

Cooperative Education Director receives her PhD

As MUT strives to continue to offer quality education to its students, staff have embraced this mission by registering for postgraduate and terminal degrees. For academic staff, studying towards postgraduate degrees means that they can now supervise postgraduate students when their departments start offering qualifications at this level.

Support services staff refuse to be left behind by their academic counterparts. One such staff member is Dr Fundiswa Nofemela, Director of the Cooperative Education Directorate, who received her Doctor of Education degree during the lockdown. Her area of specialisation is Work-integrated Learning (WIL), an area that the Cooperative Education Directorate at MUT focuses on.

The title of her doctoral research, which she conducted through the Cape Peninsula University of Technology, was “The effect of Kaizen-based training on the work-readiness of graduates from South African universities of technology”. Dr Nofemela explained that the research “studied the impact of the Employability Improvement Programme (EIP), which is currently being offered as part of the Work Readiness Module at MUT, on students’ and graduates’ level of readiness as they transitioned from university into the world of work”.

The study found that the intervention through the Kaizen-based EIP supported students’ acquisition of interpersonal skills and personal dispositions towards work-readiness.

“However, the EIP was found wanting with respect to developing students’ professional identification with the field of practice, their capability to navigate the South African labour relations context, as well as a greater societal contribution that can be made



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through the exercise of professional and ethical work practices,” said Dr Nofemela. “The study recommended that longer-term, more integrated and better contextualised forms of training are necessary in attaining work-readiness in the complex South African work context.”