



Thuto ya bana ba banyenyane ke senotlolo sa bokamoso ba rona



Di mmalwa dike-tsahalo tse amang moporesidente tse kgotsofatsang tse fetang ho dula le bana ba banyenyane hoseng. Ke sa tswa ya pulong ya setsi sa Little Flower sa thuto ya ba banyenyane (ECD), Bizana, Kapa Botjhabela, moo ke bileng le nako le ba bang ba baetapele ba kamoso ba naha ena ya rona, ke ba balla le ho ba mamela.

Setsi sena se sa tswa ahwa ke mokgatlo wa ntshetsopele wa Impande South Africa ka tshehetso ya Nelson Mandela Foundation.

Ke ile ka ameha maikutlo ke kamoo basebetsi ba setsing ba inehetseng ho tshehetseng baahi le bana. Ba mpolelletse hore matsatsing a pele, basebetsi ba setsi ba ne ba sa fumane meputso empa ba ntse ba etla mosebetsing. Ba

boetse ba mpoella hore leha malapa a mang a hloleha ho lefa R20 bakeng sa bana, bana ha ba kgutlisetswe morao.

Boinehelo ba basebetsi ba setsing sa ECD bo bohlokwa hobane ditsi tsena tsa bana ba banyenyane di na le karolo ya bohlokwa ntshetsopeleng ya setjhaba sa rona. Ditsi tsena di fumaneha motseng o mong le o mong wa mahae, toropong e nngwe le e nngwe le metsemeholong e meng le e meng naheng. Bongata ba tsona di qadilwe ke basadi ba metseng ho tshehetsa batswadi ba batlang hore bana ba bona ba hlokomelwe ha ba le mosebetsing. Bongata ba dibaka tsena bo qadile e le dikeretjhe le dibaka tsa tlhokomelo ya bana ya motsheare. Bongata ba tsona di hodile tsa atoloha tsa kenyeletsa kharikhulamo ya motheo ya ho ithuta di-tshebeletsong tsa tsona.

Re le mmuso re inehetse mosebetsing wa ho ntlafatsa

maemo a tlhokomelo le ho netefatsa boteng ba mehlodi e hlokehang ditsing tsa ECD molemong wa hore di be le diketsahalo tse loketseng bakeng sa bana ba banyenyane, ho ba lokisetsa ho ya sekolong. Ka Mmesa 2022, re phethetse ho tloswa ha mosebetsi wa ECD Lefapheng la Ntshetsopele ya Setjhaba ho ya Lefapheng la Thuto ya Motheo. Sena se molemong wa ho hokahanya thuto ya bana ba banyenyane le kharikhulamo ya sekolo, le ho nehelana ka thupelo, thuto le ntshetsopele basebetsing ba ditsi tsa ECD naheng ka bophara.

Thuto ya motheo e bohlokwa katlehong ya ngwana hamorao dilemong, ke ka hona Bili ya Tlhomathiso ya Melao ya Thuto ya Motheo e Palamenteng e hlalisa hore ho tlame hore bana bohle ba fumane dilemo tse pedi tsa ECD pele ba kena ho Kereiti ya 1.

Ke mokgahlelong ona moo bana ba lokelang ho rutwa, ho ithuta ka ho bapala le ho fumana bonnyane dijo hang ka letsatsi.

Ditsi tsa thuto ya bana ba banyenyane ha di lokisetse baahi ba naha ya rona ba banyenyane ho tswella sekolong feela; di boetse di bohlokwa haholo jwaloka mehlodi ya qalo ya dikgwebo le ho thehwa ha mosebetsi. Ditsi tsena ke karolo ya bohlokwa ya tsa bohlokomedi. Di thusa batho ho iphedisa, haholoholo basadi, e leng ntho e kenyang letsoho ho thehweng ha mosebetsi metseng e mengata.

Ditsi tsa ECD di ile tsa ameha haholo ke ho qhoma ha sewa sa COVID-19. Dibaka tse lefisang bana hore di nne di sebetse di ile tsa hloleha ho lefa basebetsi ba tsona mme batswadi ba bangata ba neng ba felletswe ke mosebetsi ba hloleha ho boloka bana ba

bona ditsing.


Mmuso o ile wa thusa ka ho theha Letlole la ECD la Thuso ya ho Imolla molemong wa Matlafatso ya Mosebetsi ho thusa ditsi tsa ECD tse neng di sa kenelwe ke tjelele ka lebaka la sewa, le ho di thusa ho tsoha.

Ho thusa baahi ba rona ba banyenyane ka disebediswa tseo ba di hlohang hore ba tswelle bophelong ke boikarabelo boo re lokelang ho bo jara bohle. Re lokela ho tswela pele ho etsa kamoo re ka kgonang, re le mmuso, lekala la poraefete le mekgatlo ya ntshetsopele, ho tshehetsa ditsi tsa thuto ya bana ba banyenyane.

Ka ditshebeletso tse ngata tsa bohlokwa tseo ECD e fanang ka tsona, ho kenyeletsa thuto ya bana, ho fana ka tlhokomelo ya bana bakeng sa batswadi ba sebetsang kapa ho theha menyetla ya mosebetsi ya ba iqallang dikgwebo, lenaneo lena le na le seabo se seholo phihlellong ya maikemisetso a mangata a rona a ntshetsopele.

