



Bokamoso bja rena bo laolwa ke go hlalefišwa ga bopapimpana



Go nale ditiragalo tše mmalwa tša kantoro ya Mopresidente tša go uša pelo go feta go iketla le bana mesong. Malobanyana mo ke tšwa pulong ya senthara ya tlhalefišo ya bomapimpana ya Little Flower (ECD) gola Bizana kua Kapa Bohlabela fao ke ilego ka iketla le ba bangwe ba baetapele ba kamoso ba naga ya gaborena, ke ba balela le go ba theetša.

Senthara ye e satšo agwa ke mokgatlo wa tlhabollo wa Impande wa ka mo Afrika Borwa ka thekgo ya Setheo sa Nelson Mandela.

Ke kgwathile maikutlo ke boikgafo bja bašomedi ba senthara ye ge ba thekga setšhaba le bana ba go tsena go yona. Ba mpoditše tša mehleng ya ge senthara ye e thomišwa, ka fao bašomedi ba bego ba soko-lela go hwetša meputso ya bona eupša ba tšwelapele go tla mošomong. Ba mpoditše gape le gore le ge e le gore batswadi ba be

ba sa kgone go lefela bana ba bona tefo ya R20, bana ba be ba sa gomišetšwe morago.

Boikgafo bja bašomedi ba senthara ye ya ECD bo bohlokwa kudu ka gobane disenthara tša tlhalefišo ya bomapimpana di kgatha tema ye bohlokwa kudu tlhabollong ya setšhaba sa gaborena. Tšona disenthara tše di hwetšagala motsaneng wo mongwe le wo mongwe, toropong efe goba efe le ditoropong ka moka tše kgolo ka mo nageng. Bontši bja tšona di thomilwe ke basadi mo setšhabeng bao ba bego ba sala ba hlokomela bana ge batswadi ba bona ba ile mešomong. Bontši bja tšona disenthara tše di thomile e le dikretšhe goba disenthara tša go hlokomela bana mosegare. Tše ntši tša tšona di godile mme gabjale di akaretša lenaneothuto la motheo la dithuto tša mehleng ka gare ga ditirelo tša tšona.

Bjalo ka mmušo, re tšeere

mošomo wa go kaonafatša maemo a tlhokomelo le go dira gore didirišwa di be gona gore disenthara tša ECD di kgone go sepediša ditiragalo tše maleba tša bana go ba lokišetša dithuto tše dumeletšwego ke mmušo. Ka Moranang 2022, re kgonne go šutiša ka botlalo tirelo ya ECD go tšwa go Kgoro ya Tlhabollo ya Leago go ya go Kgoro ya Thuto ya Motheo. Tšhutišo ye e diretšwe go amanya tlhalefišo ya bomapimpana le lenaneothuto la dithuto tše dumeletšwego dikolong kamoka le go aba tlhahlo, thuto le tlhabollo go bašomedi disenthareng tša ECD go potologa naga.

Ka baka la gore dithuto tše tša motheo tša bomapimpana di le bohlokwa katlegong ya ngwana morago ga mengwaga-ngwaga, Molaophetošwa wa Melao ya Thuto ya Motheo wo gabjale o lego pele ga Palamente o šišinya gore e be kgapeletšo go bana ka moka gore ba

tsene disenthareng tša ECD tekano ya mengwaga ye mebedi pele ba thoma Kreiti 1 goba wona Mphato wa Pele. Ke gona mo fao bana ba swanetšego go rutwa, ba ithute ka meraloko le go fiwa setshola se ka bago se tee ka letšatši.

Mohola wa disenthara tša go hlalefiša bomapimpana ga se fela go thuša go lokišetša bana ba naga ya gaborena go atlega dikolong; gape di bohlokwa mo go ithomeleng kgwebo le mo go tlhomeng mešomo. Disenthara tše ke karolo ye bohlokwa ya go hlohleletša ikonomi ya go kgathalelana. Di thuša go tšwetšapele mekgwa ye batho ba iphedišago ka yona, kudududu basading, gomme se sa thuša go hloma mešomo ditšhabeng tše ntši.

Nakong ya ge leuba la COVID-19 le aparela naga, disenthara tša ECD di ile tša amega gampe. Disenthara tše di tshepetšego ditekong tša dikolo gore di šome di ile tša šitwa ke go lefela bašomedi ba tšona ebile batswadi ba bantši bao ba lahlegetšwego ke mešomo ba ile ba palelwa ke go ngwadiša bana ba bona.

Go rarolla seemo se, mmušo o ile wa hloma Sekhwama sa ECD sa Kimollo le sa Tlhomo ya Mešomo go thuša disenthara tša ECD tše di lahlegetšwego ke meputso ka baka la leuba la COVID-19 go di kgontšha go kaonafala.

Go tlabela bana bao e lego badudi ba naga ye ka tsebo le mabokgoni ao ba a

hlokago gore ba kgone go atlega bophelong ke mai-karabelo ao ka moka ga rena re swanetšego go a šikara magetleng a rena.

Re swanetše go tšwelapele go dira ka fao re ka kgonang ka gona, bjalo ka mmušo, lefapha la praebete le mekgatlo ya go hlabbolla setšhaba, go thekga tlhalefišo ya bomapimpana.

Ka ditirelo tša yona tše bohlokwa tše e di abago, go sa kgathale gore e ruta bana ba rena, e hlokomela batswadi bao ba šomago bana goba e hloma mešomo go bahlomi ba dikgwebo, ECD e nale seabe se segolo kudu gore re kgone go fihlelela tše ntši tša dinepo tša rena tša tlhabollo.

