



# Letsholo la thuto ya bomapimpana le botlhokwa thata mo isagong ya rona

**G**o na le mekete e se mekae fela ya moporesitente e e itumedisang mme ga e phale ya go tlhola moso otlhe le bana. Mo malobanyaneng fa ke tlhotse kwa sekolong sa thuto ya bomapimpana (ECD) sa Little Flower kwa Bizana mo porofenseng ya Kapa Botlhaba, mme ke tlhotse le baeteledipele bano ba ka moso ba naga ya rona ke ntse ke ba buisetsa le go reetsa fa ba ntse ba ntlotlela.

Sekolo seno ga se kgale se agilwe ke mekgatlho o o samaganang le merero ya tlhabologo wa Impande South Africa o enngwe nokeng ke Nelson Mandela Foundation.

Ke itumedisitswe tota ke go dira ka botswapelo ga batlhankedi ba sekolo seno jaaka ba thusa baagi mo motseng le bana ba bona. Ba ne ba mpolelela ka fao fa sekolo seno se ne se simolola go neng go le boima gore ba neelwe megolo ya bona ka teng mme le fa go ne go le jalo ba ne ba tswelela go tla tirong. Ba ntihaloseditse gape le gore le fa batsadi ba palelwa ke go duelelela bana ba bona madi a dithuto tsa sekolo e leng bokane R20, bana bano ga ba thibelwe gore ba se tlhole ba tla sekolong.

Boineelo jo batlhankedi ba sekolo seno ba nang le bona mo tirong ya bona bo botlhokwa thata go nne dikolo tsa thuto ya bomapimpana di botlhokwa thata mo dikgatong tsa naga ya rona tse di mabapi le tlhabologo. Dikolo tseno di gasagane gotlhe ka fa nageng ya rona mo metseng ya rona, kwa makeišeneng a



rona le kwa diteropong tsa rona. Bontsi jwa dikolo tseno di simolotswe ke bomme ba ba neng ba thusa batsadi ba ba dirang ka go ba salela le bana. Bontsi jwa dikolo tseno di simolotse e le dikheretšhe kgotsa e le metse e ba salang le bana. Bontsi jwa mafelo ano bo godile mo jaanong e setseng e le dikolo tsa bomapimpana mo go nang le ditirelo tse di botlhokwa tsa go ruta bana.

Re le puso re rwele maikarabelo a go tokafatsa maemo a tlhokomelo ya bana le go dira gore didirisiwa tse di tlhokegang go se nne bokete go di fitlhelela gore di-ECD di kgone go nna le dithulaganyo tsa thuto tse di matshwanedi tse di kgonang go tlhatlhelela barutwana gore ba ipaakanyetse go tsena sekolo. Ka kgwedi ya Moranang monongwaga re ne ra garela thulaganyo ya go ntsha ECD mo diatleng tsa Lefapha la Tlhabololo ya Loago mme ra e tsenya mo diatleng tsa Lefapha la

Thuto ya Motheo. Maitlhommo a seno e le go dira gore thuto ya di-ECD e tsamaelane le ya dikolo mmogo le go katisa, go ruta le go tlhatlhelela barutabana ba dikolo tsa ECD naga ka bophara.

Ka ntlha ya fa thuto eno e le botlhokwa thata mo baneng fa ba gola gore ba atlege mo dithutong tse di tlang, Molaotlhommo o o Kwalolotsweng Sešwa wa Thuto ya Motheo o ga jaana o santseng o sekasekiwa ke Palamente o tshitshinya gore bana botlhe ba tsene sekolo sa thuto ya bomapimpana sebaka sa dingwaga di le pedi pele ba ka simolola go ya sekolong go tsena Mophato wa 1. Ke mono mo bana ba tshwanetseng go rutiwa, ba tshameke mmogo le go fepiwa gangwe ka letsatsi kwa sekolong.

Dikolo tseno tsa thuto ya bomapimpana ga di mosola fela mo go tlhatlhelelang bana gore ba ipaakanyetse go tsena sekolo; di mosola gape le mo go itlhameleng dikgwebo le mo go itlhameleng

leng ditiro. Dikolo tseno di botlhokwa thata fa re bua ka ditheo tse di tlhokomelang bana tse di nang le seabe mo ikonoming. Di dira gore batho ba nne le ditsela tsa go iphedisa, segolobogolo mo bathong ba bomme, gonne di tlholela batho ba bantsi ditiro mo metseng e di leng mo go yona.

