

IsiCwangciso soPhuhliso lweZakhono zoLuntu saseNtshona Koloni

EsiJolise kuLutsha

Januwari 2006



Simi kumsobomvu wempumelelo engummngaliso.
Ukuze sikwazi ukungena kula marhiwa aluhlaza
masiqinisekise ukuba sibamba kunye nabo
bangenakuzenzela nto phakathi kwethu.
Kufuneka isiqalo sethu
sibe ngabantu bethu neetalente zabo . . .



INkulumbuso Ebrahim Rasool, Februwari 2006



**ISEBE LEMFUNDO
leNtshona Koloni**

URhulumente Wephondo leNtshona Koloni



INGABULA-ZIGCAWU



Olu xwebhu, IsiCwangciso soPhuhliso lweZakhono zoLuntu seNtshona Koloni, esiJolise kuLutsha, sisicwangciso esisikhokelo sikaRhulumente wePhondo leNtshona Koloni, nesilungiselelwe ukuba sisikhokele njengokuba sihluma yaye sisabelana ngeKapa nokuqinisekisa ukuba eli phondo liKhaya lethu Sonke.

Singene kwiXesha leThemba eNtshona Koloni, xa sicaphula uMongameli wethu, uThabo Mbeki. Ngeli lixa singena kumsobomvu wamarhiw' aluhlaza, siyayiqonda ngentliziyo ebuhlungu into yentlupheko esivikivayo kwiphondo lethu kwakunye nemingeni esijongene nayo ekwakheni ithemba kuluntu lwethu olugqugqiswa yintlupheko ngokugqithisileyo.



URhulumente wePhondo leNtshona Koloni unyule iSebe leMfundo leNtshona Koloni (WCED) njengesebe elikhokela nelithwele uxanduva lokuphuhlisa ulwazi nezakhono zoluntu (human capital) kwiphondo. Lo msebenzi ungomnye wemisebenzi engundoqo nebalulekileyo exhasa isiCwangciso seKapa Elihlumayo kwiphondo, soku-"khula nokwabelana ngeKapa"

kwano kwakha iKhaya laBemi Bethu Sonke (*Home for All our citizens*). IsiCwangciso sethu soPhuhliso lwezakhono zoLuntu, esiJolise kulutsha, sichaza indlela esicwangcisa ngayo ukuphumeza lo myalelo. Esi sicwangciso siya kubonelela ngesiqalo kwisicwangciso semfundo kwiminyaka ezayo njengoko sisakha iKhaya eliFundayo Lethu soNke (*Learning Home for All*). Kubaluleke gqitha ukuba abazali bethu, abafundi nootitshala bethu babambane nathi ngezandla ekuphumezeni esi sicwangciso. Mibutho yamaBhunga oLawulo eZikolo, ziiManyano zooTitshala nani maBhunga aMele aBafundi ningamahlakani ethu okuqinisekisa ukuba imfundo esemgangathweni emayifunyanwe ngumntu wonke iba yinto eyenzeka ngokwenene. Masibhinqe omfutshane sisebenze ngamandla kwisikolo ngasinye, kwiziko lokulondoloza abantwana abasebancinane ngalinye, kwiziko lemfundo yabadala ngalinye, kwikholeji nganye nakusapho ngalinye. Masibekeleni izikolo noluntu lwethu iinjongo neethagethi emazifikelelwe. Sikunye sophumelela. Siya kukuthakazelela ukusebenza nawo onke amalungu oluntu oluyinxalenye yemfundo njengoko sizimisele ukufikelela kulo mbono.

Cameron Dugmore

UMphathiswa weMfundo (MEC), eNtshona Koloni

Imfundo iya kudlala indima ebaluleke ngokugqithisileyo ekwenzeni ukuba sibe nako ukuba singene kumsobomvu oya kumarhiw' aluhlaza, njengoko siphuhlisa ulwazi, izakhono, iimfundiso ezisisiseko nendlela abemi belizwe abazibona ngayo izinto, sijolise kulutsha lwethu, ingakumbi olo lukuluntu olugqugqiswa yintlupheko ngokugqithisileyo.

Olu xwebhu lusinika inqobo yokuqinisekisa ukuba wonke umntu ufikelela kwimfundo esemgangathweni. Luyingxam yezicwangciso zethu ezibanzi nezinabileyo zophuhliso oluzinzileyo kweli phondo. Lufikelela kuyo yonke imiba yemfundo esusela ekuqaleni kokukhula komntwana ukuya kwimfundo noqeqesho oluqhubekayo, uqeqeshelo-msebenzi, imfundo yabadala nemfundo ephakamileyo.

Sihlaba ikhwelo kubo bonke abemi bethu ukuba banike esi sicwangciso inkxaso yabo ngokupheleleyo njengoko sisebenza ngokubambisana ukuphuhlisa izakhono zoluntu nezintlalo, uqoqosho lwethu, nobomi obungcono kumntu wonke.

Ebrahim Rasool

INkulumbuso yePhondo leNtshona Koloni



Ukwakha izakhono zoluntu nezintlalo kukwakha abantu nokwakha ubudlelwane. Ngokusebenzisa la magama, asizami ukunciphisa abantu sibenze iyunithi zoqoqosho. Endaweni yoko siyakuvuma ukubaluleka okunexabiso kwabantu, ingakumbi ulutsha, njengoko luye luziqonda izakhono nobuchule balo ekuncediseni ukwakha uluntu olunempumelelo. Le ngxelo

sisiphumo sothetha-thethwano kwisithuba seminyaka emi-2 nangaphezulu kwanokucinga ngokuba singenza ngcono njani na ukuze siqinisekise imfundo esemgangathweni kuthi sonke. Sibaqhwebela izandla bonke abo bazimisele ngokukhulu kwimfundo njengoko sisebenzisana sonke ukwakha izakhono zoluntu nezintlalo. Ngokwakha abantu, sakha ingomso.

Ron Swartz

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ISISHWANKATHELO SEENGONGOMA EZIPHAMBILI

Esi sicwangciso sisiphumo somsebenzi othathe malunga neminyaka emibini usenziwa, oye wabandakanya uthethwano olubanzi namaqela aphantsi achaphazelekayo kwezemfundo apha eNtshona Koloni. Sivele ngenxa yemfundo evakaliswe ngurhulumente kuzwelonke yokuba kwenziwe isicwangciso sophuhliso lwezakhono zoluntu, nto leyo ethetha ukuba libe likhulu kakhulu ifuthe lesicwangciso sikazwelonke, njengoko senziwe liSebe leMfundo nezezobuDlelwane emiSebenzini. Esi sicwangciso ikakhuu sibe sisiphumo segunya elivela ngqo kurhulumente wephondo leNtshona Koloni okhoyo ngoku lisiya kwiSebe leMfundo leNtshona Koloni, lokuba lenze isicwangciso sophuhliso lwezakhono zoluntu saseNtshona Koloni, nemasixininise ikakhulu kulutsha.

Ukwenziwa kwesi sicwangciso kuphenjelelwe ikakhulu ngumbono weli phondo wokulenza “Ikhyala Lethu Sonke” kunye nesicwangciso sophuhliso lwezoqoqosho seNtshona Koloni, iKapa Elihlumayo. Ngokumalunga noku, iimbono “zorhulumente oqhubela phambili” kunye “nezolawulo olunabele kwiinkalo zonke” zibaluleke kakhulu kwingxam yesi sicwangciso eyile: urhulumente uthathela kuye uxanduva lokuhlala indlela yolu phuhliso nesikhokelo sokuhamba loo ndlela, nekufuneka sibe sesisebenzisekayo ukuze loo mbono wophuhliso ube nokufikeleleka; kufuneka namasebe karhulumente alusabele olu xanduva ngendlela yokusebenzisana kunye nanini na oku kunokwenzeka ukuze imali karhulumente isetyenziswe ngendlela eya kuza neyona nzuzo inkulu. Esi sicwangciso, nesisesazulwini senkolelo ethi umntu ufunda de akhokhobe nesebenza phantsi kombono weKapa eliThanda ukuFunda (*Learning Cape*), sikhuthaza imfundo yabantwana abaselula ngokusebenzisa imfundo noqeqesho lwabantu abadala – ngako oko ke asijolisanga kuphela ekuhlumiseni nasekuphuhliseni umntu ngayedwa, koko sijonge ukuba kwaloo nkolelo inye iza kusebenza kurhulumente nakumasebe ngamasebe karhulumente.

Izicwangciso zophuhliso lwabantu ngokubanzi zigxininisa ikakhulu kulawulo lwabantu abakhoyo kumaziko zize ziqalise iinkqubo kunye neeprogram ziqeqesho lwabasebenzi olujolise ekunyuseni intsebenzo nempumelelo yabasebenzi ekwenzeni umsebenzi wabo. Apha eNtshona Koloni uqeqesho luza kugxininiswa ngokuthi kusetyenziswe isiCwangciso soPhuhliso lweZakhopno zoLuntu sangaPhakathi (*Internal Human Capital Strategy*), esibhexeshwa liSebe leNkulumbuso yePhondo. Enye into ezijolisa kuyo izicwangciso zophuhliso lwezakhono zoluntu kukwakha abasebenzi ukuqalela ezantsi kuye phezulu okanye kukugxininisa uphuhliso lolwazi nezakhono ezithile eziyimfuneko kuqoqosho lwale mihla. Kule yethu imeko sinoluvo lokuba uvimba wethu wabasebenzi unomthamo osezantsi kakhulu, kwaye elo gcuntswana likhoyo labasebenzi alinalo ulwazi nezakhono ezifunekayo eziya kwenza ukuba eli phondo likwazi ukuqhuba iiprogram zalo zophuhliso loluntu kwezoqoqosho nakwezintlo.

Esi sicwangciso yindlela yokukhawulelana nemingeni yokuba phezulu kwentswela-ngqesho ngakumbi kulutsha (olumnyama), ukunqongophala okubonakalayo kwezakhono zokusebenzisa amathuba akhoyo engqesho nawoshishino, kunye nokunqongophala ngokwenene kwamathuba okufaka ulutsha olukhulayo emisebenzini, kwaye sinale mingxilo mine iphambili:

- 1 Ukujolisa kuphuculo **lweemeko zemfundo**, o.k.t., ukuqinisekisa ukuba izikolo ziyazifumana izixhobo zokusebenza ezifanelekileyo, ezifikelekayo ngexabiso, izibonelelo, njl., kwaye okona kubaluleke kakhulu, zinolawulo lwezikolo olungqongqo. Ngokumalunga noku iSikhokelo sePhondo soPhuhliso loMhlaba (Provincial Spatial Development Framework (PSDF)), iProgram yeZibonelelo eziBalulekileyo (Strategic Infrastructure Programme (SIP)), kunye nesiCwangciso soPhuhliso loLuntu Sangaphakathi (Internal Human and Social Capital Strategy) zizixhobo eziya kukhokela ukwenziwa kwemisebenzi ethile;
- 2 Ukusebenzela ukuphucula **imeko yemfundo** ngokulwa ulwaphulo-mthetho, noluntu olungcungcuthekiswa bubugxwayiba bentlalo oluyiphilayo ngokuthi kubanjiswane ngakumbi neSebe loKhuseleko loLuntu, nangesiCwangciso sokuZinzisa ezeNtlalo (Social Capital Formation Strategy);
- 3 Eyona ngxam yesi sicwangciso yileyo ejolise kuphuculo **lomgangatho wemfundo**, ngokugxininisa kwizikhokelo zekharithyulam efanelekileyo esetyenziswayo, ulawulo lwamagumbi okufundela nezimisebenzi eyenziwa kuwo, ubungcali bootitshala nophuhliso lwabo;
- 4 Ngokusebenzisa uqikelelo olusekelwe kuphando olwenziwayo lweSicwangciso soPhuhliso kwezoQoqosho lwamaShishini amaNcinane (Micro-economic Development Strategy (MEDS)), inkqubo yemfundo iya kubonelela ngamathuba okufumana **izakhono noqeqesho kwimfundo** yobugcisa ngokusebenzisa icandelo lethu leekholeji ze-FET (*Further Education and Training College sector*).



Okuza kuxhasa konke oku sisiCwangciso sePhondo sokuHluma noPhuhliso (*Provincial Growth and Development Strategy*) esiza kugqitywa kwezi nyangana zimbilwa zizayo

Ngako oko ke esi sicwangciso sijoliswe ekuphuhliseni abasebenzi kweli phondo ukusuka ezantsi, kwaye oku yinjongo yexesha elide. Kambe ke sikwayiqonda nemfuneko yokuba kubekho abantu bokusebenza abafanelekileyo abalungiselelwa ixesha elifutshane nexesha eliphakathi. Kususelwa kwiinkcukacha ezifunyenwe ngophando kwi-MEDS, esi sicwangciso sikwajoliswe ekungeneleleni ngoncedo kwicandelo le-FET, ukuba nalo libe negalelo ekuphunyezweni kweenjongo zophuhliso lwabasebenzi kwixesha elifutshane neliphakathi.

Eneneni injongo yesi sicwangciso kukuququzelela nokusa inkqubo yemfundo kweli phondo kwindlela eya kwenza ukuba ulutsha lwethu lukwazi ukuxhamla amathuba ngamathuba emisebenzi nawokuqalisa ezoshishino aza kukuququzelelwa ngurhulumente wephondo eli ngokudibanisa izicwangciso ezahlukeneyo. Kwezo zicwangciso kubandakanywa i-MEDS esisicwangciso esibonelela ngophuhliso kwicandelo lezoqoqosho nesiingayi kuphelela ekuncedeni ekufumanekeni kwengcaciso ngeengcebiso ngamakhondo emisebenzi nasekukhethweni kwamakhondo emisebenzi, koko okona kubalulekileyo nangakumbi ibe kukugxininisa izifundo neekharithulam eziza kufundiswa kwicandelo lemfundo ye-FET (ezikholejini nasesikolweni).

Okubaluleke kakhulu kukuba esi sicwangciso siyayicacisa inxaxheba eza kuthathwa ngamasebe ngamasebe karhulumente ekufikeleleni kwiinjongo zesi sicwangciso. Oku ke kubandakanya ukuqatshelwa kweemfundo zabasebenzi besebe ngalinye zexesha elizayo, zokulenza likwazi ukuphumeza amagunya alo eliwanikwa ngumthetho nokwenza imisebenzi yalo ephambili nasekuqapheleni ezo njongo linokuthi igalelo lazo lenze ukuba imeko yemfundo ibe yelungele

ngakumbi impumelelo esemagqabini. Umzekelo ophambili woku sisigqibo seSebe lezoThutho neMisebenzi kaRhulumente sokuba likhuphe iibhasari ezingama-200 zokunceda ulutsha oluhluphekileyo lukwazi ukwenza izifundo kwezoshishino lokwakha, ikakhulu kwinqanaba lemfundo ephakamileyo.

Njengoko kunjalo kuzo zonke izicwangciso zophuhliso lwezakhono zabasebenzi, **undoqo usekuqinisekiseni inkqubo yemfundo ejoliswe ekukhupheni ulutsha olunolwazi nezakhono, noluneliso elibukhali oluya kwazi ukuxhamla amathuba anokuvela kwixa elizayo, kodwa lukwazi nokumelana nemingeni yexesha elizayo, luyilawule kananjalo.** Ukuze kwenzeke oko kunyanzelekile ukuba izikolo zethu zibonelele ngemfundo ngokubanzi engahexiyo neya kujolisa kwezoxibelelwano, kwimathematika, kwisayensi nakwithekhinoloji, ibe nalo necandelwana elingahexiyo lezifundo ngezobomi (*life skills*) neziya kubandakanya iingcebiso ngamakhondo emisebenzi anokulandelwa. Oku kungakhangeleka ngathi yinto ecacileyo, kodwa ke kwimeko apho kuqala umbhodamo obangelwa yinkxalabo kuye kubekho imbono yokuba imfundo kufuneka ijolise kuphuhliso lwezakhono zoqoqosho ezinganatyiswanga kakhulu- kanti ke eyona nto kufanele ukuba kujoliswe kuyo kukuba inkqubo yemfundo mayicacise ukuba kuthetha ukuthini xa kuthethwa "ngezakhono, yaye ekugqibeleni mayiqinisekise ukuba ikhupha abantu abatsha abakwaziyo ukucinga nokumelana neemeko ngeemeko ezahlukeneyo, kule meko yekharithulam yenguqu ye-OBE.

Ukuze kufikelelwe kwezona njongo ziphambili kwesi sicwangciso kuye kwafuneka ukuba kuqalwe kuphandwe nzulu ngemeko yezentlalo noqoqosho apha kweli phondo, nemeko yenkqubo yemfundo, umsantsa okhoyo phakathi koko kufunwa liphondo lethu noko kwenziwa yinkqubo yemfundo ekhoyo ngoku. Uthethwano olunabe kakhulu olwabandakanya nemiboniso yasesidlangaleni (*road shows*) eliqela kwisithili ngasinye, iingxoxo nabathathi-nxaxheba achaphazelekayo kunye nenkomfa yephondo nekazwelonke apho zaye zamkelwa iinjongo ezingundoqo zesi sicwangciso njengoko zazixhaswa luphando olwenziwayo.

Isiphumo salo msebenzi ibe kukuchazwa kwamanyathelo athile, ekukho kuwo nala alandelayo:

1. Iqela lezicwangciso ezisusela kwiiprogram liza kuqhutywa ngokusebenzisa iiprogram zeMfundo yaBantwana abaNcinane (ECD); iphulo leMfundo yaBantu abaNtshona (ABET); ugxininiso kwiMfundo noQeqesho ngokuBanzi (GET) eza kugxininisa kunxibelelwano, kwimathematika, kwisayensi nakwithekhinoloji; iiprogram yeMfundo noQeqesho oluQhubekayo (FET) eza kwenza ukuba abafundi bakwazi ukuqhubela phambili ngezifundo kumaziko emfundo ephakamileyo, ngokuthi bapase kakuhle kwizikolo eziphakamileyo kunye nokukhetha imfundo yoqeqeshelo msebenzi yecandelo leekholeji ze-FET nenokukhokelela kwimfundo kumaziko emfundo ephakamileyo; kunye nemfundo yamaziko emfundo ephakamileyo eza kubonisa ukuba iza kusixhasa njani na isicwangciso sophuhliso lwezakhono zabasebenzi apha eNtshona Koloni. Esi sicwangciso nesisusela kwiiprogram, siza kujolisa ekufunyanweni kolwazi oluyimfuneko, iziseko zasentalweni, izakhono neengcinga ezakhayo (*attitudes*); ukujolisa kulwazi lokufunda nokubala; ukufikelela kwengcaciso ngokusebenzisa iiprogram ye-ICT eyandisiweyo; iingcebiso ngamakhondo emisebenzi enokulandelwa; ukulandelwa kwabafundi abagqibileyo;

- nezikolo ezinempumelelo ephezulu kakhulu.
2. Iqela lezicwangciso zeenkqubo eziya kujolisa ekuphunyezweni kwezi zicwangciso, kulutsha; imigaqo yenguqu nolingano (*equity*) kunye nokulungiswa komonakalo wangaphambili; impumelelo yezikolo, ebandakanya ukudala uzinzo noqikelelo lokungekenzeki apha kule nkqubo yemfundo; ukunikwa kwengqwalaselo ethe kratya kumba wokufumaneka nokusetyenziswa kweetitshala; ukulungela imeko kweSebe leMfundo leNtshona Koloni (WCED) njengesebe lemfundo; nokubeka iliso ngamandla novavanyo lweeprogram zinto ezo eziya kubonisa inkqubela eya ikhula kwisicwangciso esi.
 3. Isicwangciso sexesha elifutshane esibandakanya ukuhlenga-hlengiswa kwendlela elime ngayo iSebe leMfundo leNtshona Koloni, umoya olawulayo ngaphakathi (*culture*) ukuvelisa isicwangciso sonxibelelwano esiya kuxhasa ngamandla isicwangciso sophuhliso lwezakhono zabasebenzi nenkqubela esiyenzileyo; nokuqonda iimfuno zethu ngakwicala lezibonelelo ezilulwakhiwo lwezikolo nolawulo ngempumelelo lwezibonelelo ezikhoyo.

