy – good luck with the sleepless nights.

Staff and students are hard at work in finalising ISAT and preparing for the upcoming GAUCAT examinations. Good luck to all our students with studying and to all our staff with the marking.

Rosa Nöffke
Campus Manager

BOKSBURG

Refentse Mabena, a student who was enrolled for Engineering and Related Design at our campus passed away during the winter break and was laid to rest on the 16th of July 2011. A memorial service was arranged to pay last respects by fellow students, lectures and the management on Tuesday, 26 July 2011 at the campus.

Community Project

On the 4th of August 2011, the SSS team visited the Ithemba Victim Support Centre in Reiger Park to meet with the manager of the place to discuss the plan to paint the inside walls as last year only the outside was painted.

The CV and interview skills workshop

On the 10th of August 2011 there was a CV and interview skills workshop for the Level 4 Business Studies and Level 3 Engineering Studies with a total attendance of 155 students.

Bennita Sisi
Campus Manager

GERMISTON

As part of the 67 minutes towards goodwill, staff members of Germiston campus each contributed an amount of R60.00 towards donation of sixty six (66) food parcels to a charity organization – Living in Hope, at a squatter camp in Primrose. Standard Bank Primrose donated caps, umbrellas and shopper bags. Germiston staff was accompanied by SCR members and the Student support Services Manager, Ms Corrie Müller. Ms Dangazele, the Campus Manager also went. This happened on the 29th of July 2011.

Living in Hope is a care home for destitute families, orphans and people living with HIV/ Aids.

The Director of the organization, Ms VB Mnisi, thanked Germiston campus for the donation.

Germiston campus adopted this organization last year and will continue donating until the end of next year. The campus is planning for another visit at the end of the year.

Ntombizodwa Dangazele
Campus Manager

KATHORUS

The campus has continued from where it left off by producing the best N4 and N5 results during the first semester of 2011. Overall we came second best by 0.11% by Germiston. The campus prides itself by achieving the best possible results for its students and together we will better our overall students results. Many thanks to our lecturers and students for the positive results achieved.

Chris Hani Crossing's Pick 'n Pay approached the campus requesting to recruit students. Students were identified, shortlisted and interviewed. The exercise resulted in 85 students being recruited by Pick 'n Pay stores around the Kathorus area.

Security at the campus is now upgraded by the installation of CCTV cameras. Cameras are installed in all strategic areas, for security and monitoring purposes.

We have recently renovated our ablution facilities and built new toilets for physically challenged persons. The campus (classrooms and offices on the ground floor) are accessible to persons using wheelchairs.

Tshepo Ngcobo
Campus Manager

KEMPTON**Events**

- Kempton campus hosted a "Motivational Talk" by Mr Mike Muendane for both Tembisa and Kempton lecturing staff on 5 August 2011.
- 'Enterprise Challenge' by the British Council took place on 18 August for High School students who will ultimately be eligible to win a trip to the UK in January 2012.
- Peer-education in practice – Kempton campus students are practicing this method of reaching out to those who are struggling with Mathematics and Maths Literacy. Students meet after classes on Mondays, Tuesdays and Wednesdays under the supervision of the remedial lecturer Ms Dorothy Mafohla to assist each other with understanding the subjects better.
- "Mathematical Smart Club" is a competition designed for NATED students and it was written on 3 May 2011 and the next competition took place on 25 August 2011.

Priscilla Lehoko
Campus Manager

TEMBISA

We would like to welcome Mr Sibanda who joined the Engineering department and Mr Mkhathswa who joined the Business studies department.

The civil lecturers and Mr Mudau, the HOD for Engineering Studies are involved in a project with Murray and Roberts which involves cooperation between them and, eventually, FET Colleges in training students to fit in with industry requirements. The project envisages giving students exposure to the practical world of work and placing them on projects that Murray and Roberts are working on. This will then serve as a model for industry to follow.

Students have been very active in the repairs and maintenance on campus. Along with Mr Green the carpentry students divided three existing classrooms to make room for students and lecturers. Ms Themba and her masonry students helped to break down a wall in the foyer to make room for the new reception desk and furniture while fabrication students fixed a gate which collapsed when a tree fell on it. These projects are incorporated into ISAT's and add to students' practical experience.

Annelie du Plessis
Campus Manager

Campus News**ALBERTON**

Alberton Campus had a successful HIV/AIDS Awareness day. Staff and students signed the Wall of Remembrance and guest speakers addressed the students who lit candles afterwards.

All students who qualified for DHET bursaries have successfully applied. Thank you to everybody that had worked hard in achieving this milestone!

The campus would like to welcome the following new staff members as Head of Divisions - P Ntise (IT/Fundamentals) and M Bosch (Business Studies/Utilities), lecturers - L Morare (Life Orientation), B Tema (Life Orientation/Mathematical Literacy), P Masekela (Management Practice/Operations