

EVOLVE TOGETHER

**uMfolozi TVET College
Kreishandwerkerschaft Steinfurt Warendorf**

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EDUCATION IS OUR KEY SUBJECT

I will never forget one of the special moments in my life in October 2017. Starting an international partnership is like building a bridge. Both partners need the same construction plan, visions, and trust.

During the opening ceremony of the new Construction Centre of Excellence at the uMfolozi-College, I realized what kind of partnership we have. Our Bridge of Partnership has a foundation of trust and respectful interaction. I mentioned in my opening speech that one goal was to train about 100 young people a year. By finishing one of the first pillars, I realized that we doubled the number of qualified people. The bridge became even more vital; despite that, I would have shown the same commitment if we had only taken one young person off the street to offer him a perspective in life. The Kreishandwerkerschaft has started building a variety of international bridges. Through these projects, the KH has lots of attention in public. I am often invited to talk about our commitment to international projects. Therefore, I am giving lots of speeches and having interesting deep discussions. There is always the question: Why am I doing these international engagements? There is a pretty simple answer to it. The values of the craft sector are built on responsibility, solidarity, and working close to people. For the KH and me personally, these are not just empty words. We prove that we take responsibility. Our definition of sustainability includes education, knowledge transfer, partnership in a global context, voluntary work, and participation. In my opinion, we are moving in rough water. The pillars of cohabitation as well as sustainable and successful economic activity have been damaged. We want to contribute to securing these pillars for the bridge of partnership. Environmental issues are related to distribution questions. Distribution questions are always associated with questions of justice. From our point of view, justice is the foundation for sustainable economic activity, as the skilled crafts sector has successfully exemplified for decades.

To make it work elsewhere, we need a healthy, sustainable economic system in these countries. The foundation pillar is – education. Education is our key subject, that is what we stand for – regionally and internationally.

Frank Tischer

CEO KH ST WAF



CRAFT IS ONE OF THE MOST TRADITIONAL PROFESSIONS

For me, crafts and vocational training belong together. My grandfather's master craftsman's certificate from 1927 already says "... and receives the right to instruct apprentices". The craft is one of the most traditional professions. As an owner of a family-run carpentry, I find it essential to pass on the knowledge and the values that our craft guild has been doing for hundreds of years. For that reason, the craft business without apprentices is incomplete. Our German dual education system is well known in the world. The apprentice is not only educated theoretically. Moreover, the most important part of the VET-system is the practical training within the company. The Kreishandwerkerschaft, with its training centres, links companies and schools with its practical expertise. Due to this concept of an apprenticeship the German "Handwerksausbildung" has become a role model to many countries. Of course, there are many differences between South Africa and Germany. A simple replication of the German Dual system won't be successful. But, within a partnership program, people get to know each other, they trust each other. Therefore, it was a process in which parts of the dual system could be adapted.

We realized that the practical training had to be strengthened. Now I am proud that we contributed to a change of the curricula. The new Construction Centre of Excellence offers an Up to Date practical learning experience. The private sector, the individual training companies, and the apprentices benefit from the newly established facilities. Historically, when the trainee got his certificate, he became a journeyman and went on a three-year journey. This journey i.e. "Wanderschaft" was meant to broaden his horizon, share his craftsmanship, and learn further practical craft skills. For me, the partnership project was like a "Wanderschaft". I widened my horizon by getting to know a different culture, sharing my knowledge with foreign craftsmen.

Heinz-Bernd Lohmann

HEAD OF THE BOARD

WHAT IS THE BBP?

In 2010, the VET partnership programme was launched. This programme aims to improve vocational education and training in partner countries in order to contribute to poverty reduction and sustainable economic development.

The general objective of the VET partnership is to use the competences and know-how of the German economy for the development of the partner countries and to ensure a stronger participation of local enterprises in the VET partnership (Sequa, 2016).

During implementation, special attention must therefore be paid to adapting the characteristics of dual vocational training to the circumstances in the particular country and to the needs of the local labour market.

The aim of VET partnerships is to increase the involvement of business organisations in VET processes in this country. This is intended to improve the employability of workers. Furthermore, through a VET partnership, VET institutions in the partner countries should be enabled to offer qualified and practice-oriented training.

