

YOUTH EDUCATION TRUST (YET)

Situation Hebert as at 17 March 1992

Kangwane Work and Study Centre

Student Enrolment

There are at present 160 students at the Hhumbula sub-centre, including 60 returned exiles, in four classes, three of which comprise students promoted from last year's enrolment, and one of which comprises a first batch of students enrolled this year.

There are 110 students at Mthimba, in three classes, including one class of a first batch of first year students. Some 40 students left of their own volition, having fared badly in the end of year internal examinations, and despite being offered places in the Brigades. (These are modelled on a similar programme in Botswana, with greater emphasis on technical training, than on education, with production). In all, there are about 30 trainees in Brigades, now.

Enrolment of a larger number of a second intake has been delayed until completion of construction of additional classrooms and of the dormitory cubicles and ablution blocks, all well under way, but more importantly on the recruitment of additional teachers, and the provision of housing for them. The Hangwane Authorities which seconded 14 teachers is strapped for funds and is unable to second the same number as it did last year. The YET will have to fund some additional teachers, but is also financially constrained, and is negotiating with the existing teachers' corps to take on heavier workloads.

A delegation from the YET Board will visit Hangwane this week to inspect facilities and determine available teacher-hours in order to assess the number of new students who can be admitted as well as the date of their enrolment.

Academic Component

All teachers and students at both sub-centres are working to a morning and afternoon time-table which provides for rotation of classes on a half-work and half-study basis, and offers lessons on the education-with-production curriculum. Progress in learning on the curriculum is generally reported to be satisfactory.

Teaching texts in the subjects are available for most of the subjects either in book form, in respect of three subjects, or in photocopies in the case of two others. Hopefully, by the end of April, printed textbooks will be available in five subjects, and alternative materials in respect of the remaining two.

911 students are equipped with the basic necessary stationery.

Facilitators, who either helped develop the courses or have written the textbooks, are being brought from time to time to assist the teachers with the courses. Two visited for ten days to three weeks last year, and another three will be visiting over the next six weeks.

Equipment to assist with teaching, namely overhead projectors, television and VCR, a photocopier, and a film projector, has been provided. Work is progressing in establishing a library to serve the sub-centres.

Classrooms and Equipment

A block of three classrooms, built at the Mthimba factory-site, by the construction unit, and involving student labour, is nearing completion. The carpentry and metal fabrication units are repairing broken desks and chairs, and making new ones, in both cases to a good standard, and again involving student work.

Production Units

Production units are now established at both sub-centres in agriculture and animal husbandry, in cabinet-making and carpentry, in catering, in construction, in electrical wiring and installation, in garage work and in metal fabrication. In all but one, qualified managers are in post, and all have instructional staff able to provide practical, on-the-job training. All the units are reasonably well equipped.

Poultry sheds have been erected and 1500 broilers are being raised. A plant nursery has been set up and seedlings are being grown and planted out. Vegetables are in continuous production. Banana and other fruit trees are growing well. A tractor and accessories have been purchased.

The cabinet-making and carpentry unit is now producing cupboards, desks, chairs, beds, tables, lockers, and other furniture and timber products, both for the Centre itself as well as for the public, and has made and erected the dormitory cubicles, and wood-paneled offices.

The catering unit is responsible for the preparation of all meals consumed at both centres. A fully-qualified manager is needed and advertisements have been placed in independent national papers.

The construction unit has nearly completed a 3-classroom block at Mthimba, as well as ablution blocks there and conversion of a 3-car shelter into a temporary kitchen. It had earlier finished renovating dilapidated dormitories at Hhumbula, and converted other derelict buildings there into classrooms, dwellings and production workshops and dwellings. The unit is now setting out the new sub-centre complexes of academic buildings, production and train-

ing workshops, staff housing, student dormitories, hall, kitchen and dining room, and sports and recreational facilities, and priority will be given to construction of housing and classrooms. The electrical installation unit has been responsible from the beginning for the electrical wiring of all renovated and new buildings, and for repairs of wiring and appliances.

The garage is responsible for keeping the four used vehicles of the Centre in running order, a job that is being well done, and also repairs vehicles of members of the public. Vehicles in a poor state of repair are being purchased cheaply and either re-conditioned or dismantled for parts, as a training process at an appropriate pace.

The metal fabrication unit has been repairing and making chairs, desks, tables, security bars for gates, windows and doors, and other metal utilities, both for the Centre and the public.

Students in Production

In all production units, training of students on the job is taking place. In those with managers, the most theoretical lessons and workshop practical exercises are being undertaken.

Most students are taking part actively and enthusiastically in the production units to which they are assigned.

Security

Security is provided around the clock even days a week and registers are kept for signature by everyone entering the premises.

Personnel

The Centre's employees, mostly engaged in the production units, comprise an acting coordinator, an administrator, a clerical assistant, a boarding master, a matron, 8 production managers, 3 production coordinators, assistant instructors, production team leaders, production assistants, and security personnel. Still to be engaged for the production units are bookkeepers.

