

MPUMALANGA

Provincial overview

Mpumalanga is:

- is the second smallest province
- has a high rate of unemployment

Mbombela (Nelspruit) is the main urban centre.

The most commonly spoken home languages are SiSwati and isiZulu, with both spoken by about a third of the province's people, followed by isiNdebele, and Sepedi.

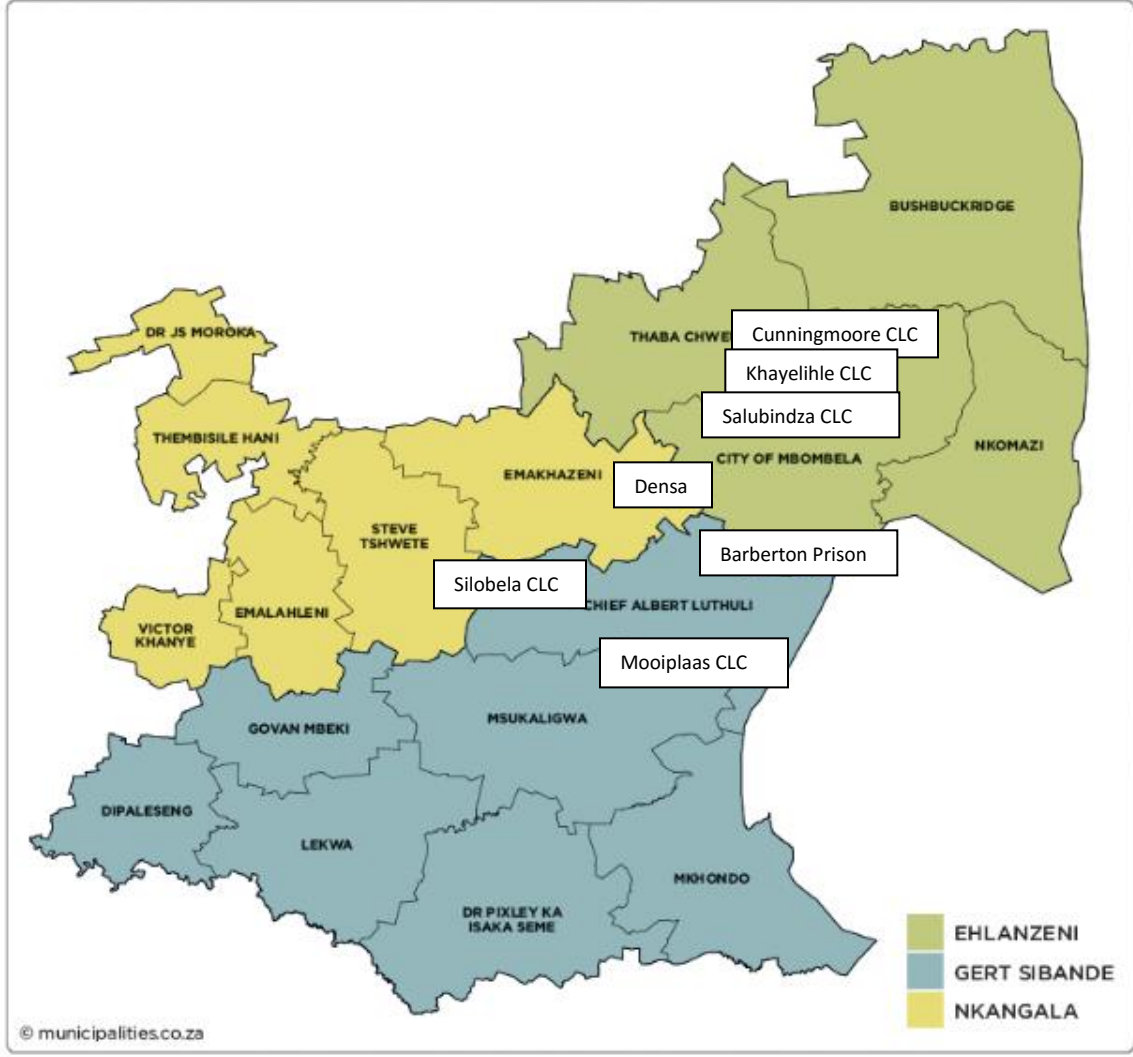
Initiatives in the province relevant to skills development

The main economic sector is mining, because the province has extensive coal deposits. The dominance of coal has led to a lack of diversity and the critical decline in coal mining as well as the myriad problems associated with Eskom and power production has meant a serious decline in the economy. As the pressure to find sources of cleaner energy increases, players in the coal industry are attempting to retrain and reskill mining employees.

Agriculture consists mainly of livestock farming and, because of the warm climate and rainfall, a broad range of crop farming including macadamia nuts, citrus, cotton, vegetables and maize.

COVID19 status

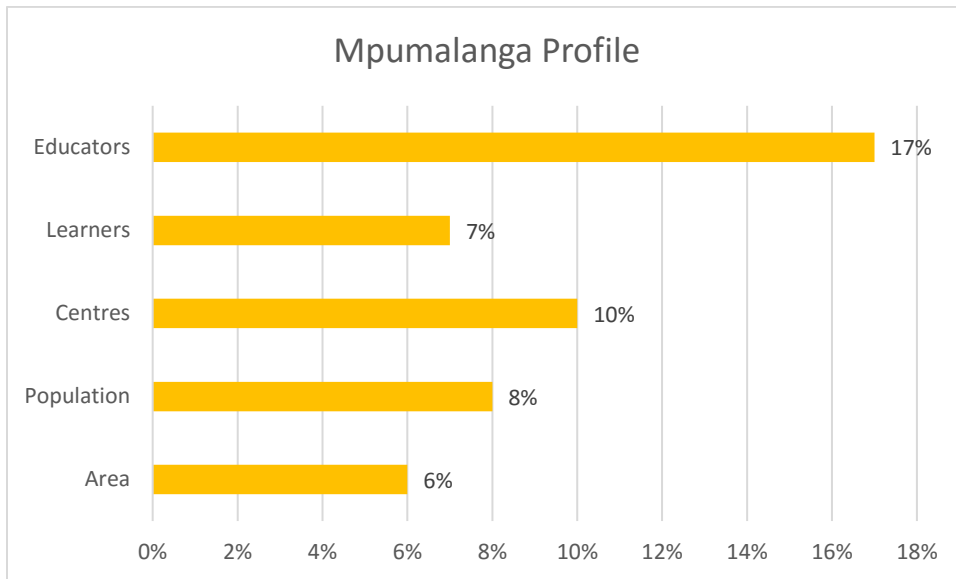
Mpumalanga has approximately 3.6% of confirmed cases in SA, and in August 2020 its population had registered almost 220 COVID 19 related deaths.