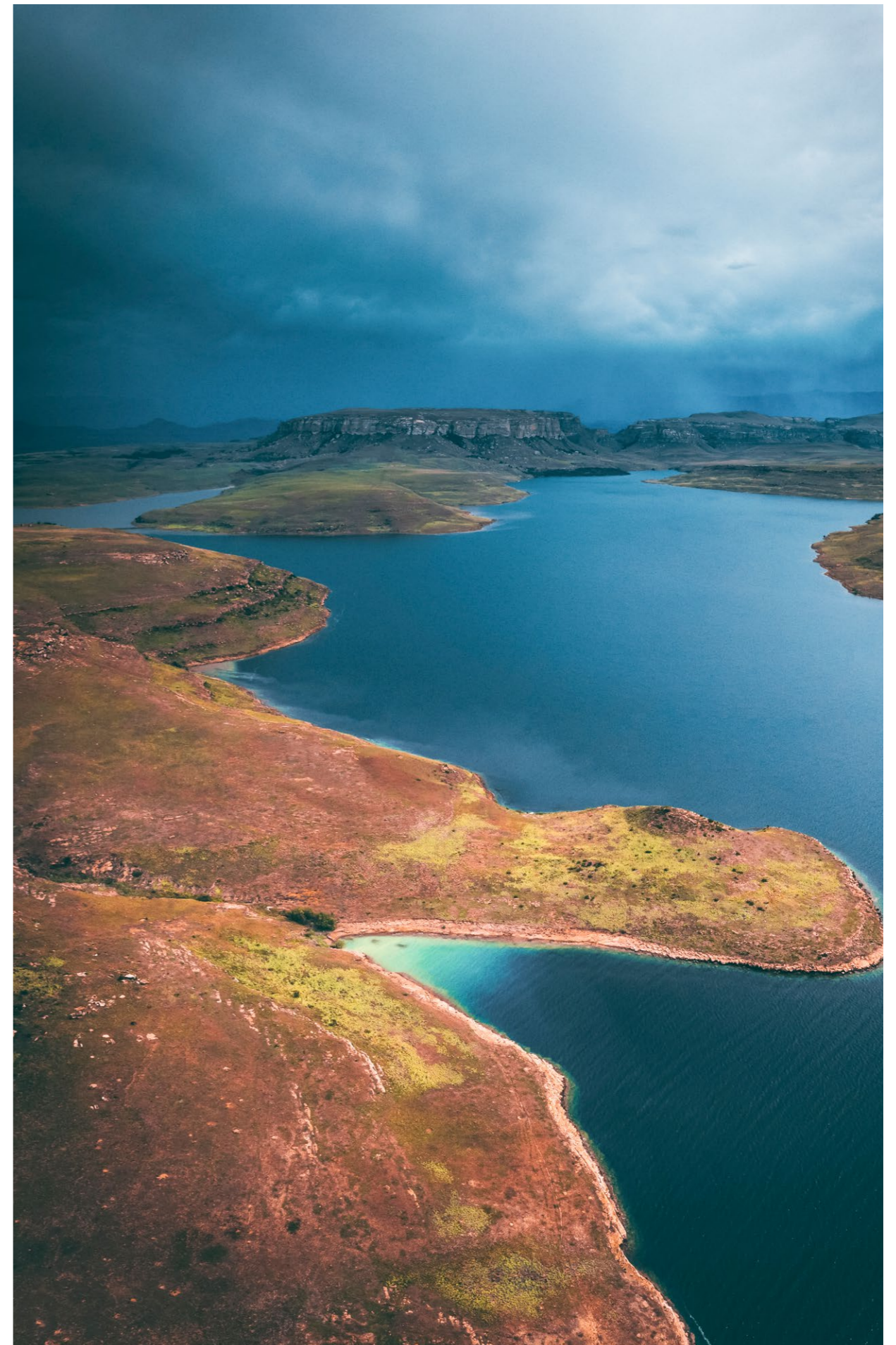
The focal points of cooperation are the following (Sequa, 2016):

- Organisational and management consultancy
- Advice on setting up and expanding cooperative forms of training
- Promotion of dialogue between state educational institutions and enterprises
- Further training of vocational school teachers and in-company trainers
- Introduction of practice-oriented model training courses
- Support for needs analyses, curricula, teaching and examination materials, etc.

MORE INFORMATION

www.sequa.de/en/

www.sequa.de/en/projects-programmes/kvp-bbp/



“The vocational training partnership project with our German partner, the Kreishandwerkerschaft Steinfurt Warendorf, is very important because it allows the uMfolozi TVET College to be able to benchmark best practices from Germany. As the uMfolozi TVET College and as the whole country, we can all learn some of the best practices and see how we could, in our context, in South Africa, be able to implement the jeweled apprenticeship program. The Kreishandwerkerschaft has been able to assist us in the development and capacity building of our facilitators, the management, and the students who are part of this program's beneficiaries.”

Sam Zungu

DEPUTY DIRECTOR GENERAL SA DEPARTMENT OF HIGHER EDUCATION AND TRAINING





THE UMFOLOZI COLLEGE

is a public Technical and Vocational Education & Training (TVET) College in the province of KwaZulu-Natal.

UMFOLOZI TVET COLLEGE

The uMfolozi College is one of 9 public TVET Colleges in the province of KwaZulu-Natal with campuses, serving the communities with the: Ilembe, King Cetshwayu, and uMkhanyakude district municipalities offering a range of national business and engineering programmes, which include the National Certificate (Vocational) and N4-N6 Diploma programs, since 1975. An extensive selection of accredited artisan training-, skills training- and co-operative programmes ensures that the College also meets the need for skills training at a grassroots level. The College has 5 QCTO accredited Technical Training Centres based in Esikhawini, Richards Bay, Mandeni, and Sundumbili, including a QCTO accredited Trade Test Centre in Mandeni. The uMfolozi College also participates within the Centre of Specialisation (CoS) and Dual System Pilot Project (DSPP), whereby the new Occupational Certificate artisan programs are offered.

