



CHRONOLOGICAL REPORT ON THE SATN /SACPO COOPERATION

- 1** After extensive discussion at a SATN/SACPO meeting at the Northlink College, Central Office, Bellville on **14 January 2010**, it was decided that colleges could conclude a cooperation agreement with the UoT's through the SATN without prejudice regarding possible relationships with non-SATN universities. The current SATN agreements with other bodies do not affect its HESA membership.

It was decided that the SATN and SACPO would conclude an agreement of cooperation based on the Memorandum of Agreement between the Cape Peninsula University of Technology and the Western Cape FET Colleges.

- 2** In discussing the MoA at the **March 2010 SATN Board Meeting** members agreed that it was a good starting point for FET Colleges and UoTs to work together. It was agreed that a meeting be arranged to formally sign the MoA and to use this opportunity to discuss relevant matters as well as the SATN Conference with them.

Questions were raised as to the legal status of SACPO and if they have decision making powers. It was agreed to have discussions with the DHET at a later stage to clarify this matter with them. Prof Mthembu indicated that he could raise this matter informally with the DG and also suggested that we as UoTs expect SACPO to take up this discussion with the Department.

- 3** Prof Mthembu informed Board members at the **June 2010 SATN Board meeting** that a meeting was held with Prof Mary Metcalfe, DG of DHET, regarding the legal status of SACPO, and the MoA between SATN and SACPO. Prof Metcalfe committed to convening a meeting with SACPO and the appropriate DDGs in her department to take discussions forward. A copy of the final version of the MoA was sent to Prof Metcalfe to assess it at departmental level with a view to endorsing it.

- 4** At the **Board Meeting of September 2010** Members noted that comments were received from the DHET which were incorporated in the MoA. Prof Malaza offered the services of HESA if assistance is needed to take the cooperation between UoTs and FET colleges forward. General consensus should be reached to ensure that the type of cooperation between FET colleges and UoTs don't have different arrangements in different areas. These arrangements should be generalized so that a similar set of agreements are in place at all institutions. The articulation process was still a long way ahead and it was noted that the Programme and Qualifications Committee would take this matter forward and come up with a proposal in this regard. The Director was requested to convey

this principle to the FET Colleges and also offered the services of the SATN in the articulation process.

5 The MoA between the SATN and SACPO was duly signed at the SATN Annual Conference in **September 2010**

6 At the **October 2011 Programme and qualifications committee** it was proposed that the SATN should issue a document on the cooperation / articulation between FETs and UoTs and that this Committee should draft this document. It was proposed that each UoT should determine the relationships with the FETs on the various levels and give feedback at the next meeting. Feedback should be given according to the areas of cooperation mentioned in the MoU. The following members were identified to collect the information: Ms Bester (CPUT), Ms Cooke (DUT), Mrs CD Jinabhai (MUT), Mr Bouwer (CUT), Dr Smit (VUT), Dr Naidoo (TUT). Submissions should reach Ms Venter by end January 2011. Professor Volbrecht recommended that Dr Joy Papier from the FET Institute (UWC) should be invited to do a presentation on the research done on articulation possibilities at the next meeting.

The areas of co-operation between FET and UoT sectors were noted. The Chairperson mentioned that the Faculty of Engineering at CPUT was currently in the process of piloting an access programme with Northlink College. Hopefully by next year these students should join the mainstream programme in Engineering and their progress would be monitored. The initiative would be rolled out to other faculties if successful and then it could also be rolled out to other FET colleges. Professor van Rensburg pointed out that the MoU was seen as an instrument to equalise the types of agreements between UoTs and FETs. They wanted agreements that would be applicable across the sector and not between individual UoTs and FETs. Therefore, the expectation was that this Committee should ensure that those agreements were acceptable to all the UoTs. It was agreed that experiences and information should be shared with other UoTs and to determine to what extent these agreements could be generic for the sector.

Professor Volbrecht mentioned that he was approached by staff members from private colleges about articulation possibilities. He had raised the matter of private colleges being active in niche areas at the SATN conference. There was nothing in the MoU that precluded responding to these overtures from the private college sector.

