

Human Capital & Leadership Development in TVET Colleges

Vusi Gumede, PhD

Durban University of Technology

Leadership, Ethics and Accountability

- Leadership versus Management
- Conceptualizing leadership: group processes vs personality perspective vs power relations vs transformational processes vs skills perspectives
- Leadership: a process whereby an individual influences a group of individuals to achieve a common goal
- Trait vs Process definitions of leadership
- Assigned vs emergent leadership
- Defining ethics: conduct or character
- Domains of ethical theories: conduct [teleo/deontological vs character (virtue-based)]
- Principles of ethical leadership: respect, honesty, integrity etc

Leadership development

- TVET Colleges are playing an important role in improving leadership skills and abilities
 - Practical skills to perform tasks and other critical attributes (emotional intelligence, strategic thinking, problem solving, communication etc)
- TVET Colleges make an important contribution in preparing future leaders
- Leaders guide the development of human capital
- The importance of on-the-job training

Human capital

- Human capital understood as competencies, knowledge and skills as well as know-how
- TVET Colleges have an important role to play in augmenting human capital in South Africa
- The training in TVET Colleges should strengthen the practical/skills development part of knowledge/skills
- Placement of students in companies/organisations is a critical component of training
- Work-Integrated-Learning (WIL) contributes to skills necessary for the labour market
- Coordination and monitoring of the practical components of training in TVET Colleges very important

The curriculum

- For the curriculum to be effective, it should be guided by a philosophy of education that clarifies how the curriculum should be packaged and delivered for the required impact
- Teaching & learning as well as assessments must be guided by the philosophy of education
- The needs of the economy and skills required should be taken into account
- Changes that take place which have an influence on teaching & learning should be considered for the curriculum
- TVET Colleges should have a significant component of practicals

Conclusion

- Government should provide the required leadership in the education sector, including in TVET colleges
- TVET College Principals should provide oversight over the education offered and skills acquired, leadership, mentorship and guidance as well as ensure accountability and lead by example
- Leadership is critical in ensuring that the sector unlocks the full potential of students/leaners
- Robust leadership would ensure that TVET colleges provide the skills required and that learners can be entrepreneurial, innovative, creative etc
- In the context of the education sector, thought leadership is as important as other aspects of leadership