VISION

Umfolozi College pursues high-quality, flexible and market-responsive programs to assist in the economic transformation of South Africa.

MISSION

Umfolozi College commits itself to serve all our communities, to establish partnerships for the purpose of accessible and mobile education and training, and to align with the National Qualifications Framework.

Source: www.umfolozicollege.co.za/index.php/about-us/our-vision-mission



THE COLLEGE



THE KREISHANDWERKERSCHAFT (KH)

The Kreishandwerkerschaft Steinfurt Warendorf is located in the Münsterland region (North Rhine-Westphalia) and represents the interests of the self-employed craftspeople in the districts of Steinfurt and Warendorf.

KH bundles the craftspeople's interests in the region and lobbies in politics and the economy. It is organised in 25 craftsmen's guilds with approx. 2.300 member companies and stands for Dual Vocational Training – made in Germany – in 129 occupations. Within this scope, we offer a wide range of services for craft businesses, starting with legal consultancy, business management advice, and consultancy in HR management.

KH has had a broad network of labour market policy, economics and social actors in the region for more than 30 years. The operational database consists of more than 7.000 contacts to local companies from industry, trade, handicrafts, and the social area in the region as well as the region bordering with Lower Saxony and The Netherlands (EUREGIO). Additionally, it performs statutory tasks for the Chamber of Crafts Münster (Register of Craft Businesses and Register of Existing Apprenticeship Relationships). KH also administers intermediate, final, and retraining exams for the Chamber of Crafts Münster.

The German Dual Education System enjoys global recognition. The combination of practical training in a workplace and the theoretical complement of a vocational school is THE success factor of this system. The lowest unemployment rate of 16- to 24-year-old people in Germany in European comparison confirms this statement.

KH is an essential component of this success because of its education infrastructure. With its education centres in Beckum, and Rheine, KH is one of the most important training providers in the region. We offer a wide range of vocational training, enabling us to contribute to improving the economic, labour market, and educational structure in the region and securing experts there with qualified offers in the area of training and further training, qualification, and integration.

The offer includes training measures in the areas of vocational orientation, vocational preparation, dual education, retraining, qualification, and further training. Our training work focuses on dual education. We have been offering dual education at our education centres for specific target groups for more than 30 years already.

KH is known for its various modern approaches to attracting young people to the crafts sector in the Münsterland region. For example, in 2017 KH developed the Youth Craft Factory, with the vision to redefine "Vocational Orientation 4.0" and make people curious about the skilled crafts, while incorporating the expectations of pupils and trainees. Via the Youth Craft Factory, a modern network has been created.

KH has also found another creative way to attract young people to the crafts sector, namely via the parents, since the parents are often the first contact person when choosing a career. In the beginning of 2020, KH invented the social media project "Mums' Day", where a mother, alongside Mr. Tischner, completed a parent internship every week and thus introduced the target group of parents to a skilled trade. In 2021, the pardon has been developed and a "Dads' Day" has been invented.

In general, the main working areas of KH are the following:

- Vocational education and training (VET) of apprentices
- Training of skilled workers
- Legal advice
- Representation of companies in the crafts sector
- Marketing of VET + skilled crafts

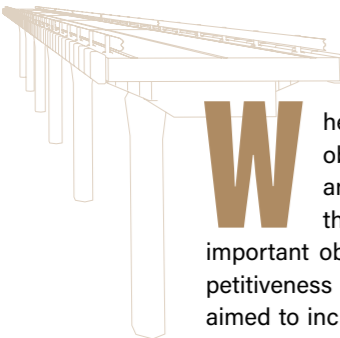
Since 2014, KH has the department "Vocational Training International". This department is based in the KH Service- und Wirtschaftsgesellschaft mbH, a wholly-owned subsidiary of the Kreishandwerkerschaft. The know-how in vocational training is thus also actively used for the international sector.



*The
Kreishandwerkerschaft*

PHASE ONE

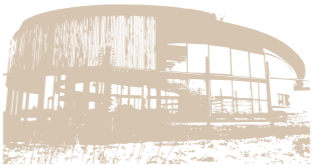
GOALS 2015-2018



When KH started the first phase of this project, its main objectives were to contribute to more employment and higher skill levels of young people and adults through practice oriented vocational training. Another important objective was increasing the productivity and competitiveness of enterprises in South Africa. For that reason, KH aimed to increase the chances for employment of graduates of vocational education and training courses at the uMfolozi College. KH has developed three main outcomes to reach this project objective.

After finalizing our “construction” plan for the first phase, the mission was clear. With a lot of commitment, year by year, pillars were constructed, which got us closer to our main outcomes of the first phase. The following pages will show you some of our pillars to give you an impression of what we reached in our first phase.

