



Nhluvukiso wa tindzumulo eka masungulo swi khome xikhiya xa vumundzuku bya hina



Leyi i yin'wana ya misingiriko ya phuresidente yo enerisa ku tlula ku heta mixo wun'we u ri ni vana lavatsongo. Sweswinyana ndzi yile eka ku pfuriwa ka Senthara ya Nhluvukiso wa Tindzumulo eka Masungulo (ECD) ya Little Flower eBizana eKapa-Vuxa, laha ndzi nga kota ku tirhisa nkarhi na van'wana va va-rhangeri va mundzuku va tiko ra hina, ndzi karhi ndzi va hlayela no va yingisela. Senthara yi akiwile swe-swinyana hi nhlanguano wa nhluvukiso wa Impande South Africa hi ku seketeriwa hi Nelson Mandela Foundation.

A ndzi khumbekile swinene hi ku tinyiketela ka vatriri va senthara ku seketela miganga na vana va wona. Va ndzi byerile leswi a swi ri xiswona eka senthara masiku yo sungula, vatriri a va tikeriwa ku

kuma ku hakeriwa kambe va ala va ta entirhweni. Va tlhela va ndzi byela leswaku hambi mindyangu yi tsandzeka ku hakela R20 ya xikolofisi xa vana va vona, vana a va tlheriseriwi endzhaku.

Ku tinyiketela ka vatriri va senthara ya ECD swi na nkoka hikuva tisenhara ta nhluvukiso wa tindzumulo eka masungulo ti tlanga xiave xikulu eka nhluvukiso wa hina wa tiko. Tisenhara leti ta kumeka emugangeni wun'wana na wun'wana, xidorobana na doroba etikweni. To tala ti sunguriwile hi vavasati emigangeni ku seketela vatswari lava lavaka vana va vona va hlayiseka loko va ri emitirhiweni. To tala ta tisenhara leti ti sungurile ku ri tikhirexe na tindhawu ta vuhlayiselo.

To tala ti kurile swinene no ndlandlamuka ku tirhisa kharikhulamu yo dyondzi-

sa eka vukorhokeri bya tona.

Tanihi mfumo, hi endlile ntirho wo antswisa swiyimo swo vuhlayisi no endla leswaku switirhisiwa swi kumeka eka tisenhara ta ECD ku endla misingiriko yo ringanela ya vana lavatsongo ku va lulamisela dyondzo ya ximfumo. Hi Dzivamusoko, 2022, hi hetisisile ku susa mafambiselo ya ECD ku suka eka Ndzawulo ya Nhluvukiso wa Vaaki ku ya eka Ndzawulo ya Dyondzo ya le Hansi. Leswi swi hlanganisa nhluvukiso wa tindzumulo eka masungulo na kharikhulamu ya ximfumo ya dyondzo no nyika vuleteri, dyondzo na nhluvukiso wa vatriri eka tisenhara ta ECD tiko hinkwaro.

Hikuva dyondzo leyi ya masungulo i xilotlelo xa ku humelela ka n'wana emalembeni ya le ndzhaku,

Nawubisi wa Ndzulamiso wa Milawu ya Dyondzo ya Masungulo lowu nga emavokweni ya Palamende wu ringanyeta leswaku swi va swi boha leswaku n'wana un'wana na un'wana a kuma malembe yambirhi ya ECD a nga se ya eka Giredi 1. Swi le ka xiyimo lexi leswaku vana va fanele ku dyondza, ku dyondzi-siwa hi ku tlanga no kuma swakudya kan'we hi siku.

Tisenhara ta nhluvukiso wa tindzumulo eka masungulo a ti lulamiseli vana va tiko ra hina ntsena leswaku va humelela exikolweni; ti tlhela tiva switirhisiwa swa nkoka eka swa vubindzu no endla mitirho. Tisenhara leti ti na xiave xa nkoka xo hlayisa ikhonomi. Ti hlayisa mahanyelo, ngopfungopfu ya vavasati, leyi engetelaka ku tumbuluxa mitirho emigangeni yotala.

