

Kutfutfukiswa Kwebantfwana Kusikhiya Lesivula Likusasa Letfu



Imbalwa kakhulu imisebenti yelihhovi-si lamengameli le-yenelisanako kwendlula kucitsa sikhatsi sasekuseeni usemkhatsini kwebantfwana labancane. Madvute nje bengihambele umcimbi wekuvulwa kwesikhungo sekutfutukiswa kwebantfwana (i-ECD) i-Little Flower eBizana eMpumalanga Kapa, lapho ngicitse khona sikhatsi nalabanye baholi besikhatsi lesitako belive lakitsi, ngibafundzela futsi ngibalalela.

Lesikhungo sisandza kwakhiwa yinhlango yekutfutukisa i-Impande South Africa ngekwesekelwa yi-Nelson Mandela Foundation.

Ngatsintseka kakhulu ngekutibophelela kwebasebenti balesikhungo ngekutsi basekele ummango nebantfwana bawo. Bangitjele ngebumatima labahlangabetana nabo uma sisacalwa lesikhungo, bebanebumatima bekukhokhela basebenti kodvwa bebachubeka beta emsebenitini. Bangitjele futsi

kutsi nanoma imindenibeyihluleka kukhokha tindleko temntfwana leti-R20 umntfwana ngamunye, labo bantfwana bebangajikiswa babuyiselwe emuva ekhaya.

Kutibophelela kwebasebenti balesikhungo se-ECD kumcoka ngoba tikhungo tekutfutukiswa kwebantfwana tidlala inzima lenkhulu ekutfutukiseni sive sakitsi. Letikhungo tingatfolakala kunoma ngisiphi sigodzi, lidolobha nelidolobhakati lelile. Tikhungo letinengi tacalwa bomake bemmango kute basite batali lebadzinga kutsi bantfwana babo banakekelwe ngalesikhatsi basesemsebenitini. Linengi laletikhungo tacalwa tisebenta njengetinkhulisa nanjengetikhungo tekushiya bantfwana. Letinengi setikhulile tatfutuka kute tikhone kufaka ikharikhulamu yemfundzo lesisekelo kumisebenti yato.

Njengahulumende, sitsetse sinyatselo sekutfutukisa emazinga ekunakekela nekwenza kutsi tinsita titfolakale kutikhungo te-ECD kute titakhona kwenta imi-

sebenti lefanele kubantfwana labancane kute balungele kufundza lokuhlelekile. NgaMabasa 2022, siwuphotfulile umsebenti wekususa umsebenti we-ECD kuLitiko Letekutfutukiswa Kwemango uye kuLitiko Lemfundvo Lesisekelo. Loku kwentelwa kutsi kuchunya-niswe kutfutukiswa kwebantfwana kute kube yince-nye yekharikhulamu yemfundvo lehlelekile nekunika kucechesha, imfundvo nekutfutukisa basebenti labasetikhungwini te-ECD letiseveni lonkhe.

Ngenca yekutsi lokufundza lokusisekelo loku kumcoka emphumelelweni yemntfwana eminyakeni letako, Umtsetfosivivinywa Wekuchibiyela Imitsetfo Yetemfundvo Lesisekelo lenyalo isePhalamende ihlongota kutsi kuphoceleke kutsi bonkhe bantfwana batfole imfundvo ye-ECD yeminyaka lemibili ngembi kwekucala libanga lekucala. Lesi ngiso sigaba lapho khona kufuneka bafundziswe bantfwana, bafundze babe badlala nekutsi lokungenani

batfole sinye sidlo selusuku.

Tikhungo tekutfutukiswa kwebantfwana atilungiseleli kuphela kutsi bantfwana belive lakitsi labancane kutsi baphumelele esikolweni; tiphindze tibe ngumtfombo lomcoka wetemabhizinisi newekuvula ematfuba emisebenti. Letikhungo tiyincenye lebalulekile yemnotfo wekunakekela. Tisimamisa tindlela tekutiphilisa, kakhulu kubomake, lekuyindlela leyengeta ekwakheni ematfuba emsebeniti emimangweni leminengi.

Ngalesikhatsi sihlaselwa ngulobhubhane we-COVID-19, tikhungo te-ECD tashayeka kakhulu. Tikhungo letincike kutindleko tekufundza kute tikhone kuhlala tisebenta betingakhoni kukhokhela basebenti bato futsi batali labanengi labalahlekelwa misebenti yabo bebangakhoni kugcina bantfwana babo bafundza kuletikhungo.