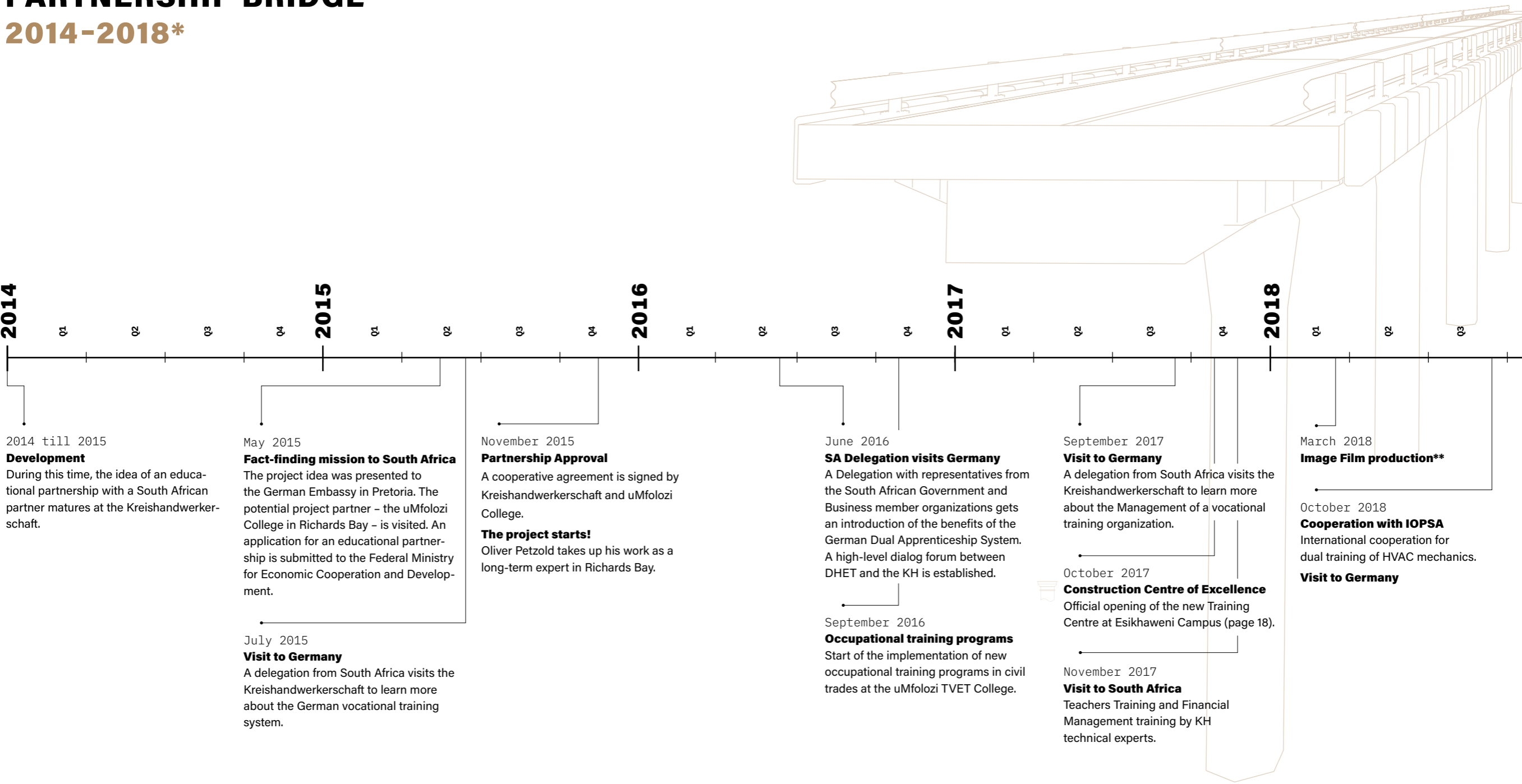
- 1** The cooperation with the private sector in the economy is formalized and shows signs of success
- 2** Improvement of training capacities and introduction of new training approaches will create incentives for companies to cooperate with the college
- 3** Creation of a training centre which meets the needs of the local economy



Training Centre

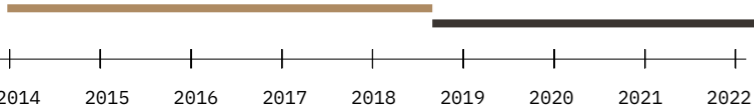
PARTNERSHIP BRIDGE

2014-2018*




1st phase: 1.11.2015-31.10.2018* Volume: 970.000 Euro

2nd phase: 1.11.2018-30.04.2022* Volume: 880.000 Euro



 pillar 1st phase special event

 pillar 2nd phase special event

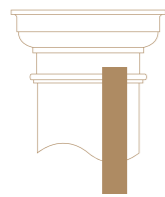
*project has been extended cost-neutrally, until the end of April 2022

