



University of Venda
Creating Future Leaders

UNIVEN Weekly e-Newsletter



Issue 64 | 25 February 2026

UNIVEN Upskills Its Workforce: Staff Development Committee Training Drives Skills Capacity



Group photo of the Skills Development Committee

The University of Venda (UNIVEN) has taken a decisive step to strengthen institutional capacity in staff development by hosting a focused training session for its Staff Development Committee (SDC) on 18 February 2026 at 2Ten Hotel. The training brought together committee members, Human Resources practitioners, and external stakeholders to enhance their understanding of workplace skills planning, legislative frameworks, and strategic staff development priorities.

Facilitated by Labour Guide, the programme equipped participants with the knowledge and competencies needed to support workplace learning initiatives. Sessions unpacked key aspects of South Africa's evolving skills development landscape, including legislation, national qualification frameworks, accreditation systems, and workforce training strategies, positioning the Committee to play a more strategic and impactful role.



Chief Operating Officer, Mr Kraziya Botwe, University of Venda

Opening the session, Chief Operating Officer Mr Botwe Kraziya called for renewed commitment and accountability from the Committee. He acknowledged past challenges and urged members to approach their responsibilities with seriousness and purpose. Emphasising the university's core values of excellence, integrity, honesty, accountability, diversity, and respect, he reminded participants of their duty to ensure fair distribution of development opportunities.



Mr Michael Nyanyiswa, Labour Guide Facilitator

Facilitator Mr Michael Nyanyiswa framed skills development as a transformative tool for social and economic justice rather than a mere compliance requirement. He traced its roots to pre-1994 inequalities and explained how reforms such as the Skills Development Act were designed to promote career mobility and workforce transformation. His presentation outlined the national skills development framework, including the National Qualifications Framework and the role of Sector Education and Training Authorities, while highlighting the strategic responsibility of

Skills Development Committees in aligning institutional training with national priorities.

Participants also received practical guidance on workplace skills planning, Annual Training Reports, Recognition of Prior Learning, learnerships, internships, and accreditation processes. The afternoon discussions focused on applying these tools to strengthen staff progression and organisational development.

Key themes explored during the training included South Africa's skills development legislative framework, the role of the National Qualifications Framework and the Quality Council for Trades and Occupations. Another area of focus was the functions of SETAs and skills development providers, Workplace Skills Plans and Annual Training Reports. Lastly, the recognition of Prior Learning and accreditation processes; learnerships, internships, and PIVOTAL programmes; and the strategic role of the Skills Development Committee was also covered.



Head: Occupational Development and Training, Mr Kenneth Mphaphuli

Concluding the session, Head of Occupational Development and Training Mr Kenneth Mphaphuli highlighted the Committee's progress in clarifying its powers, functions, and expectations. He emphasised that training initiatives should build confidence, promote fairness and transparency, and positively impact staff growth. As a way forward, he encouraged refining the committee structure,

clarifying roles, and aligning activities with institutional skills development plans through active participation and collaboration..

Picture on the left: Prof Lindiwe Muluadzi, Director of Centre for Higher Education Teaching and Learning (CHETL), University of Venda



In her closing remarks, Prof Lindiwe Muluadzi, Director of the Centre for Higher Education Teaching and Learning, expressed appreciation to the Senior Management Committee, facilitators, media team, and all participants. She noted that the workshop had strengthened shared understanding of key areas such as the National Qualifications Framework, programme development, and committee alignment. She also commended the Human Resources team for identifying the need for the training and encouraged continued collaboration as the Committee moves forward with a unified vision for staff development.

An active NRF C3-rated researcher honoured with Extraordinary Professorship at North-West University



The Indigenous Knowledge Systems Center (IKSC) at the Mahikeng Campus of North-West University has appointed Prof Milingoni Peter Tshisikhawe as an Extraordinary Professor, recognising his scholarly leadership in ethnobotany and plant ecology. The honorary appointment is effective from 1 December 2025 to 30 November 2028.

In this role, Prof Tshisikhawe will support the IKSC's academic programmes, with a particular focus on postgraduate training. He will also contribute to the evaluation and assessment of students, strengthening research capacity and advancing the Centre's work in Indigenous Knowledge Systems.

Prof Tshisikhawe serves as a Full Professor in the Department of Biological Sciences within the Faculty of Science, Engineering and Agriculture (FSEA) at the University of Venda. He is an active National Research Foundation (NRF) C3-rated researcher specialising in ethnobotany and plant ecology. Over the course of his academic career,

he has supervised numerous Honours, Master's and PhD candidates to completion and has authored more than sixty peer-reviewed journal articles, in addition to three book chapters.

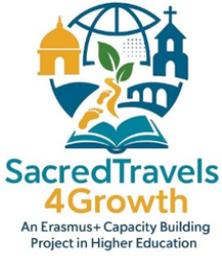
Welcoming the appointment, Prof Tshisikhawe described it as a valuable opportunity to deepen collaboration between the two institutions. He noted that the partnership would enhance knowledge exchange and provide meaningful benefits to both staff and students.

Executive Dean of the Faculty of Science, Engineering and Agriculture, Prof Natasha Potgieter, congratulated him on the honour, noting that the recognition affirms the strength of the University of Venda's academic community. She highlighted his respected expertise in Indigenous Knowledge Systems, particularly his research on Venda plants and products, which continues to make a significant impact in the field.

If you spot anything out of the ordinary on campus - contact the University Hotline by calling toll free number 0800 212 755 or email: univenhotline@tip-offs.com

Improper conduct includes the following...

1. Financial misconduct,
2. Misuse or misappropriation of University assets,
3. Health and safety risks,
4. Plagiarism,
5. Fraud and corruption.



FUNDING AUTHORITY: EUROPEAN EDUCATION AND CULTURE EXECUTIVE AGENCY (EACEA)

Total Project Grant: €789,722-00

UNIVEN Funding Allocation: €53,888-00

Duration: Nov 2025 to Oct 2028

DISCLAIMER:

Funded by the European Union. Views and Opinions expressed are those of the authors only and do not necessarily reflect those of the European Union or the EACEA. Neither the European Union nor EACEA can be held responsible for these opinions.

INTERNATIONAL CONSORTIUM

Partner Universities & Institutions are:

Logos University College (Coordinator) (Albania); European University of Tirana (Albania); Polis University (Albania); Banaras Hindu University (India); Karnatak University (India); Ion Creanga Pedagogical University (Moldova); North-West University (South Africa); University of Venda (South Africa); University of Santiago Compostela (Spain); University of Malta (Malta); University of Piraeus Research Center (Greece); ZRC SAZU (Slovenia); Azur Agency (Albania); Municipality of Vlore (Albania)

University of Venda
Creating Future Leaders

MAJOR 2026 ACTIVITY

UNIVEN will host a training workshop and seminar from 30 November to 6 December 2026. The training will enhance students' academics, and industry professionals' competences in sacred travel and religious tourism development.

Email: gift.dafuleya@univen.ac.za
tondani.nethengwe@univen.ac.za

PROJECT BRIEF & AIM
Travels4Growth is an international Erasmus+ initiative aimed at strengthening higher education and research in tourism and pilgrimage studies. The project promotes inclusive, technology-enabled, and sustainable approaches to tourism education, workforce development, and regional heritage protection.

Did you know that the UNIVEN Strategic Plan 2026-2030 has four Strategic Thrusts listed below?