Ngenca yaloko, hulumende wasungula Sikhwama Se-ECD Sesikhutsati Sekucashwa Kwebantfu kute since-dze tikhungo te-ECD letalahlekelwa imali ngenca

yalobhubhane nekutenta kutsi tikhone kuphindze tisebente.

Kulungisa takhamuti takitsi letincane ngekutinika emathulusi letiwadzingako kute tiphumelele emphilweni kungumsebeniti lekufuneka siwutfwale sisonkhe. Kufuneka sichubeke kwenta konkhe lokusemandleni etfu, njengahulumende, simkhakha lotimele futsi sitinhlangano tekutfutukisa, kusekela kutfutukiswa kwebantfwana.

Ngalemisebenti yayo lemcoka leyiphakelako, noma kungaba kufundzisa bantfwana bakitsi, kubanakekela kulabo batali labasebentako, noma kuvula ematfuba etemabhizinisi, i-ECD ifaka ligalelo lelile ekuphumeleliseni letinhloso tetfu temigomo yentfutuko.

Ngenca yekutsi lomnotfo wekunakekela uphetfwe kakhulu bomake, kusekelwa lokunjena kungeta kakhulu ekusiteni bomake, kakhulu etindzaweni letingenamatfuba, kute bakhone kuba nemali nekutimela.

Bantfwana labancane labakuletikhungo basitukulwane lesilandzelako saseNingizimu Afrika lekufuneka siphile ngalokuphelele njengebantfu labanemsebeniti lekumele bawente, labanelikhono futsi babetakhamuti letihamba embili.

Kufuneka bakhone kulandzela emaphupho abo kute sonkhe sikhone kulandzelela liphupho letfu lelifananako lekuba sive lesikhululekile, lesinemphumelelo nalesijabulile. ①

YES initiative gets a nod from the youth

The Youth Unemployment Service (YES), a business-led collaboration with the Department of Labour, is creating on-the-job training and job opportunities for the country's unemployed youth.

Launched by President Cyril Ramaphosa in March 2018, YES offers 12 months' qualified working experience to qualifying candidates. Thereafter, they receive a CV and reference letter. This gives them a three times greater chance of getting an interview or being called back for a position.

Remote Metering Solutions (RMS), the largest privately-owned South African utilities management solutions provider, is a partner in the YES initiative.

"RMS provides invaluable work experience to give youth the confidence, life



Mmaphuthego Fridah Moage from Mabopane in Tshwane is now a contact centre agent with Remote Metering Solutions thanks to the YES initiative.

experiences and an understanding of some of the practical requirements of a job," says Anneri Morland, RMS' Human Resources, Payroll and Support Team Lead.

RMS joined the initiative in 2019 with 18 learners and continues to host 18 learners

annually. Between two and four of them are then appointed to full-time positions.

Mmaphuthego Fridah Moage (28), from Mabopane in Tshwane, was an RMS learner in 2020. She was employed by the company, as a contact centre agent, after her learnership.

Moage says she was unemployed when she heard about the programme and applied.

"I had lost hope in everything, but the programme changed my life. It was a great opportunity to learn and grow within the company.

"I learnt how to respond to customers' emails, resolve customer complaints, identify and escalate issues to my supervisor and follow up with customers," she says.

The RMS programme


RMS' YES learners are placed in one of several teams for the duration of the learnership, namely the call centre, finance, human resources and support, manual meter reading, meter data management, compliance or billing.

Morland says each candidate receives a smartphone from the YES programme, which comes pre-loaded with the YES mobile application. The app provides work readiness modules and a step-by-step guide on how to write a CV.

"In future, we hope to see the initiative evolving to include an appropriately trained recruitment pool of potential employees. This will enable employers to select people who have the appropriate skills developed for RMS' work context," says Morland.

How to apply

To qualify for the RMS YES programme, candidates must:

- Be between 18 and 29.
- Be a South African citizen.
- Not have previously registered for a YES learnership.
- Not have previously worked at RMS. 

As the RMS programme runs annually, there is no closing date. To apply, send your CV to recruitment@remote-metering.net.

For more information about YES, visit <https://yes4youth.co.za>.