7 At the **SATN Board Meeting in November 2010** it was agreed that articulation and capacity building were the main challenges of FETs where UoTs can assist. In discussing the first challenge - articulation between UoTs and FET colleges, members agreed that emphasis should be put on curriculum articulation. Without curriculum articulation it would be difficult to accommodate FET students. Much more clarity should be obtained before UoTs commence with this matter.

Regional arrangements between UoTs and FET Colleges should now become national arrangements according to the MoA. The challenge now is to develop a set of rules that would apply to all UoTs and FET Colleges. The Programme and Qualifications Committee would compile a status report which would indicate the state of cooperation of each UoT at various levels with FET colleges.

The second challenge was FET lecture capacity building. UoTs could make a difference in this regard. Articulation issues were not so important at this stage. It was mentioned that only between 4000 – 5000 students currently in the FET sector would like to articulate into universities. The quality of teaching staff at FET Colleges is currently the most important matter.

It was agreed to await the status report from the Programme and Qualifications committee and then take discussions forward with SACPO.

8 At the **SATN Board Meeting of March 2011** the combined document of current collaboration between UoTs and FET Colleges prepared by the Programme and Qualifications Committee was tabled.

9 A meeting of representatives of the **SATN and SACPO was held on 27 May 2011** in Cape Town to plan the implementation of the MoA and to determine the way forward

It was decided that:

- There should be more regular meetings. Some of these could be electronic meetings and did not have to be face-to-face meetings.
- FETs could also attend the programmes/curriculum and qualifications meetings of SATN. They meet every quarter and three of the meetings were electronic.
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- Invitations would be sent to SACPO for representatives.
- To establish a task team to do the work

The Proposed Terms of Reference of the Access and Articulation Task Team:

6 SATN members

6 SACPO members

Articulation and Progression

- To evaluate the existing collaborations between FET colleges and Universities of Technology and come up with recommendations
- To look at admission requirements for students coming from FET colleges to UoTs.
- To look at quality assurance issues
- To evaluate the Access Programmes and Higher Certificate Programmes currently offered by the UoTs and come up with recommendations. The intension as to have some of these programmes offered by FET colleges in partnership with UoTs.
- Identify funding options

FET Lecturer Qualification and Lecturer Development

- Identify the current skills gap in FET college lecturers
- Profiling of an FET college lecturer
- Draft a framework on FET lecturer qualification and lecturer development
- Identify funding options

Representatives from all six UoTs would be nominated as members of the task team. SACPO would convene the next meeting. This Task Team would be called the Access and Articulation Task Team. The UoTs would first consult with all their members and then nominate their representatives whose names should be sent to the SACPO office. The first meeting would take place as soon as the names were received, but before the end of June. They have to submit progress reports early in the next semester.

Mr JJ Mabana mentioned that the minister had also said in his speech that the business of teaching teachers from Foundation Phase to college lecturers had been intended for universities. Prof. Staak's staff was also working on this so at least we knew it was at least being addressed.

Mr Jannie Isaacs said use should be made of college lecturers to teach on these programmes. The College of Cape Town now had 82 students on Unisa's BEd. which had started in 2003 with a handful of students.

10 At the **SATN Board Meeting of June 2011** it was reported that the SACPO/SATN Task Team is working through all the elements of the agreement and clear issues are beginning to emerge. The institutional placement of Certificates was again discussed. SACPO feels that the Certificate Level Qualifications belong to the FET Sector and the CHE also indicated that the Certificates don't belong in Higher Education. It was agreed that this matter be discussed at the next Programme and Qualifications Committee to take the debate forward. The Committee should advise the SATN Board on this matter.

11 The SATN SACPO Task Team met on 14 June 2011. One of the key issues to be addressed by this task team, if it has to exist is the removal of dead-end programmes, and also to ensure that there is no dent qualification from FET colleges.

Prof Erasmus indicated that a survey has been done with regard to articulation and progression, and there are existing partnerships between UoTs and FET Colleges. We need to identify how these partnerships are done and come up with a model that can be used by all FET colleges and UoTs.