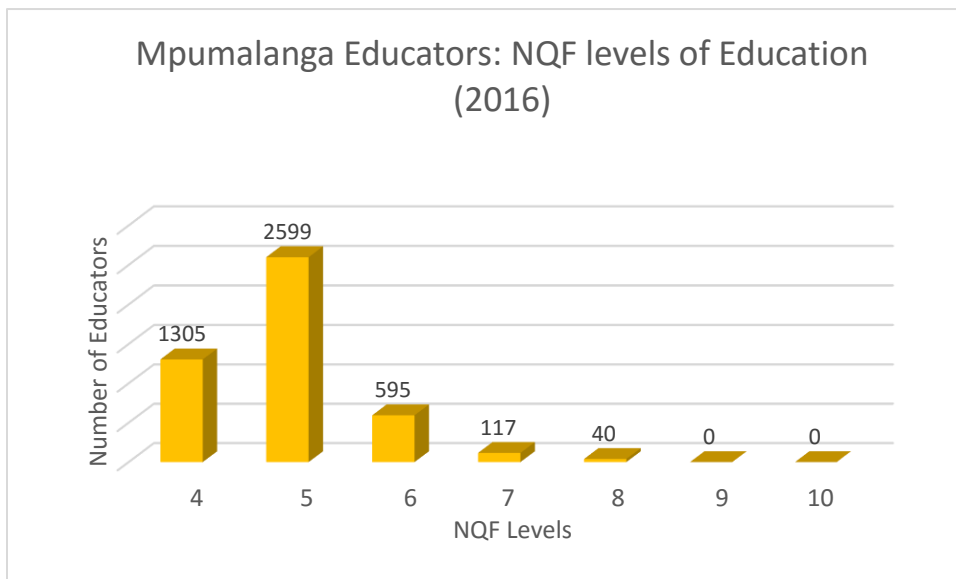
Mpumalanga: Centres visited 13 August 2018 to 17 August 2018

- Cuningmoore CLC Mbombela Bushbuck ridge
- Mooiplaas CLC Nhlazatshe near embuleni hospital in a rural area
- Densa rural CLC 2 hours from Mbombela
- Khayelihle CLC Bushbuckridge Rural,
- Salubindza CLC White River
- Silobela CLC Zinikeleni Silobela, Carolina,
- Barberton Correctional Centre CLC

Adult educators in Mpumalanga



Mpumalanga employs more than 4600 adult educators which represents 17% of all South Africa’s state employed educators. This proportion is surprisingly high considering that the province has only 6% of the country’s land mass, and is home to only 8% of our total population. There are 255 CLCs in Mpumalanga which is 10% of the all the CLCs in the country, and only slightly high in relation to the province’s percentage of the country’s whole population. These figures show that an average of approximately 18 adult educators work at each CLC in Mpumalanga, which is significantly higher than the average in other provinces.



1From the most recent data available from DHET’s MIS system (from 166 of 256 centres recorded in 2017)

More than 1300 (28%) of Mpumalanga's adult educators indicated that they have an NQF level 4 qualification, with virtually all of them having a School Leaving Certificate. This may not be their highest qualification.

Approximately 2600, or more than half (56%) of these adult educators have an NQF Level 5 education, and 95% of these Level 5 qualifications are in adult basic education and training. The most commonly held qualifications at this level are a National Higher Certificate in Adult Basic Education and Training Practice, a National Diploma in Adult Basic Education and Training Practice, a National certificate in Adult Basic Education and Training Practice, or an ABET Practitioner's Diploma.

Almost 600, or 13%, of Mpumalanga's adult educators have a qualification at NQF level 6, and this number is roughly equally divided between those who hold an Advanced Certificate in Education, and those who hold a three-year Teacher's Diploma. Only just above 150 (less than 3%) hold a degree and less than 1% have an Honours level qualification. No educators in this province hold a qualification at Master's or doctorate level.

Information from the centres described below is summarised by theme and by province in the overall report.

CUNNINGMOORE CLC BUSHBUCK RIDGE

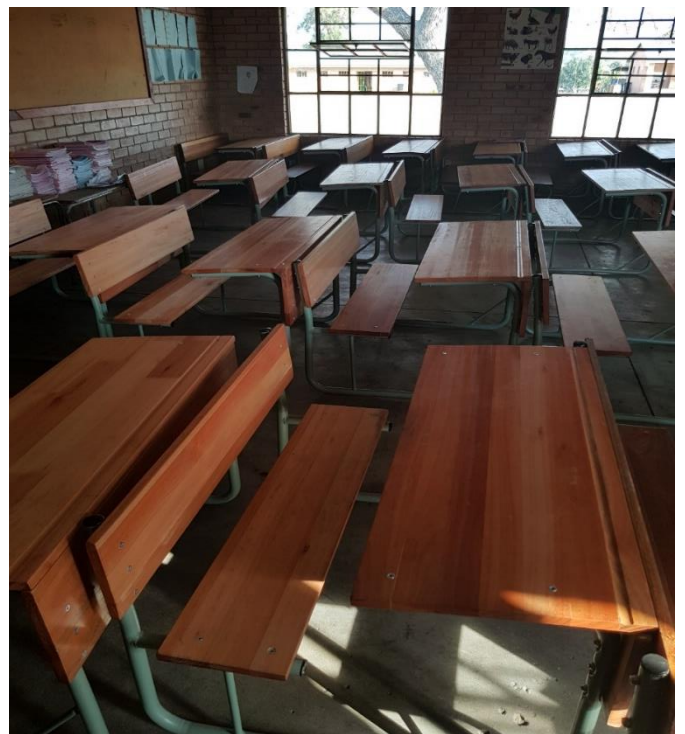
(urban CLC)



Centre manager: Matsane LN

Building and Facilities

This CLC is using buildings in a nicely kept school in Cunningmoore in Bushbuck Ridge, a built up area near Mbombela. They do not have buildings and offices of their own at school, and start working only after mainstream school hours are over. In this Centre the teachers seemed depressed and were reluctant to speak to researchers. Only one teacher was communicating with the researchers, and she had only Matric. The others would whisper to this one teacher who acted as their spokesperson. It would appear that their reluctance to speak was because they were not confident in their ability to speak English or isiZulu, and researchers were unable to speak Xitsonga. The main thing they were worried about appeared to be their rate of pay.



Programmes offered

AET Levels

AET level 2 ----Xitsonga, Mathematics, English and Life Skills

AET Level 3 and 4 – Xitsonga, English, Mathematics, Life Orientation, Travel & Tourism and Human & Social Sciences

Most popular courses

Travel & tourism, Life Orientation and Human & Social Sciences. These courses were believed to lead to more employment opportunities.

Non-formal courses

The centre does not offer any non-formal courses.

They receive requests from the community for short skills courses such as Computer Skills, Sewing, Plumbing and Electrical. They want to offer these short courses but they lack the necessary resources and facilities.

Number of learners

- 26 learners in 2017
- 52 learners 2018

Their numbers doubled in 2018, and educators think that this was probably because of increased marketing their centre.

Number of educators employed in the centre

4 educators

Staff qualifications

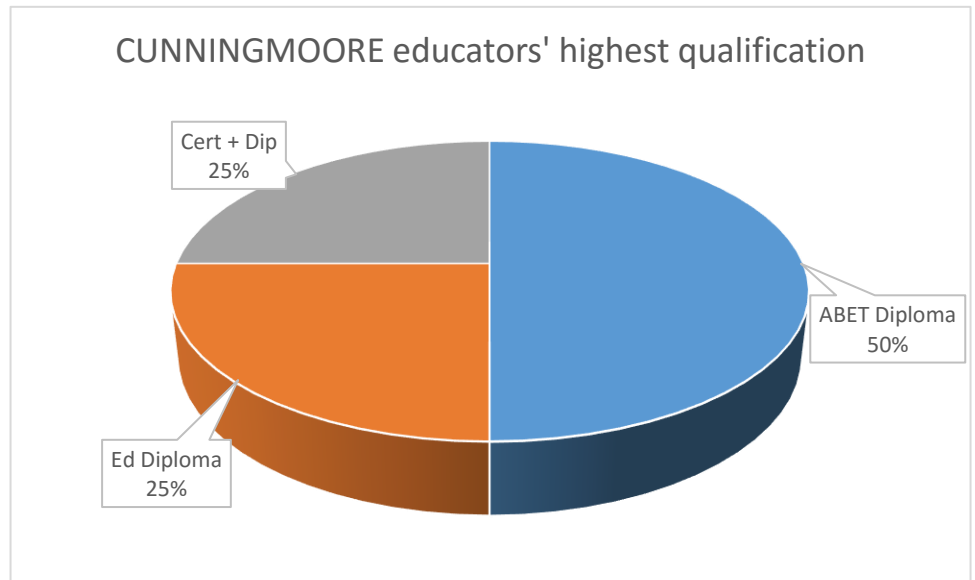
	Educators	Qualifications	Subjects taught	Desired training
1	Lethabo Matsane	SPTD & ACE	Mathematics literacy – level 2 to level 4	Workshops in their teaching specializations.
2	Khoza A M	Higher diploma in ABET	English & xitsonga level 2 to level 4	Workshops in their teaching specializations.
3	Shabangu D	JPTD	HSS level 3 & level 4	Workshops in their teaching specializations.
4	Khoza	Diploma in ABET	TRVT	Training on TRVT

Summary of Cunningmoore Educators' qualifications

Cunningmoore CLC

Highest qualification

ABET Diploma	2
Ed Diploma	1
Cert + Dip	1
	4



Educators are employed and paid by:

DHET, on the basis of the number of hours they worked. Each educator is expected to work 2 hours daily for 4 days which is 8 hours a week. Indications were that they are all paid the same and earn about R2500 after deductions.

