

Lecturer Qualification Survey Report – Lecturers participating in SSACI – ETDP SETA WILL Project (2015 and 2016)

Introduction

SSACI is implementing the WIL for Lecturer project, with funding from ETDP-SETA. Lecturers from 28 colleges, is partaking in the project, which involves lecturers going into the workplace, towards their continuous professional development, in terms of being exposed to the current practices in the workplaces, and bringing that back into their teaching, in the classroom.

These lecturers were required to complete a Lecturer Qualification survey, which sought to get information on their current qualification, teaching experience, subjects they teaching, gap analysis of topics they find difficult teaching, industry experience, etc. 157 lecturers completed the survey in 2015. In 2016, SSACI received 159 completed surveys from the second cohort of lecturers in the project. This report is based on findings of 316 (157 + 159) completed surveys received by SSACI.

Findings

Table 1 shows the number of completed surveys received from each college, participating in the project.

Table 1: No of completed surveys per college

Province	College	No of completed surveys
Limpopo	Capricorn	9
	Letaba	10
	Mopani	11
	Sekhukhune	6
	Waterburg	10
	Vhembe	10
Mpumalanga	Gert Sibande	67
	Ehlanzeni	8
	Nakangala	11
Western Cape	Boland	8
	West Coast	6
KZN	Elangeni	6
	Majuba	7
	Umfolozi	12
Free state	Flavius Mareka	11
	Maluti	9
Northern Cape	Northern Cape Urban	7
	Northern Cape Rural	10
Eastern Cape	Buffalo City	8
North West	Orbit	12

	Vuselela	4
	Taletso	6
Gauteng	Ekhuruleni West	39
	Sedibeng	10
	Westcol	19
TOTAL		316

Table 2 shows the racial and gender distribution of the lecturers.

Table 2: Racial and gender distribution

Race	Female	Male	Total	%
African	131	140	271	86%
Coloured	5	9	14	4%
Indian	5	1	6	2%
White	17	8	25	8%
TOTAL	158	158	316	100%

Majority of the lecturers (94%) are from South Africa. In terms of disability, as indicated in Table 3, majority of them (89,6%) do not have any disability.

Table 3: Disability status of lecturers

Disability	Total	%
None	283	89,6%
Hearing	3	0,9%
Physical	5	1,6%
Sight	10	3,2%
Other	1	0,3%
Blank	14	4,4%
TOTAL	316	100%

In terms of the nature of their employment, most lecturers (71, 2%) are in permanent position, but a number of them (27, 2%) are in contract position (Table 4). Most of these contracts are for a year, with the minimum being for 3 months and maximum being 2 years.

Table 4: Nature of employment

Nature of Employment	Total	%
Permanent	225	71,2%
Contract	86	27,2%
Temporary	1	0,3%

Blank	4	1,3%
TOTAL	316	100,0%

More than half the lecturers are paid through the PERSAL, but a number of them (38%) are being paid for by the college council (Table 5)

Table 5: Type of Appointment

Type of appointment	Total	%
PERSAL	183	58%
College Council	120	38%
Blank	13	4%
TOTAL	316	100%

As the project is aimed at lecturers, majority (84,8%) of them are lecturers but there were other categories of personnel that partook in the project (Table 6).

Table 6: Personnel Categories

Personnel Category	Total	%
HOD	4	1,3%
Lecturer	268	84,8%
Education Specialist	32	10,1%
Other-Training officer	1	0,3%
Other- Instructor	2	0,6%
Blank	9	2,8%
TOTAL	316	100,0%

The number of years lecturers have been teaching in the present colleges is varied over a number of years (Table 7). Half of them have been teaching there between 1 – 5 years, with 6% having been in the same college for more than 15 years.

Table 7: Years of teaching in current college

No of years teaching in current college	Total	%
1- 5 years	157	50%
6 - 10 years	115	36%
11 - 15 years	22	7%
> 15 years	18	6%
Blank	4	1%
TOTAL	316	100%

Lecturers teach across qualifications, thus the total is more than the sample of 316 (Table 8). Most of the participants teach NCV, with a small number teaching skills qualifications.

Table 8: Qualification teaching

Programme	Total	%
N	270	30%
NCV	622	69%
Skills	6	1%
TOTAL	898	100%

The programmes the lecturers are teaching is varied across a large range, over levels and qualifications (Table 9), thus the total is more than the sample of 316. Most lecturers are teaching Civil Engineering and Building Construction, EIC, ERD, Hospitality or Office Administration. Lecturers teach a number of subjects with minimum being 1 and maximum being 4, across levels.