- To evaluate the existing collaboration between FET colleges and UoTs and come up with recommendations.
- Collect information from institutions - Committee members to get information regarding admission requirements and collaborations in their institutions.
- Find out what collaborations exist in institutions.
- Problems faced with regard to existing collaborations and why students are not accepted in other programmes.
- Where are things working? And where are things not working?
- Identify the gaps in the NC(V) Level 4 for direct articulation.
- Determine the numbers of NC(V) Level 4 students going into higher education institutions.
- Identify collaborations for NATED / 191 Programmes.
- We need to identify which programmes from NC(V) Level 4 articulate directly into UoTs programmes

The following concerns were raised:

- Lack of consultation in the review of College Programmes [Ministerial Task Team (MTT) for the review of the NC(V) should consult with all relevant stakeholders].
- The minimum requirements for NC(V) for registering at the UoT are extra ordinary (shocking). To get clarity from the MTT about the minimum requirements.
- There are good workshops at colleges but no well equipped laboratories.

The following recommendations were made:

- The NC(V) review teams should include people from school, people from industry, and people from the UoTs.
- There is a comparative study produced by Umalusi – the document should be made available for the SATN/SACPO Task Team.
- SETAs are willing to fund bridging programmes and we need to utilise this opportunity.
- A audit should be conducted by SACPO to gather information required.
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Admission Requirements for students coming from FET colleges to UoTs.

- List different admission requirements at the different UoTs. To be completed end of July 2011.
- Identify where things are working. To be completed end of July 2011.
- Identify where things are not working. To be completed end of July 2011.
- Identify the gaps in the NCV 4 for direct articulation.
- Committee members to get information regarding a admission requirements, collaboration from their institution. To be completed end of July.
- Study admission requirements of all UoT's (Responsible person Prof Ansu Erasmus)

The following recommendations were made:

- The SATN-SACPO Task Team should hold monthly meetings.
- Appoint subject experts (long term).

- Determine which UoTs considers students with N4 / N5 / N6 and for which programmes and levels. (SACPO and SATN – using questionnaires). To be completed end of July 2011.

To evaluate the Access Programme and Higher Certificate Programmes currently offered by the UoTs and come back with recommendation. The intension is to have some of these programmes offered by FET colleges in partnership with UoTs.

- Which UoT departments want FET colleges to offer higher certificates on your behalf?
- Are there FET colleges that have approached UoTs to offer the higher certificate for UoTs?
- Are there FET colleges that have been approached by UoT to offer the higher certificates?
- FET Colleges have capacity to offer Higher Certificate.
- What are the requirements to offer Higher Certificate i.e. in terms of resources.
- We need to set up the profile of the staff, the laboratories, etc., to offer Access Programme and Higher Certificate Programmes
- We should empower colleges to offer Higher Certificate without having a UoT looking over their shoulder.
- Establish if colleges have the capacity in terms of resources to offer higher certificates and which certificates.

Recommendations

We need to inform the DHET that we recommend the FET colleges to offer Higher Certificate. Discussions are already taking place in the CHE – it is important that we feed our input to these discussions.

Identify Funding Options

- Funding for programmes offered
- Access programmes
- Higher certificate programmes
- Funding options for the SATN-SACPO Task Team
- Travel
- Accommodation
- Stipend
- Venue hire
- SETA to be approached for funding.

Quality Assurance Issue

Once we have looked at all the above then we will look at the quality assurance issues – UMALUSI for level 4 and HEQ for level 5.

- FET Lecture Qualification and Lecturer Development
- The committee will decide whether the profiling of FET college lecturers is suitable after Mr Tim McBride's presentation.

- Mr Cassie Kruger will send the research done for lecturer qualification and development to all members and discussion will be made with regard to the research.
- What qualification and CPD working is being with the FET lectures.
- What are the possible future tasks of this committee.
- UoT committee members will find out what type of technical courses are being offered.
- FET members will find out from their staff where technical teaching and experience courses are available.
- Mr Kruger will distribute and present the work done by CELL.
- Management Training
- Identify Management Programme
- Artisan Qualification

Recommendations

- Future Task Team meeting to be held in the FET / UoT institutions.
- The DHET should be invited to the Task Team meetings.
- Lecturer from UoT and FET Collegs.
- Joint letter to inform the minister about the task team.
- If a Task Team member is not able to attend he/she need to nominate someone to replace him/her.

