

Appendix B

Code Families

HU: Tower of Babel
File: [C:\Users\xxxxx\Documents\Lecturer\Publications\201...\Tower of Babel.hpr7]
Edited by: Super
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CODE FAMILY: A CALL FOR A CENTRAL COORDINATING AGENCY

Created: 2015-08-08 18:09:48 (Super)

Codes (22):

[Academic: Expect government to do research on predicting emerging technology trends] [Academic: Other countries are doing that kind of research] [Acknowledge the need for Direction in terms of ICT Skills in South Africa] [Assign the body in charge with more resources] [Central coordination] [Frustration] [Government: Good intentions do not always materialise] [Government: How to ensure that qualifications are authentic] [Little is known what Government does] [NEMISA: Also monitor global competitiveness] [NEMISA: Assesses missing ICT skills and bridges the gap] [NEMISA: Depends on Universities to skill local populations] [NEMISA: Emphasis is on collaboration across all sectors] [NEMISA: In charge but in transition] [NEMISA: Playing a catalytic role] [NEMISA: Skills in partnership with Universities] [NEMISA: Still has a focus on disadvantaged communities] [Quasi-government on ICT Skills] [Questionable data on ICT Skills] [Sector Body in charge of ICT Skills] [There are efforts but not well known out there] [Who is in charge?]

Quotation(s): 51

CODE FAMILY: A CALL FOR A PARADIGM SHIFT

Created: 2015-08-08 18:26:52 (Super)

Codes (7):

[Academic: A paradigm shift away from old image a challenge] [Change from conservative organisations] [Change the way and what we teach] [ICT skilled people have a sub-culture of their own] [NEMISA: Still has a focus on disadvantaged communities] [Paradigm shift is needed] [Technical skills are not appreciated by students]

Quotation(s): 10

CODE FAMILY: A CALL FOR COLLABORATION

Created: 2015-08-08 18:12:37 (Super)

Codes (12):

[Acknowledge the need for Direction in terms of ICT Skills in South Africa] [Bridge the divide between sectors] [Collaboration is needed across sectors on ICT skills] [Government: Collaboration across departments is ongoing and creates passionate debates] [Little is known what Government does] [NEMISA: Assesses missing ICT skills and bridges the gap] [NEMISA: Depends on Universities to skill local populations] [NEMISA: Emphasis is on collaboration across all sectors] [NEMISA: Playing a catalytic role] [NEMISA: Skills in partnership with Universities] [Paradigm shift is needed] [There are efforts but not well known out there]

Quotation(s): 39

CODE FAMILY: A DIVIDED ACADEMIA

Created: 2015-08-08 18:25:56 (Super)

Codes (5):

[Academic: Are practical skills our problem?] [Academic: Even universities are divided] [academics] [Change the way and what we teach] [Frustration]
Quotation(s): 12

CODE FAMILY: A DIVIDED GOVERNMENT

Created: 2015-08-08 18:27:38 (Super)

Codes (2):

[Government and some industry does not really know how to define the ICT sector] [Government: Ministerial Silos]
Quotation(s): 4

CODE FAMILY: ACADEMIA PERCEIVES A DIFFERENT MANDATE

Created: 2015-08-08 18:28:45 (Super)

Codes (2):

[Academic: Are practical skills our problem?] [Demand: Experience and industry opportunities]
Quotation(s): 4

CODE FAMILY: ACADEMIA UNDER PRESSURE

Created: 2015-08-08 18:33:49 (Super)

Codes (16):

[Academic: A paradigm shift away from old image a challenge] [Academic: an over focus on graduating people] [Academic: Approving new qualifications takes at least 2 years] [Academic: Expect government to do research on predicting emerging technology trends] [Academic: Internal processes are also constraining to fast development] [Academic: Predicting the future and creating courses that take 2 years to approve is a challenge] [Academics: In their own world - head in the clouds and the feet as well] [Advisory Boards to ICT faculties] [Archaic training institutions] [Global ICT organisation] [Graduates are unemployable because they are not good enough] [Industry attempts to link up to Universities] [Influential IT leaders in industry] [Not business ready] [Time lag in teaching ICT] [Undue influence of aggressive vendors?]
Quotation(s): 18

CODE FAMILY: ACADEMICS: TEETHING FRUSTRATIONS

Created: 2015-08-08 18:21:53 (Super)

Codes (4):

[Academic: Feel like caught between a rock and hard place] [Academic: Internal processes are also constraining to fast development] [Academic: Predicting the future and creating courses that take 2 years to approve is a challenge] [Industry attempts to link up to Universities]
Quotation(s): 8

CODE FAMILY: CHANGE THE CURRICULA

Created: 2015-08-08 18:20:22 (Super)

