



Higher Education Transformation Network

Presentation to Black Management Forum (BMF) Debate
Potchefstroom, North West

Transformation of Higher Education

14 March 2013



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About the HETN

- Independent network of alumni from various Univs and FET Colleges across South Africa
- Committed to transformation of education and training.
- Lobbying, providing policy advocacy and promoting quality research output
- In collaboration with govt, tertiary institutions, private sector and development agencies
- Improve access to higher education

Quality RESEARCH for Higher Education Transformation



Objectives of Presentation

- Link between employability and access to education
- To discuss the link between Labourforce Education, Employability and Income Levels
- Unemployment & Poverty
- Obstacles to Higher Education Transformation

Free Quality Higher Education for Poor Communities



Transformation: A Legislative Imperative

- **Constitution-** All citizens need equal access to education
- **Education White Paper (2007)** on Transformation of higher education: - “all existing practices, institutions and values are viewed anew and rethought in terms of fitness for the new era”
 - Equity of Access to all who seek to attain potential
 - Meets national development needs incl global economic needs
 - Contributes to advancement of all forms of knowledge & scholarship upholding academic quality
 - Supports a democratic ethos & common commitment to human , non racist non sexist social order



Link between Skills, Education & Labour Productivity

- Strategic link exists between national educational levels, literacy, economic competitiveness as well as individual income
- **Nelson and Phelps (1996: 69 -75)** macro-economic growth & investment levels of nations are complementary with the educational levels of the nation's workforce corps.
- Info-based economy - cognitive abilities of individuals to analyze and process new information is key.
- More educated or trained individuals are generally more productive & innovative (**Boddy et al; Dearden et al, 2005**)



Link between Labourforce Education, Employability & Income Levels

- **Rodrik (2006:14)** - Higher education is correlated with better employment outcomes and greater labour market participation.
- **Rodrik (2006: 14)** – It takes a completed university degree to mostly escape unemployment in South Africa”.
- **Lloyd-Ellis (2000: 3)** - Countries where tertiary education for dependants is responsibility of parents (as opposed to state), parental incomes affect the human capital acquisition of dependants.
- Children of parents who cannot afford quality tertiary education are most likely not to send their offspring to tertiary education leading to low future earning potential for the offspring.

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Link between Labourforce Education, Employability & Income Levels

- **Educated skilled workers derive value to employers due to:-**
 - **Innovativeness**
 - **Easily harness new technologies and production methods**
 - **Have greater problem-solving and communication**
 - **Learn faster, adapt better to changing economic**
 - **Are generally more productive (Coulombe *et al*, 2004).**



Link between Labourforce Education, Employability & Income Levels

- Nations more endowed with skills tend to harness and utilize existing technology more efficiently & entrepreneurs apt to become better innovators.
- **Dearden *et al* (2005) & Boddy *et al* (2005)**
- European Union & Canada have gained a substantial increase in labour productivity of employees due to improvements in educational backgrounds of their national labour corps (labour quality)
 - **Schwerdt & Turunen (2007); Baldwin & Gu (2007)**



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Link between Labourforce Education, Employability & Income Levels

Barro (1991), Mankiw and Weil, (1992), Dowrick, (2002), Akinlo (2006) and Landau (1983) –

- National macroeconomic growth can be achieved by increasing internal production capacity (exports).
- Only through sustained investment in labour corps skills can higher economic and productivity growth be attained.

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South African Youth Unemployment

Banerjee et al (2006:17) –

- ❑ **Poor Youth form majority of the unemployed.**
- ❑ **Job Search Success Affected by:-**
 - ❑ **Geographical Location (Distance from Job)**
 - ❑ **Rural vs Urban Location**
 - ❑ **Social Class of Workseeker**
 - ❑ **Functional Area and Type of Qualification**
 - ❑ **Literacy and ability to engage ICT Technologies**
 - ❑ **Quality of Post- School Education**
 - ❑ **Access to Personal Networks**
 - ❑ **Labour Market Discrimination Patterns**



Creating the Path for the
LEADERS of TOMORROW

Transformational Advances by Government

- Increase in Student Enrolments (70%)
- Change in racial Composition of Student Body
- Establishment of Institutional Forums
- Revision of Funding criteria
- Establishment of NSFAS (old TEFSAs)
- Mergers and creation of Univs of Technologies
- Commissioning of x2 new Universities (MP and Northern Cape)

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Obstacles to Higher Education Transformation

- **Poor will to support Government by Higher Education Managers**
- **Institutional Resources not fully utilised**
- **Piecemeal Cosmetic Implementation of Transformation**
- **Non-Compliance with Employment Equity targets (compliance purposes)**
- **Lack of Compliance enforcement by the Council for Higher Education (CHE)**
- **Institutional Groupthink and Adversarialism within HESA**
- **High Dropout Rates of Disadvantaged Students (Poor Retention)**
- **Credit blacklisting of graduates**
- **Racist Funding allocations**
- **Hijacking of alumni bodies and Councils by Solidarity/ Afriforum**
- **Artificial Entry barriers to poor communities (Fees)**
- **Discriminatory workplace practices**
 - **Workplace Victimisations**
 - **Poor Career growth)**
 - **Adverse Organisational Culture**
 - **Disproportionate secret Remuneration scales**
 - **High Turnover of Black Graduates and Staff**



Way Forward

- Increased subsidies & recapitalisation of NSFAS
- An End to Privatisation of State Reserves
- Monitoring of the efficiencies of Institutional mergers
- Appointment of new Cohort of Univ Vice-Chancellors
- Higher accountability by State Council appointees
- Publicisation of Institutional remuneration scales
- Increased Access to poor African youth from underdeveloped schools with good marks
- Centralization of Admissions (eliminate racism)
- Transformation Scorecard
- Apartheid University reserves to be shared
- Utilisation of Telematics & E-Learning for poor communities
- Exclusion of Racist structures and individuals from Univ structures



Thank You

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