- 12** A SATN /SACPO meeting on articulation between UoTs and FET colleges and FET lecturer preparation and development has been held on 29 August 2011, Cape Sun Hotel, Cape Town. Chaired by Mr Moloko Matlala, SACPO.

This meeting dealt mainly with the development of a questionnaire (2011 Public Colleges Survey) by the task team, which would be distributed amongst FET College staff to obtain relevant information to complete the audit. In addition, Mr Tim Mc Bride from UWC made a lengthy presentation about the research that he conducted in the Western Cape into FET College Lecturers' profile and needs. His research results clearly indicate that the FET College sector is in dire need of staff qualification upgrade and continuous professional development. The research showed that 70% of FET College lecturers do not meet the minimum qualification requirements as directed in the not-yet-final Ministry's "Framework for FET Lecturers".

The minutes of the meeting of 14 June 2011 will be ratified at the next meeting (scheduled for 17 October 2011 in Durban) due to numerous editorial changes which were suggested by task team members.

Future meetings will be held bi-monthly, preferably hosted by institutions represented on the task team.

- 13** Mr Isaac Thlabadira (TUT) submitted the project template on partnership with the FET Sector on 2 November 2012

- 14** The last meeting of 2011 was held at the Elangeni College in Pinetown, KZN on **18 November 2011**. At this meeting Mr Isaac Thlabadira (TUT) and Mrs Mary Peters was elected as chairman and secretary respectively.

The Report on the NC(V) Curriculum Review Process was discussed and it was decided that

- UoTs should determine the minimum entry requirements for the NC(V) students FET Lecturer development and the Framework for VE Lecturers were discussed
- Experts from SATN and SACPO should develop programmes to address the identified areas for training
- A funding proposal for FET Lecturer development should be submitted to the EDTP SETA
- The FET Colleges survey should be circulated to all members for comments

Committee must finalise the documents on UoT admission requirements so that it can become a reference to be used.

The Committee agreed on the following:

- Response within the template must be on a programme basis.
- Articulation from NC(V) should be dealt with separately from articulation from NATED programmes.
- The questionnaires should be based on the format provided by Vaal University of Technology. Use the Vaal table and add qualifications that are not there using the College programme information
- A lot of information is missing in the document. We need a template indicating what we need to know.
- Response in the template must be on a programme basis.
- The questionnaire should be tight and focused.
- TUT will collate all inputs and submit it to SATN for distribution.
- The accreditation body of engineering studies at UoTs (ECSA) should look at engineering programmes offered at FET College

15 The SATN/SACPO Task Team has discussions at the Court Classique Hotel in Pretoria on **28 May 2012**. At this meeting the slow progress of the task team was discussed. The lack of continuity in the representation at the meetings was mentioned as a possible cause. It was decided:

- That comments on the FET College Survey must be distributed to UoTs for comments before 30 April 2012
- That UoTs should finalise the FET Admissions requirements document
- The UoT admissions requirements will be published in a booklet that would be readily available to prospective FET students
- To have a workshop to do strategic planning for the SACPO/SATN cooperation. (This meeting was scheduled for 5 April 2012. Unfortunately this meeting had to be cancelled due to non attendance.

Mr JJ Mabana Chairman of SACPO addressed the meeting about the urgency of the SATN interventions in continual professional development for FET lecturers. A research team under leadership of Dr Nomso Mgijima made a presentation on their investigation into the needs of FET lecturers. They also compiled a list of topics for training of FET Lecturers. It was decided that as a matter of urgency attention should be given to management and assessment training.

16 On **25 April 2012** The SATN/SACPO Task Team had a meeting at CPUT. The following was decided at this meeting.

- The admission requirements for FET College students to UoTs, for 2013, should be tabled at Senate meetings, by the relevant committee members, before the end of June 2012.

- Professor Jansen van Rensburg should continue compiling the booklet on Admission requirements

The planning template for the SATN FET Partnership was discussed in detail and all the cooperation elements of the MoU were included. The planning template for the Assessor and Moderator Short Learning Programme and the template for FET Management Training were accepted as acceptable working documents for further action.