Kuyaziwa ukuba iinjongo zesi sicwangciso azinakufikeleka ngexesha elifutshane, nokuba impumelelo siya kuyifumana kuphela ngokudityaniswa kweeprogram zemfundo kunye namathuba ezoqoqosho, apho ulutsha lwethu luya kuba nokuthatha inxaxheba luze lwenze igalelo kuphuhliso lwezoqoqosho nezentlalo kwiphondo eli kwixesha elisathe qelele.

Njengoko olu iluxwebhu lwesicwangciso, kufuneka igxininiswe into yokuba usemninzi kakhulu umsebenzi ekusafuneka wenziwe. Loo msebenzi ke ubandakanya ukwenziwa kwezicwangciso zeendlela zokusebenza kunye/okanye kwezicwangciso zokuqhutywa kolawulo eziya kudala iimeko zokuphunyezwa ngempumelelo kwezicwangciswa ezikhankanywe ngentla apha. Nakubeni izinto ezininzi kwesi sicwangciso sele zibandakanyiwe kwisicwangciso seminyaka emihlanu se-WCED nakwizicwangciso zalo esezisetyenziswa ngoku, kucingelwa ukuba eli qela leprojekthi (*HC Project Team*) liya kuba lilo eliya kuqhuba lo msebenzi, oya kubandakanya ukwenziwa kwenkqubo yokuwubeka esweni nokuwuvavanya.

Okokugqibela, esi sicwangciso sibandakanya ukukhethwa kwezinto eziphambili ngokubaluleka okugxininisa oku kulandelayo: sinokwenza uluhlu lwezinto esinqwenela ukuba nazo nekufuneka zenziwe, kodwa ekugqibeleni kuya kufuneka ukuba sijongisise ngengqondo ephaphileyo oko kufuneka **kwenziwe kuqala**, nokuba kufanele **kwenziwe nini** nokuba kuza **kwenziwa ngubani** nokuba kuza kunikwa zibonelelo zini, kuza kutshekishwa njani nakangaphi na. Kukho umkhwa wokucinga ukuba imfundo ilikhubalo lokunyanga zonke izigulo nokuba iyinkqubo efanele ukukhawulelana neenkxalabo kunye neemfuno zakhe wonke umntu. Kuyafuneka ukuba igxininiswe into yokuba, njengazo zonke iinkqubo, ukuba ngaba ithwaliswe umthwalo ongaphezu kwamandla ayo, iya koyisakala. Inkqubo yethu yemfundo okwangoku isaqhuba kakuhle, ikulungele yaye inako nokunika inkonzo engaphezulu kwaye xa inokuqhutywa kakuhle nangokufanelekileyo ingakwazi ukuziphumeza iinkalo ebekelwe zona. Kambe ke oko kuya kwenzeka kuphela xa le nkqubo ingenziwa ukuba ibe nozinzo, kwaye siyimise ngohlobo lokuba izinto eziza kwenzeka zingabonakala zingekenzeki – ngamanye amazwi, siqinisekise ukuba wonke umntu uyakwazi afanele kukwenza, nokuba ufanele ukukwenza nini nokuba uyinikiwe inkxaso ezizibonelelo zokwenza oko afanele ukukwenza.



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1. Imvelaphi

Ngo-Oktobha 2003, iSebe leMfundo leNtshona Koloni (i-WCED) laqalisa uthotho lweendibano zothethwano ezijolise ekuqulunqeni umbono weNtshona Koloni ngakwicala lemfundo. Lo msebenzi wolu thethwano waqala ngenkommfa eyenziwa ngabameli abavela kubo bonke abachaphazelekayo kwezemfundo neyayibanjelwe eNewlands, eKapa ngomhla we-2 Oktobha 2003 waza waqhuba nango-2004 nakwisigaba sokuqala sika-2005.

Njengendlela yokukhawulelana nemfundo yokwenziwa kombono ovela iinkalo zonke kwicala lemfundo kwiphondo eli, i-WCED yaqalisa ngokuqulunga umbono wayo wemfundo oyi-*Education Vision 2020*, yaza yangena kuthethwano namaqela achaphazelekayo amaninzi ekuhambeni kuka-2003. Kwangelo xesha linye sagqiba ekubeni eli thuba silisebenzisele nokukhe sijonge inkqubela eyenziweyo kule minyaka ilishumi idlulileyo, sijonge nokuba kusasele ntoni na efuna ukwenziwa ukuze sikwazi ukubonelela ngemfundo esemgangathweni kubo bonke abemi beli phondo, njengendlela abanokuyisebenzisa ekuthatheni inxaxheba ekuhlumiseni nasekuphuhliseni eli phondo nelizwe ngokubanzi. Kwiingxoxo zeentlanganiso zeKhabhinethi, nangenxa yokugunyaziswa ngurhulumente kazwelonke, kwaye kwacaca ukuba umbono wemfundo onjalo kufuneka ube nokhawulelana neemfundo zephondo eli kwakunye nezelizwe liphela ngakwicala leenkubabuchopho nabasebenzi. Ngenxa yeso sizathu i-WCED yanikwa uxanduva lokuba iqulunqe iSicwangciso soPhuhliso lweZakhono zoLuntu apha kweli phondo – isicwangciso eso esasiza kukwazi ukukhawulelana neemfundo zabasebenzi beli lizwe njengoko zicacisiwe liSebe leMfundo nelezobuDlelwane emiSebenzini kwakunye nanguNondyebo wezwelonke. Igunya lorhulumente kazwelonke lazibandakanya iinjongo zeli phondo, eziqulathwe kwezi sicwangciso “iKhaya Lethu Sonke” nakwesi iKapa Elihlumayo zekhabhinethi yephondo yeNkukulumbuso Rasool.

Lo mbono wesi sicwangciso, uhamba kunye nomgaqo wolawulo ovela zonke iinkalo nembono yelizwe elisakhulayo, uye wenza ukuba i-WCED, ngokusebenzisa iingxoxo ezininzi, iingxoxo-mpikiswano nangothethwano, ikwazi ukuqulunqa isicwangciso esidibanise uxwebhu lombono wemfundo wantlandlolo i-*Education Vision 2020* kunye needrafti zokuqala zesi sicwangciso soPhuhliso lweZakhono zoLuntu. I-WCED yasebenza kunye neGerman Technical Organization (GTZ) ngeenjongo zokucalulula imfundo yezimvo ezangeniswe ngawo onke amaqela achaphazelekayo, baza ke baphuma nolu xwebhu silubiza ngokuba si**Sicwangciso soPhuhliso lweZakhono zoLuntu seNtshona Koloni**.

Nakuba iyi-WCED ebhexesha lo msebenzi, kucetywa ukuba onke amasebe ephondo kwakunye noomasipala nabezoshishino lwabucala bonke baya kusebenzisa esi sicwangciso i-*Education Vision 2020* njengoxwebhu oluphambili oluya kusetyenziswa kule minyaka izayo. ISebe eli limema bonke abathathi-nxaxheba ukuba benze oko nabo, njengoko sisebenzisana sonke ekwakheni ikhaya elithanda ukufunda labantu bonke balapha eNtshona Koloni.

1.1 Iminyaka yokuqala elishumi



Kule minyaka ilishumi idlulileyo uMzantsi Afrika wenze inkqubela enkulu kakhulu ngakwicala lokuhlengahlengisa imfundo. Urhulumente kazwelonke waqala ngokudibanisa amasebe emfundo ayesuka kumaxesha ocalu-calulo, waza waqulunqa izikhokelo zemithetho nemigaqo-nkqubo ezilungiselelwe le nkqubo yemfundo intsha esekelwe kwiimfundiso ezisisiseko (*values*) eziqulathwe kuMgaqo-siseko.

Lo mthetho uye waziqulunqa ngokutsha zonke iinkalo zemfundo apha eMzantsi Afrika. Singenise iMfundo noQeqesho ngokuBanzi (*General Education and Training – GET*) ukuqalela kwiBakala R ukuya kutsho ku-9, kwaye ngoku siphethe umsebenzi wokuqalisa imfundo ye-FET kwiBakala 10 ukuya ku-12 ezikolweni. Ikholeji ze-FET ziqalise iiprogram ezintsha zoqeqeshelo msebenzi nezobugcisa ukwenzela ukukhawulelana neemfundo zabo bazingela imisebenzi kunye nezoqoqosho lweNtshona Koloni.

Siye senza namalungiselelo okwandiswa kweMfundo yaBantwana abaNcinane (*Early Childhood Development – ECD*) kwiBakala R kunye neMfundo yaBantu Abadala (*Adult Basic and Further Education and Training – ABET/AFET*). Siye saqulunqa nemigaqo-nkqubo ebandakanya wonke umfundi elungiselelwe abantwana abaneemfundo zemfundo ezizodwa (*Education for Abafundi with Special Education Needs – ELSEN*).

Uqeqesho lobutitshala ludluliselwe kumaziko emfundo ephakamileyo, lwasuswa kumaphondo, lwaza ke lwaba ngumsebenzi oluxanduva lukarhulumente kazwelonke, kwaye senze iiprogram ezininzi zokunika inkxaso neenkonzo.

ENtshona Koloni siye saseka uqhagamshelwano lwamaziko olawulo nophuhliso lwemfundo (*Education Management and Development Centres – EMDC*) ngeenjongo zokusondeza ulawulo nenkxaso kufuphi nezikolo.

Sisebenzise ithekhinoloji yengcaciso nonxibelelwano ukuphucula ukufundisa, ukufunda nonxibelelwano.

Phantse bonke abantwana abakufaneleyo ukuba kwimfundo ye-GET bayaya esikolweni apha eNtshona Koloni, kwaye namanani abafundi abaphumele iimviwo zematriki aye athi gqolo ukunyuka kule minyaka ilishumi idlulileyo.

Ngelixa siyibhiyozelayo le mpumelelo kwezi nkalo, siyayiqonda ncam eyona nto kusafuneka siyenze ukuqinisekisa ukuba imfundo esemgangathweni ifikelelwa ngabo bonke abantu. Okuphambili malunga noku, kukuqwalasela umba wokunika amathuba alinganayo (equity) nokulungiswa komonakalo wangaphambili.

Imfundo inganako ukuyijika iNtshona Koloni iyenze ijelo loqoqosho kweli ngokuthi ikhuphe abasebenzi esibafunayo kumsebenzi "wokuhlumisa iNtshona Koloni". Kwakhona imfundo inenxaxheba ephambili ekwakheni uluntu olusekelwe phezu kweemfundiso ezisisiseko eziqulathwe kuMgaqo-siseko- idemokhrasi, amalungelo oluntu, isidima somntu, inkululeko, ukungabi nalucalu-calulo ngokobuhlanga nangokwesini.

Lo mbono wethu ngemfundo ngowexesha elithe qelele phaya mawuzibonise ezi mfundiso zisisiseko nesithembiso sobomi obubhetele kubantu bonke.

1.2 iKapa Elihlumayo



URhulumente wePhondo leNtshona Koloni uye waqulunqa esi sicwangciso, iKapa Elihlumayo" sokuhlumisa iNtshona Koloni", nokulwa intlupheko, ukudala amathuba emisebenzi nokwenza iNtshona Koloni ibe "likhaya lethu sonke".

INkulumbuso Ebrahim Rasool uthi xa echaza iKapa Elihlumayo "ukudalela wonke umntu impumelelo ebomini, ukunika ithemb' elitsha. Limalunga nokubuyiselwa kwesidima somntu. Liyintsika esisiseko eza kubhexesha umsebenzi wokuqulunqwa kwemigaqo-nkqubo yethu kunye nezinto esizenzayo kule minyaka ilishumi izayo. Limalunga nokuba nenkathalo, iibhajethi ezijoliswe ekuhlumeni, ukuxhobisa ngezakhono ezifanelekileyo, ukunabisa uqoqosho nokucutha umsantsa kwimivuzo, ukudala amathuba oshishino amatsha namathuba emisebenzi amatsha, ukwandisa amanani abasebenzela imirholo, nokwandlala izicwangciso ezinabileyo zokukhuthaza ukukhula koqoqosho lwethu".

Ukuza kuthi ga ngoku besisoloko sisebenzisa iziphumo zematriki njengesixhobo sokulinganisa impumelelo yethu. Nangona zibalulekile nje ezi ziphumo, umngeni wethu kukuba sivelele iinkalo zonke xa sijonga iziphumo ezingqina impumelelo yethu ekuveliseni abantu abanokulunga kwiimeko ngeemeko ezahlukeneyo, benolwazi, izakhono neemfundiso ezisisiseko eziyimfuneko ukuze bakwazi ukuphila ubomi obanelisayo, bakwazi nokwenza igalelo kuphuhliso nokwakha uluntu olusekelwe kwiimfundiso ezisisiseko esifanelekileyo ezikumgaqo-siseko.

1.3 IKapa eliThanda ukuFunda



IKapa eliThanda ukuFunda sisicwangciso esaqala kule minyaka mine idlulileyo ngenjongo yokubethelela nokuqaqambisa "... imfundo, uqeqesho nemisebenzi yophuhliso apha eNtshona Koloni ngokuthi kungenwe kwiingxoxo-mpikiswano, kwenziwe iindibano zoomasifundisane ngenjongo yokwazisa ngokubanzi imbono yokufunda ubomi bonke njengesixhobo esibalekileyo sokufikelela emfundweni esemgangathweni, ekunikweni amathuba alinganayo (equity) nokulungiswa komonakalo wangaphambili."¹

I-WCED ibisoloko ithatha inxaxheba ephambili kwisiyunguma sonyaka esiyi *Learning Cape Festival* kwaye iye yenza igalelo elibonakalayo nasekuqinisekiseni ukuba imbono yokufunda ubomi bonke iyabetheleleka ezingqondweni zabantu bethu kweli phondo. Ubungqina boko bubonakala kwindlela anyuka ngayo amanani abantwana ababhalisa kumaziko emfundo yabantwana abancinane nakwindlela anyuka ngayo amanani abantu abadala abathatha inxaxheba kwiiprogram ngeeprograms eziqhutywayo kumaziko ethu e-ABET (aziwa kakhulu njengeMaziko eMfundo yaBadala (Community Learning Centres)). Ezi program zenza ukuba abantu abadala abaninzi baqhubeka nemfundo yabo eyathi yaphazamiseka ngenxa yezizathu ngezizathu, okanye abo bangazange babe nawo amathuba emfundo. Isiphumo soku kukuba uninzi lwaba bantu bagqibayo ukufunda kula maziko emfundo yabadala bafumanisa ukuba amathuba abo okufumana imisebenzi ayaphucuka okanye bakufumana kulula ukunyuka kule bakuyo imisebenzi. Ngoko ke ifuthe enokuba nalo le mbono yeKapa eliThanda ukuFunda libaluleke kakhulu ekunyuseni umdla woluntu ekufundeleni ukuphuhlisa intlalo noqoqosho lwalo.

¹ IKapa Elifundayo 2004, Background to Learning Cape Festival 2004 Draft, 27th May 2004

1.4 Uphuhliso lwabasebenzi eNtshona Koloni

Kwithuba eliphakathi kuka-1995 no-2004 urhulumente woMzantsi Afrika uye wagxininisa kakhulu kwimfuneko yophuhliso lwabasebenzi beli lizwe. Imfundo inenxaxheba enkulu kakhulu ekuxhaseni esi sicwangciso. Olu gxininiso lubonwa ekukhutshweni kwenkxaso-mali eyabelwa imfundo noqeqesho enkulu. Kwakhona lukwabonakala nakwizinto ezenziwayo kwinkalo yowiso-mthetho neyoqulunqo lwezicwangciso ngurhulumente kazwelonke nowephondo eli.

Kule minyaka mithathu idlulileyo iNtshona Koloni iye yathatha amanyathelo okukhawulelana nengxaki yophuhliso lwabasebenzi. Okokuqala iPhepha leNgcaciso yoMgaqo-nkqubo leNtshona Koloni loQoqosho loLwazi (*White Paper Preparing the Western Cape for the Knowledge Economy (2001)*) laseka iintsika ezine eziphambili zophuhliso lwezintlalo noqoqosho eNtshona Koloni. Enye yezi ntsika 'liKapa eliThanda ukuFunda'. Eyona ndawo iphambili kweli Phepha leNgcaciso yoMgaqo-nkqubo kukuba uphuhliso loqoqosho kunye nokufunda zizinto ezingenakwahlulwa nokuba iKapa eliThanda ukuFunda linganakho ukudala imeko ekufaneleyo ukuphuhliswa koqoqosho.

Ngo-2003 urhulumente weNtshona Koloni waqalisa isicwangciso sakhe se-iKapa Elihlumayo 'ngeenjongo zokusebenzisa izibonelelo zikarhulumente kwidabi lokunciphisa intlupheko, ukuphucula iimeko zokuphila zabantu bethu nokulwela ukwanda koqoqosho.' (*Minister Rasool, Budget Speech 2003*). Ikapa Elihlumayo ligxininisa ukubaluleka kwabasebenzi nentlalo enozinzo ukuze luhlume uqoqosho.

NgoSeptemba 2003 urhulumente weNtshona Koloni waseka iQela (Task Team) lokuqulunqa iSikhokelo sesiCwangciso soPhuhliso lweZakhono zoLuntu sePhondo (*Framework for a Provincial Human Resource and Skills Development Strategy*). Eli Qela phantsi kosihlalo uFranklin Sonn langenisa ingxelo yalo kurhulumente ngoNovemba 2003 ukuba ayiqwalasele. Izindululo eziphambili kwesi Sikhokelo zaye zathathwa kwayiwa nazo kwiNgqungquthela yokuHluma noPhuhliso lwePhondo (*Provincial Growth and Development Summit*) eyabanjwa ngoNovemba 2003, ekwakukho kuyo abameli abasuka kuwo omane amahlakani asekuhlaleni (urhulumente, abecandelo loshishino, imibutho yabasebenzi nabahlali ngokubanzi). Izindululo ezathathwa kule ndibano ziqulathwe kwiSikhokelo sokuHluma noPhuhliso eNtshona Koloni (*Framework for Growth and Development in the Western Cape*). ISikhokelo sokuHluma noPhuhliso eNtshona Koloni sithi 'IsiCwangciso soPhuhliso lweZakhono zoLuntu (*Human Resource Development Strategy – HRDS*) esinabileyo nesidibanisa imiba ngemiba kufuneka sijolise kuncitshiso lwentlupheko nakwinguqu, izinto ezo ezifanele ukuba zibe sisiseko esizinzileyo sokuhluma kwezoqoqosho.'

Ngo-2004 urhulumente wephondo eli wanika i-WCED uxanduva lokuba iqulunqele iphondo eli isiCwangciso soPhuhliso lweZakhono zoLuntu. I-WCED isiqulunqile esi sicwangciso, esigxininisa ukuba imfundo nophuhliso lwezakhono zingundoqo ekuhlumeni, kwimpumelelo ebomini nakuphuculo lobomi babo bonke abantu baseMzantsi Afrika. Esi sicwangciso kwakhona sizama ukudibanisa izimvo zikaMongameli nezeNkulumbuso yePhondo ezingembono "yelizwe elikhulayo" nokusebenziseka kwayo eNtshona Koloni. Le mbono "yolawulo olunabele kwiinkalo zonke" olwacaciswa kwindibano yephondo yangoNovemba 2004 nayo yaba nenxaxheba ebalulekileyo ingakumbi ekukhokeleni indlela esicinga ukuba singenza ngayo ukuba zingqinelane ezi zicwangciso zethu zahlukeneyo kunye neebhajethi zethu apha kwisebe eli nakwamanye amasebe karhulumente weli phondo.

Apho lususela khona olu xwebhu kukuba isiCwangciso soPhuhliso lweZakhono zoLuntu kufuneka nakanjani na sibonise, yaye sikhuthaze umbono **"weKhaya lethu Sonke"**. Nakuba iinjongo zophuhliso ikukukhangela iindlela zokukhawulelana neemfuno zolutsha olumnyama, ikwaqondakala nemfuneko yokuba iphondo eli liqinisekise ukuba abantu abanezakhono ababekade bevulelwe amathuba ngaphambili abawavalelwa nabo amathuba.