Do they feel adequately trained?

The centre manager feels that workshops she attended “now and then” 7 years ago when they were trained in Travel and Tourism workshops were useful, and that she has adequate knowledge to teach HSS. They would like to have workshops in assessment, since they were not sure how they should be carrying out assessments in their CLC.

Problems/disadvantages at this centre

Educators feel strongly that the number of teaching hours stipulated by DHET is too little for the them to complete the syllabus. They find this particularly disturbing because of the low rate of literacy in their district.

The major problem experienced by these educators relates to reading and learning materials. They still use materials left over from what was supplied by the DBE before the centres were taken over by DHET from DBE in 2015. Educators have bought textbooks using their own money, and borrow learners' workbooks and educators' guides from other centres and paid to make copies for learners from their own personal money. They feel aggrieved that DHET has not supplied them with any reading and learning materials at all.

Their learners came from far and classes start at 14H15 after the mainstream school hours are over. They stop at 16h15, which makes for very little learning and teaching time, and educators feel that this puts their learners at a disadvantage.

The centre does not have its own buildings or facilities needed for skills training like computers, or sewing machines.

Another major problem related to the meagre salaries that they earned. Researchers were shown the payslip of one educator, which showed that she was earning R 2500.00 after deductions. This seems to be the rate that all are paid on.

Because of the changes to subject groups, which is determined by DHET, this CLC is apparently in a stream in which they are not allowed to offer learning areas like Small Medium Micro Enterprises and Applied Agriculture and Agricultural Technology.

Advantages at this centre

Their major strengths are passion for teaching adult education and team work within the centre. They also enjoyed respect of their learners and desire to help them.

Some learners got employment at SASSA as a cleaners, and others found employment at Spar. Their main success story is a learner who began with a certificate from the centre, then went on to further studies and is now teaching computer skills at a private school.

These are the things that kept them going in the middle of all the challenges.

Support that is most needed

- A venue that would be available for more extended teaching time
- Text books, stationery - any learning and teaching materials.

Educators' sense of their work at this centre

- The staff is always willing to work through all the difficulties for the benefit of the learners.
- Educators were very eager to help learners who do not know anything, learners who failed grade 12, and those learners who don't even know how to read the Bible. It feels good to see their improvement
- Staff say they understand each other, and learners respect them.

Understanding of the new Community College System

These educators had no knowledge of the new system.

Pictures from Cunningmore



MOOIPLAAS CLC NHLAZATSHE



Centre manager: Mr Khumalo VV

Building and Facilities

Mooiplaas CLC is at Nhlazatshe near Embuleni hospital in a rural area south of Barberton, not far from the Swaziland border. The CLC uses Ebuhleni Primary School buildings, since they do not have buildings of their own. The school is clean. Learners who attend come from the surrounding community.

Programmes offered

AET levels

Level 1 - SeSwati, English, Numeracy

Level 2 - SeSwati, English, Numeracy

Level 3 and Level 4 – Lif Orientation, Maths Literacy, Arts and Culture, Travel and Tourism, SeSwati English.

Most popular courses offered

Travel and Tourism

Requests for courses that they cannot offer

- Ancillary Health Care
- Computer Skills
- Agriculture
- ECD

Non-formal learning offered

None

Non-formal learning that learners want

None requested

Number of learners served

80 per year

Number of educators employed in the centre

8

Staff qualifications

	Educators	Qualifications	Subjects taught	Desired training
1	Khumalo V.V	ABET & ACE	Maths literacy & computer skills	
2	Mbokane D.J	Grade 12	Life orientation, Travel and tourism and English	
3	Mbokane O.S	ABET & diploma	Travel & Tourism, English & Computer Skills	
4	Ngwenya T.E	ABET certificate & diploma in Computer Practice	English & Computer skill	
5	Mbuli S . G	Grade 12	Art and Culture & Numeracy	
6	Shongwe J.N	Grade 12	SiSwati home language	

Summary of Mooiplaas Educators' qualifications

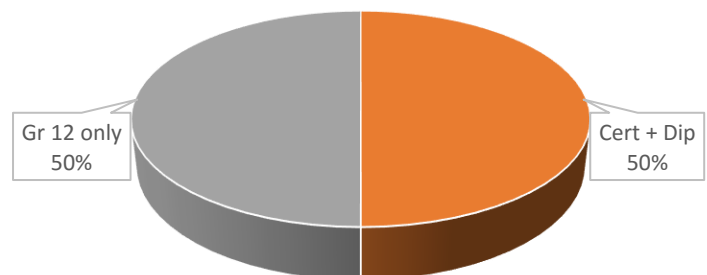
MOOIPLAAS CLC

Highest qualification

Cert + Dip 3

Gr 12 only 3

MOOIPLAAS CLC Educators highest qualification



Educators are employed and paid by:

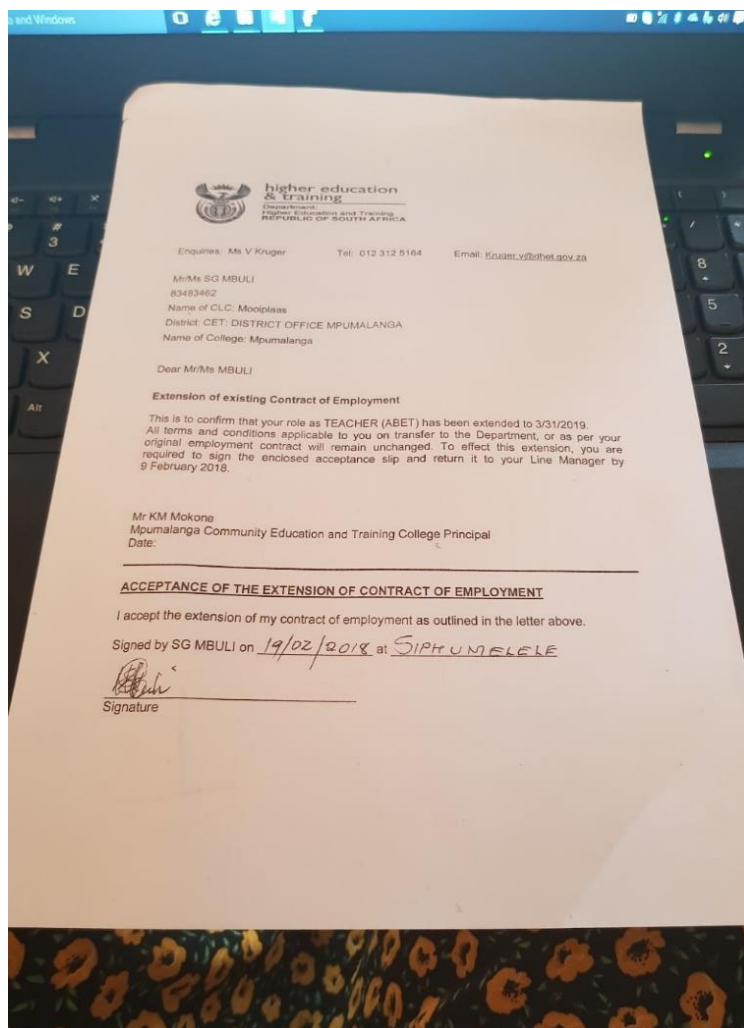
DHET, on a contract basis, with contracts that are renewed annually. They teach for two hours per day for four days per week.