Professor Jansen van Rensburg expressed concern regarding the lack of representation at the meeting. The Committee noted that MUT, DUT and VUT were not present. He requested that Vice-Chancellors should be informed that the absence of representatives at these meetings might compromise Universities, because the Committee could make decisions they might not want to adhere to. The Committee might lose its credibility.

To maintain continuity of the work of the Task Team the next meeting was scheduled for the first week in June 2012, however due to the unavailability of the Chair the meeting was postponed to 23 July 2012. This changing of dates makes planning difficult.

- 17** At the Task Team Meeting of **23 July 2012** Prof van Rensburg raised a concern about members' commitment to the goals of the task team based on the poor meeting attendance, postponements of meetings and lack of communication within the committee. It was decided that members should commit to the Task Team and to adhere to the scheduled dates of meetings. The date of the next meeting was discussed and scheduled for 25 September 2012 at Mangosuthu University of Technology, Durban

Members of the Task Team indicated that their perception was that the UoT FET cooperation was not treated as a priority in the universities and that Team Members did not get the necessary support from their colleagues or institutional support. It was proposed that the FET colleges and UoTs should be informed that there is a willingness to share, so that when you go and approach your UoT it is done within the framework of the partnership. It is the responsibility of the members to inform their institutions of the availability of these facilities and the willingness for FETs to cooperate with the UoTs. The framework will then have to be communicated so that all the people would be aware of it.

It was agreed that Prof van Rensburg would write a letter to the VCs informing them that representatives of this Task Team need their support so that they could execute their mandate and be taken seriously by other staff members in their respective institutions. Prof van Rensburg to also write a letter to the VCs regarding the admission requirements of the NCV students into UoTs.

The Task Team approved planned training programmes on Assessment and management and that funding should be raised to offer these programmes in the FET Colleges

- 18** At the Task Team Meeting of **25 September 2012** Mr Beech explained that in place of Mr Mathala, he would represent SACPO on the Task Team and the other tasks of Mr Mathala were delegated to Mrs Jean Reynolds and the other SACPO Secretariat staff. The FET Sector is in the process of establishing an Association of FET College Principals and as a result the replacement of Mr Mathala would only take place early in 2013. The meeting was informed that due to organizational restructuring at TUT Mr Isaac Thlabadira would no longer be available to chair the SATN/SACPO Task Team.

Mr Beech proposed that UoTs should encourage underprepared students to attend FET Courses to address the academic deficiencies. This method would be cost effective for both the student and the UoT. Such students qualify for NSFAS financial aid for tuition, accommodation and travel.

It was resolved that there should be dual leadership in this project by a UoT leader and a FET leader to facilitate efficient communication and common understanding in the FET and the UoT sectors. It was resolved that the SATN and SACPO should each nominate a co-leader to manage this important project. The SATN Board nominated Prof Mabokang Monnapula-Mapesela of CUT as the SATN co-leader.

Regarding the SATN /SACPO assessor short learning course It was resolved:

- that Prof Ansu Erasmus should conduct a workshop with representatives of the FET Sector to insure the applicability of the proposed course content
- that the preparation of the course content should be done in order to have it ready for 2013.
- Mr Beech will investigate the availability of EDTP SETA Funds previously mentioned by Mr Mathala

The lack of project funding was a matter of concern for the task team. The task team members were concerned about the challenges which the lack of funding posed, and requested a commitment for funding by SATN by 26 November 2012, failing which the task team would not continue with further development of the programme, or any other activities associated with the project.

At the SATN Board Meeting of 30 October 2012 Dr Engela van Staden (DHET) reported the DG has approved quite some time ago that the NSF earmark R500 million and made it available to DHET for projects to achieve the purposes of the SD-Act, NSDSIII, new Post-School Education & Training System, etc. It was also agreed that the CFO-office will “manage and process” such funding requests and also do the oversight function/s – this is as from 12 October 2012. This funds from the NSF allocated to DHET will be managed in terms of National Treasury Practice Note 9 dated 29 September 2008.

On 2 November Prof Ansu Erasmus was provided with the template to apply for NSF funds in order to continue with the development of the course material and structuring the intervention.

CAJ van Rensburg

Director: SATN Secretariat

15 November 2012