Ukukhuthaza imbono "yokunabela kwiinkalo zonke" (*holistic*) esi sicwangciso siya kubandakanya izimvo eziqulathwe kuxwebhu lwe-WCED, iEducation Vision 2020, iSicwangciso seMinyaka eMihlanu sayo (5-year *Strategic Plan*). Ukusukela ngoku mabini kuphela amaxwebhu afanele ukubonisa imisebenzi ephambili eyenziwa yi-WCED: iSicwangciso soPhuhliso lweZakhono zoLuntu neSicwangciso seMinyaka eMihlanu (esi sokugqibela sona kufuneka senziwe sodwa, ukuze sihambelane nemigqaliselo ebekwa nguNondyabo kaRhulumente ngokumalunga nendlela esenziwa ngayo). Kuyafuneka ukuba ikhankanywe kwakhona into yokuba isiCwangciso sokuSekwa kweNtlalo enoZinzo siya kongamela isiCwangciso soPhuhliso lweZakhono zoLuntu. Uluvo lwethu lolokuba iNtlalo enoZinzo sisiseko sako konke okuqhubekayo kwinkalo yemfundo, kwaye ke ayikwazi ukuba ingaqwalaselwa ngokwahlukileyo kwiSicwangciso soPhuhliso lweZakhono zoLuntu.

Esinye sezicwangciso esisekelwe kuzo esi sicwangciso sisiCwangciso soPhuhliso loQoqosho kumaShishini amaNcinane (*Micro-economic Development Strategy – MEDS*) nesinika umkhomba-ndlela wokukhula koqoqosho kwixa elizayo apha kweli phondo. Sisekelwe kuphando olubanzi olwathi lwenziwa, isicwangciso esi sikhankanya amacandelo ngamacandelo ahlukeneyo aziinkalo zokukhula, abandakanya onke amaziko oqhagamshelwano noluntu (okanye udluliselo lwemisebenzi yoshishino kwabangaphandle), uphuhliso lwabasebenzi (HRD), imisebenzi yezandla, icandelo lemveliso yeempahla zokunxiba, ukhenketho, i-oyile negesi, i-ICT, ulimo, iimveliso zezencubeko, amashishini esinyithi nobunjinieli, kunye naweefilim. Ezi ke zinkalo ekuya kusekelwa kuzo iiprogram zeengebiso ngamakhondo emisebenzi enokulandelwa nokunikwa kwengcaciso ezikolweni, kwaye ke kuthenjwa ukuba ziya kunika umdla abafundi xa bekhetha amakhondo

emisebenzi nezifundo abafuna ukuzilandela. Kwakhona kufanele ukuba ibe nalo nefuthe kumdlu wabaqeshi xa beqhuba iiprogram zoqeqesho lwasemsebenzini lwabo basafundayo okanye xa besenzela amashishini abo izicwangciso. Undoqo ke ekuqhutyweni kwesiCwangciso soPhuhliso lweZakhono zoLuntu ne-MEDS kukuqiniswa kwentsebenziswano phakathi kwamasebe amabini aphambili ekuqhutyelweni phambili kokuphuculwa kweenjongo neethagethi ekujoliswe kuzo kwisicwangciso ngasinye.

Imbono yemeko yophuhliso (apho owona mxholo uphambili ubhekiselele kwimfuneko yokungenelela ngoncedo ngurhulumente wephondo ngqo okulungiselela uphuhliso lwemeko yentlalo noqoqosho) kunye neyolawulo olunabele kwiinkalo zonke (efuna ukudityanelwa komsebenzi wokwenziwa kweenkonzo) yeyona isisiseko sawo wonke umsebenzi wocwangciso weli phondo. Oku kuthetha ukuba kumsebenzi wethu wokwenza izicwangciso masiyithathele ingqalelo imeko yempilo yabantu ngokwasemzimbeni nangokwasentlalweni, iimfuno zabo zeendawo zokuhlala, amathuba okufikelela kuqoqosho, kwakunye neenxalabo abanazo ngakwicala lomthetho nokhuseleko. Imigaqo-nkqubo yethu ngoko ke kuya kufuneka ukuba isekelwe nakwizimvo ezinikwa ngamanye amasebe karhulumente esisebenzisana nawo achaphazeleka kwezi nkalo. Kulapha kule meko ke apho kufuneka ukuba ukungenelela ngoncedo kulawulo nophuhliso kwimfuno yezikolo zethu makajoliswe yaye athathele ingqalelo inzuzo esinqwenela ukuba ifunyanwe kwixesha elithe qelele phaya. Okona kusesazulwini kolu ngenelelo ngoncedo kukuzinikezela nokuzibophelela kwimigaqo esiyilandelayo yokuqala yenguqu, ukwazi ukufikelela, ukunika amathuba alinganayo (*equity*) nokulungiswa komonakalo wangaphambili.

Ukushwankathela, inkqubo yethu ke ngoko malunga nophuhliso lwabasebenzi kweli phondo isekelwa kwinkolelo yokuba ungenelelo ngoncedo lwethu malube ziiprogram ezibanzi, ezijolise kokuthile yaye zikhokelwe kukusebenzisa iindlela ezininzi zokwenziwa kweenkonzo ezinabele nakwamanye amasebe. Oku kuthethe ukuthi ekwamkeleni into yokuba iinjongo zethu kufuneka sizilandelelanise ngokubaluleka kwazo; nokuba masibe nesibindi singakuvumeli ukuhendeka sibone sifuna ukuphumeza ezo njongo zinomtsalane zikhawulezayo zexesha elifutshane; nokuba iziphumo eziphambili ziya kuqalisa ukuthi zibonakale emva kwethuba leminyaka elishumi elinesibini (12) yemfuno ngokubanzi neyobugcisa. Kambe ke, siyayiqonda nemfuneko yokuba iziphumo zexeshana elilapha kufutshane nazo kuyafuneka ukuba zibonakale kwindlela anda ngayo amathuba okufikelela kolutsha lwethu emisebenzini.

1.5 Uthethwano ngokubanzi

Nangona ulityile kakuhle nje ixesha, umsebenzi wothethwano waba luncedo olukhulu. Lo msebenzi waye wasinika ithuba lokuba sivavanye umgaqo-nkqubo wethu kwakunye nezicwangciso zethu, nelokuqokelela izimvo kumaqela amaninzi kangangoko abachaphazelekayo, nelokucinga ngoko kuyimfuneko ukuze sikwazi ukuqulunqa isicwangciso sobuchule esiza kukwazi ukusebenziseka nesiza kuba nozinzo, nokuba izinto sizibona ngokufanayo ngokuphathelele ekubeni ngaba zeziphi na izinto eziphambili ngokubaluleka kumsebenzi wethu wokunika iinkonzo, nokuba okona kubaluleke kakhulu, sizamela uvumelwano kwimiba ephathelele kwimfuno nesicwangciso sophuhliso kwiphondo eli. Nakubeni singenakuze siqhube uthethwano olungapheliyo, kufuneka ukuba siyigxininise indawo yokuba isicwangciso esi sona siya kuhlala sikulungele ukuba singenziwa iinguqulelo nezilungiso zophuhliso, njengokuba iimeko zisiya zitshintsha nje apha kwiphondo eli.

Esi siqulunqo sesicwangciso sisivuno sothotho lweeyure ezichithelwe kuthethwano olwaqala ngo-Oktobha 2003, apho zaba banzi kakhulu iingxoxo eziqhutywayo. Ngaphandle kothethwano olu lwathi lwaqhutywa kulo lonke iphondo eli ngo-2004, iindibano zothethwano zika-2005 ziye zabandakanya nenkomfa yemfuno ekwabakho abantu abaninzi abezayo kuyo ngoMatshi 2005 apho ootitshala, abafundi, abazali, ii-NGO, iiyunyoni, icandelo lamaziko emfundo ephakamileyo, njl. babenabameli. Le nkomfa yaye yalandeliswa ngothethwano olwathi lwaqhutywa kwisithili ngasinye (EMDC), ngeengxoxo namasebe ngamasebe karhulumente wephondo, ootitshala neeyunyoni zenkonzo yakwarhulumente, icandelo lamaziko emfundo ephakamileyo, iKomiti yeMfundo eSebenzayo, kunye neKhansile yoPhuhliso yePhondo. Indibano yothethwano nganye kwezi ndibano yaye yaba negalelo elaba luncedo kakhulu, ezinye zinegalelo elingaphezu kwezinye ngokushiya nangokwahlukana kwazo ngakwicala lezimvo. Iindawo eziphambili ngakwicala leembono zaye zabandakanya nezi zilandelayo:

- Ukungayiginyi ncam imbono yoPhuhliso lweZakhono zoLuntu ngakwicala lezopolitiko nokunyanzela imfuno kwiimfuno zoqoqosho;
- Enye imbono eyayifuna ukuqinisekisa ukuba kujoliswe ekuboneleleni ngemfuno ekumgangatho ophezulu;
- Imbono eyayiyixhasa imfuneko yophuhliso lwezakhono nemfuno, kodwa ke igxininisa kumba wokufezekiswa kweemfuno zoqoqosho nenkalo yeemarike zemisebenzi zexeshana elikufutshane neliphambili phaya.

Ngalo lonke eli xesha lolu thethwano bekusoloko kukho esi simbonono singapheliyo: ngaba yintoni isiqinisekiso anokusinika urhulumente wephondo sokuba olu thethwano ngenene yayililinge elinyanisekileyo lokufumana izimvo zabantu abachaphazelekayo, nesokuba ezi zimvo zaziza kuyinikwa ingqwalaselo zibandakanywe kwisicwangciso esi xa sele sigqityiwe? Ngeli lixa oku kungathenjwa ncam kukarhulumente kwakunye neenjongo zakhe kubangela inkxalabo, kufuneka oku kuqondwe kukhunjulwa iimini zocalu-calulo, nembali yemeko yentlalo noqoqosho apha eNtshona Koloni.

Impendulo yethu kwezi zinto iye yaba lula nje: akungekhe kubekho isiqinisekiso sokuba zonke izimvo ezivakalisiweyo ziza kubandakanywa. Urhulumente ufanele ukuba azithathele ingqalelo izimvo zabantu bakhe aze ke izimvo zabantu abaphuma kumacandelo ngamacandelo asekuhlaleni azame ukuzihlaza xa equlunqa isicwangciso. Kambe ke uxanduva lwakhe kukukhokela nokulawula – kwaye ke kuleyo inkalo, kufuneka athathe izigqibo ezicwangcisekileyo ezisekelwe kuhlalutyo olunzulu lwemeko yezopolitiko noqoqosho ngakwicala lokukhula nophuhliso kwisizwe esi ngokubanzi nakumaphondo aso, nakwiinkcukacha ezithembekileyo namanani-nkcazo athembekileyo nakuphando oluqinileyo nakuqulunqo lwezicwangciso, nokucwangciswa kwemiba ngokushiyana kwayo ngokubaluleka nakuqikelelo lweemeko zexesha elizayo. Ngamanye amazwi kufuneka azikhankanye kwaye azibandakanye izimvo ezivakalisiweyo apho ziliphuculayo ixabiso lesicwangciso, kodwa ke abonakalise ubunkokeli obuqinileyo phaya ekumisweni kwaso nasekusetyenzisweni kwaso.

Enye into eyathi yacaca kolu thethwano yaba kukuba urhulumente kwakufuneka kungabikho nkalo angayiveleliyo ekuzameni ukuba athenjwe luluntu kwiinjongo zakhe nakwimisebenzi ayicebayo. IsiCwangciso sokuSekwa kweNtlalo enoZinzo kuQoqosho (Social Capital Formation Strategy) ngoko ke sibaluleke kakhulu, ngokunjalo nemfuneko yokuqinisekisa abantu bethu ukuba umbono “weKhaya lethu Sonke” nephulo iKapa Elihlumayo zizicwangciso zephondo eli zexesha eliphambili phaya. INkulumbuso yePhondo sele umkhulu umhlaba ewunyatheleyo kule inkalo, kodwa ke xa kujongwa iimeko zovukelo ezikhe zaqhambuka kutsha nje, kuyafuneka ukuba singe sibhinqela phezulwana noko.

1.5.1 Okuthethwa ngumsebenzi wothethwano

Ubuninzi bezimvo ezavakaliswayo zezanikwa ngomlomo, zaba mbalwa kakhulu ezingeniswe ngento ebhaliweyo kunye nezimvo ezangeniswa ngokusesikweni licandelo lamaziko emfundo ephakamileyo. Kambe ke ezi zimvo ziyaluxhasa uhlalutyo nesicwangciso esi ngokubanzi njengoko sichaziwe apha kolu xwebhu. Iingqondo zaye zatsalelwa kwimisantsa esemikhulu kakhulu, nekukho kuyo eli futhe le-HIV ne-AIDS likhoyo nekuqikelelwa ukuba liseza kubakhona nezikolo zezakhono; imfuneko yokuba kukhe kwenziwe uhlalutyo olunzulu lwamaqela ngamaqela abachaphazelekayo kwezemfundo kuze kuveliswe ezi ndawo mkhulu kuzo umdla wabo; ukujolisa okunzulu kwinxaxheba nakuxanduva lootitshala; uhlalutyo olusekhlani lwemiba yokulungiswa komonakalo wamandulo nowobulungisa nolwendlela akhawulelana ngayo nale miba urhulumente wephondo; kucwangciswe imisebenzi yethu ngokokushiyana kwayo ngokubaluleka nohlahlo-mali lwethu njengendlela ekunokufezekiswa ngayo iinjongo zethu nekunokufikelelwa ngayo kwiinkalo esijolise kuzo.

Eneneni iziqukatho nomxholo wesicwangciso esi zona zihleli zihleli zingajikanga, ilugxininiso nje into ebe ngathi iyahlengahlengiswa kwezinye iinjongo nezicwangciso zethu. Uhlalutyo nokumiswa kwaso isicwangciso esi zisenjalo zona, ngaphandle nje kokuba ezinye iindawo kwiziqukatho ziza kwandiswa, nezinye iziphumo zexeshana elikufutshane nezeliiphakathi ziza kugxininiswa. Into ecace gca yona kukuba silindeleke ukuba sizixele izinto eziphambili ngokubaluleka size sizenze ngoko kulandelelana kwazo. Asikwazi ukuba sibe simana ukujika-jika inkqubo ngalo lonke ixesha – izikolo, ootitshala, abazali nabantwana besikolo kufuneka bazi ukuba ziintoni na ezilindelekileyo kubo ukuba zenzeke engaphelanga amaxesha athe azisikelwa, kwaye kufuneka banikwe ithuba lokuba bazenze ezo zinto, bayinikwe nenkxaso efanelekileyo ngabantu abasebenza ezi-ofisini.

Iye yaba mininzi imiba ebalulekileyo eye yavela kulo msebenzi wothethwano. Into eyavela yacaca gca ukuba ishiyiwe ngumba wefuthe le-HIV ne-AIDS kwinkqubo yemfundo, into ke leyo ethetha ukuthi ifuthe nakwisiCwangciso soPhuhliso lweZakhono zoLuntu. Ngelixa i-WCED inaso isicwangciso esiqinileyo nesinempumelelo sokukhawulelana nengxaki ye-**HIV ne-AIDS**, kubalulekile ukuba iziphumo zophando lwethu olusandula ukwenziwa kulungiselelwa umsebenzi wethu wocwangciso kufuneka sizisebenzise ekukhangeleni ifuthe lale ngxaki kumandla ethu okuhambisa iinkonzo. Kuye kwacaca ukuba, ukuze isicwangciso esi sikwazi ukusebenza ngempumelelo, kuya kufuneka senzelwe umsebenzi oqinileyo wokumiswa kwezinto ngokokulandelelana kwazo ngokubaluleka: kule minyaka ilishumi idlulileyo siye sazama ukuba senze yonke into ngexesha elinye, kwaye kunjalo nje ayibanga ngako impumelelo yethu kwezo zinto. Kananjalo kuya kufuneka ukuba simane sinika ingxelo ngendlela ohamba ngayo umsebenzi nangeenkalo ezithe zafikelelwa kwebekujoliswe kuzo. Nangona izikolo bezithetha phandle ngokuthatha inxaxheba kwazo, kuye kwacaca kona ukuba iingqondo kuninzi lweenkokheli zezikolo zisamiliseleke kakhulu kwicala lokwenziwa komsebenzi lo wesiqhelo, kwaye zikufumanisa kunzima ukuthatha inxaxheba kumsebenzi woqulunqo lombono ocwangcisekileyo. Ubukhulu becala ke loo nto ibangwa kukuba akukhange kukhokeliswe ngoqeqesho kulawulo nangoqhelaniso, kananjalo akwabikho nankxaso kulandelelwa ngayo kwicala lophuhliso. Nangona ezinye zezi manejala ziqhuba kakuhle kakhulu kulawulo lwezikolo zazo, oko kwenziwa kukuba zinayo inkxaso-mali ezixhathise ngayo ngokunjalo nobungcali kumalungu eZigqeba zoLawulo lweZikolo zazo.

1.5.2 Isiseko sesiCwangciso soPhuhliso lweZakhono zoLuntu

Amagama asetyenziswayo kwisihloko sesi sicwangciso kulwimi lwesiNgesi akhangeleka ingamagama angahambelani ncam neembono zethu kumsebenzi wokuziswa kweenguqu, kuba asuka abe ngathi ngamagama asetyenziselwa ukujikwa kwentlalo ibe yeyenkqubo yoqoqosho yobungxowa-nkulu nolawulo olusekelwe kwiimbono zezopolitiko ezikwanjalo. Kucacile ke phofu ukuba la magama angakwazi ukuqweqwediselwa iintsingiselo ezifunwa ngabezopolitiko ezisekelwe kwiimbono ngeembono ezahlukeneyo, njengoko sibona besenza abaziingcali kwezentlalo abafana noBourdieu. Olu xwebhu lona alunanjongo yokungena kwiingxoxo zobungcali nobunkcubabuchopho okanye kwezopolitiko malunga nesigama esi sisetenziswayo kwinkalo yophuhliso lwezakhono zoluntu. Apho lusekeleke khona kusekubeni apho isikhokelo sophuhliso loqoqosho lwelizwe sijoliswe nje ekukhulisweni koqoqosho kodwa iluqoqosho abangenakulufikelela abantu abahluphekileyo, kuyimfuneko ke ukuba urhulumente makangenelele alungelelanise oku kujolisa ngendlela eya kwenza ukuba abantu abahluphekileyo bakwazi nabo ukufikelela kubutyebi obuya kuziswa lolo qoqosho lukhuliswayo.

Ngoko ke, olu xwebhu lubopheleleke kwimbono yokuba uphuhliso lwezakhono lubhekiselele kwizakhono esele zikhona kunye nezo zisenokubakhona kubantu apha ekuhlaleni ngokubanzi, olunokuthi lubaxhobise ngolwazi lokuzifikelelela kuqoqosho oluya kwenza ukuba kuphuculeke ubomi nentlalo yomntu wonke. apha uphuhliso lubonwa njengento ekunokuphefumlelwana ngayo kuhlalelwe nendlela eluya kuhamba ngayo, kungakuba luza kujoliswa kuphela kwizinto anokuzifumana umntu, koko lujoliswe ngokubanzi kwindlela elunokuthi ngayo lube lulutho kubantu abahluphekileyo ngenxa yendlela elunatyswe ngayo.