**watch the Image Film online on youtube



CONSTRUCTION CENTRE OF EXCELLENCE

OCTOBER 2017 OFFICIAL OPENING OF A NEW TRAINING CENTRE AT THE ESIKHAWINI CAMPUS

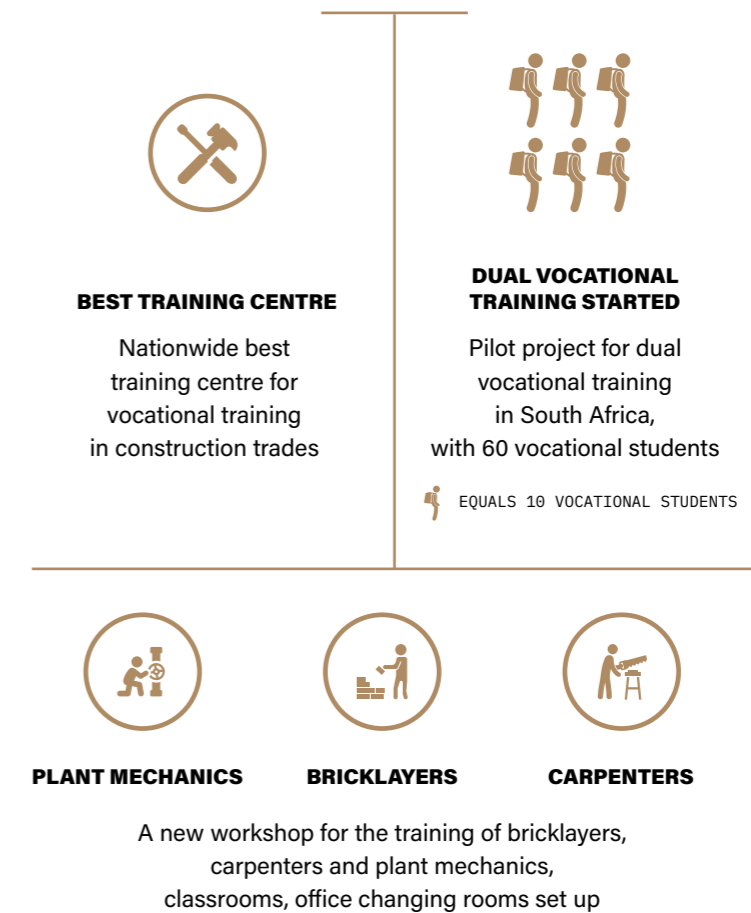


In 2015 when the Kreishandwerkerschaft was visiting South Africa, the uMfolozi TVET College presented training courses and workshops with a showcase character. The actual conditions at the college only became visible after our long-term expert, Oliver Petzoldt, started his work at the college. Therefore, the partnership project had to readjust its focus. The main focus was establishing a new Competence Centre for Construction (CCoE, Construction Centre of Excellence). The project developed a contemporary learning environment for bricklayers, carpenters, and plumbers.

The first step was to close the walls and install roller shutter gates, ventilators in the roof, and sanitary facilities. When the construction work was finalized, the Centre got equipped with the latest machinery and tools. Relevant training aids have been constructed. During the Centre's construction process, the Kreishandwerkerschaft supported the uMfolozi college trainers with their expertise in efficiently running vocational training. Training courses in Germany and South Africa supported the exchange of skills and knowledge.

In October 2017, Representatives from the South African Government, the German Embassy, and the two project partners officially opened the Construction Centre of Excellence at the Esikawini Campus. With the establishment of the Construction Centre of Excellence, the uMfolozi College offers state-of-the-art vocational training in construction trades, including trade testing.

QCTO and NAMB have granted the Construction Centre accreditation to provide vocational school training in bricklaying, carpentry, and plumbing. When the Centre opened in 2017, both the accreditation authorities and the professional association of the construction industry recognized the Construction Centre of Excellence as the best training centre for construction professions in South Africa. The Centre was an investment in straightening dual apprenticeship in South Africa. In December 2020, 190 apprentices completed vocational training in the dual training courses at the Construction Centre of Excellence.



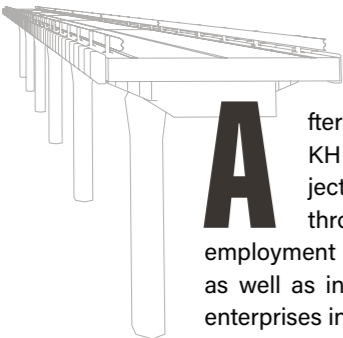
"The partnership has given the college access to advanced training material and methods and also assisted to facilitate the colleges' participation in the DSPP project. The inputs in facilities improvements and facilitator capacitation and development is something that has really enabled the Umfolozi TVET College to bring world class training methods and facilities to the previously disadvantaged and impoverished population groups in the rural areas and townships upskilling them to improve their living standards."