Loko ntungu wa COVID-19 wu hlasela, tisenhara ta ECD a tihlaseriwile swinene. Tindhawu leti tshembelaka eka xikolofisi ku ti tirha a ti nga swikoti ku hakela vatriri va tona naswona vatswari votala lava lahlekeriweke hi mitirho a va nga swikoti ku endla leswaku vana va vona va dyondza.

Hi ku hlamula, mfumo wu tumbuluxile Nkwama wa Mpfuneto wa Nhlohlotelo wa Ntirho wa ECD ku pfuna tisenhara ta ECD lava nga lahlekeriwa hi ku nghenisa mali hikwalaho ka ntungu no endla leswaku tivuyela evutshan'wini.

Ku lulamisela vaakatiko va hina lavatsongo hi

switirhisiwa leswi va swi lavaka ku humelela evuton'wini i vutihlamuleri lebyi hi faneleke ku khomisana hinkwerhu. Hi fanele ku ya emahlweni hi endla leswi hi kotaka swona, tanihi mfumo, sekitara ya phurayivhete na mihlangano ya nhluvukiso, ku seketela nhluvukiso wa tindzumulo eka masungulo.

Hi vukorhokeri byo tala bya nkoka lebyi yi byi nyikaka, hambi ku ri ku dyondzisa vana va hina, ku nyika vuhlayiseki bya vana eka vatswari lava tirhaka kumbe ku tumbuluxa swivandlanene eka van'wamabindzu, ECD yi hoxa xandla swinene ekufikeleleni ka swikongomelo swa hina swo tala swa nhluvukiso.

Tanihi leswi ikhonomi ya nhlayiso yi fambisiwaka ngopfu hi vavasati, nseketelo wo tano wu famba ndlela yo leha eka ku pfuna vavasati, ngopfungopfu eka miganga leyi pfumalaka, ku va lava sirhelelekeke hi swa timali na ku tiyimela.

Vana lavatsongo eka tisenhara leti i xitukulwana lexi landzelaka xa MaAfrika-Dzonga lexi faneleke ku kota ku hanya hi ku hetiseka ka vuswikoti bya vona tanihi vaakatiko lava nga na vutihlamuleri, lava nga na vuswikoti na lava nga humelela.

Va fanele va kota ku humelerisa mitorho ya vona ku endlela leswaku hinkwerhu hi ta fikelela mitorho ya hina leyi hi avelanaka yona ya rixaka leri ntshuxekeke, leri humelelaka no tsaka.

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



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

work experience to give youth the confidence, life 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@remotemetering.net.

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

More Matshediso

Ku tshembheka ka mphakelo wa mati hi timasipala ku ya emindyangwini eAfrika-Dzonga hinkwayo swi le ka 68% ntsena, hambileswi ku nga na nhluvuko lowu endliweke hi Ndzawulo ya Mati na Nkululo ku herisa ku salela endzhaku ka mphakelo wa mati malembe lawa ya hundzeke.

Xandla xa Holobye wa Mati na Nkululo, David Mahlobo u vula leswaku leswi swi vangwa hi switirhisiwa swa khale, ku pfumaleka ka matirhelo na vuhlayiseki eka swikimi swa mati, na ku hlanganisiwa loku nga riki kahle exikarhi ka minongo-noko ya tindlu na tiphurojeke ta sweswi ta nhluvukiso wa switirhisiwa.

"I ku vilela lokukulu le-swaku mphakelo wa mati yo tshembheka ya mphakelo wu kombisa swikombiso swa ku hunguteka," ku vula yena.

Tanihi tiko leri kalaka mati, Afika-Dzonga ri hlayiwa eka 30 wa matiko lama omeke

Ndlela yo hlayisa mati

emisaveni. Mati yo tala ya tiko ma huma eka mpfula, kambe hi mpfula ya xiringaniso leyi rhekhodiweke leyi nga ehansi hi 40% ku tlula xiringaniso xa misava hinkwayo xa lembe na lembe, tiko ri tala ku khumbeka hi dyandza.