Nangona kucacile kona ukuba uqulunqo lweCwangciso soPhuhliso lweZakhono zoLuntu, sisekelwe kwiimfuno zophuhliso zephondo eli (nezesizwe ngokubanzi), kufuneka ukuba isicwangciso esi *singqamaniseke kwiimfuno zemfundo* kwaye kufuneka ibe zizo ezinkqenqeka phambili kwizicwangciso zethu nakwizigqibo zethu ezimalunga nenkxaso eza kunikwa. Ngamanye amazwi, akufuneki ukuba kulindelwe ukuba imfundo iza kuphambuka kakhulu kwindlela ebihamba ngayo – kule minyaka ilishumi idlulileyo iye yaba mininzi kakhulu imigaqo-nkqubo emitsha equlunqwayo, ngokunjalo nezicwangciso zokuzisa inguqu, kwaye ke sithanda singathandi, kuye kwanyanzeleka ukuba ootitshala bathwale umthwalo omkhulu kakhulu kulo msebenzi. Nakubeni ingenakuphikwa yona into yokuba baninzi ootitshala abangafanelanga ukuba bangabakhona kwimfundo yethu, inkulu indima abayenzileyo ekwenzeni ukuba iqhube kakuhle imfundo yethu, kwaye bahleli besoloko bekufuna ukunikwa inkxaso ukuze basebenze ngempumelelo.

Ngoko ke le nto ithetha ukuba isiseko sesi sicwangciso kukubonelela ngemfundo yesiqhelo eqinileyo apho ukujolisa kuya kuba kwizakhono zohagamshelelwano (ukufunda nokubhala), *imathematika nenzululwazi (ukubala)*, kunye neengcebiso ngemisebenzi enokulandelwa. Eyona ndlela igqibeleleyo yokukhulisa ubungcali nabantu bokusebenza kweli phondo kukubonelela ngemfundo esemgangathweni ophezulu kumacandelo ngamacandelo ahlukeneyo, kujoliswe kakhulu kwizakhono zobunkcubabuchopho nakumathuba emfundo noqeqesho kwezobugcisa. Imfundo le yesiqhelo kufuneka ukuba abafundi bethu ibenze bakwazi ukukhetha imisebenzi yobizo abafuna ukuyilandela ebomini babo benazo iinkcukacha ezipheleleyo, ngokunjalo nezifundo abafuna ukuzilandela kwimfundo yamaziko emfundo ephakamileyo, kwakunye namathuba okuyigqiba imfundo yasesikolweni bakwazi ukuya kufundela ezinye iziqinisekiso kwiikholeji ze-FET. Imfundo yabo kufuneka ibanike ulwazi, iimpawu zentsulungeko nezakhono, iziqinisekiso zemfundo abayigqibileyo kunye namathuba okukwazi ukuzifunela imisebenzi okanye awokuya kumaziko emfundo ephakamileyo besiya kwenza ezo zinto bakhethe ukuzilandela, ngezinye iindlela. Ngamanye amazwi, njengoko ifuna njalo i-OBE, abafundi bethu kufuneka babe nolwazi oluphangaleleyo, babe neengqondo ezikwaziyo ukuhlalutya, bakwazi nokulunga kwiimeko ngeemeko babe ngabemi abanezakhono abaya kukwazi ukwenza igalelo ekukhuleni kwephondo eli kuzo zonke iinkalo.

Inkomfa yesizwe yothethwano ngezemfundo, *iNational Consultative Conference in Education*, ebibanjelwe eThekwini ngoJuni walo nyaka, yaye yavakaisa olu luvo lunye. Okunye okubalulekileyo kukuba iNkulumbuso yePhondo iye yayamkela le nkqubo kuhanjwa ngayo kwimbizo ebikhe yabizwa phaya ekuqaleni konyaka lo.

1.5.2.1 Ukuchaza intsingiselo yeli binza lithi “Uphuhliso lwezakhono zoluntu”

Emva kokuba siye saphengulula iimbalo ngeembono ezahlukeneyo (kwinkalo yemfundo ephakamileyo nakweyezopolitiko) malunga nophuhliso lwezakhono zoluntu, uphuhliso lwezakhono zoluntu, silubona njengelo qela lezakhono ezikumntu ngamnye nezo zifumanekayo kuluntu xa lulonke ludibene (**kwezemfundo, kulwazi, kwizakhono, kumava, kwezempilo, ngokwemidla, kwezoshishino, njl**) ezithi zenze abantu bethu ukuba bakwazi ukuthatha inxaxheba nokwenza igalelo kuphuhliso lwentlalo yabo. Kananjalo ezi zakhono sizibona njengezixhobo ezenza abantu bethu bakwazi ukukhetha imisebenzi abafuna ukuyilandela benazo iinkcukacha nolwazi ngayo loo misebenzi bayikhetayo. Uphuhliso lwezakhono zoluntu ke ngoko sisixhobo sokulola izakhono zabantu bethu nolwazi lokuphucula ixabiso labo. Njengoko isicwangciso sethu sijoliswe kulutsha (ezikolweni), isiCwangciso soPhuhliso lweZakhono zoLuntu, sethu sijoliswe ekuphulisweni kweempawu zentsulungeko, kwiindlela zokucinga kwizakhono nolwazi, izinto ezo eziya kwenza ukuba ulutsha lwethu lukwazi luthi xa lukhetha iindlela oluza kuhamba ngazo apha ebomini balo xa luthatha inxaxheba lusenza negalelo kuphuhliso loqoqosho

lwephondo eli, oko lukwenze lunalo ulwazi neenkukacha eziphathelele kwezo ndlela luzikhethayo.

Indlela esiwuqonda ngayo umsebenzi wethu kukuba inkqubo yemfundo mayikhawulelane neemfuno zophuhliso zephondo eli ngokuthi ibonelele ngemfundo yesiqhelo eqinileyo nenalo necandelo lezobugcisa phaya ekupheleni kweBakala 9 okanye emva kweKholeji ye-FET. Ngelixa izifundo zethu zeengcebiso ngemisebenzi enokulandelwa ziya kuthi zibonelele abafundi bethu ngezikhokelo ngeendlela abanokuzihamba ukugqiba kwabo esikolweni ngakwicala lemisebenzi abayilandelayo, akuyiyo eyona njongo iphambili yesicwangciso sethu esi ukubalungiselela inkalo yomsebenzi abafundi bethu. Ukulungiselelwa inkalo yomsebenzi kuya kuqala xa sele befikelele kwimfundo yeekholeji ze-FET emva kweBakala 9. Ugxininiso lwemfundo yethu kufuneka lube sekuboneleleni ulutsha lwethu ngezakhono zokulawula ubomi balo ngempumelelo, lubandakanye noqhelaniso noshishino – kwixesha eliphambili phaya, abafundi bethu kufuneka bakwazi ukumelana neemeko ezijika-jikayo kwinkalo yemisebenzi neyoqoqosho, bangabopheleleki kwimisebenzi eza kubenza bashiyekele ngenxa yokuba beqhwa ngakwicala lezakhono.

Ukuze isicwangciso sethu sokuphuhlisa izakhono zoluntu siphumelele kufuneka sicacelwe kakuhle ukuba iimeko esiza kusebenza kuzo zinjani na, nokuba ziintoni na eziza kusincedisa esi sicwangciso ekubeni sibe yimpumelelo nokuba iluhlobo luni na inxaso esiza kuyifuna ekuqhutyweni kwesi sicwangciso.

Siye senza uhlalutyo lweemeko olunabileyo nangona lungabandakanyi zonke izinto, kodwa ke lunokushwankathelwa ngokuthi lubandakanya oku kulandelayo:

- Imeko apho ukunqaba kwemisebenzi kunye nentlupheko kusiya kugabadela ngokugabadela;
- Ukukhula kwamazinga okungalingani;
- Ukunqongophala kwezakhono, okukhokelela ekuhleni kwamanani abakwaziyo ukuzithatha ezo zemisebenzi zikhoyo;
- Ikamva “elinganamisebenzi” “nelineemeko zemisebenzi ezijika-jikayo” apho ingengabo bonke abafundi abagqibayo ukufunda ezikolweni abanokulindela ukuba baza kuyifumana imisebenzi, nalapho abo basemisebenzini kuza kufuneka bathi gqolo ukuziphucula imfundo yabo ukuba ngaba bafuna ukuyigcina imisebenzi yabo, okanye bafumane izakhono zokuqhuba amashishini abo ukuze bakwazi ukuzivulela iindlela ezintsha zokuziphilisa.

Izinto eziwuncedisayo umsebenzi wophuhliso lwezakhono zoluntu ubandakanya ezi zinto zilandelayo:

- Imfundo enozinzo oluqine kangangoko nebonwa njengesiseko sokumisela konke ukukhula nophuhliso kwixa elizayo; elungisa ulutsha ngendlela elwenza lukwazi ukuthatha inxaxheba kwintlobo yoluntu yedemokhrasi; ekwenza kube lula ukudalwa nokuphuhlisa kweembono ngentlobo zibekwe kwawona aphezulu amazinga (iimpawu zentsulungeko, ubunyulu nengqondo eyakhayo), ulwazi nezakhono;
- Ugxininiso kwimfundo yasesekondari, kweyamaziko emfundo aphakamileyo nakweyezobugcisa;
- Inkqubo yeenkcukacha zoqoqosho ezichanekileyo;
- Amathuba alinganayo (ngokobuhlanga nangokwesini);
- Impilo ekumazinga afanelekileyo nawamkelekileyo;
- Imeko yentlalo engenalo ulwaphulo-mthetho okanye elulawulayo ulwaphulo-mthetho kuyo.

Uluhlu lwezinto ezincedisayo lwenza licace igalelo elinokwenziwa ngamanye amasebe karhulumente weli phondo kwimpumelelo yesi sicwangciso.

Urhulumente wesizwe, ngokwendlela esiyiqonda ngayo thina imeko yophuhliso, kufuneka azilungiselele ukunika inxaso ngqo nokuthatha amanyathelo olungiso, kunjalo nje angaququzeleli nje ukudalwa kwamathuba, koko awadale amathuba, awalondoloze amathuba ophuhliso lwentlalo enozinzo nabantu bokusebenza, futhi, okona kubaluleke kakhulu, uqoqosho lwezithili njengenxenye yesicwangciso sophuhliso sesizwe.

Apha ecaleni kukarhulumente kukho abecandelo lamashishini amakhulu (Big Business). Kufuneka siyenze ibe yingxaki inxaxheba enokuthi, nefanele ukuba, ithatyathwe ngabecandelo loshishino nemveliso kuphuhliso loqoqosho, kolwezakhono zoluntu nakolwentlalo enozinzo. Ubukhulu becala, ngaphandle kwegalelo lalo kwi-SETA (*Sector Education and Training Authorities*), inxaso yalo kwimisebenzi ye-CSI (*Corporate Social Investment*), nenxaxheba yalo kwiNdibano yePhondo yokuKhula noPhuhliso (Provincial Growth and Development Summit), eli candelo lisathanda ukuba lingazifaki kwezemfundo, nangona kukuninzi kangaka elikuvunayo kuzo. Umbuzo ophambili ke ofanele ukubuzwa apha ngowokuba lukhona na ulingano phakathi kwemfuno yalo lwezakhono kunye nenxaso yalo kuphuhliso nokhuthazo lwezakhono?

1.5.2 IiNdawo ezingundoqo wesi siCwangciso

Zine iindawo eziphambili kwesi sicwangciso. Nanzi:

- Ukuphuculwa kweemeko zemfundo: olwethu uluvo lolokuba imfundo ingathi ize ibe nempumelelo ibe iqhutywa

phantsi kweemeko ezigqibelele kangangoko. Ezo meko ke ziphathelele kwizinto ezilulwakhiwo neziphathekayo (izibonelelo zolwakhiwo nezinto zokusebenza) kwakunye neemeko zoncediso zayo (eziphathele ke zona kulawulo lwezinto ezenziwayo phaya ezikolweni). Ngoko ke, njengorhulumente wephondo, kufuneka ukuba siqinisekise ukuba izikolo zethu zingamaziko akufaneleyo ukufunda nokugqibelela nokuba zilawulwa ngabantu abagqibeleleyo, abanamalinge okuphuhlisa izinto ezintsha emsebenzini wabo nabaneengqondo zobuchule bokuyila;

- Ukuphuculwa kwemeko engqonge imfundo: ubuninzi bezikolo zethu ziphantsi kweemeko zobugxwayiba obubangwa zizidlanga zasekuhlaleni (ulwaphulo-mthetho, iziyobisi, ubugewu, njl.) ezinefuthe elibi kunene ezikolweni, kubafundi nakootitshala nakwizifundo ezifundiswayo kwezo zikolo. ISebe leMfundo kunye neSebe loKhuseleko loLuntu neSebe lezeMpilo aza kudibanela umsebenzi wokuqulunqwa nokuqhutywa kwephulo lokunciphisa ifuthe lobugxwayiba obubangwa zizidlanga zasekuhlaleni kwizikolo zethu;
- Undoqo wesi sicwangciso kukujolisa ekuphuculweni komgangatho wemfundo: le nto ke ithetha ukuba izinto ezenziwa kumagumbi okufundisela, ulawulo nenkxaso kufuneka zinikwe ingqwalaselo ephambili, ngokunjalo nophuhliso lwezakhono zootitshala neekharithulam ezifanelekileyo. Le mfundo sele iboniwe nayi-ofisi yomphathiswa wesizwe, kwaye kungoku nje iSebe lezeMali liqwalasela isicelo seSebe leMfundo esiyiR12 sezigidi ngezigididi (*billion*) ejoliswe ekufezekiseni le njongo;
- Ukudala amathuba okufunyanwa kwezakhono neziqinisekiso kwimisebenzi ethile: ngaphandle nje kokunyusa amanani abafundi abaphumelela imatriki ngendlela enokubenza bakwazi ukuya kungena kumaziko emfundo ephakamileyo (amanani ke lawo anokuthetha ukunyuka kwamanani abo bafikelelayo kwimfundo ephakamileyo), imfundo kuyafuneka nokuba mayixhobise ulutsha lwethu ngezakhono zemisebenzi yezandla (ezomsebenzi) nezobugcisa kumaziko ngamaziko ajolisa kwizakhono, *amaziko emfundo yabantu abadala* (ABET), iikholeji ze-FET kunye neeyunivesiti zethekhnoloji (*Universities of Technology*). Le nto ke ithetha ukuba abaqeshi kufuneka basebenzise iinkcukacha eziqokelelwe ngophando lwe-MEDS ekuqulunqeni kwabo izicwangciso zabo zophuhliso lwabasebenzi, baze ke basebenzise ii-SETA ekukhuthazeni uphuhliso lwezakhono ezithile kwiinkalo zokukhula kogoqosho kwiphondo eli.

1.6 UMbono noMnqophiso

Umbono kunye nomnqophiso ujliswe kule minyaka ilishumi izayo ukuya kutsho ku-2014 nangaphaya kwakhe, ngokwemfundo nomdla wabantwana ezikolweni, nasekuboneleleni ngesigqeba senkxaso yemfundo emanyanisiweyo elungiselelwe bonke abafundi kwinkqubo yemfundo engabandakanyi konke nakuleyo ibandakanyayo. Ugxininiso lukumfundi nakoko aza kuphuma nako umfundi kwinxaxheba yakhe emfundweni. Kananjalo umbono lo uya kuthi ungqamanise imfundo njengento ehamba nomntu nelungiselelwe umntu kunye nokufezekiswa koko kufunwa luluntu ngokubanzi kuqoqosho lwale mihla.

Ugxininiso oluphambili kulo mbono lukwimfundo yesiqhelo ekumgangatho ophezulu njengesiseko somsebenzi wophuhliso lwabantu bokusebenza. Amanqanaba obungcali achazwe phantsi kwenqanaba le-FET, apho abantwana banokuvumeleka ukuba bakhethe iindlela abaza kuzihamba ngakwicala lezifundo nemisebenzi abaza kuyilandela.

1.6.1 UMbono

IKhaya Lokufunda lethu Sonke.

Oku kuthetha ukuba urhulumente wephondo uya kulwamkela nzulu uxanduva lokubonelela ngokufikeleleka kwemfundo esemgangathweni, neqhuba ubomi bomntu bonke nefikelelwa ngabantu bonke. Ekwenzeni oko uya kuthi gqolo ukujongana nomsebenzi wokuziswa kwenguqu, kwaye uya kuqinisekisa ukuba izinto ezibubutyebi bukarhulumente, ekubandakanywa nezikolo kuzo, ziya kusetyenziselwa ukunceda bonke abantu beli phondo kangangoko.

1.6.2 UMnqophiso

Umnqophiso wethu kukuqinisekisa ukuba bonke abafundi bayalufumana ulwazi nezakhono neempawu zentsulungeko nengqiqo, izinto ezo eziyimfuneko:

- kuphuhliso lweetalente zabo
- ekuphileni ubomi obunemfezeko
- ekwenzeni igalelo ekukhulisweni kweNtshona Koloni nelizwe eli ngokubanzi
- ukuthatha inxaxheba ngokupheleleyo kubomi besizwe
- kukhuphiswano namanye amazwe
- nasekusekeni iindawo zasekuhlaleni ezinabahlali abakwaziyo ukuphila ubomi obunempumelelo nesidima.

Ukuze ke kwenzeke konke oku siya kuthi siseke amaziko emfundo siwaphuhlise onke abe ngamaziko okugqwesa, sibonelele ngenkxaso yophuhliso eyimfuneko nangamanyathelo okungenelela ngoncedo okukhuthaza impumelelo yalo mnqophiso.

1.6.3 Iimpawu zentsulungeko eziphambili

Iimpawu zentsulungeko eziphambili osekelwe phezu kwazo umbono wethu kunye nomnqophiso wethu zisukela kuMgaqo-nkqubo wethu, ezizezi: idemokhrasi, ubulungisa basentlalweni nasemthethweni, ukulingana, ukungabi nacalu-calulo ngokobuhlanga nesini, isidima somntu, intlalo evulelekileyo, uxanduva lokuphendula, ukuhamba ngomthetho, intlonipho noxolelwano (*Manifesto on Values, Education and Democracy, Department of Education, 2001*).

Ngokuthe gca, kufuneka ukuba:

- Siseke inkqubo ebonelela abafundi ngolwazi nezakhono zobugcisa ezibenza bakwazi ukulawula ubomi babo ngempumelelo nangesidima, nangengqiqo eya kuthi ibenze bazinikezele kwi-Afrika, nangokuzithemba okuya kubenza bakwazi ukukhuphisana naye nabani na, naphi na apha ehlabathini
- Siqinisekise ngofikeleleko, sifumane ubulungisa sinciphise intlupheko
- Ukubethelela okunye ukukhula okungaphaya nophuhliso kubutyebi bethu bezenkcubeko, babasebenzi neengqondi
- Silungelelanise neemeko sijolise kwiimfuno zophuhliso lwentlalo noqoqosho zephondo eli, ngakumbi ngokuphathelele kwiimfuno zoqoqosho lwalo olukhulayo
- Sikhuthaze imfundo esekelwe kumalungelo
- Sikhuthaze inkqubo etyekele ngakwicala labahluphekileyo esoloko izibeka phambili ngokubaluleka iimfuno zabafundi abahluphekileyo nezeendawo ezihluphekileyo, ukuze izibonelelo zithanjekiselwe kakhulu ngakwaba bafundi
- Sikhuthaze ukwamkelwa koxanduva lokuphendula nokwenziwa kwezinto elubala xa kunikwa bonke abo bachaphazelekayo iinkcukacha ezifanelekileyo zovandlakanyo, nasekusekweni kweemeko ezikuvumelayo ukuhlatywa kwamadlala nempefumlelwano ngezimvo

2. Uhlalutyo lwemeko

2.1 Umzobo wemeko yentlalo nezopolitiko yeli Phondo

INtshona Koloni inabantu abayi-4.5 izigidi (million), inani ke elo eliyi-10% yabantu baseMzantsi Afrika bebonke. Kuqikelelwa ukuba ukukhula kwamanani oluntu yi-2.9% ngonyaka ngamnye, kuze ke kubekho nama-48,000 abafikayo kweli phondo ngonyaka bevela kwamanye amaphondo. Ubuninzi baba bafikayo apha eNtshona Koloni ngabantu abamnyama abazingela imisebenzi. Oku kuthontelana kwabantu kweli phondo kuyitshintshile imeko yeNtshona Koloni ngakwicala lobudala babantu bayo, ubuhlanga babo nemeko yayo yentlupheko.