Job descriptions have been agreed for all senior and middle level staff, and an establishment list of personnel in post prepared, showing everyone's positions, salary scales for each position, and the notch on which the individual employee is placed.

Supervisory Staff

The YET Board decided to appoint a project director, a financial controller, 2 academic coordinators, a business manager, a manager of production/training, and managers for new production units

that will have to be set up to accommodate a new intake of students. Advertisements have been placed in the independent press for these vacancies.

Job descriptions and salary scales have been approved for the advertised posts and a number of applications received. Interviews are being arranged. The posts were recommended by the consultants who undertook the feasibility study, and the Board agreed. With properly qualified incumbents, these posts should ensure improvement of academic education, improvements in output and quality of a more diversified production, and of its economic viability, improved technical training and production theory teaching, and better financial control.

Physical Development Plan and Feasibility Study

At an early stage (in preparations for the Project, an architect was engaged as physical development planner and prepared a physical plan on the basis of project proposals as then anticipated, and on information then available. Although the Project has been considerably scaled down and locations changed, much of the planning document remains valid, and architectural designs will be used as they are in the plan:

Several donors indicated that they would require a feasibility study to be undertaken before considering funding of the Project. Funds were provided through the Hagieo Trust and the Executive Committee was asked to nominate consultants as Hagieo Trust was not aware of consultants with experience in education with production. Rural Industries Promotion (RIP) of Botswana were requested to provide consultants and ZIMCDNSULT to provide a referral consultant.

While the consultants acknowledged that they could not lay hold of fully satisfactory data on some aspects of Hangwane society, they did have access to vital economic data. They have fulfilled the requirements of the donors commissioning the study, by providing an assessment of the viability of production units. This was based on studies and experience elsewhere which they adapted to the economic situation in Hangwane.

The Board has accepted the main findings and recommendations of the consultants and has produced a funding request based on them.

Agreements with Supportive Organisations

The Hangwane and Work Study Centre has received substantial support from the Hangwane Administration, through the Department of Education and Culture (HDEC), and from the International Foundation for Education with Production (FEP).

The KDEC has made available the dilapidated buildings at Hhumbula

which have been renovated, and has given the Project access to well-equipped kitchens there; it has seconded 14 teachers on full pay and other benefits, and it has assisted the YET in obtaining access to land and to the Hangwane Economic Development Corporation's factory site at Mthimba. The HDEC and YET have drafted a detailed agreement the signing of which has been delayed by legal advisers in Pretoria.

FEP and YET have also drafted a detailed agreement on their cooperation on many aspects of preparation of the Project and its implementation, more especially regarding curriculum and setting up and running of production units. The signing of the agreement awaits a visit to the Project by a delegation from the FEP Board and a meeting between it and the YET Board.

YET and the Hangwane Economic Development Corporation (HEDC), have signed a lease agreement over a five year period covering the use of the 3 500 square metres of buildings and a substantial area of fenced land which is being used for agriculture and animal husbandry. The buildings are being used for production, accommodation of teachers, production managers and students, as well as for offices. The lease agreement provides for the possible purchase of the buildings and takeover of permission to occupy, for the sum of R1.5 million.

Examinations of Education-with-Production (EWP) Curriculum

Amongst its commitments to YET, FEP has undertaken to assist YET with training of teachers for the ewp curriculum, and ongoing back-up support to them, to provide textbooks, teachers' guides and other learning materials, and to secure agreement to joint examinations by the University of Cambridge Local Examinations Syndicate (UCLES), and the Independent Examinations Board (IEB), of the subjects in the curriculum. This has been secured, and UCLES will conduct courses for examiners in subjects in the ewp curriculum. But in the interests of students interested in further education, it is important that the ewp subjects be recognised for exemption by the Joint Matriculation Board (JMB) in respect of passes at the right level.

With agreement and support from UCLES, the IE3 and the ANC's Education Department, FEP has had discussions with the JMB on this issue of recognition. Recognition hinges on the level of examinations. It is now agreed by all involved that the JMB assign metric examiners in subjects similar to those in the ewp curriculum, as advisers on the appropriate level, to attend courses to be run by UCLES for examiners and item writers in the ewp subjects.

FEP is identifying examiners and item writers for the courses to be run by UCLES and is hoping to arrange for these in the second quarter of the year.

YET Offices and Staff in Johannesburg

The Board of YET has decided that with the strengthening of the Project leadership in Hangwane, it requires only a small office in Johannesburg, staffed by a Programme Officer and a Secretary. The posts have been advertised and offices secured and furnished.

Board Membership

The Board of YET currently comprises Father Smangaliso Mkatshwax, Sister Bernard Ncubex, Mrs Gertrude Shape, Mrs Albertina Sieulu, Mr Mohamed Tiklyx, Mr Patrick van Reneburgi and Mr Chris Natterere.* Those whose names are asterisked are members of the YET Executive Committee.