Talon Pillay

SUPERVISOR CONSTRUCTION CENTRE OF EXCELLENCE

PHASE TWO

GOALS 2018-2022



After realizing the impact of the partnership project, KH decided to go into the second phase of this project. In this phase, again, KH was aiming to contribute, through practice-oriented vocational training, to more employment and higher skill levels of young people and adults, as well as increasing the productivity and competitiveness of enterprises in South Africa. To get even closer to this goal in the second phase, KH developed the following three aims for targeted outcomes.

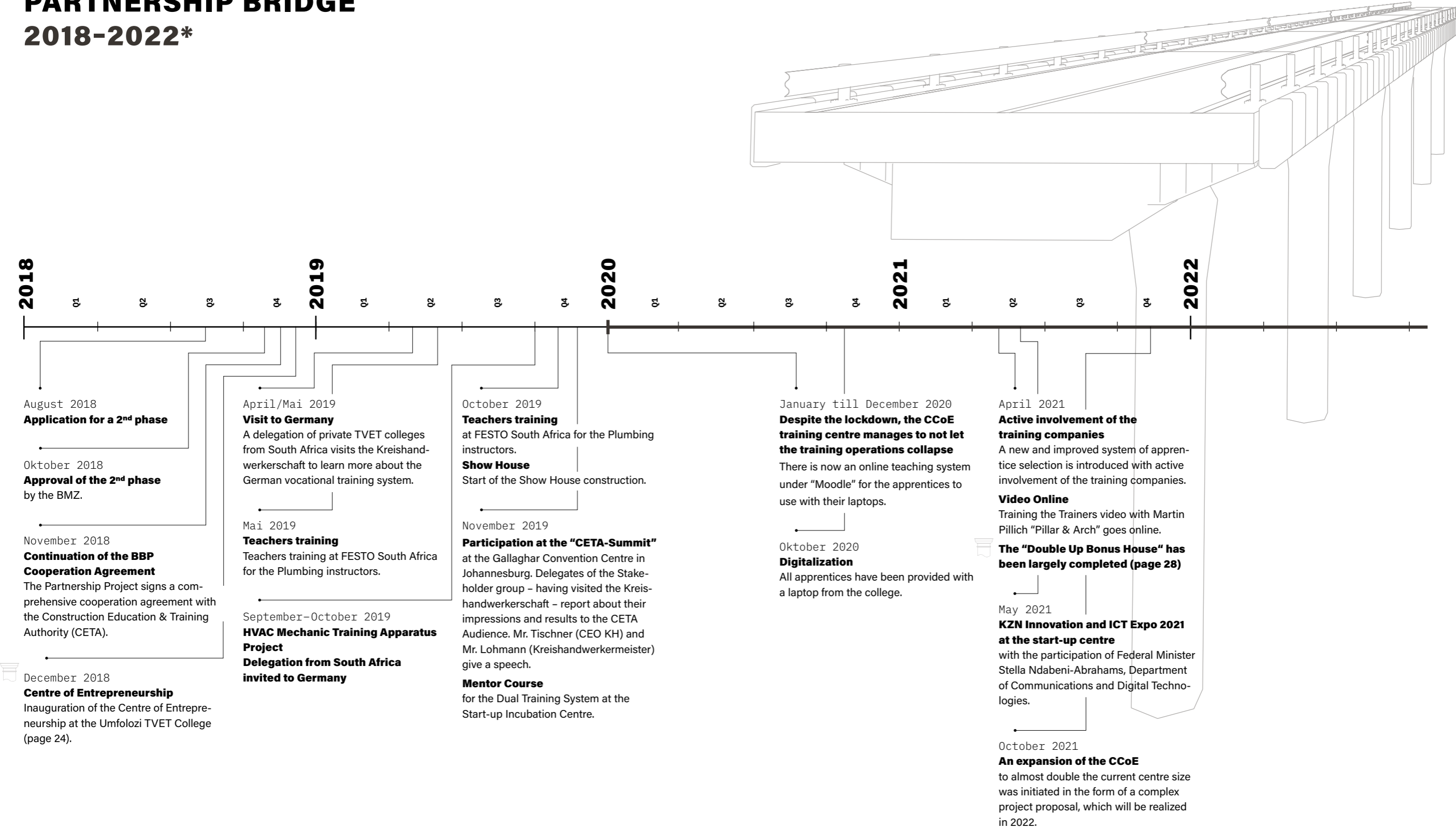
Even with a pandemic coming into play, we worked hard and did our best to reach these three outcomes within three years. On the following pages, we proudly look at the successes we have achieved in this second phase and how we have come a little closer to our general goal.