Erekaha tsa bohlokomedi di laolwa ke basadi haholo, tshehetso ena e thusa basadi haholo, haholoholo ba metseng e ithopherehang, hore ba be le ditjelele ba ikemele.

Bana ba banyenyane ba ditsing tsena ke moloko o tlang wa Mafrika Borwa a tlamehang ho phethahala e be baahi ba nang le boikarabelo, bokgoni le makgabane.

Ba lokela ho kgonahle ho ntshetsa ditoro tsa bona pele molemong wa hore bohle re fihlelle toro ya rona ya setjhaba se lokolohileng, se atlehileng le se thabileng. 

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 appoin-

ted 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>.

Kamoo metsi a ka bolokwang kateng

More Matshediso

Leha Lefapha la Metsi le Bohlweki le entse matsapa a ho lwantsha tshallo-morao phepelong ya metsi dilemong tse fetileng, naheng ya Afrika Borwa malapa ao bomasepala ba kgonang ho a fepela metsi a ballwa ho 68% feela.

Motlatsaletona la Metsi le Bohlweki o re sena se bakwa ke meralo ya kgale ya ditshebeletso, tlhokeho ya tshebediso le tlhokomelo ya meralo ya metsi, le momahano e sa tiyang ya mananeo a phumantsho ya bodulo le diprojeke tsa jwale tsa ntshetsopele ya meralo ya ditshebeletso.

"Ho ngongorehisa haholo ho bona ho se ho se tshepo phepelong ya metsi mme dintho di senyeha" ho boletse yena.

Afrika Borwa ke naha e haellwang ke metsi, mme e hara dinaha tse 30 tse fokollwang ke metsi lefatsheng. Bongata ba metsi a naha

ena bo tswa puleng, empa naha e dula e angwa ke komello ka lebaka la pula e seng kae e nang e leka-nyetswang tlasa 40% ha e bapiswa le e nang dinaheng tse ding lefatsheng selemo le selemo.

Leha ho le jwalo lefapha le o fa dikeletso tsa ho boloka metsi.

Ho boloka metsi lapeng kapa kgwebong

- Kwala pompo pakeng tsa ho hlapa sefahleho, ho tsukunya kapa ho kuta ditedu.
- Ho hlapa ka shawareng metsotso e mehlano ka letsatsi ho e na le ho hlapela bateng ho fokotsa tshebediso ya metsi a mangata, mme sena se boloka dilitara tse 400 ka beke.
- Shawara e sebedisa dilitara tse 20 ka motsotso, ha bate e nka dilitara tse pakeng tsa tse 80 ho ya ho tse 150 bakeng sa motho

ka mong. Ebang o kgetha ho tola ka bateng, se ka e tlatsa.

- Qoba ho otlala metsi ntlwaneng ho sa hlokehe. Lahla dithishu, dikokwana le matlakala a mang moqomong eseng ka thoeletheng. Nako le nako ha o otlala metsi ho sebetisa dilitara tse 12 tsa metsi.
- Lokisa thoelethe e dutlang, ntle le moo e senya dilitara tse 100 000 tsa metsi ka selemo.
- Sebedisa "metsi a sebedisitsweng" — a nang a hlapa bateng, a tswang metjhining ya ho hlatswa diaparo le mehloding e meng e bolokehileng ho otlala thoelethe ya hao.
- Se ka tlatsa ho feta tekano kapa hona ho hlwekisa ho feta tekano letangwana la lapeng la ho sesa.
- Diketlele di se ke tsa tlatswa ho feta tekano empa di tshelwe metsi a lekaneng ditlhoko tsa hao. Sena se fokotsa le ditjeho

tse motlakase.


- Sebedisa metsi a emereng eseng paepe ya metsi ha o hlatswa koloi ya hao. Ebang o sebedisa paepe, e be e fafatsang e ka kwallwang le ho bulwa kgafetsa ha ho fafatswa koloi ka metsi. Paepe ya serapeng e sebedisa dilitara tse ballwang ho 30 tsa metsi ka motsotso.
- Balemi ba lokela ho netefatsa hore meriana e bolayang dikokwana e nang le tjhefu ha e kene mehloding ya metsi le melapong.
- Batho ba lokela ho ela hloko ba se tshilafatse dinoka kapa mabopo a dinoka mo ba dulang.

Ho boloka metsi ka serapeng

- Tshella dimela tsa hao hoseng haholo kapa ha letsatsi le diketse ha ho se ho phodile.
- Kamora ho bedisa lehe, fodisa metsi o a bolokele



ho tshella dimela tsa katlung. Dimela di tla fumana diahammele tse tswang dikgakatleng.

- Metsi a theoang marulelong le ona a ka bolokwa ditankeng bakeng sa ho tshella dirapa.
- Sebedisa "metsi a sebedisitsweng" — a nang a hlapa bateng, a tswang metjhining ya ho hlatswa diaparo le mehloding e meng e bolokehileng — ho tshella serapa sa hao. 

Bakeng sa tlhahiso-leseding e nngwe, kena ho www.dws.gov.za