Ukusukela ngo-1994, imeko yezopolitiko yaseNtshona Koloni ibithande ukuba maxongo noko, urhulumente wephondo wangaphambili engasoloko ehambisana nendlela ekugqitywe ngurhulumente wesizwe ukuba makuhanjwe ngayo. Kungekudala nje emva konyulo lwesizwe luka-1994, urhulumente wephondo leNtshona Koloni waye waqulunqa owakhe umgaqo-siseko njengendlela yokubethelela elakhe igunya.

Uhlalutyo lwemigaqo-nkqubo yelo xesha iya kubonisa ukuba, nangona kwaye kwamiselwa izibonelelo zolawulo eziqinileyo, iinkalo ezininzi zenguqu zaye zangasiwa so, ngakumbi ngakwicala lophuhliso lwemfundo. Phaya kwimimandla yasemaphandleni imfundo isenazo kakhulu iimpawu zocalu-calulo, kuba apho abafundi abasuka kwiindawo ezazifudula zisingelwe phantsi, basathuthwa ngeebhasi besisiwa kwiidolophu ngeedolophu ukuba baye kufunda khona, kuba abantu kwiindawo zabo abafuni ukuba bamkelwe kwizikolo zabo, nakubeni ke phofu zikhona iindawo ezimbalwa ezingenjalo.

Amasebe karhulumente wephondo asenazo iintsalelana ezibonakalayo zemigaqo-nkqubo yemihla yamandulo yocalu-calulo: kwisebe lemfundo isengabantu abamhlophe abangamadoda abaninzi kwizikhundla zeemanejala eziphezulu, ngelixa ubuninzi babasebenzi ingabantu bebala ababhinqileyo. Lo mzobo wabasebenzi be-WCED uqhotyoshelwe apha ubonisa umyinge weminyaka yobudala oyi-43.05. Le nto ke ithetha ukuba ubuninzi babasebenzi ngabantu abaqala ukusebenza kwezemfundo kweli phondo kwisithuba esiphambi kuka-1994. Ngamanye amazwi acacileyo ke, le nto ithetha ukuba uqeqesho lwabo namava abo asukela kweliya xesha lamasebe ahlukeneyo, kwaye ngabantu ekuye kwafuneka ukuba mabalungelelanise la mava abo nezi meko zintsha zenkonzo karhulumente esekelwe kwizimiselo zokwenziwa kwezinto elubala nasekunikweni kwenkonzo, nakufikelelo nolungiso lomonakalo wamandulo. Akucaci ke ukuba ngaba sele beyiqhele bayamkela kangakanani na le nkqubo intsha yoburhulumente. Le ke inkalo yinkalo efuna ukuba ithathelwe amanyathelo ngesiCwangciso sangaPhakathi soPhuhliso lweZakhono zoLuntu.

Abafundi abavela kwiindawo ezazifudula zisingelwe phantsi basasokola nangoku ukufikelela kwimfundo esemgangathweni, nakubeni inyuka nje inkcitho eya kulwakhiwo lwezibonelelo nakulwabiwo-mali kwiMimiselo neMigangatho yeNkxaso-mali yezikolo elujolise kunciphiso lwentlupheko.

Eli phondo lelona linabantu abaninzi abangaphaya kwamashumi amabini eminyaka ubudala abagqibe imfundo yamaziko emfundo ephakamileyo; bayi-10.6%. Malunga ne-6.7% yabantu abadala baseNtshona Koloni abafundanga, ize i-15% ibe ngabakhe baya kuvela noko eprayimari, ize ibe yi-19% enayo imatriki. Malunga ne-39% bakhe baya kuvela noko esekondari. Imbalo eyi-Socio Economic Review (2003) inoluvo lokuba isantya sokukhula sabantu abasebenzayo sikhule ngokukhawuleza okukudlulayo okwamanani abantu (21%). Indlela ebabeke ngayo ubutyebi ke kambe iqhwalela ngaphezu kwezinye iindawo zeli lizwe ngakwicala lolingano ikumyinge we-Gini Coefficient oyi- 0.62 ngo-2000 xa kuthelekiswa nomyinge wesizwe obuyi-5.7 ngaloo nyaka mnye.

Icandelo labezoshishino nemveliso ababhaliswe ngokusemthethweni apha kweli phondo bayi-1,3 izigidi, lize elabaziqhubela bengabhaliswanga ngokusemthethweni babe ngama-144,065 (malunga ne-9.4%) yoqoqosho lwephondo eli lulonke. Abasebenzi bona abayi-1,5 izigidi, ubukhulu becala bakwicandelo lezolimo (13%), kwezemveliso (19%), ezi-wholiseli (wholesale) nasezivenkileni (17.5%), kwiinkonzo zemali (11.9%); amacandelo lawo aqeshe i-80% yabantu abasebenzayo bebonke. Kubantu abasebenzayo, iqela labasebenzi abanayo imfundo yaseprayimari, ngokomlinganiselo wothlekiso (ratio) bayalidlula eli qela linemfundo yasesekondari nakumaziko emfundo ephakamileyo nge-77% kwi-19%. Iipesenti zaba banayo imfundo yasesekondari nakumaziko emfundo ephakamileyo, xa besahlulwa ngokobuhlanga zime ngolu hlobo lulandelayo: 7% abaNtsundu, 11% abeBala, 34% ama-Asiya ne-49% abaNtshona.

Amazinga abangenamisebenzi nawo ahamba kakhulu ngokobuhlanga. Ngelixa apha kweli lizwe abantu abaNtsundu abangama-30 kwikhulu (100) ngalinye labantu abaNtsundu baye bayifumana imisebenzi kwisithuba esiphakathi kuka-1995 no-2002, ngabantu abathathu (3) nje kuphela 3 kwikhulu (100) ngalinye labantu baNtsundu abahlala eNtshona Koloni abathi bayifumana imisebenzi ngesi sithuba (SER, 2003). I-80% yale 18.9% yabasebenzi abangenamisebenzi kweli phondo lututsha. Ngokungafaniyo nokwenzekayo kwilizwe eli ngokubanzi, ehlile amanani abantu abanemfundo yamaziko emfundo ephakamileyo abangayifumaniyo imisebenzi ngelixa phaya kula manqanaba emfundo angezantsi enyukile amanani abantu abangasebenziyo. Abantu bokusebenza abafunwayo ngabantu abafundileyo nabanezakhono ezithile.

Njengoko kunokulindeleka ngokwezi nkukacha zingentla apha, kuzo zonke iintlobo zemfundo noqeqesho kuye kwabakho ukunyuka kwamanani kule minyaka mihlanu idlulileyo: izikolo, iikholeji ze-FET, amaziko emfundo yabantu abadala, kwabaqeqeshelwa emisebenzini besafunda njl. Iinkukacha zezikolo ukusuka ku-1995 ukuza ku-2004 zinikwe kuLudwe 1.1. Amanani-nkcazo ahlaziyiweyo ka-2005 abonakaliswe kuLudwe 1.2 ngezantsi apha. La manani abonakalisa ukunyuka kwamanani abafundi, ubuninzi babo ilulutsha olumnyama olusezisekondari.

Uludwe 1.1: Ubhaliso ngokwebakala kwizikolo zesiqhelo zikarhulumente eNtshona Koloni, 1995 no-2000 ukuya 2004 Annual Survey

	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Bebonke
1992	99,158	84,963	80,921	79,199	76,789	72,293	68,795	67,473	61,079	50,698	41,124	34,659	817,151
2000	64,844	81,865	92,343	91,949	85,766	80,658	75,813	80,026	70,634	63,840	48,934	40,996	877,668
2001	81,790	62,960	81,832	94,302	89,254	83,305	77,778	82,190	71,966	67,034	50,206	39,910	882,527
2002	86,969	77,026	64,134	83,022	93,188	86,786	80,865	75,601	80,450	69,752	51,618	40,468	889,879
2003	86,916	82,454	75,931	66,033	82,383	92,341	84,514	81,154	73,200	81,739	51,746	39,644	898,055
2004	104,105	82,130	81,489	76,781	66,060	82,574	89,614	85,053	78,964	80,756	54,199	39,451	921,176

Uludwe 1.2: Ubhaliso ngokwebakala kwizikolo zasesekondari zesiqhelo zikarhulumente eNtshona Koloni, 2000 ukuya ku-2005 Snap Survey

	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Bebonke
2000	63,273	81,295	92,015	91,728	85,233	80,378	75,756	80,142	70,914	64,166	49,295	41,104	875,299
2001	80,680	62,554	81,616	93,934	89,162	82,997	77,456	80,917	71,272	66,176	49,789	39,938	876,491
2002	84,412	76,911	64,008	82,699	92,586	86,488	80,573	75,060	79,656	69,476	51,668	40,585	884,122
2003	85,886	82,290	75,779	65,793	82,188	92,143	84,424	80,835	72,980	81,528	51,588	39,656	895,090
2004	102,519	81,808	81,045	76,163	65,754	82,243	89,228	84,758	78,803	80,611	54,095	39,379	916,406
2005	92,540	93,951	80,559	80,706	75,282	66,075	81,623	87,749	81,628	80,904	56,424	39,335	950,565

Imvelaphi yeenkcukacha: iCandelo loLawulo loPhando kwiSebe leMfundo leNtshona Koloni

Uludwe 2 lunika iinkukacha ngokunyuka kwamanani ababhalisa kwiBakala R. Abafundi beBakala R babhaliswe kumaziko emfundo asekuhlaleni okanye kwizikolo zikarhulumente. Kambe ke, kubalulekile ukuba kuqatshelwe ukuba kukho namaziko azimeleyo angafumani nkxaso kwi-WCED, into ke leyo ethetha ukuba ezi nkukacha aziphelelanga.

ULudwe 2: Ubhaliso kwizifundo zeBakala R eNtshona Koloni, 2001 ukuya ku-2004

	2001	2002	2003	2004
IBakala R kumaziko asekuhlaleni	16 000	18 000	20 000	25 000
IBakala R iiklasi kwizikolo zikarhulumente	10 794	27 215	31 092	30 246

ULudwe 3 lunika iinkcukacha ngokunyuka kwamanani ababhalisa kwii-FTE kwikholeji ze-FET namanani abo bebonke. Kwakhona uqokelelo lweenkcukacha alubanga nakucwangciseka ngokupheleleyo, into ke leyo ethetha ukuba la manani luqikelelo.

ULudwe 3 Ubhaliso kwiikholeji ze-FET, 2000 ukuya ku-2004

	2000	2001	2002	2003	2004
Ii-FTE	15 698	16 638	17 098	16 955	17 500
Bebonke ababhalisiweyo	38 000	41 000	43 000	42 017	45 800

2.2 Iziseko ekusekelwa kuzo

Amanani kunye neendid zabafundi zizo izinto eziphambili ekusekelwa phezu kwazo ulwabiwo lohlahlo-mali lwemfundo. Abafundi bahlulwa babe ziindidi ezintandathu xa kusabiwa inkxaso-mali: abeBakala R, abaseprayimari, abasesekondari, abafundi abaneemfundo ezizodwa, abafundi beekholeji ze-FET nabafundi bamaziko emfundo yabantu abadala.

Ngaphandle kwakwiBakala R nakumaziko emfundo yabantu abadala, inkxaso-mali ibandakanya ulwabiwo lwabasebenzi kunye nenkxaso-mali yemimiselo nemigangatho yolwabiwo. Amaziko eBakala R namaziko emfundo yabantu abadala afumana intlawulo yemimiselo nemigangatho ekwasetyenziselwa ukuhlawula ootitshala nabasebenzi basezi-ofisini.

Ubuninzi bohlahlo-mali buya kwizikolo zaseprayimari nezikolo zasesekondari, ekubandakanywa kuzo nezikolo zabafundi abaneemfundo zemfundo ezizodwa (LSEN). Ezikolweni abasebenzi babiwa ngokulinganayo ngokwamanani abafundi angenisiweyo. Kambe ke inkxaso-mali yemimiselo nemigangatho inikwa ngokweempawu zentlupheko, apho ezona ndawo zibonakalisa iimpawu zentlupheko ezininzi zinikwa ngaphezu kwezo zibonakalisa iimpawu zokuba neentsiba ngokuphinda-phindeke kasixhenxe. Kubalulekile ukuba kuqatshelwe ukuba ulwabelo lwezimiselo nemigangatho yi-6% yolwabiwo olunikwa izikolo lulonke. Le nto ke ithetha ukuba kuncinane kakhulu okulungiselelwe ukukhawulelana neemeko zentlupheko apha kolu lwabiwo lohlahlo-mali lwe-WCED. Le nto ke yenza inkxalabo enkulu, xa kucingwa ngento yokuba imeko yentlalo noqoqosho yeyona nto zixhomekeke kuyo iziphumo zokufunda. Yenziwa mandundu nakukungalingani kwindlela ebekusabiwa ngayo imitshini nezakhiwo ngexesha localu-calulo.

2.3 Imigaqo-nkqubo ekhoyo, iindlela zokunikwa kweenkonzo nezigqeba ezisetyenziswayo

Imigaqo-nkqubo ephambili yokunikwa kweenkonzo yile:

- Ukuqinisekisa ukuba u-2010 ufika bonke abafundi abaneminyaka emihlanu kweli phondo bebonelelwa ngemfundo yeBakala R esemgangathweni ngo-2010
- Ukubonelela bonke abafundi abaneminyaka emithandathu (6) ukuya kwelishumi elinesihlanu (15) kweli phondo ngemfundo yesiqhelo enyanzelekileyo.
- Ukubonelela ngezigqeba, amanani anyukayo abafundi abaphakathi kwe-16 ne-20 ubudala ngemfundo ye-FET
- Ukubonelela amanani anyukayo abafundi bemfundo yabantu abadala (ABET)

Le migaqo-nkqubo isetyenziswa kwizikolo zikarhulumente zesiqhelo ezili-1470, kwizikolo ezingama-76 zabafundi abaneemfundo zemfundo ezizodwa; kumaziko eBakala R angama-446 anikwa uncediso-mali; kwiikholeji ezintandathu ezinamasetyana angama-35 kunye namaziko emfundo asekuhlaleni ali-112.

Onke la maziko emfundo akhankanywe ngentla apha anikwa inkxaso ngolawulo, ngemali nakngezekharithyulam zii-ofisi zezithili ezisixhenxe (aMaziko oLawulo noPhuhliso lweMfundo – Education Management and Development Centres) eziseMitchell's Plain, eKuilsvier, eMowbray, eParow, eGeorge, ePaarl naseVostile.

Umsebenzi wophuhliso lomgaqo-nkqubo, owoqulunqo lwezicwangciso kwakunye nowoqhagamshelwano, owezabasebenzi nowezemali, yenziwa yi-ofisi elikomkhulu eseKapa.

ULudwe 4 ngezantsi apha lubonisa ukuba ayenyuka amanani abafundi abaphumelele imatriki abangayifumaniyo imisebenzi. Le meko ikhangeleka ngathi ingaqhuba isithuba seminyaka emihlanu ezayo ubuncinane, ngaphandle kokuba kuthathwe

inyathelo lesigqibo esingqalileyo nekujoliswe kulo. Amazinga engqesho kungoku nje abonakalisa ukuba bangaphantsi kwesiqingatha abafundi abaphumelela iBakala 12 (imatriki) abadlulelayo kumaziko emfundo ephakamileyo okanye abayifumanayo imisebenzi. Le nto ke ithetha ukuba abantu abatsha abangama-10 000 ukuya kwabangama-15 000 bayagqiba ukufunda ezikolweni ngonyaka ngamnye lingekho ithemba lokuba baza kukwazi ukudlulela kwimfundo yamaziko emfundo ephakamileyo okanye ukufumana imisebenzi.

ULudwe 4: Amazinga okungafumaneki kwemisebenzi eNtshona Koloni ukusuka ku- 1995 ukuya ku- 2002 ngokwamanqanaba emfundo

Inqanaba lemfundo	iNtshona Koloni	
	1995	2002
Abangazange baye esikolweni	13,7	18,7
Abakhe bavela eprayimari	22,4	29,3
< kwematriki	24,4	30,6
Imatriki	13,2	20,4
Amaziko emfundo ephakamileyo	7,7	6,6

Imvelaphi yeenkcukacha: Statistics South Africa

2.4 Amazinga enxaxheba nempumelelo kwimfundo noqeqesho

Kule minyaka mihlanu idlulileyo bekusoloko kukho ukufana kobhaliso kwiBakala 1 apha eNtshona Koloni nokufana kwenxaxheba kwizikolo zaseprayimari. Ngamanye amazwi, ubuninzi babantwana baseNtshona Koloni abakwiminyaka yobudala esixhenxe ukuya kwelishumi elinesine babhalisile kumaziko emfundo kumabanga ahambelanayo nobudala babo.

Kambe ke, uLudwe 1 lubonakalisa ukuhla kwamanani ababhalisayo emva kweBakala 8 nakwiBakala 10 kutsha nje. Uhlalutyo lwamanani obhaliso ezikolweni eNtshona Koloni olwenziwe ngabaphandi abahlukeneyo lubonakalisa ukuba yi-45 – 52% nje kuphela abafundi ababhalisa kwiBakala 1 abafikayo kwiBakala12. (Crouch, 2002; van Wyk, 2003).

Njengakwindlela abaphuma ngayo esikolweni abafundi, neenkukacha zabo bagqibayo ukufunda ezikolweni zibonakala zihamba ngokobuhlanga babo. Le nto ibonakala kwiziphumo zematriki zika-2003. Inani labafundi abaphumelele ngendlela enokubenza bakwazi ukungena kumaziko emfundo ephakamileyo kunye nawabo baphumelele izifundo zabo kudidi oluphezulu ubukhulu becala ngabafundi abaNtshona, ngelixa abaNtshona abaphumelela imathematika nenzululwazi kudidi oluphezulu bembalwa.

ULudwe 5: Iziphumo zematriki kwimathematika nenzululwazi ngo-2003 ngokobuhlanga

limviwo	abaNtsundu	abeBala	abaNtshona	amaNdiya +ama-Asiya	Bebonke
Wisk HG	220	853	2663	153 + 49	3 938
Wisk SG	2338	4802	3733	168+29	11 070
Wetenskap HG	268	908	2516	154+46	3 892
Wetenskap SG	1747	2947	1246	60+25	6 025

Phezu kwaba bafundi baphumayo esikolweni kuza kubakho aba bayigqibayo imatriki ekungazikuba lula ukuba bayifumane imisebenzi. Kule minyaka mihlanu izayo aba bafundi bangafika kuma-10 000 ngonyaka.

Amazinga okuphuma esikolweni nawokuphumelela kwiBakala 12 angalandwa kude kuye kufikwa kulaa minyaka mihlanu yokuqala bengene esikolweni. ULudwe 5 lubonakalisa ukuba kuphando olwenziwayo lwesampulu yabafundi kwiBakala 3 bazo zonke izikolo (ngaphezu kwama-30 000 Abafundi) i-37% bebefunda iBakala 3; i-41% kwiBakala 2; i-12% kwiBakala 1 ne-10% ngezantsi kwiBakala1. Kwakule sampulu inye yabantwana i-37% yabantwana yafunyanwa ibala kwiBakala3; i-11 % kwiBakala 2; i-37% kwiBakala 1 ne-155 ngezantsi kwiBakala1. Nakwiziphumo zovavanyo kwiBakala 6 olwenziwa ngo-2003 kubonakala isimbo esenza inkxalabo. Ezi ziphumo zingqamene kakhulu namazinga entlupheko nobuhlanga.

