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INYUVESI YASE NINGIZIMU AFRIKA

**NAMUKELEKILE KANYE NOMBONO WEMFUNDO EPHAKEME
INGXOXO YOBUHOLI OBUHLE KUMFUNDO EPHAKEME**

*Ukuphazamiseka esisekelweni sephiramidi - (kuyo) kwembula
indida noma ipharadoksi*

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- Ozakwethu abasuka kwezinye ezikhungo esisebenzisana nabo
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Sanibonani! Ngibona inqwaba yobuso obujwayelekile lapha namhlanje ekuseni - namukelekile kakhulu, bakwethu! Ngibuye ngibone inqwaba yobuso obusha, engifisa ukukholelwa kukho ukuthi ikhuluma ngokuguquguquka nobubanzi bendima, kwabangingi, imele *umugqa omncanyana oluhlaza okwesibhakabhaka* phakathi kokuhleleka nenhlekelele kanye nokufadalala kway. Nani namukelekile. Ngiyathemba ukuthi ubukhona benu lapha, njengoba isikhathi sesihambile kulo nyaka wokufunda, kukhuluma ngokuzibophezela ngokuhlanganyela ekubuyiselweni kwengozi yobungcweti nokuqinisekiswa endaweni yabo efanele emphakathini wethu. Siyajabula ukuthi nihlanganyele nathi namuhla.

Bafowethu nodadewethu, ngicelwe ukuthi ngingethulele umbono ophelele mayelana neMfundo Ephakeme eNingizimu Afrika. Kodwa-ke, kuyadingeka ukuthi kushiwo ukuthi imfundo ephakeme eNingizimu Afrika ayisebenzi ngokwahlukana noma ngokuzimela yodwa. Nathi sakhiwa futhi saziswa ngokwenzakalayo emhlabeni jikelele nakuyizwekazi ngokubanzi. Kanti futhi lokho, kuyindawo ekhanyayo kakhulu okwamanje.

Imfundo ephakeme emhlabeni jikelele izithola imatasatasa nemvelo nenhloso yemfundo kanye neqhaza leNyuvesi ngekhulu lamasentshuri angama-21. Siphawula ukuvela okunamandla kobuzwe kanye nobuphophulizimu emikhakheni yenhlalo yezomnotho nakwezepolitiki, kanye nokuhlukaniswa okuhambisanayo kwemfundo ephakeme kube yimikhakha kazwelonke neyesifunda, lapho umongo udlala khona iqhaza elinethonya kakhulu. Umongo ube yinto eyiqiniso echazayo ekuhlinzekweni kwemfundo ephakeme. Ukungeniswa okuphelele kwemali yangasese neyenzuzo, abahlinzeki bezentengiso emkhakheni wezemfundo ephakeme yendabuko ushintshe isikhala nobubanzi bamandla kuze kube manje kulinganiselwa ukuthi kungaphezulu kwama-65% yolwazi olusha olukhiqizwa ngaphandle komkhakha wendabuko yenyuvesi. Okuningi, uma kungenjalo konke lokhu kuguqulwa kuqhutshwa intuthuko yezobuchwepheshe kanye nedijithali. Kukule ndawo lapho amanyuvesi kumele aqinisekise ukuthi imiphakathi, abaholi nabaphathi, abasebenzi (abafundile, abaqeqeshiwe nabokuphatha) kanye nabo bonke abafundi abangafundile, baphinde bafunde ukuze bafunde okusha ukuze bakwazi ukubhekabheka futhi baphumelele “ezweni elisha” eliqale ukubizwa ngokuthi “*yi-4th Industrial Revolution.*”

Nakuba sinikezwe isikhathi esithile, ngeke ngikhulume okuningi ngemfundo ephakeme kuyiZwekazi jikelele. Ithi ngimane ngebeke owami umbono. Iminyaka yobudala yeZwekazi yi-18 kuphela kanti inani labantu liyanda. Ngokuthola izibalo zokuntuleka kwemisebenzi ezwenikazi lonke, laba bantu abasha bangabona imfundo ephakeme njengeyona ndlela yabo esebenza kahle. Asizilungiselelanga lokhukungathi ukuqhuma kwebhomu. Kumele sithathe izinyathelo ezinqala ngokukhulu ukushesha. Siyizwekazi elincane kakhulu emhlabeni jikelele, kanti i-Afrika ibikezelwa ukuthi iqukethe ingxenye eyodwa kwezintathu yabantu bomhlaba ekuqaleni kwekhulu leminyaka. Sizozifundisa kanjani lezi zixuku zentsha futhi sizozifundisa ini - ikakhulukazi uma kunzima kangaka ukubikezela noma ukugqekela ikusasa?