Do they feel adequately trained?

Educators make a point of saying that they definitely do not feel that they are adequately trained, and would like to be able to teach skills.

Problems/disadvantages at this centre

- Understaffing
- Learners drop out
- Educators use their own money to attend meetings, and the claiming system for transport is problematic – claims take a long time to be paid, and sometimes they do not get a refund at all.
- DHET does not give educators training that they feel they need – like skills training
- They have no printing facilities, but ask for printing to be done at nearby high schools, who so far are not charging them
- Educators feel that there is not much enthusiasm for learning in the community. They have to go house to house to recruit learners, and people in the community are poor, lack motivation for education, have to travel to the centre if they register, and they have no money for transport. Consequently, attendance is poor.
- 2 hours of learning and teaching per day is not enough to complete learning programmes.
- There is a new centre which has opened opposite them (over the road) and DHET has allowed this centre to offer Matric. The result of this is that Mooiplaas educators struggle to recruit learners. Educators are angry about this – they feel this centre took their learners - ‘all the learners are running there’ and they are angry with DHET.



2Letter educators sign every year

Advantages at this centre

They have stationery and textbooks for educators and learners as well as paper for printing, which the educators say is supplied by DHET, so that they can take their own paper to the school printer.

Support that is most needed

- Workshops for educators and staff to help them cope with the day to day activities in the classroom and ensure that they are teaching effectively.
- Educators feel that DHET should pay for more educators to work at this centre, since they cannot offer courses learners want. This results in more dropouts as learners leave for centres where the courses of their choice are offered.

Educators' sense of their work at this centre

- Education levels in the community are low, and therefore their work is needed.
- They make a positive change in the community and see their learners improving. They desire to uplift the community and be involved in the community.
- They enjoy team work, and attend community meetings to inspire the members of the community to come and attend classes
- Educators make house to house visits to recruit learners
- Some feel that educators could be more motivated to do their job, and that if they were, it would benefit learners and thus benefiting the country.

Understanding of the new Community College System

Educators do not know what this new system means for them

Pics from Mooiplaas CLC



DENSA CLC



Centre manager: Mr Abraham Likolola

Building and Facilities

This centre operates at Densa sawmill, two hours' travelling time from Mbombela in Mpumalanga Province, for a very poor community. This centre was started in 1997. This is one of the most poorly resourced CLCS that we visited. They do not have brick buildings, or furniture, but use an adapted container provided by Densa sawmill. The impression is of a centre suffering from deprivation. They use boxes for cupboards. Most learners come from the surrounding community, which appears to be poverty stricken.



Programmes offered

AET Levels

Levels 1 – 4: LLC SiSwati, Xitsonga, Sindebele

Levels 1 – 2: Numeracy

Levels 1 – 2: Life Skills level

Levels 3: Life Orientation

Levels 3 – 4: Applied Agriculture and Agriculture Technology (AAAT), Maths literacy, SMME

Classes run for two hours a day in the late afternoon, because some of them work.

Most popular courses offered

- APPLIED AGRICULTURE AND AGRICULTURAL TECHNOLOGY, for employment opportunities and for their own sustainable livelihoods
- SMME, because with this people can generate money because of nearby mining activity, and presumably they can offer services to employees of the mining industry.

Requests for courses that they cannot offer

- Computer skills

Non-formal learning offered

None

Non-formal learning that learners want

Healthy lifestyle education

Number of learners served

Educators say that they have 45 learners. The researcher saw only 3, and very unfortunately they were sent away by the educators because they were meeting with the researcher.

Employed and paid by: DHET, on a contract basis, paid according to the number of hours worked.

Number of educators employed in the centre

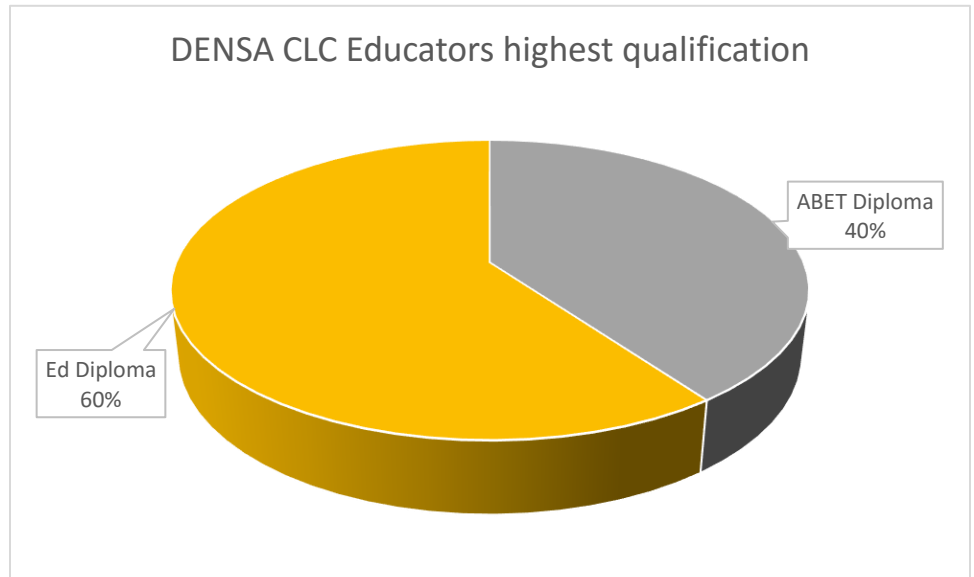
5 educators

Staff qualifications

	Educators	Qualifications	Subjects taught	Any desired training
1	Abraham Likolola	ABET Diploma Service Drama in Class Certificate	Applied Agriculture and Agriculture Technology	none
2	Maluka Zodwa	Junior Primary Teachers Diploma	MLMS level 1 to 4	History lessons And computer skills
3	Educator 3 Netshirembe Musandiwe	National Primary Diploma in Education	L.O level 1 to 4	To attend history lessons And computer skills
4	Gwedi Caroline	Senior Phase Teachers Diploma	LLC2 level 1 to 4	Sewing
5	Msithini Nomathemba	ABET diploma	SMME	Computer skills

Summary of Densa educators' qualification

Densa CLC	
Highest qualification	
ABET	2
Diploma	3
Ed Diploma	5



Do they feel adequately trained?

Yes but there is a need for educators to get workshops from the department to help them cope with the ever changing environment.

Problems/disadvantages at this centre

- They lack furniture, and have no computers, or printing facilities
- They do not have enough learning and teaching material.
- Sometimes the educators have to use their own money to buy what they need in terms of teaching and learning material they must have to get the job done.
- The hours they have for teaching are not enough to cover everything they are expected to cover. This makes things difficult for both educators and learners.
- For moderation by DHET, they must submit the same amount of work as other centres who operate 6 hours per day.
- There is often a delay in getting certificates from DHET.
- Educators feel they are underpaid

Advantages at this centre

The educators see no advantages at this centre.

