Merging and Transformation of three Technical Colleges in Limpopo Province
The College is the result of merging three previous Technical Colleges:

- Mapulaneng Technical College at Acornhoek serving Bohlabela District
- Sir Val Duncan Technical College at Namakgale serving Mopani District
- Phalaborwa Technical College at Phalaborwa serving Mopani District
INTRODUCTION OF PROJECT

- The College had a mammoth task to merge and transform previous Technical Colleges and form one FET College with the same vision.

- The road required VISIONARIES driven by compassion and passion to overcome the encountered challenges.

- Summarised below is the journey towards merging and transforming.
TRANSFORMATION: CHALLENGES

- Merging three Technical Colleges to form one Further Education and Training College
- Joining different organisational cultures into one
- Eliminating unhealthy competition and duplication
- Uniting staff
OVERCOMING CHALLENGES

All stakeholder involvement in:

- Developing a strategic plan
  Vision, mission, values and strategic goals
- Sectional / divisional / individual development of plans towards achieving strategy
OVERCOMING CHALLENGES CONT.

- Setting standards through QMS
- Moving of programmes between campuses
- Consultation (stakeholders)
- Information sharing (buy-in, making informed decisions)
- Support (alleviate fears, uncertainty)
OVERCOMING CHALLENGES CONT.

- Innovation (staff adopting Excellence Charter, customer questionnaires)
- Standards (displaying: vision, mission, values and goals)
- Information (brochures, prospectus, annual, quarterly and monthly reports, constant feedback to clients)
OVERCOMING CHALLENGES CONT.

- Value for money (buying in bulk, sharing of resources, utilising one financial system, coding system for phones and copies)
- Training staff on customer service
- Awarding for performance and innovations
- Establishing Batho Pele Committee (address customer queries and concerns)
OVERCOMING CHALLENGES CONT.

- Research: internal and external needs
- Talk shows, road shows, community meetings & career exhibitions
- Establishing learner support services
OVERCOMING CHALLENGES CONT.

- QMS review (assess weaknesses, implementability, open discussions and deliberations)
- Develop and implement Quality Assurance Tools
- Establish Public Private Partnerships
OVERCOMING CHALLENGES CONT.

- Develop programmes to address the needs of the society
- Train staff to adapt to changing ways of teaching
IDENTIFYING CHALLENGES AS WE GROW

- Cultural diversity
- Infrastructure development for accessibility by the physically challenged
- Filling of vacancies
- Assessment and continuous development of staff
Thank You...

... for granting Limpopo Province the opportunity to make this presentation to you.