More Matshediso

Kuphakela emanti ngalokutsembekile ngibomasipala kute afike kuyo yonkhe imindeni eNingizimu Afrika kuku-68% kuphela, nanoma kunemitamo leyentiwe Litiko Letemanti Netekutfutwa Kwendle kucedza kusalela emuva ekuphakeleni emanti kuleminyaka leyengcile.

Lisekela Lendvuna Yetemanti Netekutfutwa Kwendle David Mahlobo utsi loku kubangwa ngilesakhiwonchanti lesesigugile, kungasebenti kahle nekunganakekelwa kwemifombo yemanti, kanye nekungahlangani kahle emkhatsini kwetinhlelo tetetindlu kanye nekwemiklamo yamanje yekutfutukisa sakhiwonchanti.

"Kuyintfo lekhsatsako kutsi kuphakelwa kwemanti ngalokutsembekile kukhombisa timphawu tekuncipha," usho njalo.

Njengelive lelingenawo emanti, iNingizimu Afrika

Indlela Yekonga Emanti

ihlelenjiswe yaba kundzawo ye-30 yemave langenamanti emhlabeni wonkhe. Emanti lamanyenti alelive atfolakala nakuna litulu, kodvwa ngenca yalelinani lelatiwako lemvula lelinciphe nge-40% kunaleyo lexisilinganiso semnyaka yemhlaba, lelive livamise kuhlala lihlaselwa somiso.

Nanoma kunjalo, litiko linetindlela letiticwayiso letibekelwe wena tekonga emanti.

Tindlela tekonga emanti ekhaya noma ebhizinisini lakho

- Vala imphompi uma ugeza buso, uchubha ematinyo noma ushefa.
- Kusebentisa ishawa sikhatsi lesimizuzu lesihlanu ngelusuku kunekutsi ugeze ebhavini, konga emanti langafika kumalitha la-400 ngeliviki.
- Kugeza eshawa kungatsa-


tsa emalitha emanti langafika ku-20 ngemzuzu, kantsi kugeza ebhavini kungatsatsa emanti lase-mkhatsini kwemalitha la-80 kuya kula-150 ngaleso sikhatsi kuphela. Uma ukhatsa kugeza ebhavini, ungaligcwalisi.

- Gwema kuflasha emanti emthoyi kungenasidzingo. Lahla emathishu, tinambutane naletinye tintfo longasatidzingi etibini kunekutsi utilahlele emthoyi. Ngaso sonkhe sikhatsi uma uflasha umthoyi, usebentisa emanti lamalitha la-12.
- Lungisa umthoyi lovutako uma ungenti njalo utawumosha emalitha emanti langafika ku-100 000 ngemnyaka.
- Sebentisa "emanti langcolile" — emanti lasasebentile lasele uma ugeza ebhavini, emishinini yekuwasha kanye nakuleminye imifombo lephephile kuflasha umthoyi wakho.

- Ungayigcwalisi ngalokwecile noma ungayiwashi ngalokungenasidzingo indzawo yakho yekubhusha.
- Ungagcwalisi emanti emagedloleni kodvwa awanele kufeza tidzingo takho. Loku futsi kutakongela nagezi.
- Sebentisa libhakede kune-kutsi usebentise litfumbu lemanti kuhlanta imoto yakho. Uma kufuneka usebentise litfumbu, sebentisa sipreyi lesingasebenta kuvala emanti ngesikhatsi uwasha imoto. Kusebentisa litfumbu lasengadzini kungatsatsa emanti langafika kumalitha emanti la-30 ngemzuzu.
- Balimi kufuneka bacinisekise kutsi imitsi yekubulala tinambutane ayifinyeleli emitfonjeni yemanti naku-mifudlana.
- Bantfu labahlala etindzaweni tasemakhaya akufoneki basebentise umfula

noma ludvonga lemfula kutikhulula.

Engadzini

- Hlala njalo unisela titjalo takho ekuseni kakhulu noma ntsambama, ngalesikhatsi emazinga ekushisa sehlile.
- Sonkhe sikhatsi uma ubilisa licandza, wabeka kahle emanti uma sapholile unisele ngawo titjalo takho. Titawutfola umsoco lophuma kulamagobolondvo elicandza.
- Emanti labuya kuluphahla lwendlu angagcinwa kahle emathangini, asebente kunisela titjalo.
- Sebentisa "emanti langcolile" — emanti lasasebentile labuya emabhavini ekugeza, emishinini yekuwasha nakuleminye imifombo lephephile — kunisela ingadze yakho. 

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