

'SINKING OR SWIMMING' - LEARNING THE TRADE OF TEACHING WHILE EMPLOYED AT A TVET COLLEGE

by

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OUTLINE

- Aims and Challenges
- Conceptual considerations
- Findings
 - On the bright side
 - On the other side
 - Mentoring

AIMS AND CHALLENGES

- **TITLE:** Mentoring and the Development of Educators in SA TVET
- **RESEARCH AIM:**
 - To identify how TVET college lecturers develop their teaching competencies
- **CHALLENGE/REASON FOR THE AIM:**
 - Many lecturers are (professionally) unqualified
 - Lecturers unprepared for curriculum renewal (??)
 - Many lecturers lack relevant workplace experience (??)
 - Other issues
- **BUT COLLEGES FUNCTION RELATIVELY EFFECTIVELY AS SKILLS PRODUCERS**
- **Key point investigated – Lecturer entry point and orientation**

CONCEPTUAL CONSIDERATIONS

- How is this type of issue addressed elsewhere?
- Where to target what for this study?

Identify new lecturers experiences of being mentored

WHAT IS MENTORING?

- Character 'wise elder'
- Allocated person
- Form of Workplace Learning
- Form of professional development
- Developmental relation
- Form of subordination
- Form of productive development

WHO MENTORS?

- Wise elder
- Superior
- Peer
- Self
- Facilitator (?)

FINDINGS

ON THE BRIGHT SIDE

- Willing *wise elders* do exist
- Multi-level induction programmes are boring, supply toooo much information ... but are valuable
- Mentor role allocated to supervisor is more effective than allocating 'a mentor'
- Organisational socialisation creates peer mentoring
- Empowerment creates self mentoring
- New lecturers can tell the difference between mentoring, indoctrination and bullying

FINDINGS

ON THE OTHER SIDE

- *Nymphs, monsters and storms*, and other detractors exit
 - Lack of knowledge
 - Pecking orders and resource priorities
 - Bureaucracies and procedures
 - Disgruntled staff

FINDINGS

MENTORING

- **IT WORKS, but**
 - It could be complex
 - It is not a programme
 - It is not finding work for staff with light workloads
- **WHAT'S IMPORTANT?**
 - Model
 - People
 - Willingness

Thank You