- 1** The Construction Centre of Excellence has been qualitatively further developed and quantitatively expanded
- 2** The uMfolozi College sustainably implements dual vocational training in cooperation with the private sector
- 3** The Entrepreneurship Centre is established as a platform for start-ups in Richards Bay and the surrounding area



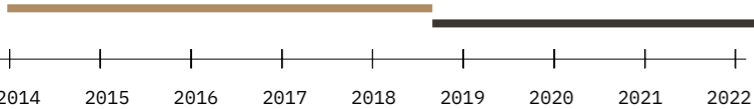
*Entrepreneurship
Centre*

PARTNERSHIP BRIDGE
2018-2022*



1st phase: 1.11.2015-31.10.2018* Volume: 970.000 Euro

2nd phase: 1.11.2018-30.04.2022* Volume: 880.000 Euro



pillar 1st phase special event

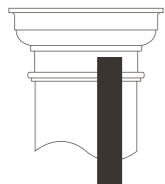
time of covid pandemic

pillar 2nd phase special event

*project has been extended cost-neutrally, until the end of April 2022

ENTRE- PRENEURSHIP CENTRE

WHERE BUSINESS IDEAS BECOME REALITY



In December 2018, the partnership project opened the uMfolozi TVET College Entrepreneurship Centre. In collaboration with the Richards Bay Industrial Development Zone (RBIDZ), the Centre supports start-ups in the region. One main goal is to encourage people to start their own businesses. The Entrepreneurship Centre provides opportunities for collaboration and exchange between individuals, academic, public, and private sector organizations. The College created jobs for two full-time experts to support the founders.

Furthermore, the Centre established a mentoring system with more than 20 mentors from different fields of expertise. Founders find a well-equipped space to develop their business ideas. More than 100 potential founders took part in training and conventions. More than 25 start-ups with innovative business models have been founded with the support of the Centre. Those start-ups have created over 50 new jobs.



“South Africa needs an army of young people equipped with the thinking and doing engineered for change and economic transformation.

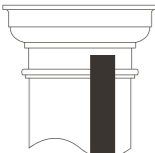
Our company AlgoAtWork Robotics Academy guides the learning process of junior entrepreneurs through coding and robotics.

The Entrepreneurship Centre has been essential during our journey in becoming successful founders. The opportunity to work from the facilities, business consultancy and constant mentoring enabled us to build a sustainable business model with a real impact.”

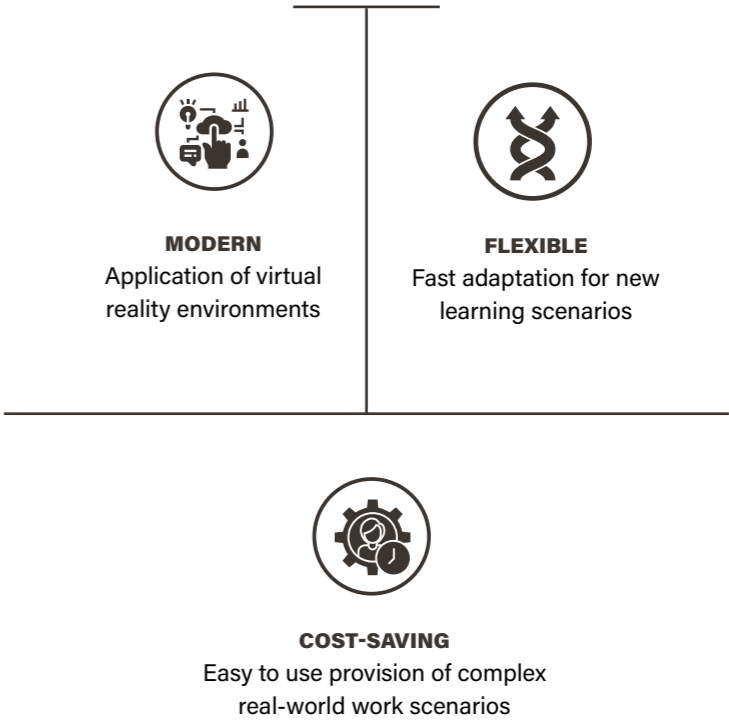
Langa Elihle Zulu
CO-FOUNDER ALGOATWORK ROBOTICS ACADEMY

VIRTUAL LEARNING

A DIFFERENT EXPERIENCE



In various teacher training courses, a significant lack of knowledge regarding the application of national standards (SANS) was identified. Above all, the teachers had problems applying the knowledge or the standards correctly in the individual work situations. The project provides a virtual environment where the learner can experience real situations and retrieve corresponding information on the respective situation in the virtual space. He interacts with virtual objects in and with the environment, excluding the real world. Through immersion in a contextualised virtual reality, the individual identifies with the environment and can thus achieve maximum learning success.

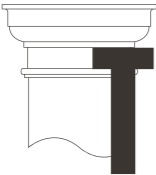


“A very big thank you to the Kreishandwerkerschaft, the German partner in the dual training initiative at the Umfolozi Training College. I would like to thank you for the students that we received, they are of much higher quality than the students we ever received before. I really have been enjoying working with them as well as having the experience of being able to go to Germany and see how the Dual Training System operates in a very well-established environment. It has been the most beneficial to help us make it more efficient for us training the students as well.”

Barry Chapman
OWNER, CEO PLUMBING KZN

THE SHOW HOUSE

APRIL 2021



The concept was to design and build a simple, clever house. The house is quick and easy to build. Our civil students can build it in rural areas where affordable housing is most needed.