Fa leroborobo la COVID-19 le ne le re aparela, di-ECD di ne tsa rwala boima jo bo seng kana ka sepe. Dikolo tse dintsi tse di neng di thusiwa ke madi a bana ba a duelelang a sekolo gore di duele badiredi ba tsona di ne tsa iphitlhela di palelwa ke go ba duelela mme batsadi ba ba neng ba felelwa ke ditiro le bona ba ne ba palelwa ke go isa bana sekolong.

Mo go tsibogeleng matsapa ano, puso e ne ya tlhoma Letlole la go Thusa Ditheo tsa ECD gore dikolo tse di palelwang ke go duelela megolo ka ntlha ya leroborobo leno mmogo le dikolo tse di phutlhameng gore di bone thuso.

Maikarabelo a go thusa bana ba rona ka go ba tlamela ka dilo tse ba di tlhokang gore ba atlege mo botshelong ke maikarabelo a rotlhe re tshwanetseng go a rwala mmogo. Re le puso, re le lekala la poraefete, re le mekgatlho e e samaganang le tlhabologo re tshwanetse go tswelela go dira sengwe le sengwe se re ka se kgonang gore re kgone go ema nokeng thuto ya bomapimpana.

Ka ditirelo tsa yona tse dintsi tse di botlhokwa, go sa kgathalesege gore di mabapi le thuto ya bana ba rona, di mabapi le tlhokomelo ya bana fa batsadi ba ile tirong kgotsa di mabapi le go neela baitlhamedikgwebo ditšhono, di-ECD di na le seabe se segolo tota mo go direng gore re fitlhelele dipeelo tse dintsi tse re ipeetseng tsona tsa tlhabololo.

Ka ntlha ya fa bontsi jwa ditheo tse di tlhokomelang bana di le mo diatleng tsa batho ba bomme, seno se raya gore madi a tsona a thusa basadi thata, segolobogolo mo baaging ba ba dikobodikhutshwane, a ba thusa gore ba nne le letseno le gore ba kgone go ikemela ka bobona.

Bana ba ba tsenang dikolo tseno ke bona ba kamoso ba tshwanetseng go ntsha ga tshwene ba bontshe gore ba na le maikarabelo, bokgoni e bile ke baagi ba ba dirang bontle thata.

Ba tshwanetse gore ba kgone go latela ditoro tsa bona gore le rona rotlhe re kgone go fitlhelela toro ya rona yotlhe ya go nna le setšhaba se se gololesegileng, se se dirang bontle e bile se tshela ka boitumelo.



# YES initiative gets a nod from the youth

**T**he 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. **U**

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

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

# 0 ka boloka jang metsi

## More Matshediso

**L**efapha la Metsi le Kgeleloleswe mo dingwageng tse di fetileng le lekile ka natla go fedisa tiro e e neng e saletse morago ya go tsenyesa baagi metsi, mo nageng ya Aforika Borwa ka bophara, malapa a dimasepala di kgonneng go a tlamela ka metsi a fitlha go 68%.

Motlatsatona wa Metsi le Kgeleloleswe Rre David Mahlobo a re matsapa ano ke ka ntlha ya mafaratlhatlha a a onetseng, go se dire ga ona le go se tlhokomelwe ga di-dirisiwa tsa metsi mmogo le matsholo a a sa tsamaisiweng ka tshwanelo a go tsenyesa malapa metsi mmogo le matsholo a go samaganweng le ona ga jaana a diporojeke tsa go tsenya mafaratlhatlha.

"Ke selo se se re tshwenyang thata fa re bona tlamelo ya metsi e re sa tlwaelang gore e a tle e nne le matsapa e simolola go nna le matsapa," o tlhalositse jalo.

Mo dinageng tse di senang metsi a mantsi, Aforika Borwa e eme mo maemong a naga ya bo 30 mo dinageng

tsotlhe mo lefatsheng tse di senang metsi a mantsi. Bontsi jwa metsi a naga ya rona e nang le ona ke a a tswang mo puleng, mme ka ntlha ya fa naga eno pula e e nang mo go yona e fetiwa ke ya dinaga tse dingwe mo lefatsheng ka ngwaga ka 40%, naga eno gantsi o fitlhele e tlaela metsi.

Le fa go le jalo, lefapha leno le na le dikgopolo tse di ka go tlhabang botlhale gore o boloke metsi.