Umongo engikhulume ngawo ukhombisa kuphela isidingo esiphuthumayo sokwenza ucwaningo lokulungiselela iNingizimu Afrika kanye neZwekazi jikelele ngezinsalelo ezinkulu eziseza maqondana nokuhlangana kwezomnotho nezenhlalo kanye nokukhula kwezinga lwezombusazwe kanye nezidingo zethu zoshintsho olukhulu, kepha futhi zikhuluma ngesidingo esiphuthumayo esilinganayo sokuhleleka kombono nokuhlelela ukuqiniseka (kweNingizimu) Afrika ukuqina kweNingizimu Afrika

esikhathini eside. Kusobala ukuthi mningi umsebenzi okumele siwenze, nakuba izinsiza nomthamo wawo unganele.

Uma sibuya manje sibheka lana ekhaya, uma kungezona zonke izikhungo zemfundo ephakeme eNingizimu Afrika ezilwa nenselelo eyinkimbinkimbi futhi ephazamisayo, okufaka phakathi nezinguquko ezibaluleke kakhulu zobulungiswa bezenhlalo, ukufinyelela ezintweni ezithile nokulingana, kanye nokuphinda kubuyele ohlelweni olubekiwe kanye neziqo ezixutshiwe ezigcina ikhwalithi ngenkathi kuqinisekiswa ukuhambisana kokuqokethwe kanye nentuthuko yolwazi lwethu lwe-Afrika. Ukudlanga kwezombusazwe emakhempasini ethu kwandise ubukhulu bokuvelayo kule nhlanganisela noma ingxubevange, edinga ukwenziwa kwezinto ezintsha, isibindi noma amandla nokukhuthazela uma kukhulunywa ngobuholi nokuphatha.

Kusukela ngo-2015, ubuholi baseNyuvesi bekumele bubhekane nodlame kanye nokubhujiswa kwamakhempasi amaningi, kanti ngenkathi umkhankaso *'we-#feesmustfall'* usuphelile nya ngenxa yokwethulwa kwemfundo yamahhala kwabaningi, njengoba esikhathini esiningi kuba njalo uma imiphakathi ibhekana nezinguquko ezinzima, manje ozakwethu esisebenzisana nabo

sebeguqukele ekubhekeni kwezinye izimfuno eziyinkimbinkimbi, futhi lokhu kufanele kulawulwe.

Njengobuholi benyuvesi, kufanele futhi sibhekane nezinsalelo eziphazamisayo eziqhutshwa amaqembu ahluahlukene noma “ozakwethu esisebenzisana nabo” abanentshisekelo kakhulu kwezombusazwe kunokuzethemba noma ukuzinikela. Kudingeka ukuba izinqumo ezinzima zithathwe ngenhloso yokugcina ukuzinza kwezikhungongokwesimo salezi zinsalelo. Kumele kukhunjulwe ukuthi ngenkathi amanyuvesi ecelwa ukuba aphenidule kwababambiqhaza noma ozakwabo abasebenzisana nabo, ukuphendula okunjalo kumele ithathwe njengesibopho sothenjiweyo ukuba abambe omunye okuyinto okumele uMkhandlu nesigungu esiphezulu ibe naso, ukuthi babe ngabaphathi abazibophezele naba ziphethe kahle kuyizinsiza zesikhungo sethu. Ukusetshenziswa kwezezimali ngokuthembeka kumele kusetshenziswe ngaso sonke isikhathi, noma ngabe lokhu akujabulisi, ukuze kuqinisekise ukuthi kukhona ukugcinwa kwesikhungo ezizukulwaneni ezizayo. Sijwayele ukunamathela ezenzweni zokulinganisa ezingapheliyo. *Kepha kulapho ubungozi kanye nokubusa kudlala khona indima ebalule kakhulu.* Kuze kube nini, futhi ngempumelelo engakanani, ukuthi Izikhungo Zemfundo Ephakeme (IZE) zaseNingizimu Afrika zikwazile yini ukukhomba ngempumelelo ubungozi obungase buvele futhi

baqhamuke namasu afanele okunciphisa lokho eminyakeni eyishumi eyedlule? Ngingasho ngingananazi ngokuqagela ukuthi asenzanga kahle kakhulu, ikakhulukazi ngenxa yokuwohloka noma ukuguquguquka kwalo mkhakha. Bangaki abaye bazibona ziseza lezi zinselelo? Kungenzeka yini ukuthi empeleni sikubonile kuseza yini lokhu? Kungaba kuhle kangakanani ukubona ubungozi kumongo wamanje wemfundo ephakeme?