Support that is most needed

- More adequate buildings.
- Furniture, computers, printing facilities and learning and teaching material - they need substantially more resources than they currently have.
- Relevant appropriate teaching and learning material.
- The centre is not allowed to offer Grade 12 level, which is what learners want.
- Extension of hours of work, and more flexible hours so that they can cater for learners who sometimes work night shift.
- Permanency in terms of their contracts.
- Skills training facilities.
- Educators feel the need for more educators who are equipped with teaching skills to meet the learning of the community.
- Help with transport - some learners live far away, and there is a high dropout rate especially in winter, because of distances that they learners need to travel. Sometimes the centre manager fetches them from their homes – especially at examination time. Mobile classes could help in this context.
- Educators would like more support from DHET – they feel that they do get no support from DHET, but only information in what they are expected to do and submit.

Educators' sense of their work at this centre

Educators enjoy working with adult learners and helping them.

Understanding of the new Community College System

Educators have no idea of how the new system will affect them or the system.

Pictures from Densa CLC



KHAYELIHLE CLC



Centre manager: Ms Alleta Z Khoza

Building and Facilities

Khayelihle CLC is in a rural area in the township of Khayelihle, using the premises of Khayelihle Primary School in Bushbuckridge Rural, Mpumalanga. It has been running since 2008. The centre has a satellite at Nembe Primary School.

Since they have no dedicated space inside the school, the CLC starts their day at 11 am, when they start by working under the trees until the mainstream school day finishes at 13h30. After the children have left, they get classrooms, which they use until the end of their day at 17h30. They work 4 days a week, completing a total of 26 teaching hours each week.

Educators recruit learners by going house to house, and by sending letters to the parents of primary school learners letting them know what learning is offered at the CLC. Some of the educators travel 15kms to work, and others are from nearby.

Some years ago the CLC staff renovated a shack in the school premises and used it for their classes, but in 2018 Khayelihle School reclaimed this shack and started to use it for grade R.



The renovated shack

Programmes offered

AET levels

Level 2 Xitsonga English and Numeracy

Level 3 & 4 Xitsonga English TT Maths Lit, L.O. and Human & Social Sciences

Most popular courses offered

Although the educators initially suggested that there were no favourite courses, they do agree that learners favour learning areas that lead to increased chances of employment. Travel & Tourism is one such course, and it appears to assist some learners gain employment as cashiers in supermarkets, and as attendants at petrol stations.

Also, if they have an AET level 4 certificate, they can enrol for ECD and other courses in TVET colleges.

Some of their learners have enrolled to study SMME at another CLC not far from them – HLUVUKANI CLC (Sepedi)

Requests for courses that they cannot offer

- Computer Literacy
- Applied Agriculture and Agriculture Technology
- Plumbing
- Sewing

Non-formal learning offered

None

Non-formal learning that learners want
None that educators are aware of

Number of learners served
2018

18 in Level 4
2 in Level 3
22 in Level 2
15 learners are at their satellite centre

Number of educators employed in the centre

6 educators

Staff qualifications

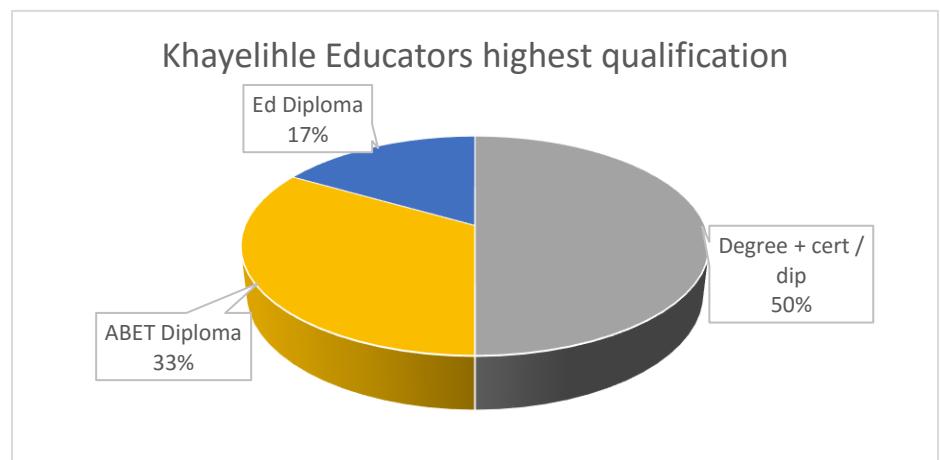
	Educators	Qualifications	Subjects taught	Desired training
1	Mashele AT	BA H Ed Diploma in Computer	Maths Lit	Technology and Electrical Engineering
2	Shilubane GH	BA Ed Hons B Ed	Life Orientation	
3	Chawana MS	SPTD	Human and Social Sciences	Computer
4	Mhlongo SS	ABET Diploma	Travel and Tourism	Computer and Tourism
5	Nzima DD	SPTD BA	English	Computer and Sewing
6	Sibuyane VH	ABET Diploma	Xitsonga	

Summary of Khayelihle educators' qualification

Khayelihle CLC

Highest qualification

Degree + cert / dip	3
ABET Diploma	2
Ed Diploma	1
	6



Educators are employed and paid by:

DHET, on 12 month renewable contracts, and get paid monthly salaries, so do not need to claim. They teach for four days a week, completing a total of 26 hours per week. Rate of pay depends on educators' qualifications

Do they feel adequately trained?

Educators feel that they have had adequate training, but that there is a need for educators to get workshops from the department to help them cope with the ever changing environment.

Problems/disadvantages at this centre

- DHET gave them stationery just once in September 2017; educators believe that they were better off under DBE, who regularly gave them stationery or money to buy stationery, files or learning materials. With funding from DBE educators say that they bought computers, photocopiers, and printers, which they can now longer use, because DHET does not supply money to buy ink and paper.
- Educators believe that DHET took all the money which was left from the days of funding by DBE
- Educators are still using old textbooks they got from DBE, and have to use their own money to get other materials for students
- DHET sends them the SBA, which requires them to refer to the books they do not have
- There are problems with payment of educators. For instance, an educator who graduated in 2016 and submitted his qualifications to the Department was still being paid as if he had only a certificate (R 5 300 pm) two years later in 2018. Another submitted her Honours qualification but had not received the increase in salary she is entitled to.
- Educators are also aggrieved that transport claims are not paid – educators who attend meetings believe that they should be refunded for their transport costs.
- Khayelihle School has supported them in some ways, but they are a poor school and do not get reimbursed for this support, staff at the primary school say that they are getting tired of helping them
- They renovated a shack on the school premises for their own use, but the mainstream school has reclaimed it.
- Consequently, the adult classes are held under a tree until the school closes and they have access to classrooms.
- The staff room is under the tree

Advantages at this centre

Educators see no advantages in teaching at this CLC.

Support that is most needed

Educators would like to be offered workshops to help them develop their expertise in their learning and teaching and to help them cope with the challenges in the classroom.

Educators' sense of their work at this centre

Educators say they enjoy working with and helping adult learners, that they feel compelled to help learners with low literacy skills, and that they feel motivated when they see their learners making progress.

On the other hand, they say that sometimes they wish they were not adult educators because of low salaries, poor resources at work, and inadequate paid working hours.

Understanding of the new Community College System

They do not seem to have any understanding of what the new system will mean for them and their learners, and do not know of NASCA and GETCA, the new qualifications for adults.



SALUBINDZA CLC



Centre manager Ms Alleta Z Khoza (Left):

Building and Facilities

This CLC is operating in a rural area near White River in Mpumalanga Province. They use the buildings of Salubindza Primary School, but are not given any office or classroom of their own. They start their classes after classes in the mainstream school finish.



Programmes offered

AET Levels

Levels 2, 3, 4 SiSwati, English, Numeracy

Level 4 Mathematics, Seswati, English, Life Orientation, SMME and Applied Agriculture and Agricultural Technology (AAAT)

Most popular courses offered

Learners like SMME and AAAT because these lead to opportunities for further studies and employment. They say they like Agriculture, because it enables them to cultivate at their homes and sell produce to sustain their lives.