ULudwe 5: Iziphumo zovavanyo lokufunda nokubala olwaqhutywa nabafundi beBakala 3 ngo-2002 nabeBakala 6 ngo-2003

	Ngezantsi kuka-Gr 1	IBakala 1	IBakala 2	IBakala 3	
Gr 3 ukubala	15	37	11	37	–
Gr 3 ukufunda	10	12	41	37	–
	Ngezantsi kuka-Gr 3	IBakala 3	IBakala 4	IBakala 5	IBakala 6
Gr 6 ukubala	60%	40%	29%	24%	15%
Gr 6 ukufunda	18%	82%	67%	78%	35%

2.5 Uhlalutyo lwamacandelo: Uphuhliso lwezakhono zoluntu eNtlo kwicandelo leMfundo

Urhulumente wephondo leNtshona wenze esinye sezicwangciso zakhe eziphambili uphuhliso lwezakhono zoluntu, luhamba kunye nophuhliso lwabasebenzi noqoqosho. Uthathe inxaxheba yokukhawulelana “nemeko yophuhliso”, into ethetha ukuba uya kuthatha amanyathelo ngokuthi aqhube imisebenzi ethile ejoliswe ekuphuculeni iimeko zobomi babantu beli phondo. Ethundezwa naliphulo lesizwe leKhontrakthi Yabantu (**People’s Contract**), ejoliswe ekudaleni amathuba emisebenzi nasekulweni intlupheko, urhulumente wephondo waye wasungula owakhe umbono “weKhaya lethu Sonke” kunye nesakhe isicwangciso ngephulo **iKapa Elihlumayo**.

Kuwo lo mbono nakwesi sikhokelo sicwangcisekileyo, imfundo yeli phondo ikwindawo efaneleke kakhulu ukuba ingenza abantu beli phondo bakwazi ukufumana ulwazi oluyimfuneko, ingqiqo, iimpawu zentsulungeko nezakhono eziya kubenza ukuba baluthathele ezandleni zabo uxanduva lokulawula nokuphucula umgangatho wobomi babo, nokuba bathabathe inxaxheba kumaziko eli phondo ezintlalo nezooqoqosho. Ngoko ke kuyafuneka ukuba sikhe siyijonge ngononophelo imfundo yethu, namandla enokuthi ibe nawo ekusekeni intlalo enozinzo nasekuphuhliseni izakhono zoluntu noovimba abaluluntu.

Ngokubanzi, kuyavunyelwana ukuba intlalo enozinzo ibhekisele kuthungelwano lwamaqela ngamaqela asekuhlaleni enza ukuba uluntu ekuhlaleni luthathe uxanduva lokughuba nokukhokela iiprojekthi eziqulunqelwe ukuphucula iimeko zasekuhlaleni ngokubanzi. Ekwenzeni oko abahlali baye bahlanganise basebenzise ezo zinto zikhoyo zahlukeneyo ekufezekiseni ezo njongo zabo bathe bazibeka.

Kubonakala ngathi eyona njongo iqaqambileyo ngokubaluleka kuyo nayiphi na iprojekthi yophuhliso lwabantu bokusebenza kukusekwa komoya wokuthembana– ukuthembana phakathi kwabantu, nokuthembana phakathi kwabantu namaziko abo ezintlalo nawezopolitiko. Kulapho ilele khona ke le nto yokuzingela namazinga aphezulu abantu bokusebenza, ngokuthi “...iindawo ekuhlalwa kuzo ezinabo “oovimba” bozinzo lwintlalo abaqinileyo zezona zixhamla ubuncwane bokungabi namanani aphezulu ezenzo zolwaphulo-mthetho, obempilo entle, bokufikelelwa kwamanganaba emfundo aphezulu, nobokukhula bhetele kooqoqosho. Kanti ke nakule imeko asenokubakhona amatyhenaba akhoyo. Amaqela nemibutho ekwindawo ezintlalo enozinzo ziba abanazo iintsiba (ngamanye amaxesha nenjongo) yokusebenzela ukubavalela nokubadobelela abanye abantu.”²

Siyazi ukuba kwiindawo zethu ezininzi ezityebileyo, sele lukhona uzinzo kwiinkalo ezithile zintlalo. Le nto ibonakala kubandakanyeko nenxaxheba ethathwa ngabantu neentsapho ngeentsapho kwizinto ngezinto zalapha ekuhlaleni, eziqingqoke ngokusesikweni zamiswa ngendlela, nakwezo zingenaluqingqoke lutheni. akude kubekho mfuneko yokuba urhulumente makangenelele naye, ngaphandle kwalapho kucaca ukuba olu zinzo lubonakalisa amatyhenaba athile, umzekelo, njengaxa iKomiti zooKhala beeNgingqi (Neighbourhood Watch Committees) bengenwa licalu-calulo ngokobuhlanga. Kambe ke apho iimeko zasekuhlaleni zibonakalisa ukudlakazeka nobutyobo, kuyafuneka ukuba urhulumente makangenelele ngamanyathelo okuncedisa ngokuququzelela nokukhulisa nokuphuhlisa olo zinzo lwintlalo.

Ngoko ke kule inkalo kubalulekile ukuba urhulumente makaqinisekise ukuba wenza uhlalutyo olu nzulu nolufanelekileyo lweemeko zeendawo ngeendawo phambi kokuba awasungule amaphulo akhe ophuhliso lwezakhono zoluntu, ukuba ngaba unqwenela ukungenelela ekusekweni kwintlalo enozinzo. Le ndawo ibaluleke kakhulu ngoba ukuba ngaba uhlalutyo lweemeko zendawo aluchanekanga lungakhokelela ekuthathweni kwamanyathelo aneziphene, into leyo enokuthi nayo idale umonakalo kuloo ndawo endaweni yokuba ize nolungiseko kwezo ndawo bezingamatyhenaba.

Nangona ubuninzi beembalo bukhankanya umba wokuba nomzi nowobuhlanga nobuzwe njengezinto eziphambili kakhulu kumsebenzi wokusekwa kwintlalo enozinzo, imfundo (njengonozala wezakhono zoluntu) ithathwa ngokuba ibalulekile kuzinzo lwintlalo ngokubanzi: “Imfundo isenokuba sesona sixhobo sinamandla kakhulu anokusisebenzisa urhulumente.” UGlaeser uphinda kwakhona avakalise uluvo lokuba, njengoko abantu besithi bazifumane ngokufunda izakhono zabo zintlalo, kungenxa yamanqanaba emfundo abawaphumeleleyo abaya kuthi abantu basebenzise izakhono zabo kumaziko asekuhlaleni afana neecawe ngokuzithandela nangaphandle kwentlawulo, nokuba oku kube kuluncedo kumacala abatyekela ngakuwo kwixa elizayo. Okuthethwa yile nto ke kurhulumente kukuba ngaba ukulungele kangakanani na yena ukuhlengahlengisa imfundo aze ayibonelele ngenkxaso.³

Kanti ke kwelinye icala iWorld Bank yona ithi “... bukhona ubungqina bokuba izikolo zinempumelelo ethe kratya xa abazali nabahlali benenxaxheba ebonakalayo kuzo. Ootitshala bazinikezela ngakumbi, xa abafundi beqhuba kakuhle kwiimvavanyo zabo, kwaye nezibonelelo zezikolo zisetyenziswa bhetele kwezo ndawo zinabazali nabahlali abawubonakalisa ngezenzo umdla wabo kwimfundo yabantwana babo.”⁴

UEve Parts⁵ yena uthi “...intlalo enozinzo ifana nesefu ekuhluzeka kuyo izakhono zoluntu kunye nemali ukusuka emzalini

² Smith, M. K. (2001) 'Social capital', the encyclopaedia of informal education, www.infed.org/biblio/social_capital.htm

³ Edward L Glaeser, The Formation of Social Capital, Harvard University & NBER

⁴ The World Bank (1999) 'What is Social Capital?', PovertyNet

⁵ Eve Parts, Interrelationships between Human and Social Capital: Implications for Economic Development in Transition Economies, University of Tartu, 2003

nakubahlali ukuya emntwaneni, ikhupha iziphumo zemfundo ezibhetele, ibe ke njalo inceda ekufezekisweni kweziphumo ezibhetele kuphuhliso.”

Kukule meko ke apho kufuneka ukuba sikhe siziqwalasele nzulu izinto ezingundoqo kwimfundo yethu, sivandlakanye kananjalo ukuba ngaba zikwazi kangakanani na ukwenza igalelo ekusekweni kwentlalo enozinzo nakuphuhliso lwezakhono zoluntu kweli phondo.

2.5.1 Izikolo njengezixhobo zokuthundeza inguqu

Kwizikolo zeli phondo ezili-1470, zingaphaya kwesahlulo sesithathu ezikwimimandla yasemaphandleni nasezifama. Ubuninzi bezikolo zethu zamkela abantwana abavela kwiindawo ezazifudula zisingelwe phantsi, ezihluphekileyo ubukhulu becala, zilambatha nakwizibonelelo, njengoko kubonisiwe ngentla apha.

Imfundo yasezikolweni apha eNtshona Koloni ibandakanya izikolo ezazifudula zibonelelwa nezazifudula zisingelwe phantsi mandulo phaya, zinabafundi abathetha iilwimi ezahlukeneyo, bahlukene nangobuhlanga (jonga kolu Ludwe lungezantsi apha). Xa lujongisiswa kakuhle kula manani kuya kufumaniseka ngokucacileyo oku kushiyana kwamazinga osingelo-phantsi noku kungalingani kukhoyo ezikolweni, nokungqamana okukhoyo phakathi kwezi meko neendlela eziqhuba ngazo ezi zikolo ngokwasemsebenzini.

IMVELAPHI YEENKCUKACHA: ANNUAL SURVEY 2004

INQANABA	ISEBE LAMANDULO	abaNtsundu	abeBala	amaNdiya/ama-Asiya	abaMhlophe	Abanye
VOO	KOD	1925	10357	432	20657	8163
	DOO	43802	148	0	0	0
	RVA	8	313	310	0	630
	RVV	6960	76858	66	15	3762
AOO	KOD	7695	39488	1541	65615	16043
	DOO	143919	1685	0	0	83
	RVA	104	801	915	1	1025
	RVV	39789	415928	601	103	11434
LSEN		abaNtsundu	abeBala	amaNdiya/ama-Asiya	abaMhlophe	Abanye
LSEN		2148	8964	127	2865	538

Izikolo ezazifudula zingooModel C zihlala izizo ezizezona ziboneleleke kakuhle, zibonakalisa ukufikelela lula kwizinto zenkcubeko nasezimalini, kwizibonelelo zeebhakheji zekharithulam, kumagumbi okufundela anabafundi abambalwa, nenkqubo yabafundi bazo kwizifundo ikumazinga athe kratya. Abazali nootitshala bazama kangangoko ukuwakhusela amalungelo abawashiyelwa yinkqubo yolawulo yamandulo, kwaye kunjalo nje bayaluingqa ufikeleleko lwezi zikolo kubafundi abavela kwiindawo ezazifudula zisingelwe phantsi. Kambe ke mininzi imizekelo kolu didi lwezikolo yezikolo eziyamkelelo inguqu, neziqhuba izifundo ezigqibeleleyo. Indlela ezizobeke ngayo ezi zikolo iya itshintsha ngokutshintsha, besiya besiba baninzi abafundi abavela kwiindawo ezazifudula zisingelwe phantsi abathwathwayo ngenxa yokungenelela kukarhulumente.

Ngenx' enye, sinezikolo ezininzi kakhulu zeendawo ezazifudula zisingelwe phantsi (ezabaNtsundu nezabeBala) apho iimeko zingumngeni omkhulu, ngakumbi ngokuphathelele kwiimeko zeendawo ezikuzo ezi zikolo ngokwasekahlaleni (intlupheko, ubugewu, ulwaphulo-mthetho neziyobisi) kunye nezibonelelo ezikwimeko elusizi (ulwakhiwo lwezikolo olungenambonakalo intle, imihlaba yezikolo engalondolozwa kakuhle, ingxinano, njl). Izikolo ezininzi kwimimandla yasemaphandleni zisabonakalisa iimpawu zamaxesha ocalu-calulo ngakwicala lemigaqo-nkqubo yezemfundo, apho abantwana besikolo abamnyama bathuthwayo basiwe kwezinye iidolophu endaweni yokuba bathathwe kwesi sedolophu yabo (sisesabamhlophe). Nalapha kweli iqela lezikolo zikhona, kwaye zininzi, izikolo ezilondolozwa kakuhle nezilawulwa kakuhle, kunjalo nje nenkqubo yabafundi bazo intle ngokwasemsebenzini, phantsi kwezo meko zinzima zinjalo basebenza phantsi kwazo. Le nto ke ibangwa ubukhulu becala kukuqina nokukhuthala kweemanejala nezigqeba ezilawulayo zezi zikolo.

Kule ke inkalo izikolo zibonwa njengeendawo:

- ezikhoyo ubukhulu becala, nangokubanzi, phakathi kweemeko zokonganyelwa kukungabikho kolingano, bubuhlanga, ukudlakazeka kweedolophu nokungahoywa kwemimandla yasemaphandleni. Nangona izikolo ezininzi ziya kuzama ukumelana nodlakazeko lweendawo olugubungela abantu abahluphekileyo nabangahoyekanga, kunzima ukuba ezo nzame zibe nefuthe ezinalo kubahlali baloo ndawo. Into esuka yenzeke ke kukuba laa meko yasekahlaleni iba yiyo eba nefuthe apha esikolweni, ubomi besikolo bulawulwe yilaa meko yangaphandle;

- Njengoko besitsho uBowles noGintis⁶, izikolo zibonwa njengoovimba beendidi zoluntu namanqanaba entlalo. Ngoko ke zingumzobo kwaye ziyaluthundeza ulwahlulo-hlulo ngokwamanqanaba entlalo, zize ke njalo zidale umsantsa phakathi kwazo nabahlali bezo ndawo zikuzo. Amagosa ezikolo abonwa njengabantu ababaphatha ngendelelo nangotshabhis abantwana abavela kwiindawo ezihluphekileyo, into ke leyo ewenza unge uba mkhulu umsantsa phakathi kootitshala abakudidi oluneentsiba (middle class) nakubazali abakudidi lwabasebenzi (working class). Kule nkalo ke izikolo ziye zibe yimithombo yamatyheneneba kuzinzo lwentlalo, zibe ke njalo ziyakubethelela ukungahoyeki kwabafundi abavela kumakhaya odidi lwabasebenzi. Ukuba ngaba izikolo zisebenza njengamaziko okubethelela iimeko zasekuhlaleni, ke asingekhe sikwazi ukulindela ukuba mazibe ziindawo apho kunokutyalwa, kukhuliswe khona imbewu yozinzo lwentlalo. Ngamanye amazwi, ukuba ngaba imfundo (yasezikolweni) iqulunqeke ngohlobo olujoliswe ekubetheleleni imisantsa ekhoyo eluntwini phaya ekulaleni, into leyo esiyifumana kakhulu kwiindawo ekugquba inkqubo yobungxowankulu kuzo, loo nto ithetha ukuthi loo mfundo ikwajoliswe nasekutshabhiseni abantu bokusebenza abanokuvela kuyo.
- Kwakule mbono inye, uStuart Hall⁷ usichaza isikolo njengendawo ekugquba kuyo ukruthakruthwano lwamanqanaba entlalo nanjengenxenye yenkqubo yodobekele lwabamanqanaba alawulayo phezu kwabo balawulwayo, apho "...iityantlukwano zomzali, zikatitshala nezomntwana, nogonyamelwano olungathwethwisa kakhulu, ziyinxenye yezixhobo ... ootitshala, ... zilawula iingxaki zale nkqubo yemfundo egameni lolu didi lwabantu lulawulayo, bengeyoxalenye yalo bona phofu."

Ikhona imizekeo embalwana yezikolo ezikwaziyo zona ukumelana nezi meko zingumngeni ongaka. Ezi ke zizikolo apho abazali abakudidi oluphakathi baye bagqiba kwelokuba bathathe inxaxheba kuphuhliso lwezikolo zabo. Iziphumo zibonakalisa kakuhle nje: ezi ndawo zindawo ezinokhuseleko apho abantwana baqhuba kakuhle kakhulu, bethatha inxaxheba nakwizinto ezenziwayo sisikolo ezingaphandle kokufunda;

Into ecacileyo ngezikolo ezininzi kukuba ubuninzi bezikolo zinamaphulo ngamaphulo eziwaqhubayo anxityelelaniswa zizikolo ngokwazo okanye ngephulo lesebe eli, iPhulo leZikolo Ezinokhuseleko (Safer Schools Programme), okanye ngamalinge ee-NGO ezifana ne-EMEP, i-EQUIP, iAmy Biehl Foundation, kunye nezinye ke. Into ekholisa ukwenzeka kukuba, ngelixa la maphulo esiba nayo impumelelo, kukho uluvo lokuba ubukhulu becala siye sizifumanise sigutyungelwe yimfumba yeengxaki zasekuhlaleni, into leyo esuka ikhokelele ekutyhafisekeni nasekuhlaleni komdla wokusebenza kootitshala nakwiinkokeli zezikolo. Kanti ke mininzi imizekelo ekhoyo ekhuthazayo apho la maphulo oluntu aneziphumo ezihle kakhulu ezikhokelele kuphuculo lolawulo lwezikolo neziphumo zomsebenzi wabafundi kwizikolo ezinezona meko zilusizi. Le mizekelo asiyoyezikolo ezikwiindawo ezineentsiba yonke. I-Atlantis Secondary School, iNew Orleans Secondary School ePere kunye neHlengisa Primary eNyanga, yene yale mizekelo.

Nakubeni imeko inje, iyavunywa yona into yokuba imfundo kunye nezikolo ngakumbi, zisezezona zixhobo zinamandla zokuphuhlisa intlalo enozinzo. Njengoko besele kutshiwo ngentla apha, ezinye zezona zikolo zihluphekileyo kweli phondo ziye zaba nempumelelo ekukhuthazeni intlalo enozinzo. Kufuneka ukuba sijonge ukuba kutheni na ziba nempumelelo nje, sikhangele neendlela esinokuzisebenzisa ekunabiseleni le mpumelelo nakwezinye. Kubaluleke kakhulu ke ngoko ukuba iimeko zeendawo ezikuzo izikolo zihlalutywe ngocoselelo, ziqwalaselwe phambi kokuba kusungulwe nazo naziphi na izicwangciso zophuhliso lwentlalo, kunjalo nje kubandakanywe nezikolo. Ngelixa kuvakaliswa ezi zimvo malunga nokuxhasa ungqamaniseko phakathi kweziphumo zemfundo nabantu bokusebenza, zikhona izilumkiso ezikhoyo "...lujolisa kakhulu esikolweni njengesixhobo sokuthintela udlakazeko lwentlalo."⁸

Okona kubalulekileyo kukuba kunyanzelekile ukuba izikolo zethu nabantu abakuzo, singaziboni njengamakhubalo okunyanga zonke izihlava ezikhoyo ekuhlaleni, okanye njengamaziko angathathi cala nangenzi nto, anokuthi asuke nje asetyenziswe njengezixhobo zokuthundeza ukusekwa kwentlalo enozinzo. Isikolo ngasinye sinemfano yaso eyodwa, into ke leyo efuna ukuthathelwa ingqalelo phambi kokuba kusungulwe nasiphi na isicwangciso sokuseka uzinzo entlalweni (nokuba sesokwenza nantoni na enye).

Xa kujongwa ukuba ngaba yintoni na efuna ukwenziwa xa kuzanywa ukuseka intlalo enozinzo kweli phondo, kufuneka ukuba umntu aqale aqaphele ezona zinto ziphambili⁹ zinefuthe eliwacuthayo okanye eliwandisayo amathuba empumelelo yophuhliso lwentlalo enozinzo. Njengoko besele kutshiwo ngentla apha, ezi zinto 1) kukuba nawo umzi, 2) ukufana/ukungafani kobuhlanga nobuzwe, 3) namanqanaba (emfundo) abantu bokusebenza. Ezi zinto ke nefuthe lazo ezikolweni nasekuhanjweni kwesikolo zifuna ukuba zifundwe kukhangelwe ukuba zingawakhuthaza okanye zingawadodobalisa njani na amalinge ethu okuphuhlisa abantu bokusebenza kweli phondo.

Ezinye zezinto ezibalulekileyo ekufuneka sizijonge ezikolweni zethu lukhuseleko (lootitshala nabafundi), ukuba phezulu kwamanani abafundi abaphumayo esikolweni nokuqhuba kakubi kwabafundi emsebenzini wesikolo.

