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2008-11-25T10:12:13Z
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‘Fixing’ It Together:
The Dipaakanyo Participants’ Evaluation

Violet Chisulo

We come into the world out of vast nothingness
We look around, discover different rooms, reach out, touch, taste, and smell.
We strain body and mind to its limits.
It is a full-time job, for the world is wider than our reach.

- Goran Turnstrom

A Research Report submitted to
the Wits School of Education, Faculty of Humanities,
University of the Witwatersrand, Johannesburg,
in partial fulfillment of the degree of Master of Education.

ABSTRACT

The purpose of this research was to examine the perceptions of a selected group of retrenched participants from Ford Motors in Gauteng in the Dipaakanyo Social Plan Programme.

An evaluative qualitative study utilizing a triangulation of methods was chosen.

The findings revealed that the programme led to an understanding of the economic context, acquisition of new skills, and changes in attitude and behaviours.

The challenges were the timing, duration, as well as the language and style of facilitation.

Recommendations were that the programme form part of an Employee Assistance Programme, develop comprehensive individual development plans and inclusion of spouses.

KEY WORDS

adult basic education, training, retrenchment, social plan, Dipaakanyo programme, employee assistance programme

DECLARATION OF AUTHENTICITY

I, Violet Chisulo, declare that this research report is my own unaided work. It is submitted as part of the requirements for the degree of Masters of Education in the University of the Witwatersrand, Johannesburg. It has not been submitted before for any other degree or examination in any other university.

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Violet Chisulo

Date: 14th February 2007

DEDICATION

I would like to dedicate this research report to my parents, Levison and Lamesi Gamulani, who always emphasized the value of learning and encouraged lifelong learning. To them, I will always be grateful. Thank you for teaching me the value of the following verse from Jeremiah 10:23:

> "*I well know, O Jehovah, that to earthling man his way does not belong.*
> *It does not belong to a man who is walking even to direct his step.*"

ACKNOWLEDGEMENTS

To all those who have made possible and made easier my two years of studying at Wits, I would like to say thank you.

To my supervisor, Professor Jane Castle, for bearing all those deafening silences and yet still continuing to support me – thank you.

To my family – Mache, Malo and Chimwe – what could I have done without you? Each in your own way, you showed me the value of what I was doing – thank you.

To my brother Sechaba and my sister Ruth, for listening and encouraging me all the way - thank you.

To my friends – Michelle Buchler, Regina Mncube, Tebogo Kibe, Wai Ling Ho, Nume Mashinini, Paul Mphisa, Brenda Andrews, Makgabele Maila and Aneesha Mayet - for giving me the push whenever I felt like giving up and showing me the bigger picture – thank you.

To Cynthia Moeng, for assisting me with the research participants far beyond the scope of your project management role, for your support and for your translations in collecting the data – thank you.

ACRONYMS USED IN THIS STUDY

ABET	Adult Basic Education and Training
Asgisa	Accelerated and shared growth initiative for South Africa
EAP	Employee Assistance Programme
HIV	Human Immuno-deficiency Virus
IDP	Individual Development Programmes
JET	Joint Education Trust (now called JET Education Services)
JIPSA	Joint Initiative on Priority Skills Acquisition
MECA	Member Education Communication and Advice
NEDLAC	National Economic Development and Labour Council
NSDS	National Skills Development Strategy
NQF	National Qualifications Framework
RPL	Recognition of Prior Learning
SDA	Skills Development Act
SDL	Skills Development Levy
SETA	Sector Education & Training Authority
SMME	Small Medium Micro Enterprise
WFD	Workforce Development Division
WHEP	Worker Higher Education Programme