On the other hand learners say Mathematics is difficult

Requests for courses that they cannot offer

Life Orientation level 4

Non-formal learning offered

- Sewing – resources
- Computer skills
- The centre planned to offer Ancillary Health Care from 2019

Non-formal learning that learners want

None

Number of learners

72 in 2018

- Level 2 = 20 learners
- Level 3=21 learners
- Level 4=31 learners

Number of educators employed in the centre

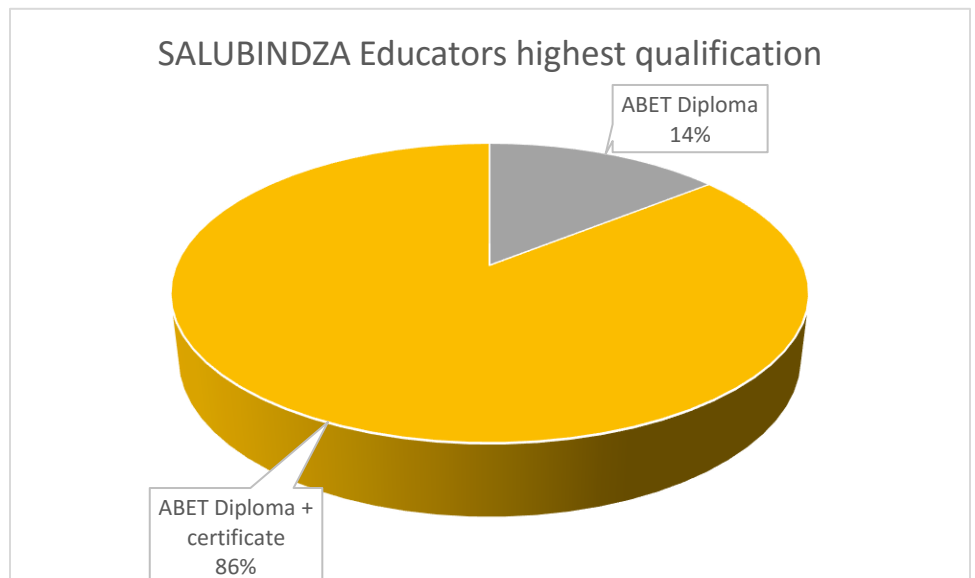
7 educators

Staff qualifications

	Educators	Qualifications	Subjects taught	Desired training
1	Khoza Aletta	ABET Diploma ACE NDPE	LO (Level 4)	Computer Training
2	Malope Julia	ABET Diploma	English (level 3&4)	Computer Training
3	Maseko Mthoko	ABET Diploma ACE NDPE	Siswati (Level 3 &4)	Computer Training
4	Ngele Betty	ABET Diploma ACE NDPE	AAAT (level 3&4)	Computer Training
5	Nxumalo Gladys	ABET Diploma ACE	Maths Lit (level 4) Numeracy (level 3)	Computer Training
6	Sithole Zodwa	ABET Diploma NDPE	Siswati English Numeracy (level 2)	Computer Training
7	Tsela Duduzile	ABET Diploma ACE NDPE	SMME (level 3&4) LO (level 3)	Computer Training

Summary of Salubindza educators' qualification

Salubindza CLC	
Highest qualification	
ABET Diploma	1
ABET Diploma + certificate	6
	7



Educators are employed and paid by: DHET, on 12 month renewable contracts, working 2 hours per day, 4 days a week. They get paid monthly, and salaries depend on their qualifications, ranging from R 4 400.00 to R 5 500.00.

Do they feel adequately trained?

They feel satisfied with their initial training but feel the need for educators' workshops from the department to help them cope with the ever changing environment.

Problems/disadvantages at this centre

- Inadequate buildings, learning materials, laptops, stationery and printing facilities
- Educators have to pay from their own pockets to make copies of learning material for their learners
- They feel that there is insufficient learning and teaching time to cover what they need to in order to prepare their learners for examinations.

Advantages at this centre

Educators see no advantages to teaching at this centre.

Support that is most needed

- This CLC badly needs better resourcing
- Educators need workshops to support them and develop their professional interest in their learning and teaching so that they will be able to teach effectively in the context of a changing context.

Educators' sense of their work at this centre

They enjoy working with adult learners and helping them.

Understanding of the new Community College System

Educators have no information about this



Pictures from Salubindza



SILOBELA CLC



Building and Facilities

This centre is in the Carolina urban area, and serves learners from the surrounding Silobela area. They are based at Zinikeleni Primary School, which is well kept and very neat. This CLC gives the impression of not being needy and poor as so many CLCS in other areas do. Generous space is provided by the school, which has provided the Silobela CLC manager with her own office, a stationery room, and toilets for the sole use of the CLC. However the CLC has to wait for school hours to finish before they can use the classrooms. The Centre Manager has been serving in the adult centre for 19 years now.

The surrounding community is supportive, and staff from the centre recruit learners from church and in the community via letters which are given to the primary school learners to give to their caregivers.

The CLC gets substantial support from Msobo Coal Mine which operates in Carolina and pays learners' fees if they register with the local TVET College. They have donated files and printing papers to Silobela CLC. This sounds generous, but the mine has been responsible for contamination of drinking water in the past through acid drainage, and has apparently reneged on agreements to do with employment of local people, so this support may not be simply and entirely philanthropic.



Centre manager: Malihle Thwala

Programmes offered

AET Levels

Level 2 – closed because of poor attendance

Level 3 – IsiZulu, English, Life Orientation, Technology, Ancillary Health Care, Maths, SeSwati

Level 4 – isiZulu, Seswati, English, Life Orientation, Technology, Ancillary Health Care, Maths Literacy

Most popular courses offered

- Technology
- IsiZulu
- English

Requests for courses that they cannot offer

- Sewing
- Agriculture
- Computer skills
- Plumbing

The CLC has neither the resources nor the facilities that they would need in order to offer these courses.

Non-formal learning offered

None

Non-formal learning that learners want

The skills training listed above: Sewing, Agriculture, Computer skills, Plumbing

Number of learners

2018: Level 3 = 20

No information on learners in Level 4

Number of educators employed in the centre

3 including centre manager

Staff qualifications

	Educators	Qualifications	Subjects taught	Desired training
1	TS Nhlabathi	Diploma in ABET Teaching	English Ancillary Health Technology	Advanced Diploma in Teaching and Training for learners with special needs
2	ZE Simelane	Grade 12	IsiZulu Life Orientation	Diploma in ABET teaching
3	M Thwala Centre Manager	ABET Diploma NPDE	IsiZulu IsiSwati	ACE

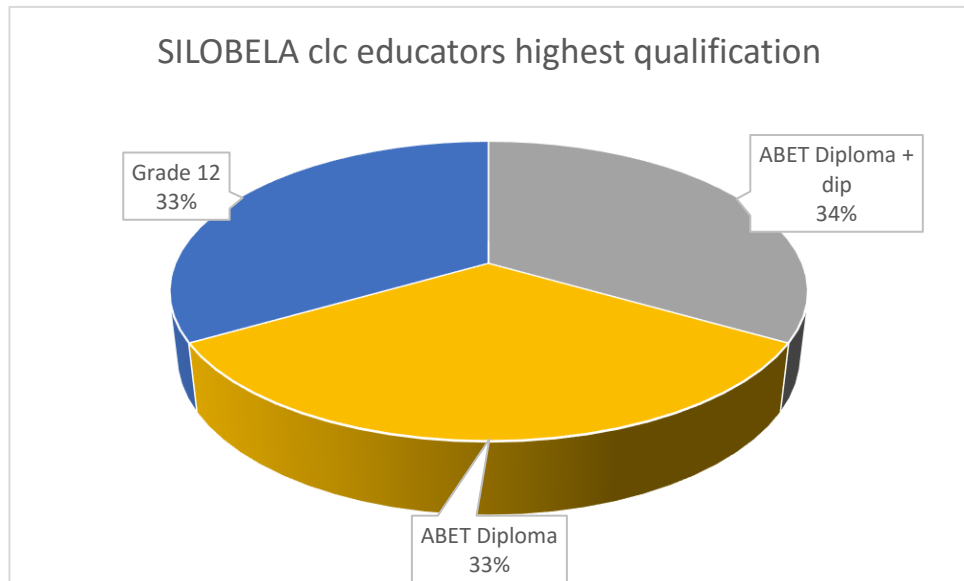
Summary of Silobela educators' qualification

SILOBELA

CLC

Highest qualification

ABET	
Diploma + dip	1
ABET Diploma	1
Grade 12	1
	3



Educators are employed and paid by

DHET, on contracts that are renewed every year. They are paid monthly.