Table 9: Programmes taught by the lecturers

Programme	Total	%
Business Management	6	0,6%
Civil Engineering and Building Construction	71	7,7%
Communication	5	0,5%
Design	1	0,1%
Drawing Office Practice	2	0,2%
Educare	2	0,2%
Education and Development	15	1,6%
Electrical Engineering	67	7,2%
Electrical Infrastructure and Construction	100	10,8%
Electrical Mechanics	1	0,1%
Engineering and Related Design	91	9,8%
Farming Management	2	0,2%
Finance and Business Management	7	0,8%
Finance, Economics, Accounting	44	4,8%
Freight Logistics	1	0,1%
Fundamentals	64	6,9%
Hospitality	51	5,5%
Human Resources	20	2,2%
Information Technology and Computer Science	36	3,9%
Legal Secretary	1	0,1%
Management Assistant	60	6,5%
Marketing	42	4,5%

Mechanical Engineering	31	3,4%
Mechatronics	9	1,0%
Office Admin	66	7,1%
Primary Agriculture	63	6,8%
Primary Health	3	0,3%
Process Plant Operations	6	0,6%
Public Management	10	1,1%
Safety in Society	2	0,2%
Tourism	17	1,8%
Transport and Logistics	27	2,9%
Welding	2	0,2%
TOTAL	925	100,0%

Lecturers were asked to state topics they find difficult to teach, within a subject and level. Appendix A provides the extensive list.

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Less than 60% (Table 10) of the lecturers have worked in the industry before coming to teach at the college.

Table 10: Prior experience in industry

Response	Total	%
No	120	38%
Yes	184	58%
Blanks	12	4%
TOTAL	316	100%

Just under half the lecturers, that have worked in the industry prior to coming to teach at the college, has between 2 -5 years of experience (Table 11). A small number have worked in the industry for a long time (10-15 years).

Table 11: No of years of experience in industry

Years	Total	%
0 -1 years	43	23%
2 -5 years	86	47%
6 -10 years	30	16%
11-15 years	12	7%
15+	13	7%
TOTAL	184	100%

In terms of relevance of industry experience to teaching, most of the lecturers that came from industry deemed it relevant (Table 12)

Table 12: Relevance of industry experience to teaching

Relevance	Total	%
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Not at all	12	7%
Partially	27	15%
Mostly	54	29%
Completely	69	38%
Blanks	22	12%
TOTAL	184	100%

However, only 20% (62) of the lecturers have been in industry since teaching in the college, to gain experience in their field. Table 13 indicates the number of days spent in the workplace.

Table 13: No of days of spent in industry

Days	Total	%
0.5 -1	10	16%
2 - 5	22	35%
6 - 14	20	32%
3 -4 weeks	6	10%
> month	4	6%
TOTAL	62	100%

Majority of the lecturers have completed their matric. 2 of the lecturers completed Grade 11 and 3 of them are non-South Africans and has GCE O or A levels. A large number has some form of post-school qualification (Table 14), with most of them (24%) holding a Diploma. Table 14 gives the breakdown of highest qualification currently held by the lecturers. 37% of the lecturers are currently studying further. About 15% of the lecturers has passed the trade test.

Table 14: Qualifications held by lecturers

Highest Qualification	Total	%
B.Tech	21	7%
Degree	66	22%
Diploma	71	24%
Certificate	73	25%
PGCE	33	11%
Hons.	30	10%
MA	3	1%
TOTAL	297	100%

Conclusion

This survey is crucial in gathering relevant information about the lecturers in the system. Findings from this small sample can be used by policy makers and project implementers in terms of qualifications held by lecturers, teaching of subjects across levels and programmes, topics lecturers find difficult to teach, the role of industry in professional development of lecturers. Research of this nature needs to be undertaken with all lecturers teaching at the 50 public TVET colleges to get a comprehensive picture of the lecturers in the system.