Codes (14):

[Academic: Approving new qualifications takes at least 2 years] [Academic: Feel like caught between a rock and hard place] [Academic: Internal processes are also constraining to fast development] [Archaic technology] [Certification is not enough] [Change the way and what we teach] [Changing curriculum is not so easy] [Cybersecurity] [Demand: Experience and industry opportunities] [ICT soft skills] [jack of all trade approach] [Not business ready] [Specialist ICT skills are needed] [Technical skills are not appreciated by students]
Quotation(s): 25

CODE FAMILY: COMPLEXITY OF ICT: HOW TO MANAGE OR PREDICT THE FUTURE OF A FAST-CHANGING AND DYNAMIC ICT INDUSTRY

Created: 2015-08-08 18:16:22 (Super)

Codes (15):

[Academic: Predicting the future and creating courses that take 2 years to approve is a challenge] [Changing and more location-averse workforce] [End users are more IT savvy - and expect more] [Government and some industry does not really know how to define the ICT sector] [Government: Gets confused from different messages from industry and academia on ICT skills] [How do we measure the skills shortage?] [ICT Innovation complicates matters] [ICT is dynamic and cross-cutting] [IT is integral to everything] [Managing growing user expectations] [New ICT Skills on demand] [Predicting the future ICT skills needed] [Service nature of ICT department] [Skills retention strategies] [Time lag in teaching ICT]

Quotation(s): 28

CODE FAMILY: DIFFERENT STRATEGIES TO DEAL WITH THE PROBLEM

Created: 2015-08-08 18:15:25 (Super)

Codes (17):

[Academic: Are practical skills our problem?] [Academic: Even universities are divided] [Certification is not enough] [Different languages on what skills are anyway] [Different sectors] [Different strategies to deal with the challenge] [Dissonance between government list and industry skills needed] [Divided we fall] [eskillling] [eskillling: It has different levels] [Government and some industry does not really know how to define the ICT sector] [Government: Driven by a national agenda - the NDP] [jack of all trade approach] [NEMISA: Playing a catalytic role] [Not business ready] [Practical skills are needed] [providing access to a mobile workforce]

Quotation(s): 49

CODE FAMILY: GOVERNMENT: HOW TO DEAL WITH COMPETING CONSTITUENTS

Created: 2015-08-08 18:24:40 (Super)

Codes (13):

[Foreign skills: Majority of the scarce skills are foreign and have to be imported] [Government: A confusing problem] [Government: Collaboration across departments is ongoing and creates passionate debates] [Government: Gate keepers to imported needs] [Government: Home Affairs] [Government: It has a deliberate definition linked to national strategic objectives] [Government: Service oriented towards an entire population] [ICT4D] [Industry] [NEMISA: Also monitor global competitiveness] [Problems attributed to fundamental education] [Regional imbalances] [Undue influence of aggressive vendors?]

Quotation(s): 25

CODE FAMILY: IMPORTANT ISSUE ACROSS THE BOARD

Created: 2015-08-08 18:19:19 (Super)

Codes (4):

[close to all our hearts] [Frustration] [Government: Collaboration across departments is ongoing and creates passionate debates] [Government: Open to ideas]

Quotation(s): 9

CODE FAMILY: SARCASM AT GOVERNMENT AND ITS THICK SKIN

Created: 2015-08-08 18:17:48 (Super)

Codes (9):

[Academic: Other countries are doing that kind of research] [Dissonance between government list and industry skills needed] [Frustration] [Government: Aware of the criticisms constantly labeled against it] [Government: Good intentions do not always materialise] [Government: Open to ideas]

[Government: Why is there a problem] [Problems attributed to fundamental education] [Sarcasm at government efforts]
Quotation(s): 17

CODE FAMILY: THE ICT SKILLS CHALLENGE IS REAL - AND MAY BE A PENDING CRISIS

Created: 2015-08-08 18:16:49 (Super)

Codes (23):

[Academic: Expect government to do research on predicting emerging technology trends] [Archaic technology] [crisis exists] [Decision time?] [Demand: Experience and industry opportunities] [Frustration] [getting worse] [Government: Recognise the challenge of unemployed graduates] [Government: Why is there a problem] [Graduates are unemployable because they are not good enough] [How do we measure the skills shortage?] [ICT jobs are trending] [ICT skills challenge is a global problem] [ICT soft skills] [Is there a real problem? Let's look at the research] [Not business ready] [Questionable data on ICT Skills] [Research on ICT Skills in South Africa] [skilling our students to meet ..] [Specialist ICT skills are needed] [Technical skills are not appreciated by students] [There is a Skills Shortage] [Unemployed ICT graduates]

Quotation(s): 39