Iqiniso ukuthi njengamanje, eNingizimu Afrika, kusoleka ukuthi kwamanye amazwe, amanyuvesi asephenduka abameli bemisebenzi yezenhlalo yombuso, izinduku zombani ezingokomfanekiso ezithola amandla nobudlova bezinsizwa nezintokazi ezabe zikhipha ulaka lwazo, ngezindlela ezinodlame noma ezonakalisa izinto kakhulu, kuhulumeni wabo. Sisesimweni esivumayo futhi esibonakalayo, ukuthi siyicindezela futhi sikhathaza amandla. Ababambe iqhaza eNyuvesi noma esisebenzisana nabo bazohlala beviva futhi baphazamisa, ngakho-ke kuyacaca futhi-ke kuhle ukusebenzisa ukuvuthwa ngokomqondo nokubona ubungozi kusakhanya ukuze buncishiswe ukuze kuqinisekисwe ukuthi sigxila kakhulu ebhizinisini lethu elibalulekile - ukufundisa, ukufunda, ukucwaninga kanye nokwenza izinto ezintsha kanye nokuzibandakanya komphakathi.

Amandla nezinsalelo zamanje zenhlalo yomphakathi zidinga izixazululo zemfundo ephakeme eziguqakayo, kuhlangelele ngokuphelele futhi okungafanele kufake kuphela imikhakha ehlukelele kanye nokuzibandakanya nemikhakha yabafundileyo kuphela, amabhizinisi kanye nezimbongi ekuthuthukiseni izifundo nenkambo yokufundisa, kodwa futhi nokuvulekela kwezindlela ezahlukelele zokusekelwa kwabafundi, ukuhlolwa nokufakazwa kwemininingwane yokuhlangelele nezidingo zomphakathi ezahlukelele nalokho okulindelwe abafundi. Kukhona ukugcizelela okukhulayo Ekuqashelweni Kokufunda Kwangaphambilini njengendlela yokuheha abafundi abanolwazi kakhulu kepha abangakaqinisekiswa bafakwa ohlelweni, kanye nokwamukela ukuthi kuvunyelwane ukuthi ngokuthuthukisa amakhono abafundi asebevuthiwe njengendlela yokuqinisekisa ukuqhubeka kokuqashwa kwabo ezweni eliguqakayo lomsebenzi. Ngaphezu kwalokho, izikhungo zemfundo ephakeme kufanele zivulekele ekwakhiweni kabusha okuyisisekelo (okufaka phakathi ezokuphatha) ukuze kuqinisekise ukuphendula nokusebenza kahle okudingekayo okuhambisana nokuqhubekayo. Lokhu kuyiqiniso ikakhulukazi esimeni samanje somhlaba wonke sokungalingani okukhulu kwezomnotho kanye nezikhala ezikhona zobuphofu.

Lokhu kuzodinga ubuholi obuhlukile; obuzoqonda ngokweqiniso futhi akwazi ukubhekabheka ngobulukhuni nengcindezi yesimo esikhona, okudlula ngale kwalokho abebekade benesibopho ngakho, futhi kufaka phakathi, kepha kungakhawulelwe ku-:

- mthelela wethonya kwezenhlalo nakwezomnotho kanye nezombusazwe emhlabeni jikelele, ezwekazini nasezweni lonke kwezemfundo nakuyimisebenzi yezokuphatha kanye negunya lesikhungo
- zinga lokukhula noma ukwanda komphakathi obambe iqhaza kanye nabasebenzisana nabo ababambe iqhaza ezintshisakalweni zabo ezingancintisana nalabo abase nyuvesi, nangobuhlakani
- ukwethula ukuhambisana kanye nekhwalithi yendlela yokufundisa noma iphedagogi ezoqinisekisa ukuhambisana kwabafundi abaneziqo ngokuzayo

Ubuholi obunjalo buzodinga ukukhululeka ngokwenyusa imingcele yoshintsho kanye nokushintshwa kwengqondo okudingeka kubasebenzi abakhizayo kanye nesikhungo esidala, esisebenza kahle futhi esiphuzile.