Appendix A: Topics lecturers find difficult to teach

Subject	Levels	Topics difficult to teach
Accounting	N4	Practical in workplace
Advertising and Promotions	L2	Professional Behaviour of a Marketing Assistant
Application Package (Access)	L4	Queries, Forms
Animal Production	L2	Animal Anatomy and Physiology
Applied Accounting	L2	Payments and Receipts Transactions in the Cash Book
	L2	Ledger and VAT
	L2	Basic Credit Sales Transactions
	L3	Ledger Account
	L4	Pastel
	L4	Accounting Software
Applied Management	N4	Control in the Hospitality industry
	N6	Control systems
	N6	Productivity/ workstudy
	N4-N6	No-Legislation
	L3	Debtors and creditors analysis
Automotive Repair and Maintenance	L2	Tools Applicable to the Automotive Trade, Battery
	L3	Checking and Adjusting of Steering Geometry, Battery
	L4	Assemble according to manufacturer's specifications/procedures
	L4	Air-conditioning in cars, Battery
	L4	Automatic transmission types and maintenance
	L4	Electronic engine management systems (petrol)
	L4	Hybrid and electric drivelines in vehicles
	L5	Electronic Engine Management Systems (petrol)
	L2-4	All Practicals
BBS	N4	Instruments
Building and Structural Survey	N4	Map Correctives
	N6	Road Curve
Building Science	N1	Beam
Business Law	N5	Contracts
Business Practice	L2	Health, Safety and Security in the Workplace
	L4	Organisational Ethics
	L3	Function in a business environment
	L3	Employment relations in an organisation
	L3	Employment relations in an organisation
Client Services and Human Relations	L2	Human Relations with respect to Colleagues with Special Needs
	L3	Human relation requirements according to the various Acts
	L4	The importance of staff development to human relations
Computer Practice	N5	MS. Access

Computer Programming	L4	Create multimedia, web-based applications with scripting
	L4	Computer Programming
	L4	Code ub.net
Construction Planning	L2	Behaviour of structures, Setting out instruments (Theodolite)
	L3	Construction legislation and regulation
	L3	Technical drawings
	L4	Contracting, Standard contracts, bills of quantities
Construction Supervision	L4	Productivity
Consumer Behaviour	L2	Communication
	L2	Introducing Consumer Demographics
	L4	Channels and logistics
Contact Client Centre	L4	Customer and market related trends impacting on Contact Centres
Cost and Management	N5	Integrated Accounting
Data Communication and Networking	L4	Install LAN, Compute cabling
	L4	Domains/Active Directory
	L4	Principles of computer networks
Day Care Management	N6	Legislation Chapter
Diesel Mechanics Trade Theory	N2	Suspensions, Engine, Differential, Brakes
Draughting	N4	Sectioning
E and C	L3	Faulting finding, earthing and process
Early Childhood Development	L2	Growth and development
	L4	Parents, care givers and the community
Economic Environment	L2	Define the term economics.
	L3	Shares indexed and Economic Indicator
	L3	Basic Economic Principles
	L4	Requirements of import and export factoring for discounting
	L4	International trade,
Economic Management	L2	Explain monetary policy in the South African context
Electrical Principles and Practice	L2	Direct Current (DC) and Alternating Current (AC) circuits
	L3	Magnetism and electromagnetism
	L4	Transformers, Generation and supply of electricity
Electrical Control and Digital Electronics	L2	Transducers Used In Process Control
	L4	Operating PLC's
Electrical Principles & Practice	L2	Electrical Materials, Components and Safety
	L2	Electrical Materials and Components
	L2	SI Units of Measurement
	L3	Direct Current (DC) and Alternating Current (AC) circuits
	L3	Sketch and explain AC machines
	L4	Generation and supply of electricity
	L4	PLC Motors
Electrical Systems and Construction	L2	Electric Machines
	L2	Renewable Energy