Hambiswiritano, ndzawulo yi na switsundzuxo swo hlayisa mati eka wena.

Ku hlayisa mati ekaya ra wena kumbe eka bindzu ra wena

- Tima pompi exikarhi ka ku hlamba xikandza, ku hlamba meno ya wena kumbe ku byevula.
- Ku teka xawara ya timinete ta ntlhanu ematshan'wini yo tirhisa bavhu swi ta tirhisa mati yatsongo lama a ma fanele ya tirhisiwa ebavhini ro hlambela, u hlayisa kwalomu ka 400 wa tilitara hi vhiki.
- Xawara yi nga tirhisa kwalomu ka 20 wa tilitara

hi minete, loko ku tirhisa bavhu ku nga tirhisa exikarhi ka 80 na 150 wa tilitara hi ku hlamba. Loko u tsakela ku tirhisa bavhu, u nga tati bavhu ro hlambela.

- Papalata ku fulaxa xihambukelo swi nga fanelenga. Ku cukumeta tithixu na malakatsa man'wani ebinini kungari xihambukelweni. Nkarhi hinkwawo loko u fulaxa xihambukelo, ku tirhisiwa 12 wa tilitara ta mati.
- Lunghisa xihambukelo lexi pfutaka handle ka swona xi nga lahlekeriwa hi mati yo fika eka 100 000 wa tilitara hi lembe rin'we.
- Tirhisa "mati lamatirhisiweke eka swin'wani" – mati yo hlamba yo suka ebavhini, muchini wo hlatswa na swin'wani swi tirhisiwa swo hlayiseka ku fulaxa xihambukelo xa wena.
- U nga tati ku tlula mpimo kumbe ku tlhambukisa mati endhawini yo khidela

ya wena.

- Ketlele a yi fanelangi ku cheriwa yi tala, kambe mati yo ringanela ku endla swilaveko swa wena. Leswi swi nga tlhela swi hunguta matirhiselo ya gezi ra wena.
- Tirhisa bakiti kungari phayiphi ku hlatswa movha wa wena. Loko u fanele ku tirhisa phayiphi, tirhisa xifafazeri lexi nga timiwaka exikarhi ka ku fafazela movha. Ku tirhisa phayiphi ya le xirhapeni ku nga tirhisa kwalomu ka 30 wa tilitara ta mati hi minete.
- Van'wamapurasi va fanele ku tiyisisa leswaku va veka swidlayaswitsotswana leswi nga ni chefu ekule ni swihlovo swa mati ni le swinambyanini.
- Vanhu lava tshamaka ematikoxikaya va fanele ku va ni vuxiyaxiya leswaku va nga tirhisi nambu kumbe ribuwa ra nambu tanihi swihambukelo.

Exirhapeni

- Mikarhi hinkwayo cheleta swimilani swa wena hi nkarhi wa mixo swinene kumbe nimadyambu, loko maxelo ya horile.
- Nkarhi wun'wana ni wun'wana loko u virisa tandza, hlayisa mati ma hola u ta cheleta swimilani swa wena swa le kaya. Swi ta vuyeriwa hi swidyana-dyanani leswi humaka eka swikhamba swa matandza.
- Mati ya le henhla ka lwangu ma nga tlhela ma hlayisiwa hi ndlela leyi vuyerisaka emathangini, leswaku ma cheleta swirhapa.
- Tirhisa "mati lamatirhisiweke swin'wani" – mati lawa ya tirhisiweke kusuka eka swihlambelo, michini yo hlatswa na swin'wani switirhisiwa swo hlayiseka ku cheleta xirhapa xa wena.

Ku kuma vuxokoxoko byo tala, endzela eka www.dws.gov.za