- Centre manager after deduction earns R7900
- Other Lecturers earn only R 2000, pension and housing allowance
- Claim transport fees to meetings and moderations

Do they feel adequately trained?

Educators feel that their initial training was satisfactory but feel the need for developmental workshops to equip them with the skills they need. They feel these workshops would enhance learner's performance and improve the pass rate for the CLC.

Problems/disadvantages at this centre

- They would like to have their own classrooms so that they need not wait for the school children to leave before they start classes
- They need help to repair the CLC laptop computer which is no longer working
- The need ink cartridges for their printer
- They feel understaffed
- Poor attendance of learners
- This centre cannot offer Grade 12 because they do not have the staff they would need to do so
- Teaching for only two hours a day makes it difficult to cover the amount of work required. They need to cover the same material as centres with more teaching and learning time, and DHET expects the same amount of work from CLCs regardless of how much teaching time educators are paid for.
- Educators have to use their own money to buy things they need to teach.
- High levels of learner absenteeism compels the educator to spend time explaining things to learners who have missed sessions
- Educators feel that they get better support from DBE than they do from DHET
- Sometimes lectures are not paid, and they do not know why. When they query this, they get promises of help that are not fulfilled. For instance, the Centre Manager says: "My salary was higher before but now it is less, I do not know what is happening... principal said I must send a proof that I was getting paid more in DBE but now my salary has dropped. I did that, but even now no one has attended this case".

Advantages at this centre

- They get stationery and books from DHET, like learners files for portfolio, pens, educator's files, workbooks, teachers guide.
- The host school is supportive, has given the centre manager an office and allocated toilets to the CLC
- Ancillary Health Care learners find employment opportunities in the nearest hospitals and clinics.

- Municipality and Public Works also employ their learners, for instance as cleaners. When this happens they feel successful as an AET centre since they have trained learners for further studies and employment opportunities.

Support that is most needed

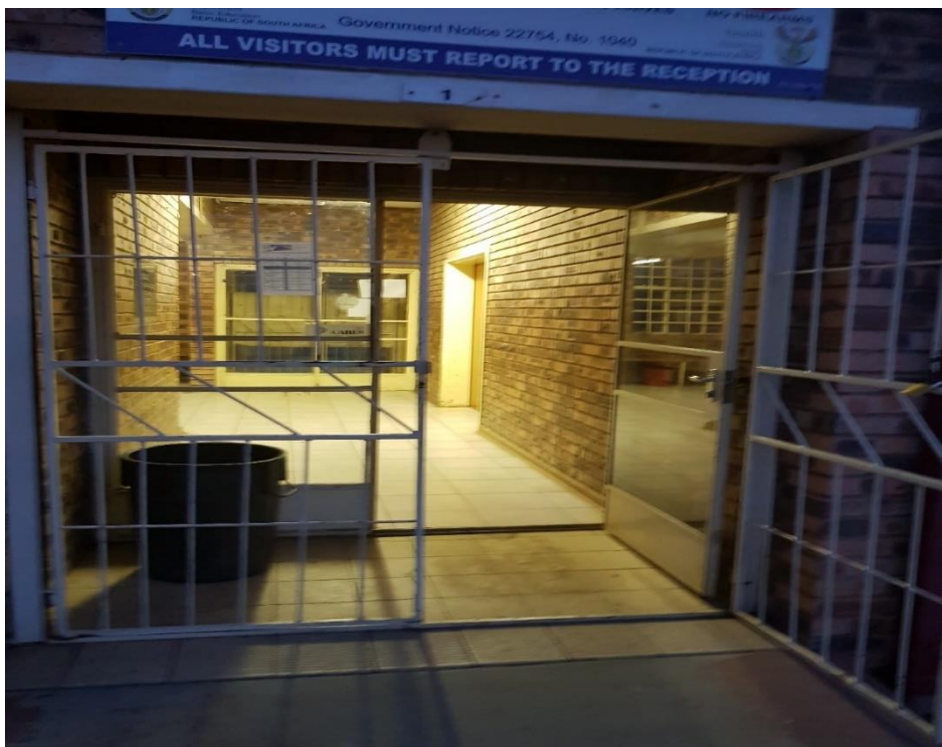
Developmental workshops to increase the capacity of educators. With further training these educators feel they would be better equipped with to teach and improve the pass rate for the CLC.

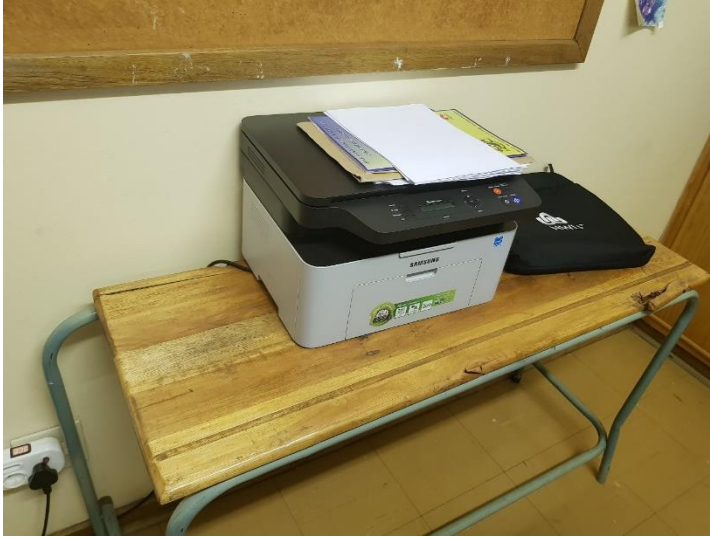
Educators' sense of their work at this centre

Educators love working with the community. They say that working with adults is easy because they can talk about their problems and solve them together and carry on working smoothly. For instance, people who cannot read and write, or use the ATM come to the centre and ask for help, and the educators know how to help them.

Understanding of the new Community College System

They know that the Community College system is now operating, but say that they do not get information about it.





Pictures taken at Silobela CLC



UMLALATI CLC (BARBERTON TOWN CORRECTIONAL CENTRE)



Centre manager:

MR J.A. Storm

Buildings and facilities

The Umlalathi CLC is at Barberton prison on the corner of Robbens and De Villiers Road in Barberton. It is a male prison for juvenile offenders of 25 years and less. The buildings are very clean, and the CLC has its own building inside the correctional centre. All the AET educators have offices.

Programmes offered

AET levels

Level 1 isiZulu Seswati and English, Numeracy

Level 2 Zulu Seswati and English, Numeracy

Level 3 & 4 English, LO, SMME, EMS, ARTs and Culture

Grade 10, 11, 12

Skills training is offered in FET section, and prisoners can do N levels in Business Studies and Engineering.