	L2	Basic Electrical Circuits and Systems
	L3	Renewable energy
	L3	Motors AC and DC
	L4	Sequence starters
	L2-L4	Motor: Sequence
Electrical Trade Test	N2	AC and DC Machine
Electrical Workmanship	L3	Installation of single-phase AC machines and control gear
	L3	Installation of single-phase AC machines and control gear
	L3	AC and DC Machines
	L3	Motors AC and DC
	L3	Installation of single-phase AC machines and control gear
	L4	Motors AC and DC
	L4	Electric machines and control gear
	L4	Electric machines and control gear
Electronic Control and Digital Electronics	L2	Digital Electronics
	L2	Transducers Used In Process Control
	L2	Transducers Used In Process Control
	L3	Ladder logic as used in Programmable Logic Controllers (PLCs)
	L2	Components and Circuit Drawings
	L2	Transducers Used In Process Control
Electronics	L2	PLC's
	N5	DC Machines
Electronics Control & Digital Electronics	L3	PLC
Electrotechnics	N6	Inductor Motor
Electrotechnology	N3	Measuring Instruments
	N3	DC Machines
	N3	AC and DC Machine
	L2	Electronics
Engineering Fabrication	L3	Structural steel fabrication
	L3	Perform basic welding or joining of metals
	L4	Computer Numerical Control (CNC) fabrication
Engineering Fundamentals	L2	Safety Practices in the Engineering Workplace
Engineering Graphics and Design	L3	Computer Aided Design
	L3	Assembly Drawing
	L3	Sectioning: assembly, DRG, something DRG
	L3	Development and inter-penetration
Engineering Practice and Maintenance	L3	Systematic fault finding techniques
Engineering Process	NCV 4	Cutting
Engineering Science	N3	Forces
	N3	Hydraulics
	N4	Statistics
Engineering Systems	L2	Equipment with Simple Control Systems

	L2	Routine Maintenance
	L2	Engineering Systems and Their Applications
Engineering Technology	L2	Engineering Marking-off Equipment
	L2	Engineering Drawing
English	L2	Poetry, communication practice
Enterpreneurship	N4-N6	Marketing Dept Sales, Shop layout
	L2	Basic Finances
Financial Accounting	N5	Incomplete Records
	N6	VAT
Financial Management	L2	Perform Basic Calculations in Retail or Wholesale Practices
	L2	Perform Basic Calculations in Retail or Wholesale Practices
	L3	Basic administration of non-current assets manually (by hand)
	L3	Compile the bank reconciliation statement
	L4	Interpret basic financial statements
	L4	Investment appraisal requirement
Fitting and Turning	L2	Grinding and Sharpening
	L3	Bearings
	L4	CNC Lathe (Turning)
	L2-4	Gearbox, Pumps, lathe
	Phase1-3	Milling
Fluid Mechanics	N5	Turbines Compressors
Food and Beverage	N5	Module 10-13
	N5	Dining room furniture and fixtures
Food Preparation	L3	Prepare and present basic pastry products
	L4	Meat, poultry, game and offal
	L4	Meat, poultry, game and offal
Freight Logistics	L2	Introduction to Freight Logistics
	L3	Warehouse Management Systems
	L4	Legislation and Regulatory Framework of Freight Logistics
	L4	Legislation and Regulatory Framework of Freight Logistics
Hospitality Generics	L2	Food Hygiene
	L3	Identify nutritional needs of healthy individuals, plan and cost menus.
	L3	Booking Systems
	L4	Complex vegetable dishes
	L4	Analyse and adapt/develop new menus
	L4	Monitor and maintain health, safety and security,
	L4	Health and Safety
Hospitality Services	L2	Drinks Service
Human and Social Development	L3	Investigating and interpreting contextual information for education studies
Income Tax	N6	Gross Income
Industrial	N2	Alternating Current

Industrial Electronics	N2	Transducer
	N3	Parallel Accounts
	N3	Transistors
	N5	Phase contact
	N6	PLC
Industrial Instrument	N4	Autocontrol/telemetering
	N5	Autocontrol
	N6	Distillation
Industrrial Engineering	N6	Programmable Logic Controllers
Infromation Processing	N4	Information Processing
Instrument Trade theory	N3	Automatic Control
Instrumentation	N2	Pressure (mcleod)
Intro to Accounting	N4	Source Document
Intro to System development	L2	Computer Data Storage
	L2	Coding (Ub.net)
Introduction Communication	N4	Mathematical related subject
Introduction to Computers	L2	Identify, describe and connect a basic PC
Introduction to Systems Development	L2	Principles of Computer Program Quality Assurance and Project Viability
Learning Psychology	L2	Brain-based learning
Life Orientation	L2	Personal and Career Development
	L3	Introductory Theory of Information and Communication Technology
Management	N4	Mass Media(Practical eg)
	NCV	
Management Practice	L2	Basic Legislation
	L3-4	Labour Relations Act
Manual Manufacturing	L2	Drawings
Marketing	N6	E Marketing
	L2	Components of a Marketing Plan
	L4	Marketing policy and plan compliance
	L4	Flow and processing of marketing data
Masonry & Materials	L2-3	Practical Applications
Masonry	L3	Cavity wall construction
	L4	Screeds and toppings
	L4	Welding, Screening
Material Technology	L3	Hardness Test
	L3	Steel Processing
	L3	Material Testing Machine
	L3	Metal Processing
Materials	L2	Cement and Concrete
	L3	Plastics
	L3	Welding,Brazing, Soldering
	L3	Metals, Steel construction
	L4	Plastics
Mathematical Literacy	L2,L4	Numbers
	L4	Space, Shape and Orientation