## Go boloka metsi mo o nnang gone kgotsa mo o dirang gone

- Se tlogele o buletse metsi fa o tlhapa sefatlhego, meno kgotsa o tlosa ditedu kgotsa maboa ka legare, nna o ntse o tima pompo.
- Go tlhapela mo šawareng sebaka sa metsotso e le metlhano ka letsatsi go tla dira gore o dirise kotara ya metsi a ka metlha o a dirisang fa o tlhapela mo bateng e kgolo ya go tlhapela, mme seno ka beke se tla dira gore o boloke dilitara tsa metsi di le 400.
- Go tlhapa ka šawara go dirisa dilitara di ka nna 20

tsa metsi ka motsotso, mme go tlhapela mo bateng e kgolo ya go tlhapa go dirisa magareng ga dilitara di le 80 le di le 150 mo bateng e nngwe le e nngwe fa o tlhapa. Fa e le gore wena o gapeletsega go tlhapela mo bateng e kgolo, o seke wa e tlatsa ka metsi.

- Se nne o ntse o bulela metsi a go tsamaisa leswe kwa ntlwanaboithusetsong go sa tlhokagale. Latlhela ka mo motomong wa ditlakala thišu e e sa dirisedi-wang go ikgogola mmogo le ditshenekegi le ditlakala tse dingwe go na le gore o di tsamaisa ka metsi mo ntlwanaboithusetsong. Gangwe le gape fa o tsamaisa leswe ka metsi mo ntlwanaboithusetsong o dirisa dilitara tsa metsi di le 12.
- Fa o na le ntlwanaboithusetsotso e e tsamaisang leswe ka metsi mme go na le mo e dutlang metsi gone, e baakanye gone fa o sa dire jalo mo ngwageng e tla senya metsi a le kanaka dilitara di le 100 000.
- Dirisa "metsi a a dirisi-

tsweng" — ano ke metsi a go tlhapilweng ka ona, a go tlhatswitsweng ka ona le a mangwe a a seng kotsi go tsamaisa leswe ka fa ntlwanaboithusetsong.

- O se tlatse peepee metsi a go thumelwang mo go ona mo malapeng kgotsa wa dirisa metsi a mantsi go tlhatswa mafelo a go thumelwang mo go ona ka fa lapeng.
- Diketlele tsa go bedisa metsi ga di a tshwanela go tlatsiwa peepee, mme di tshwanetswe go tshelwa metsi a a lekanetseng tiro e a tla dirisiwang mo go yona. Seno se tla dira le gore motho a se duelele madi a mantsi a go reka motlakase.
- Tlhatlha sejanaga sa gago ka metsi a kgamelolo go na le go se gasa ka metsi. Fa e le gore o gapeletsega gore o se gase ka metsi, tlhomela molongwana wa go gasa metsi ka go a sonaga. Fa o gasa metsi o ka iphitlhela o senya metsi a a kanaka dilitara di le 30 ka motsotso yo mongwe le yo mongwe.
- Balemirui ba tshwanetse go dira bonnete jwa gore didirisiwa tsa bona tsa temothuo tse di nang le botlhale tsa go koba ditshenekegi ga ba di dirise

gaufi le metswedi e e leng teng ya metsi.

- Batho ba tshwanetse go dira bonnete jwa gore mo ba nnang ga ba tshilafatse dinoka kgotsa mafelo a a gaufi le dinoka.

## Go boloka metsi mo tshimong

- Nosetsa dijalo tsa gago ka makuku mo mosong kgotsa maitseboa fa mogote o se bogale jalo.
- Ka gale fa o sena go apaya mae ka metsi, se latlhe metsi a teng, a bee e re fa a sena go rurufala o a tsee o nosetse dijalo tsa gago ka ona. Dijalo tsa gago di tla itumela gonne metsi ao a na le dikotla tse di tswang mo dikgapetleng tsa mae ao.
- Metsi a pula a a tshologang ka marulelo le ona a ka go tswela mosola fa o ka a boloka mo ditankeng mme wa nosetsa tshimo ya gago ka ona.
- Dirisa "metsi a a dirisi-tsweng" — ano ke metsi a go tlhapilweng ka ona, a go tlhatswitsweng ka ona le a mangwe a a seng kotsi go nosetsa tshimo ya gago. **U**

Go bona tshedimo-setso ka botlalo, etela [www.dws.gov.za](http://www.dws.gov.za)