Prisoners can take part in Correctional Services programmes, and gain awards. They gain Bronze, Silver, or Gold awards for learners which they get for participation in sports sessions such as volley ball and walking around the fence, or cleaning, learning life skills, taking care of other offenders, or being sincere to one another.

Most popular courses offered

Technical Courses

Requests for courses that they cannot offer

Plumbing and agriculture, welding

Non-formal learning offered

Bricklaying

Number of learners

167 in 2018

AET: 112 FET: 44 COMPUTER SKILLS: 15

Number of educators employed in the centre

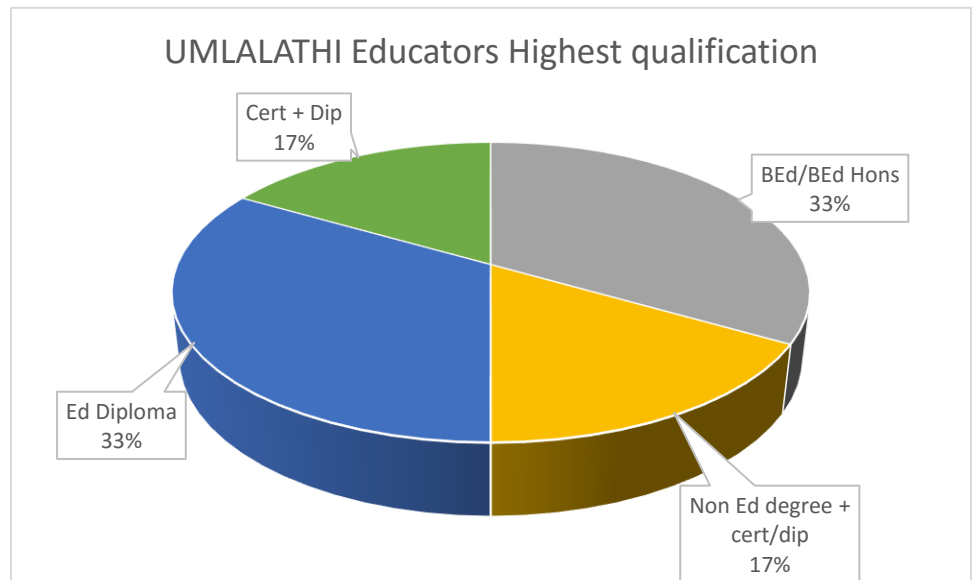
13

Staff qualifications

	Educator	Qualifications	Subjects taught	Desired training
1	J A Storm Centre Manager	B.A HED	Not teaching	
2	Makhubu PC Assistant Manager	STD BA BEd Hons	English Grade 11 English Grade 12	
3	Tebela MA	SPTD ACE ABET DIPLOMA BEd Hons	English grade 10 Sepedi grade 10-12	
4	Mpele NM	STD B.COM	Business Studies Grade 10-12 EMS L4 & L3	
5	Muntswu NM	BA (ED)	Geography grade 10-12 HSS L4&L4	
6	Gidi F.L	STD FDE	Life Science Grade 10 – 12 A&C L3 SMME L4	
7	Ntshasa R.M	PTD ACE ABET CERTIFICATE	English Level 1 – l4 Numeracy L1	
8	Khoza T.G	BA UED ACE	LO grade 10 LO grade 11 Siswati Gr 11 English L2	
9	Nefale P	National Diploma in Technical Education	ICDL Project Computer Repairs	
10	Gwebu M.S	STD Technical Civil Trade	In charge of skill development project	
11	Zibane LV	STD	Tourism Gr 11 Geography LO L3-L4 Siswati L1-L2	
12	Mokgwatsana J.M	Higher Diploma in Education	Grade 11 Maths Grade 10 Maths Lit MLMMS L3 SMME L3 Numeracy L2	
13	Mthombeni SP	Education	Tourism Gr 10 CAT Gr 10-11 ICDL	

Summary of Umlalathi educators' qualifications

UMLALATHI CLC	
Highest qualification	
BEd/BEd Hons	4
Non Ed degree + cert/dip	2
Ed Diploma	4
Cert + Dip	2
	12



Educators are employed and paid by

Department of Correctional Services, with the rate of pay depending on qualifications. An educator with M + 4 earns R 245 697.00 pa, and the Head of the CLC earns R 360 000.00

Do they feel adequately trained?

Educators do not feel adequately trained, nor equipped for what they have to teach, although some are highly qualified in particular areas. They would like workshops to help keep up to date. They suggest quarterly workshops for AET educators.

Problems/disadvantages at this centre

- ABET attendance is very low and this is frustrating for educators
- The challenge is that they do their home language (SeSwati or isiZulu) in AET Levels 1 and 2, but not as a subject at AET Levels 3 and 4. This is problematic for learners who pick it up as a subject in grade 10 after level 4
- They feel that they cannot offer education that is of good quality
- For home languages, educators can only teach SeSwati, Sepedi and isiZulu, and some of the prisoners come from areas where they have other home languages. Presumably they are there as migrant workers
- No one from DHET is assisting the correctional centre, because they are not getting paid by DHET
- Educators rely on other correctional centres for new information about the learning areas
- Authorities tried to follow up with the DHET about lack of information – they said they are looking at the matter

- Correctional Services must purchase the books, and they need to have information about which books to purchase, but they do not get this information
- When the PALCs were run by DBE, the correctional centres were invited to attend workshops. This changed with the shift to DHET, and now educators are not given information by DHET, and have to try and find it from other CLCs who write the same examinations.
- Staff from CLCs in prisons are called to attend meetings and moderation, but are not invited to workshops. They feel they should be, since at the end of the day the DHET need statistics from the correctional centre.
- Educators at prisons feel as if DHET treats prison educators as outsiders
- DHET even do not take the calls anymore, things are not easy at all
- Educators feel that they are understaffed.

Advantages at this centre

- The CLC invites speakers from outside to come and motivate learners.
- The educators meet in the morning for a short briefing and staff meeting to make sure that they cope with the challenges while teaching.
- Educators maintain a 100% pass rate.

Support that is most needed

- Educators strongly feel the need for more communication from DHET.
- There is a need for developmental workshops for educators to make sure that they keep up to date and teach effectively.

Educators' sense of their work at this centre

Educators state that they are teachers and will not give up because they are committed to the work, stay motivated and keep going. They are proud of the 100% pass rate their matric learners achieve. Factors that they feel contribute to their success is that they work as a team, have briefing sessions every morning, and invite motivational speakers. They believe that everyone in the correctional centre benefits from hearing these speakers, including staff, seniors, and offenders. However, they do say that they have to “be on the learners’ backs” to ensure that they get good marks, and sometimes need to refer them to the counsellors or psychologists.

They enjoy seeing improvements in their offender learners, for instance when they gain a senior certificate, having started off not believing that a senior certificate would help them. They say that the first group of learners to receive certificates wept because they felt so glad to be receiving the same certificates as people outside prisons. Some of their learners gained 6 distinctions, even one for maths. Educators note that sometimes problematic prisoners can change when they receive these certificates, shifting their attitude, and coming to thank the educators for helping them with education. One prisoner who was being considered for early release asked not to be released, because he saw that he would not make his grade 12 if he was released before passing matric. He stayed in prison and completed matric. Some prisoners come back after their release to write supplementary exams if they did not do well in some subjects, and some educators have paid the fees for these supplementary exams from their own pockets. Some quit crime and enrol in university, and this is clearly very motivating for educators.

Their main grievance is that they feel that they get no support from DHET. They say that DCS tried to help their learners, but that DHET “does not do anything”. They feel that DHET should “help these offenders because they are learners as well, if they were not offenders they would be at DHET centres - either way they need help from DHET”.