⁶ Bowles, S. and H. Gintis 1976. *Schooling in Capitalist America*. New York: Basic Books.

⁷ Stuart Hall, "Schooling, State and Society", in *Schooling and the national Interest*, Falmer Press, 1981

⁸ Richard W Race, Review of *Social Capital: Critical Perspectives*, Oxford, Keele University, August 2001

⁹ Edward L Glaeser, *The Formation of Social Capital*, Harvard University & NBER

Ubuninzi bezikolo zethu zithwaxwa bubugewu, ulwaphulo-mthetho, ubudlova neziyobisi nakubeni inempumelelo nje iprojekthi yethu yeZikolo ezinoKhuseleko ejoliswe ekunciphiseni ukungahanjwa kwesikolo nokubonelela izikolo ngezixhobo zokulawula ukhuseleko lootitshala nabafundi. Isikolo sikwazi ukulawula nje iimeko zaphaya ngaphakathi; asingekhe sikwazi ukulawula nezaphaya ngaphandle ekuhlaleni – lo ngumsebenzi wamaziko ajongene nothintelo lolwaphulo-mthetho ubukhulu becala. Ngoko ke iSebe leMfundo neSebe loKhuseleko loLuntu aya kuthi ke aqulunqe isicwangciso sokunciphisa ezi ngxaki ngempumelelo. Ngokungqinelana nesiCwangciso soPhuhliso lweNtlalo yoLuntu, amabutho asekuhlaleni mawakhuthazwe aze enziwe ukuba abe negalelo elinempumelelo kwimisebenzi karhulumente yokwakha iindawo zokuhlala ezisingqongileyo ezikumgangatho omhle ngokwasempilweni. Loo nto ke, ikunye namaphulo akhuthaza ufikeleleko lwemisebenzi noqoqosho namaziko emfundo ephakamileyo, ingancedisa nasekusonjululweni kwezi ngxaki zokuphuma kwabafundi esikolweni nokungaqhubi kakuhle ezifundweni.

Isikolo ke siseyeyona ndawo ibaluleke kakhulu ekunokufezekiswa ngayo isicwangciso sophuhliso lwezakhono zoluntu. Ngoko ke isikolo sisibonelelo sesizwe esibalulekileyo ekufuneka silawulwe ngobuchule nangokugqibelela, into ke leyo ethetha ukuba ikhona imida kwinqanaba lamaphulo namalinge ekunokulindelwa ukuba asungulwe, aqhutywe zizikolo. Ezi zinto zibandakanya ukufundiswa kwekharithyulam (uphuhliso lweengqondo), uphuhliso lwezakhono zokwenza nezenkcubeko zabafundi kunye noxanduva lwasekuhlaleni. Kuzo zonke ezi zinto kufuneka silumkele ukuzithwalisa imithwalo emikhulu izikolo. Endaweni yoko kufuneka senze uluhlu wezinto eziphambili ekunyanzelekileyo ukuba sizenze, size ke senze ucwangciso lwezinto ezinokukhetha ukuzenza izikolo, njengenxenye yeziCwangciso zoPhuhliso zazo. Kuya kufuneka ukuba sithathe izigqibo ezinzima kakhulu malunga nokuba sizikhulisa njani na izikolo njengobutyebi besizwe nobephondo: ukuqinisekisa impumelelo yomntu wonke.

2.5.2 Ulawulo lwezikolo

“Kulo lonke eli izikolo ziphatheke kakubi ziingxaki ezinzima, ezifana nokuqhambuka kobudlova nokonakala kwezinto nokunqongophala kwabasebenzi nokuba sezantsi kokulindelwe ngabafundi. Kodwa ke abantu abaninzi bakholelwa ukuba ukunqaba kweenkokheli ezinezakhono kwezemfundo yenye iingxaki enkulu. Zingekho iinkokeli eziqinileyo, izikolo azingekhe zikwazi ukumelana nayo nayiphi na imingeni.”¹⁰

Uvandlakanyo lwethu lwenkqubo yezikolo emsebenzini, olusekelwe kwiziphumo zematriki nezinye iindlela zovandlakanyo (ezibandakanya uvavanyo lweBakala 3 ekufundeni nasekubaleni) lubonakalisa ukuba inkulu indima eyenziwa lulawulo lwezikolo ekukhuleni nasekuphuhlisekeni kwezikolo. Ngelixa ufikelelo kwizibonelelo kukwenza kube lula ukulawula izikolo, umahluko omkhulu wona wenziwa zizakhono zeenkokeli. Ngoko ke zezi zakhono ezithi zenze izikolo ezihlupheke kakhulu zikwazi ukuqhuba kakuhle phantsi kwezi meko zichazwe ngentla apha. Ilusizi ke into yokuba ubuninzi beenqununu zethu zimathidala ukuluthatha ngokupheleleyo uxanduva lokwenza inguqu kuphuhliso lwezikolo zazo. Kuyinene kona ukuba iimeko zemfundo yocalu-calulo, kunye namaphulo okulwa nenkqubo le aye ayenza yahexa inxaxheba yenqununu njengeenkokeli. Ngoku kuyimfuneko ukuba indawo yobunkokeli beenqununu kufuneka ibuyiselwe, kunjalo nje banikwe amagunya olawulo athe kratya.

Kwixa elizayo izikolo ziza kufuna okuninzi kwiinqununu kwaye i-HCS iza kufuna iinqununu ezinobunkokeli kwiinkalo ngeenkalo (ezinombono, ekufundiseni nakwezasekuhlaleni), phezu kokuba ziziimanejala zamaziko emfundo aqinileyo. Ubuninzi beenqununu zethu azinazo ezi zakhono zobunkokeli, into ke leyo ethetha ukuba kufuneka sizibonelele ngamathuba okuzifumana ezi zakhono. Kwezinye zezinto ekufuneka sizenzile kukuqinisekisa ukuba xa kuqeshwa iinqununu sizinika inkxaso ii-SGB, ngokukhetha kakuhle xa zisenza izindululo ngabo bafanele ukuthathwa; kwakufuneka siqhube amaphulo ophuhliso aqhuba okoko naphaya ezikolweni ajoliswe kwinkxaso nakuthantamiso; iinqununu kufuneka ukuba zibonwe njengenxenye yobunkokeli kweli phondo, zize ke zibandakanywe kakhulu kuqulunqo lwemigaqo-nkqubo nezicwangciso; okokugqibela (kungekokuphela), ngelixa uvandlakanyo lwethu lweenqununu kufuneka lusekelwe kwiinkqubo ezinobulali nozinzo, kufuneka sizivandlakanye rhoq kunye nezikolo ezizilawulayo.

Ii-SGBs zilithuba noxanduva kumsebenzi wenguqu. Kucacile ukuba ngokubanzi, ii-SGB zinamagunya amaninzi kakhulu–kwiimeko ezininzi le nto iye yaqinisekisa ukuba izikolo ziyakhula zibe nozinzo. Kwezinye la magunya aye akhokelela kubuqhetseba, ukungavumi ukutshintsha, nokudlakazeka ngakumbi kwezinye izikolo. Kuza kufuneka ke ukuba sikhe siwuvandlakanye ngokutsha umsebenzi wethu wokuzisa iinguqu, siqwalasele ukuba zeziphi na izinto eziza kusinceda, izeziphi na eziza kusidodobalisa, size ke sithathe amanyathelo afanelekileyo: kwelinye icala sibonelele ii-SGB ezisebenzela iinguqu nophuhliso ngenkxaso, size ngenx’ enye sithathe amanyathelo omthetho okuzisa iinguqu apho kukho imiqobo eyithintelayo.

¹⁰ Re-inventing the Principals'hip, Institute of Educational Leadership, 2000

2.5.3 Ootitshala nophuhliso lootitshala

“Ndive omnye utitshala esithi xa echaza umsebenzi wakhe ‘ngumsebenzi kaxhashi-xhashi, wengxinano, wonyhasheko nesizungu.’ Ndinge ndingongeza ngokuthi, ‘ongathenjwayo’ ‘nongajongelwa ntweni.’”¹¹

Kule minyaka ilishumi idlulileyo imfundo iye yasoloko igutyungelwe yimigaqo-nkqubo emitsha ebijoliswe ekuziseni inguqu kwimfundo, iyitshintshe kulaa meko yayo yamaxesha ocalu-calulo, iyenze ivuleleke ibe nedemokhrasi ngokolawulo lwayo, apho indlela eziqhutywa ngayo izifundo ijoliswe ekwenzeni ootitshala nabafundi bakwazi ukuthatha inxaxheba ethe kratya kwintlalo yoluntu. Utitshala ebesoloko ebonwa njengesona sixhobo sikufanele kakhulu ukusetyenziswa ekuzisweni kweenguqu, kwaye kukuninzi futhi nobekusoloko kuthethwa ngokuzimisela kootitshala ukuyamkela le nto yokuba noxanduva lokuzisa inguqu. Okuyinene kona ke kambe kukuba kusenokwenzeka ukuba salindela lukhulu kakhulu kootitshala bethu: siye salindela ukuba bavele bakwazi nje okulityheneba kwintlalo yoluntu noko kufanele ukwenziwa ukulungisa loo matyheneba; siye salindela ukuba aootitshala bonke banazo zonke izakhono zemfundo ezinokubenza bakwazi ukumelana noxanduva lwabo olutsha lokuba ngabahlaleli bemigaqo-nkqubo, ngabalamli nabaqhubi abanezakhono zobunkokeli ezingephi, bengafumani nankxaso ingako nazikhokelo zingako kwisebe eli. Ngaphezulu, ngeli lixa silindele ukuba mabayihlengahlengise ngokutsha inxaxheba yabo kwezomsebenzi wobungcali, siye salindela nokuba mabaqhuba ngenxaxheba yabo yokuba ngabalusi (abacebisi, abaniki benkxaso ngokwasemoyeni, njl. phaya ezikolweni, ngelixa siwathathayo kubo amagunya amaninzi olawulo (afana neendlela zamandulo zokugcinwa kocwangco) singakhange sibabonelele ngezinye iindlela ezintsha ezinozinzo. Kananjalo siye salindela nokuba babe ngabaphuhlisi naphaya ekuhlaleni, bathathe inxaxheba kumaphulo ophuculo lweendawo abahlala kuzo.

Ezi zinto ke ziye zenza ootitshala abaninzi bazive bethwaliswe umthwalo ongaphaya kwamandla abo, bengenako nokuzithemba ngakumandla abo okufezekisa inkonzo yemfundo esemgangathweni ngokungazinikezeli emsebenzini wabo.

Kuyinyaniso ukuba baninzi ootitshala abazibona benoxanduva lokuqhuba nje imisebenzi yabo, bengekho kubizo; ootitshala abangazimisela ukuzinikezela ekunxibelelaniseni amava emfundo esemgangathweni phaya kumagumbi okufundisela yonke le mihla; ootitshala abeza esikolweni bengazilungiselelanga, bephantsi kweempembelelo zotywala; ootitshala abasoloko bengekho esikolweni mihla le okanye befika emva kwexesha; ootitshala abangenambeko kubafundi, into ke leyo eyenza ukuba nabo bangayenzelwa imbeko ngabantwana; ootitshala abakhathalele nje imivuzo yabo, phofu kungekho kungako bakwenzileyo okanye bengakhange benze nto kwa-ukwenza nto. Bambalwa ke phofu aba titshala naxa bebabazwa kakhulu ngamajelo eendaba. Aba ke ngaba kufuneka bekhutshiwe kule nkonzo yethu yemfundo.

Kwizikolo zethu zonke bakhona ootitshala abasakhutheleyo nabasazimiseleyo ukuluthwala oluya xanduva lwabo lokuba ngabalusi nabacebisi abasebenza ngaphandle kokukhalaza; abasoloko bezimilisele dzu iingqondo zabo kwizinto ezilindelwe kubo yile migaqo-nkqubo; abazithathela ngokwabo amanyathelo okuphucula izakhono zabo ngokukwenza uphando okanye ngokufunda; abazimiseleyo ukuphefumlelana nabanye ngamava abo – awokuwa phantsi nawokuphumelela kwimizamo yabo, nabafundayo kuwo; abathatha inxaxheba ngothakazelelo kwizinto ezenziwa ngaphandle kwamagumbi okufundisela nakwizinto ezenziwayo ekuhlaleni bengalindelanga mbuyekezo. Aba ke ngootitshala abanayo imihlaba yokukhalaza, bekhala phofu ngamanye amaxesha, kodwa ke ubuninzi bexesha beqhuba ngokwenza umsebenzi wabo. Aba ngootitshala abenza ukuba inkqubo le isebenze kakuhle, nabanegalelo elikhulu kakhulu kwiinguqu esizibone zisenzeka ezikolweni zethu kule minyaka ilishumi idlulileyo. Aba ngootitshala esifanele ukuba sibachonge, sibaxabise, size sibanike inkxaso. Apho banokusilela khona akusayi kuba ngenxa yokungenzi mizamo, koko kungenxa yokungafumani nkxaso, ubukhulu becala – ngenxa yokuba siye sathanda ukuchitha ixesha lethu elininzi kwaba titshala balala emqokozweni.

Uqhagamshelwano lwethu nootitshala, neenqunu zezikolo, nabahlohlile kumaziko emfundo ephakamileyo neeyuniyoni lwenze kwacaca nje kakuhle ukuba kufuneka siwuqwalasele nzulu umba wootitshala wokuba: bagaywa njani, baqeqeshwa njani kwaye bayinikwa njani inkxaso, xa besaqhuba uqeqesho okanye xa sele besebenza. Bayancwina noko yindlela ezikulungele ngayo iiyunivesiti ukukhupha ootitshala abanokukwazi ukumelana noxanduva lwasemagumbini okufundisela, ngokuzithemba nangempumelelo – isimbonono ke eso esisoloko sisenziwa ngootitshala abasandula ukugqiba uqeqesho lobutitshala kula maziko emfundo ephakamileyo aqine kangaka ekufundiseni, naxa ebuqhwalalela ngakwicala lokuqeqesha okuzenza mandundu ngakumbi izinto kukuba sixelelwa ukuba isebe eli alikade liqulunqe zikhokelo zoqeqesho lwabo sele bengaphakathi kwinkonzo yobutitshala: ukuza kuthi ga ngoku, amaphulo ophuhliso athande ukujolisa kumsebenzi woqhelaniso nokuqhuba le kharithulam intsha, endaweni yokugxininisa kwizicwangciso zakumagumbi okufundisela nakulawulo lwekharithulam.

Ukuba ngaba sifuna ukuba ootitshala basisebenzise esi sicwangciso i-HCD ezikolweni, kufuneka siqulunqe amaphulo okubaqeqesha nokubanika inkxaso, nokubagcina kule misebenzi. Nakubeni kusaziwa ukuba isicwangciso i-HCS simalunga nophuhliso lokukhula kwinqanaba lephondo nelesizwe, sikwaxelelwa nokuba esona sixhobo sigqibeleleyo sokuzifezekisa iinjongo zaso kukuqinisekisa ukuba amagumbi okufundisela aza kuba zizityalelo zophuhliso lobungcali bethu. Kufuneka

¹¹ John Merrow (2001), in *Redefining the Teacher as Leader*, Institute of Educational Leadership, 2001

siyivandlakanye (kwinqanaba lesizwe) inkqubo esiyisebenzisayo kungoku nje yoqeqesho lootitshala, sibandakanya neendawo eluqhutyelwa kuzo olo qeqesho. Nakubeni kukuninzi okuhle okwenzekayo ngakwicala lamathuba okunyuka kootitshala emisebenzini nakwicala leenkuthazo lootitshala, kucacile kona ukuba, njengoko nakwamanye ikhona imizekelo ekungqinayo oku, kufuneka sikhawuleze ukuhlaziya imivuzo yootitshala.

Ootitshala basahleli bebobona butyebe sinabo, kwaye ke kufuneka ke ngoko ugxininiso lwethu lube sekubeni siyabanika inkxaso ngakwicala lophuhliso – sicinezele ngakumbi kuxanduva lwabo kwikharithulam, kunjalo nje siqinisekise ukuba umsebenzi wabo kumagumbi okufundisela yeyona nkalo iphambili bajolisa kuyo emsebenzini wabo. Loo nto ke inefuthe elikhulu kakhulu ke kwindlela esizithatha ngayo izigqibo zokuqesha ootitshala, kumaphulo ethu ophuhliso lootitshala, kwizinto ezenziwa ngootitshala, kwiindlela esibathintsha ngayo nesibasebenzisa ngayo abasebenzi bethu abakwii-ofisi ezinika ootitshala inkxaso (abasebenzi bekharithulam, iimanejala zeesekeke, njl.). Ngaphezulu kufuneka siqinisekise ukuba, njengorhulumente wephondo, iimeko abasebenza phantsi kwazo ootitshala (imeko yasemsebenzini, nokhuseleko kumaziko emfundo) sizenza zibe ngumba ongundoqo. Iiyunivuyi zootitshala kwakunye nezigqeba zolawulo nabazali ngokubanzi kufuneka belenzile igalelo kweli linge.

Kananjalo kubalulekile ukuba siqaphele ukuba ootitshala nabo kufuneka bethathe inxaxheba enkulu kuphuhliso lwabo. Ukuze babe ziingcungcu emsebenzini wabo kumagumbi okufundisela, kufuneka ukuba bakwazi ukuzixhobisa ngolwazi nangezakhono eziya kubenza babe zizo ezo ngcungcu. Akufuneki baxhomekeke kuphela kwii-program nezifundo ezisungulwa lisebe eli: iingqondo enobuchule bokuyila iza ngokuthi umntu asoloko ezibekela imingeni yolwazi nezakhono zakhe.

2.5.4 Abazali

Kumazwe onke izikolo ziyayikhalela into yokuhla kwenxaxheba yabazali kwimfundo yabantwana babo. Abatyahaleli nje kude uxanduva lwabo lokuqulunqa izimo zabantwana nentlalo yabo, koko bayicutha ngokuyicutha inxaxheba yabo ekukhuliseni abantwana babo ngokwasengqondweni. Okumangalisa ngakumbi ke kukuba bayazikhupha nakuxanduva lwabo lwendlela abaziphatha ngayo abantwana babo, ngelixa phofu kungekho nanto bayenzayo ukuxhasa iiprogram zesikolo zokuphucula isimilo sabantwana babo.

Ngokucacileyo zininzi zona izizathu ezibangela abazali abaninzi bangakwazi ukulufezekisa uxanduva lwabo lobuzali, izinto ezifana nokungakwazi kwabo ukuyiqonda imigaqo-nkqubo yekharithulam ngenxa yokuba bengenamfundo. Ubuninzi bezinto eziluxanduva lwabo kambe azifuni mfundo iphezulu. Kukwinkalo yesimo neempawu zentsulungeko, ezinexabiso kwimfundo nokuziphatha ngendlela efanelekileyo kanye apho banokuthi babanike khona inkxaso abantwana babo. Ngoko ke kufuneka sibe ngathi sibhinqela phezulwana kwiphulo lethu lokubuyisela imigangatho eyamkelekileyo yinxaxheba yabazali.

2.5.5 Ulutsha

Eyona nto kujoliswe kuyo ngokukhulu kwisicwangciso lulutsha ngenxa yezizathu ngezizathu: lulo olusezimbizweni zemfundo oluphekwa kumanqanaba ngamanqanaba lwaye lunokubonelelwa ngemfundo noqeqesho olunabileyo oluya kuthi lulwenze lukwazi ukuphucula ubomi balo nemisebenzi olunokuyilandela; lusentendelezweni yokungena kwinkalo yemisebenzi okanye eyoqoqosho (njengabashishini), into ke leyo efunisa ukuba ukuba malubonelelwe ngamathuba anyanisekileyo okufikelela kwinkalo yemisebenzi okanye yoqoqosho, kungenjalo luya kujika lube ngumthwalo osemagxeni karhulumente, lube negalelo nasekuphemebelekeni kweemeko zokungazinzi kwentlalo.