Okukhulu ekufezeni lokhu ukutshalwa kokufunda. Indawo efanelekile yokuqhuba ibhizinisi eliyisisekelo lenyuvesi, ukufundisa nokufunda,

ucwaningo nokwakha okusha nokuzibandakanya komphakathi, kulokhu kukhula ukubaluleka kokugcina inani labasebenzi abazokuqinisekisa ukunikezwa kwekhwalithi kanye nenkonzo esezingeni eliphakeme. Izinguquko emphakathini, okulindelwe ngabafundi nentuthuko kwezobuchwepheshe zedijithali (kufaka phakathi ezokuxhumana) zishintsha indlela esifundisa ngayo futhi nokuthi abafundi bafunda kanjani futhi bagqugquzela ukuthi kuhlolwe kabusha iphedagogi kanye nezindlela zokufundisa. Lokhu kubanjwa yinani elikhulayo lamanyuvesi omphakathi nawangasese, akha ikhwalithi yokwenza amandla, ukuhambisana nezidingo zabafundi kumongo wokuguqulwa okusheshayo kanye ne-4IR. Amanyuvesi amaningi womphakathi kanye nezindawo zokuhlala ezizimele (emhlabeni jikelele, ezwenikazi lonke kanye nakuzwelonke) aseqalile ukwethula imikhakha yezifundo eziqinisekisiwe futhi zagunyazwa kanye neziqo, ngamanani wokuncintisana. Banikezelana ngezinsiza ezinhle kakhulu futhi bayasekwa ngenxa yokubhalisa inani labafundi elincane. Lezi zikhungo zizoqala ukuheha isibalo sabafundi abazimisele ukukhokhela lolu hlobo lwemfundo ephakeme, njengoba bakholelwa ukuthi iziqu zalezi zikhungo zizoqala ukuthola ukuhlonipheka umhlaba wonke jikelele.

Okwamanje, kunemizamo ethathiwe eNingizimu Afrika ukunikezela ngemvume kuyizikhungo ezizimele, ukulingana kanye nokuvunywa

kwezifundo ezihlinzekwa izikhungo zomphakathi. Ngaphezu kwalokho, izinhlangano ezizimele nezinhlaka zamabhizinisi nazo azikhululwa emibhikishweni nakuyiziteleka Ezikhungweni Zemfundo Ephakeme yomphakathi ezingaba buthaka futhi zibe nomthelela ezinhlelweni ezingezinhle. Lezi zinto zinamandla okuxosha labo bafundi nalabo okungenzeka babe ngabafundi abahlaba hlosile labo ebesikade sibathathe njengokuthi "abethu". Ukubuswa obekulokhu kukhona okwase kufana nesiko elithile ngokujatshulelwa ezikhungweni zemfundo ephakeme yomphakathi sekuqale ukwehla. Futhi ngizikhumbuza ngama-65% -kanye nezinto zokwenza izifundo ezikhiqizwa ngaphandle kwamanyuvesi.

Nginombono wokuthi amanyuvesi afisa ukuhlala elapho ekhona awanayo enye indlela ngaphandle kokuphinde azivuselele kakhulu ngekusasa labo olufaka phakathi abasebenzisana nabo abaningi noma ababambe iqhaza abaningi abahlukahlukene, ubuholi obunqala nokuphatha okubanzi, amamodeli webhizinisi asebenzayo, ukuzibophezela okuyisisekelo ekusimameni ngokuphatha okuphathelene nezinsizakusebenza kanye nemithombo yeplanethi, ukubonga kwangempela kwabantu okubandakanya umphakathi wasenyuvesi, nekhwalithi, izifundo ezifanele, izindlela ezivumelekile zokuhlola kanye nokuxhaswa kwabafundi ezolungiselela

abathweswe iziqu ngekusasa elingaqinisekisiweyo futhi inikeze isisekelo esiqhakazile esikhathini esizayo.

Uma sengiphetha, bafowethu nodadewethu, i-Africa Growth Initiative ehlonishwayo esichicilelwe kuSikhungo seBrookings, esihloko sithi: *Foresight Africa: The top priorities for the Continent for 2019*, sethula *Bolstering Good Governance: the Imperative for Inclusion and Efficiency*, njengento yokuqala ebalulekile kuyiZwekazi lethu. okubaluleke kakhuluuqala kwenhlangano yethu.