The “Double Up Bonus House” grows with its owners. A studio apartment with an attached veranda works for a single-household. As soon as there is demand for more space, two additional rooms and a sublet-unit for income generation can be added. The house has a large rainwater tank used to run the toilet and the bathroom.

The house was planned by a local architect collaborating with a local builder's warehouse chain. Future builders who would like to replicate the house can purchase all materials in bulk from the partnering hardware store. The developed building manual provides a step-by-step construction guide for easy replication.



“I worked two times in South Africa on different subjects. We started to train the trainer and to improve the curriculum. One of my highlights was the Show House. When Corona hit, I could not visit the country to carry on with those workshops. But the KH developed new creative ideas. We did an online tutorial, ‘Pillars and Arch's’ with my students. This video was a great success, though I could not have done this without my previous experience from the physical encounters with the trainers at the College. The missions also have positive effects on my work in Beckum. Since many trainees also come from Africa, I can often understand them better and feel how ‘they tick’. I am thankful that I got the chance to be part of this project, where I met new colleagues, got the opportunity to experience a new culture, and learned how to work together with different nationalities.”

Martin Pillich
KH-TRAINER FOR BRICKLAYERS

IMPRINT

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Photo by redcharlie on Unsplash

PRINT

Druckerei Stelljes
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“The newly established training programs have made a real difference in the lives of the apprentices; they build self-confidence and leadership skills, open up employment opportunities by allowing students to utilize their unique gifts and talents.

The vocational training partnership project supported the transformation of the uMfolozi TVET College's self-perception towards a service provider for the local industries. The regained trust by the Industry helps to provide students with adequate training companies during their dual apprenticeships.”

Oliver Petzoldt

PROJECT MANAGER SA

“Young people in KwaZulu-Natal are given better career prospects, companies in the region benefit from well-trained skilled workers, and economic development in South Africa has been positively influenced. These successes require a high level of commitment and cooperation based on trust between all parties involved. We are glad that KH and the uMfolozi College have cooperated so successfully in this project and that the German skilled crafts sector has made a valuable contribution to this.”

Rainer Klüsener

PROJEKTMANAGER SEQUA

FINAL WORDS

BY FRANK TISCHNER

The vocational training partnership project with uMfolozi College in Richards Bay in South Africa has been completed. I am incredibly proud of this success. The goals set for this project were achieved; we not only got to the finish line but crossed it and walked a long way further. It was the first vocational training partnership for the Kreishandwerkerschaft Steinfurt Warendorf (District Craftsmen's Association). It was a win for us – not in financial terms, even if, thanks to the Federal Ministry for Economic Cooperation and Development (BMZ) funding, the vocational training partnership always had a secured financial basis.

This generated a win-win situation. Of course, the commitment to education financed by Germany is of great benefit, especially for the young people in South Africa, who get prospects through qualified vocational training and who can use this practical help for self-help to “craft their happiness.” The most important instrument for combating poverty is education. We were able to rethink and implement the elements of our conception of education with our South African partners to suit the country's needs.

The commitment is also a benefit for Germany, the image of our country abroad and for the vocational training “Made in Germany” and for the German craft with its long tradition of vocational training, the variety of its professions, and our unique corporate and work culture. And last but not least, it is an excellent benefit for us, the Kreishandwerkerschaft Steinfurt Warendorf. During these years of the vocational training partnership with uMfolozi College, we have experienced much trust – from the BMZ, which entrusted us with this task, as well as from the management of uMfolozi College and the many partners in South Africa. They not only followed our ideas but accepted them with great joy and took them up. The Kreishandwerkerschaft has a motto for all international assignments: We come and work as equal partners. The word “partnership” is woven into our daily life; we see it not just as a project but as a special honor and task to work interculturally.

We, and by that, I mean not only the management but also all staff of our international department, the seconded long-term experts and employees of the Kreishandwerkerschaft who contributed their know-how as short-term experts to this vocational training partnership, have put our heart and soul into this project, pragmatism and joy – and also with much sense of responsibility. This also applies to the ideal and extensive support of our voluntary committees.

As a regional business and employers' association, our primary task is to serve small and medium-sized businesses. But not only in the worsening refugee situation in 2015, but with particular urgency, it has become apparent that a regional association can and must take responsibility for global developments. I cannot fight the causes of refugee movements for political reasons or wars. Still, I can help people find their professional and economic livelihood in their home countries. As a result, our partner countries have well-trained specialists available to develop their economies further.

I would like to thank our long-term expert Oliver Petzoldt for his great commitment and cooperation over the last few years, my colleagues in the “Vocational Training International” department, the departments of the KH, the committees and member companies of the district crafts association for their support, the BMZ for the opportunity to implement this vocational training partnership and Sequa for the constructive and collegial support during the project period.

**uMfolozi TVET College
Kreishandwerkerschaft Steinfurt Warendorf**