Ka baka la gore gantši ikonomi ya go kgathalelana e šušumetšwa ke basadi, thekgo ye e nale mohola wa go fihla kgojana go lebeletšwe go thuša basadi, kudukudu batho bao kgale ba bego ba phaetšwe thoko setšhabeng, gore le bona ba kgone go ema gabotse ditšheleteng le go kgona go ikema.

Bana bao ba lego disenthareng tše ke bona e tla bago MaAfrika Borwa a kamoso bao ba swanetšego go kgona go laetša mabokgoni a bona ka botlalo, e be badudi ba bokgoni le ba maemo a godimo.

Ba swanetše gore ba kgone go fihlelela ditoro tša bona gore ka moka ga rena re kgone go fihlelela ponelopele ya rena ya mohlakanelwa ya setšhaba sa tokologo, sa go atlega le sa lethabo. 📌

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

Le ge Kgoro ya Meetse le Tlhwekišo mengwageng ya go feta e lekile ka maatla go fediša mošomo wo o bego o saletše morago wa go tsentshetša badudi meetse, mo nageng ya Afrika Borwa ka bophara malapa, ao mebasepala e kgonneng go a tsentshetša meetse a fihla go 68%.

Motlatšatona wa Meetse le Tlhwekišo David Mahlobo o bolela gore lebakakgolo la go hlola se ke mananeo-kgoparara ao a tšofetšego, go hloka tlhokomelo le tokišo ya kgafetšakgafetša ditlamong tša meetse, le tlemagano ya go fokola magareng ga mananeo a dintlo le diprotšeke tša bjale tša tlhabollo ya mananeo-kgoparara.

"E tloga e le hlobaboroko ye kgolo gore kabo ya go botega ya meetse e laetša dika tša phuhlamo," a realo.

Bjalo ka naga ya go hlaelela meetse, Afrika Borwa ke karolo ya dinaga tše 30 tša komelelo lefaseng ka bophara.

Bontši bja meetse a naga ye a

Ka fao o ka seketšago meetse ka gona

tšwa dupuleng, eupša ka palo-moka ye e kgonthišešitšwego ya dipula tšeo di lego fase ga 40% ge di bapetšwa le palo-moka ya ngwaga ka ngwaga ya lefase ka bophara, naga ye e fela e angwa gampe ke komelelo. Le ge go le bjalo, kgoro e nale dikeletšo tše o ka di šomišago go seketša meetse.

Go seketša meetse ka legaeng la gago goba ka kgwebong ya gago

- Tswalela pompi ya meetse ge o hlapa sefahlego, o hlapa meno goba o kera ditedu.
- Go hlapa ka šawara tekano ya metsotso ye mehlano ka letšatši legatong la go hlapela ka pafong go šomiša fela kotara ya meetse ao a šomišwago ge o hlapela ka pafong, gomme o ka seketša dilithara tša go fihla 400 ka beke.
- Go hlapa ka šawara go šomiša dilithara tša go fihla tše 20 tša meetse ka

motsotso, mola ge o hlapela ka pafong o ka šomiša dilithara tše magareng ga 80 le 150 tša meetse ka pafo ye tee. Ge o rata go hlapela ka pafong, o seke wa e tlatša ka mariba.

- Efoga go folaša thwaelete fao go sego maleba. Lahlela dithišu, dikhunkhwane le dilahlwa tše dingwe ka gare ga setšhelo sa ditlakala e sego ka thwaelete. Nako le nako ge o folaša, o šomiša meetse a go lekana dilithara tše 12.
- Lokiša thwaelete ya go rothiša meetse go sego bjalo e tla senya meetse a go lekana dilithara tše 100 000 ka ngwaga.
- Šomiša meetse ao a šomišitšwego – meetse ao a šomileng go tšwa dipafong, metšheneng ya go hlatswa le methopong ye mengwe ya go bolokega go folaša thwaelete.
- O seke wa tlatša letamo la boruthelo go feta tekano goba wa le hlwekiša ka go

falatša meetse ka moka go feta tekano.

- Diketlele ga se tša swanela go tlatšwa ka meetse go feta tekano eupša di swanetše go tšhelwa fela meetse ao a lekanego gore o kgone go a šomiša. Se se tla theoša gape le tšhomišo ya gago ya mohlagase.
- Šomiša pakete go hlatswa koloi legatong la go šomiša phaephe. Ge e ba o gapeletšega go šomiša phaephe, diriša hlogwana ya go šašetša meetse yeo o ka kgonang go e tswalela ge o le gare o šašetša koloi ka yona. Ge o šomiša phaephe o ka diriša meetse a mantši a go fihla dilithara tše 30 ka motsotso.
- Balemi ba swanetše go netefatša gore ba beela kgole difotheladikhukhwane tše nago le mpholo kgole le methopo le meela ya meetse.
- Batho ba swanetše go bale tlhokomelo ye kgolo mafe-long ao ba dulago go ona

gore ba se tšhilafatše dinoka goba mariba a tšona.

Go seketša meetse ka tšhengwaneng

- Dula o nošetša dimela tša gago mesong goba mathapama, ge dithemphereitšha di fodile.
- Nako le nako ge o fufutša mae, o se tšholle meetse ao gomme o a beye gore a fole o tle o nošetše ka ona. Dimela tša gago di tla godišwa ke menontšha ya go tšwa dikgepetleng tša mae.
- Meetse a go tšwa marulelong le ona a ka ageletšwa ka ditankeng gore a nošetše ditšhengwana.
- Šomiša meetse ao a šomišitšwego – meetse ao a šomileng go tšwa dipafong, metšhene ya go hlatswa le methopo ye mengwe ya go bolokega go nosetša tšhengwana ya gago.

Go hwetša tshedimošo ka botlalo, etela wepsaete ye www.dws.gov.za