Manje, asikho isidingo sokunitshela ukuthi ngenkathi iNingizimu Afrika - ngokwesiko – yabe inemodeli yokubusa eyabe ithuthuke kakhulu nengqalasizinda ezwenikazi (empeleni, ngaphambilini, yayibekwe ezingeni lesibili emhlabeni jikelele), uma kukhulunywa ngokuqaliswa kanye nokusebenza kwayo, sehluleka ngokungananazi, kangangokuba asiveli ndawo nasohlwini sabaphezulu abayi-10 Emazweni ase-Afrika abonisa ukukhula okunempilo. Esikhundleni salokho, usizi lwenkohlakalo, oluqhutshwa futhi lwaxoshwa ukwehluleka kokubusa okubulalayo, selungene ezweni lethu lapho kuzokuba nzima kakhulu ukuluthola esikhathini eside - bakhohlwe isikhathi esifushane kuya kwaphakathi!

Ngingathanda ukusho ukuthi, ezimweni eziningi, isimo samanyuvesi ethu sibheka isimo sesizwe. Ngikusho lokho ngoba imfundo ifaka njengomphakeli omkhulu kulokhu kwehla - maqondana nokwehluleka ukubusa, ubuholi obungebuhle, ukungenelela kwezombusazwe kanye nokwehla kwezinga lokuzimbandakanya kwezombusazwe, kanye nababaphathi abangebahle kwezezimali nokwehla lezinga lezinsiza. Okunye futhi okungekuhle, ngabafundi bethu abathweswe iziqu abavame ukubonwa njengaba ngakulungele kahle ukubhekana nemisebenzi yemhlaba yonke.

Imiphumela ebangwayo ibonakala eqinisweni ngokuthi imfundo emazweni ase-Afrika angama-27 akhombise ukwehla eminyakeni emihlanu edlule. Siphakathi kwalelo nani futhi sifakwa ngaphansi kwamanye amazanga. Ngakho-ke, akumangazi ukuthi into yokuqala ebaluleke kakhulu eZwenikazi lethu *Ukuphatha Izikweletu kanye Nezinsizakusebenza: Ibhalansi ebalulekile yokusimamisa ukukhula komnotho* (ukuvumelanisa izidingo zezimali kanye nezikweletu ezikhuphukayo.)

Kuzwelonke, sisenkingeni uma kukhulunywa ngokuphathwa komkhakha wezemfundo ephakeme. Kuye kwaba nesigaba lapho amanyuvesi ethu ayi-13 kwabanga- 28 ayesebenze, noma

njengamanje ayengaphansi kokuphathwa (amanye awo okwesibili).
Lezi zibalo zikhuluma ngqo nezinselelo okumelwe zinganakwa.

Ngakho-ke ubuholi beNyuvesi kumele buqonde ngokweqiniso futhi bukwazi ukuzulazula ngokuzithemba ukuxhumana kwezemfundo nezokuphatha; inani laba bambiqhaza noma abasebenzisana nabo nalabo abahamba phambili abazodinga (noma abafuna) ukuthi bathintwe noma kuxoxiswane nabo futhi babandakanyeke; kuyizimo zezwe nezomhlaba jikelele; kanye nohlobo yekhwalithi yephedagogi ezoqinisekisa ikhono nokufaneleka kwabafundi bayo abagogodile. Abaholi kuzofanele baphathe futhi bahole izinguquko ezinkulu ngenkathi beqinisekisa ukusebenza kahle kanye nokusebenza ngokwethembeka kwale nyuvesi ngamamodeli webhizinisi (nezinhlaka) ezibonisa ukwazisa okwenziwe ngezinselelo okufanele zinqotshwe.

Ngenxa yomongo walolu daba, ubungozi nokuqinisekiswa ngokwabo kuthathwa njengokuyisisekelo ekuzinzeni nasekuthuthukeni kwethu. Ngakho-ke ngijabulile ukuthi ukuqaphela ubukhulu balolu hlelo olunzima kakhulu, futhi ngiyathemba ukuthi izinto ezibalulekile, izethulo kanye nezingxoxo zizodala isithombe esihambisanayo nesihle nokuqonda ngokubaluleka kobungozi obuthile

nokuqinisekiswa ekufezeni impilo yesikhungo eqakathile nezohlala isikhathi eside.

Ngivumeleni ngigcine ngokunifisela okuhle kuze kube sekupheleni kohlelo.