Mathematics	N3	Word Problems
	N4	Complex Numbers
	N5	Integral Techniques
	L3	Complex Numbers
	L3	Differentiation
	L4	Functions and Algebra
	L4	Data Handling: Tree Diagrams
	L4	Complex numbers
Mechanotechnics	N4	Hydraulics, Pneumatics, engines, cranes
Mechatronic Systems	L3	Analyse electronics as a form of control in mechatronic sub-systems Range: Manufacture/ assembly (planning process, flow chart, time chart, sequence drawing) Find the solution; Execute the task
	L4	Assemble a mechatronic system
Industrial Electronics	N5	Transistor Theory
New Venture Creation	L2	Financial Statement
	L2	Value Chain management
	L2	Understand a Selected Business Environment
	L3	Implement an action plan for business operations
	L3	Identify internal and external stakeholders
	L4	Apply the principles of costing and pricing to a business venture
Nutrition	N4	Vitamins and Minerals
Nutrition and Menu planning	N4	Menus (Module5-7)
Office Data Processing	L2-4	Technical Side
	L3	Mailing function in microsoft word
	L3	Basic Concepts and the use of the Computer
Office Practice	N4	Telephone manners and handling documents
	L2	Receive, Distribute and Dispatch Mail
	L2	Employ Effective Telephone Etiquette
	L3	Petty Cash
	L4	Manage people information
	L4	Manage people information
Operations Management	L2	Labour Law
	L4	Controlling business operations
Personnel Management	N4	Developing organisational structures
	N5	Personnel Research
Physical Science	L3	Electricity and Magnetism
	L4	Matter and materials
Plant and Equipment	L2	Introduction to plant and machinery
	L3	Electric motors and internal combustion engines
	L3	Electric motors and internal combustion engines
	L3	Transmissions
Plant Production	L2	Plant Anatomy and Physiology
Plumbing	L2	Cutting and joining of metals
	L3	Installing and maintaining rainwater systems
	L3	Cold water reticulation plumbing
	L4	Below ground drainage systems

Power Machines	N5	Steam
Principles of Computer Programming	L3	Data Structures
	L3	Principles of Computer Programming
	L3	Database and Code ub
Process Chemistry	L4	Coal and crude oil
Process Control	L4	Distributed control system (DCS) operations
Professional Engineering Practice	L4	The function, philosophy and the process of engineering design
Projct Management	L3	Tools and Techniques
Public Finance	N5	Role of Government
Public Relations	N6	Printing
Sanitation and Hygiene	N4	PPE Requirements
Science	N2	Practical Side
Science of Tourism	L4	Wholesale and retail tourism, incorporating air travel
Small New Venture Business		Product Marketing/Sales
Strength of Material	N5	The Mixing and placing of concrete
	N6	The Mixing and placing of concrete
Sustainable Tourism in South Africa	L2	Tourism in South Africa
	L3	Map Work
	L3	SADC Regional Attractions
	L4	South Africa and international tourism
The Human Body and Mind	NCV 3	Anatomy
Tourism Operations	L3	Tourism marketing
	L4	Basic foreign exchange transactions and conversions
	L4	The itinerary
Trade Theory	N2	Transformer
Transport Economics	L2	Introduction to Transport Economics
	L3	Legislation and regulation of the transport industry
	L3	Regulations
	L4	Costing the Modes of Transport
	L4	The transport service market and economy
Transport operations	L3	Passenger Transport Operations
	L4	Transportation Management Principles
	L4	Legislation
Travel Destination	N4	Map Work
Welding	L2	Principles and Techniques of Arc Welding (Fillet Welding)
	L4	Gas tungsten arc welding (TIG) (ferrous and non-ferrous materials)
Workshop Practice	L2	First Aid
	L2	Engineering Hand Tools
	L2	Apply soldering techniques