Iziphumo zophando olusandula ukwenziwa¹² zibonakalise ukuba ulutsha lwaseMzantsi Afrika (kule ntanga yama-20 ukuya kuma-24) lunethemba elikhulu kakhulu ngekamva leli lizwe, kwaye lukholelwa ekubeni eli lizwe linako ukuzimisela okuyimfuneko kwimpumelelo. Abanye bavakalise noluvo lokuba eli lizwe “liyaqhelezela ngamathuba” kwaye bakhangeleka bengathi bazinikezele ekukhuleni nakuphuhliso lweli lizwe. Le nto ke ingathetha ukuba ulutsha luyafikelela kwinkalo yemisebenzi nakweyoqoqosho, ngendlela elula kakhulu kunento ebekufudula kuyiyo kwisithuba sonyaka odlulileyo, okanye luyayiqonda into yokuba kuza kuya kusiba lula kwixesha elizayo. Le nto ke yinto entle kakhulu, kwaye yingcaciso ekufuneka ukuba siyisebenzise kakhulu ekujoliseni kwethu kulutsha olusesesikolweni, ekuqinisekileyo ukuba luza kulandela kule ndela yeli qela lolutsha loMzantsi Afrika ngokucinga.

¹² Internationale Bemerkingsraad van Suid-Afrika, Junie 2005

2.5.5.1 Abafundi: Amalungelo noxanduva

Xa sicinga ngeemeko zocalu-calulo esiphuma kuzo, apho besibona imibono emibi yokunyhashwa kwamalungelo abantu bakuthi, akumangalisi konke ukuba sithi ngenkululeko equlathwe nguMgaqo-siseko wethu noXwebhu lwaMalungelo (kubandakanywa noSomqulu waMalungelo aBantwana (Charter of Children's Rights)), siqwenenele ukubakhusela abantwana bethu kulo naluphi na uhlobo longcungcuthekiso ngokuthi babandezelwe amalungelo abo.

Kulilishwa kambe ke ukuba siye sajolisa kakhulu kumalungelo abantwana kwizikolo zethu, sathi ngokunyenyisa kakhulu ngokufaka imigaqo-nkqubo namaphulo angenabungqongqo, sathi kanti singaqondi nje siwenza ndyenge-ndyenge wona awootitshala bethu amagunya. Ngaphandle nje kwembinana yabanobuchule bokuziyilela iindlela zokumelana nale meko, abaninzi bona abakwazi tu ukuzilawula izimo zabafundi kumagumbi okufundela.

Kungoku nje abafundi bathe gqolo ngokubonakalisa iimpawu zokuphelelwa ngumdla, nezokungabi nazinjongo nezokungakwazi ukuziphatha. Kungoku nje izikolo zethu ziyakhawuleza ukuba zingumfanekiso wezikolo zala mazwe emi kakuhle ngophuhliso (i-UK, i-USA, iCanada, i-Australia, i-New Zealand, njl.), apho ootitshala sele kusecicini ukuba baxhome ngakwicala lokumisela ucwangco kumagumbi okufundisela abo. Umbuzo ophambili ovelayo ke ngulo: ngaba oku kuziphatha kunje kwabafundi kubangwa yinkululeko nangamalungelo amaninzi abawanikiweyo, ngaba kukungabikho kwezikhokelo eziqinileyo nezikhokelo zemigaqo-nkqubo eziceke-ceke ngakwicala lesebe eli, okanye ingaba ngootitshala aba bangayiqondiyo imigaqo-nkqubo – kangangokuba, oko lwathi lwapheliswa uswazi, banenkolelo yokuba abanayo enye indlela abangabhenela kuyo? Mhlawumbi zonke ke ezi zinto zingoonobangela bale meko.

Kufuneka ukuba sibenze abafundi baqonde ukuba, la malungelo banawo ahamba kunye noxanduva, nokuba amalungelo abo akwabandakanya noxanduva lokuba bawahloniphe amalungelo abanye abafundi nawootitshala. Izikhokelo zemigaqo-nkqubo yethu, ezemisebenzi nezeenkqubo, kwakunye nezeendlela zokulawulwa kwezimo zabafundi, kufuneka zibe ngathi zenziwa zicaciswe kakuhle kunale meko kuyiyo ngoku – enyanisweni khona singakhe side sicinge nangokuqulunqa amanyathelo angathi athe nyi noko okukhawulelana neemeko zezimilozabafundi eziphazamisayo nezingamkelekanga ezikolweni zethu. Kufuneka siqinisekise ukuba abafundi bayayiqonda inxaxheba yabo kwezentlalo yoluntu; nokuba kufuneka babe ngathi bazibekela iinjongo ebomini babo bekulungele nokungena kukhuphiswano; neyona ndawo ibaluleke kakhulu ekukuba kufuneka bakubone okokuba imfundo esemgangathweni inazo izivuno, nokuba zezamathuba okuqhubela phambili ngemfundo bagqibe imfundo yabo bafumane iziqinisekiso zokugqiba uqeqesho ezingamathuba okufikelela kwinkalo yemisebenzi neyoqoqosho.

Ekugqibeleni kambe ke, ootitshala kufuneka ulwazi lwabo, amava abo nezakhono zabo babelane ngazo: kukho ootitshala abaninzi apha kuthi abakwaziyo ukuzilawula kakuhle ezi meko, nakwezona zinzima iimeko. Asikho konke isizathu sokuba ootitshala bayinikele umva inxaxheba yabo yobunkokeli phaya kumagumbi okufundisela, bekhalela into yokuyekwa koswazi.

2.5.6 Imibutho yootitshala

Iiyunyonini zootitshala kunye nemibutho yeenqununu, inenxaxheba enkulu eyithathileyo kwimfundo yeli phondo. Kunyanzelekile ke ukuba siqhubele phambili ngokwakhela phezu kwesi siseko sibobu budlelane, njengoko le mibutho isiza nomdla oqhubeka okoko noxanduva ekusunguleni nasekuxhaseni iiprojekthi zokuzisa inguqu kwimfundo. Kukwyanzelekile nokuba iiyunyonini zithathe inxaxheba etyekele kakhulu ngakwicala lokulungisa nokuphuhlisa ngokuphathelele kumalungu azo–le nto ibhekisele ngakumbi kwimiba yokuziphatha kootitshala nokuphucula amazinga oqeqesho lwabo. Apho kunokwenzeka kufuneka ukuba sizamele ukuseka ubuhlakani kule nkalo, kodwa ke kubalulekile ukuba iiyunyonini ibe zizo ezikhokelayo.

2.6 Uhlalutyo lwecandelo: iindlela zokunikwa kweenkonzo

ISebe leMfundo leNtshona Koloni i-WCED lifezekisa igunya lalo ngale misebenzi ilandelayo. Le misebenzi ke ikwazisiseko esiya kusiqhubela phezu kwaso isiCwangciso soPhuhliso lweZakhono zoLuntu. Abanye abantu abangoogxekani baya kuthi, ukuze imfundo ikwazi ukukhawulelana neemfundo zezakhono ezingxamisekileyo, kuya kufuneka ukuba mayikhe izame ukucinga ngolunye uhlobo, iveze nezinye iindlela ezintsha. Izinto ke abayilibalayo aba gxekani yimiba ebaluleke kakhulu eyile:

- Uphuhliso lwemfundo noqeqesho zizinto ezihamba ngokwezicwangciso ezingakwaziyo ukuba zisetyenziselwe ukuphumeza iimfundo zoqoqosho zexeshana elikufutshane okanye zezinye izinto. Ngokucacileyo kuyafuneka ukuba lubandakanye abantu abanolwazi oluthile nophuhliso lwezakhono, ezisekelwe kuqikelelo lwexeshana elikufutshane neliphambili phaya. Enyanisweni kona nayiphi na inkqubo yemfundo ijoliswa kuphuhliso lwelizwe ngokubanzi, kwaye kufuneka iqwalasele nezinye iinkalo ezingelulo uqoqosho, ezifana nenkalo yophuhliso lwentlalo nezenkcubeko. Loo nto ke yenzeka xa ucwangciso luthe lwalolumiswe kakuhle kakhulu, luzithathela ingqalelo

iinguqulelo ezenzekayo, ngakumbi iimfuno yolwazi “olufike ngexesha” kwinkalo yeenkcukacha;

- Nawuphi na umsebenzi wophuhliso lwezakhono noqeqesho kufuneka ube nesiseko solwazi esiqinileyo. Loo nto ke ithetha ukuba ulwazi olufana nolwazi lwemathematika, iilwimi, njl, kufuneka lubekhona, khon' ukuze kukwazeke ukufumana izakhono zobugcisa. Ulwazi olunzulu lweenkqubo zethu zolwazi zenza kube lula ukuba uluntu luqulunqe olunye uphuhliso, ngakumbi kwiinkalo zethekhnoloji;

Kambe ke kufanele ukuba kukwazeke ukuvandlakanya ukuba yeyiphi na kwimisebenzi yethu ebalulekileyo ekubeni ziziphembelo zomsebenzi wethu wophuhliso kwaye ke loo nto iza kusenza ukuba sizitsibe ezinye izigaba zophuhliso. Kule ke inkalo into eya kunceda kukwenziwa kohlalutyo lokushiyana kwezinto ngokubaluleka oluya kuthi lubonise ukuba zeziphi na ezinokuyekwa, izeziphi na ekufuneka zigxinisiwe. Apha ke kuya kufuneka ukuba sivandlakanye nzulu ukuba ngaba kuyimfuneko ukuba siqhube ngokunika iinkonzo ze-ECD ne-ABET ngolu hlobo siqhube ngalo, nokuba ngaba thina singurhulumente kufuneka senze iinkonzo ngokwethu. Umzekelo, ukuba ngaba sithi imfuno yesiqhelo eqinileyo iyimfuneko yokuqala ekufunyanweni kolunye ulwazi okanye nezakhono ezithe kratya, ke umbuzo ovelayo ngulo wokuba ngaba olu hlobo iqhutywa ngalo inkonzo ye-ECD neye-ABET iya kukwazi na ukuza nezi ziphumo zifunekayo?

2.6.1 Imfuno yabantwana yasekuqaleni (ECD)

Kungoku nje inkonzo ye-ECD inikwa yi-WCED, kunye neSebe lezeMpilo nelezeNkonzo zeNtlalo yoLuntu noNciphiso lweNtlupheko kwakunye noomasipala kwiindawo ngeendawo ezahlukeneyo. Ingxoxo zakutsha nje phakathi kwaba baniki beenkonzo ziye zaba neziphumo ezikukuqulunqwa kwesicwangciso esinye.

Kambe ke, ngeli lixa iziphumo zophando olusandula ukwenziwa (2004/5) e-United Kingdom zibonise ukuba asizizo zonke izifundo ze-ECD ezinalo ifuthe eliyinzuzo, ingakumbi xa ziqaliswe kwasekuqaleni kakhulu, thina sizimisele ukwandisa eli candelo ngokungqinelana nenjongo yethu echaziweyo yokuphuhlisa izakhono zoluntu kwakwiminyaka yobudala esekuqaleni. Loo nto ingasenza siqwazi ukuba sibe nekharityhulam ekumgangatho obhetele, nokuba siqwazi ukwenza nzulu amalinge ethu oqinisekiso lomgangatho kwelinye icala, ngelixa kwelinye siqinisekiso ukuba oomama (iifemeli) baluthwala ngokwabo uxanduva lokukhulisa abantwana ngokwasentlaweni phaya, kwasekuqaleni.

Kufuneka siphonononge ngokubalulekileyo iinkqubo zethu zokwenza iinkonzo ukuqinisekisa ukuba zinempumelelo kwaye ziyasebenza kakuhle. Njengephondo, siya kuba sandisa amacandelo ku-2006-2008 njengenxalenye ye-EPWP ngokuseka amaziko okufundela, ngokubonelela ngezibonelelo ezancedisa ukufunda nokufundisa, ngokuphucula iimeko zeengcali ze-ECD, ngokubonelela ngoqeqesho kwiingcali ezimalunga nama-900 kwi-NQF level 1 – 4 kwanokuphonononga ikharityhulam esetyenziswayo.

2.6.2 Imfuno yabantu abadala (ABET)

Kwangokunjalo kuyafuneka ukuba siyithathe njengengxaki into yokwenziwa kweenkonzo ngu-ABET. Nangona kunyanzelwa ngumgaqo-siseko ukwenziwa kwale nkonzo, oko akuthethi ukuba le nkonzo sifanele ukuyenza ngolu hlobo siyenza ngalo. Eli candelo malenziwe iinguqu ukwenzela ukuba lifundise iiprogram eziya kubonelela bonke abo bathi bashiywa ngasemva kwimfuno, ngenxa yezizathu ezahlukeneyo. Phakathi kwezinye izinto, kufuneka sigxinise ukufikelela kwale nkonzo ubukhulu becala kwabo bathi bashiywa ngasemva nakuluphi na uhlobo lwemfuno yoqeqesho ecwangciseke ngokwasemthethweni neyimfuno yokuqala esisiseko, ngeli lixa kubonelelwa ngamathuba okuphindwa kwematriki apho kunokwenzeka khona.

Ku-2006, siya kuba siqhube uphando olungamandla lokwenzeka kokwenziwa kweenkonzo zika-ABET kwiphondo. Olu phando luya kuqwalasela phakathi kwezinye izinto ukuba nokwenzeka kokusekwa kwamaziko asisigxina ka-ABET kuluntu ekujoliswe kulo, kuphononongwa ikharityhulam esetyenziswayo ngoku neemenyu zeekhosi ezibonelelwa ngamaziko akhoyo, kuqwalaselwa ukuba nempumelelo kweenkqubo zeenkonzo ezenziwayo ngoku, kwanokunikwa kweengcebiso zobandakanyo olusondeleyo lwecandelo le-NGO ze-ABET ekwenziweni kweenkonzo nakulawulo luka-ABET kwiphondo. Olu phando bekukudala lufuneka, luya kuqinisekisa ukulungelana kweeprogram zethu ne-HCDS kwakunye nezindululo ze-MEDS, kwaye luya kuzinzisa u-ABET njengomenzi-galelo kuphuhliso lwezakhono zoluntu kwiphondo.

2.6.3 Imfuno yabafundi abaneemfuno zemfuno ezizodwa (ELSEN)

Kucacile nje ukuba eli candelo kufuneka kuqhutywe ngokulixhasa, njengoko ilicandelo elibonelela abo banezinto eziyimiqobo emfundweni yabo, kwakunye nabo sekuqheleke ukuba bachazwe “njengabafundi abakrelekrele kakhulu”. Kambe ke kuyathandabuzeka ngaba ulwabiwo lwezibonelelo lungandiswa na kweli candelo kwixeshana elikufutshane, kodwa ke kunyanzelekile ukuba sikwenze oko, kuba imfuno yona inkulu, kwaye kungoku nje sibonelela nje abambalwa.

Okona kubalulekileyo mhlawumbi, yimfuneko yokuba siseke ezinye izikolo ezikwaziyo ukuthatha abo bafundi banokwenza nje imisebenzi yezandla, efana nokwenza izinto zenkcenkce, ukulungisa izitulo ezikrazukileyo (upholstery), njl., nabanokuthi ngayo bafune imisebenzi, okanye bazivulele namashishinana amancinane kwezo zinto bazifundeleyo.

2.6.4 Imfundo ye-GET

Njengoko besele sitshilo ngentla apha, eli candelo lisisiseko sesicwangciso sethu, njengoko sikholelwa imfundo eqinileyo nesemgangathweni kweli candelo (egxininisa kuqhagamshelwano nenzululwazi) iya kunceda abafundi abaninzi bakwazi ukufikelela kwimfundo yenqanaba le-FET kunye neyamaziko emfundo ephakamileyo. Sikholelwa ukuba abafundi bethu abayi kufumana nje ulwazi, izakhono neenkukacha zokuba bayikhethe ngokuzithemba imisebenzi abanqwanela ukuyilandela, koko baya kufumana neempawu zentsulungeko neengqondo eziya kuthi zikhuthaze ukuthatha kwabo inxaxheba kwizinto zasekuhlaleni nakwezoqoqosho ngokubanzi. Le ndlela yokuqhuba isicwangciso sethu, ixela ukuba le nto kufuneka siyibeke phambili ngokubaluleka.

2.6.5 Imfundo ye-FET – Izikolo

Kucetywa ukuqalisa ngokusetyenziswa kwe-NCS kweli candelo ngo-2005/06. Loo nto ke ayizi kubandakanya nje ukusungulwa kwekharithulam entsha, koko neyona nto ibalulekileyo ekukulungiswa komonakalo owenziwa kwikharithulam kumaxesha angaphambili – ukusungulwa kweekharithulam ezinatyisiweyo (ezigxininisa kwimathematika, inzululwazi nethekhinoloji kunye neelwimi) ezazikade kudala zinganikwa ngokupheleleyo ngenxa yezizathu zezopolitiko, ukungabikho kwenkuthazeko nomdla nokunqongophala kwezibonelelo. Isebe eli liza kungenelela ngqo ngeenjongo zokuqinisekisa ukuba abantu ekuhlaleni bakhetha iikharithulam ezifanelekileyo ekubenzeni bafikelele kulwazi oluphezulu nakwizakhono, nasekusekeni amaziko okugqibelela okanye iZikolo ekuJoliswe kuzo, ngokungqameneyo neeprojekthi zokukhuliswa koqoqosho mazenziwe ngophando lwe-MEDS. Kuqikelelwa ukuba eli candelo liza kuba lincinane noko, njengokuba abafundi abaninzi beza kukhuthazelwa ukuba bangene kwicandelo leekholeji ze-FET baye kufunda izifundo ezihambelana neemfuno namandla abo ngokwengqondo nezikhokelela kwiziqinisekiso zoqeqesho kwimisebenzi ethile. Kambe ke le nto ayithethi ukuba kuza kubakho ukusinda kwezibonelelo – eneneni khona kuqikelelwa ukuba apha ekuqaleni, ukusekwa kweli candelo kuza kufuna ulwabelo oluthe kratya ngakwicala lezibonelelo, izinto zokusebenza, iiprogram zophuhliso lootitshala, njl.

2.6.6 Imfundo ye-FET – Ikholeji

Eli candelo libaluleke kakhulu kwizicwangciso zethu zophuhliso, njengoko lilungiselelwe ukubonelela abafundi ngofikelelo (ngokuqulunqa izifundo ezifanelekileyo nangokubabonelela ngenkxaso-mali yezifundo). Eli candelo sele lizingenisile izicwangciso zalo zophuhliso olucwangcisekileyo, kwaye nezifundo zalo sele lizihlengahlengisile, kananjalo langenisa neekharithulam zezifundo ezitsha, ezisekelwe ubukhulu becala kwiziphumo zophando olwenzelwe i-MEDS. Ngaphezulu, ukubonelelwa ngemali yeentengo ezinkulu eza kuvela kwiSebe leMfundo kuza kunceda kakhulu ekwenzeni iikholeji zikwazi ukukhawulelana neemfuno zophuhliso zeli phondo kunye nezozoqoqosho lwalo. Ngokusebenzisana kakhulu nee-SETA, iikholeji ziyakwazi ukuba zenze iinkonzo kwiinkalo ebekujoliswe kuzo liSebe lezaBasebenzi leSizwe ngokuphathelele kubafundi abakuqeqeshelo-msebenzi. Umba obaluleke kakhulu kuphuhliso lweli candelo iya kuba kukusekwa kwe-FET-C Information System eya kuthi isenze sikwazi ukulandela ngokuchanekileyo inkqubo le nokugqibelela kwayo.

2.7 Uhlalutyo lweCandelo: Inxaxheba yamaZiko eMfundo ePhakamileyo kuPhuhliso lwaBasebenzi eNtshona Koloni

Kuthethwano olube banzi kakhulu i-WCED iye yaba neengxoxo necandelo leMfundo ePhakamileyo ngokubanzi kunye neCape Higher Education Consortium (CHEC). Xa bephendula isimemo sethu sokuba banike izimvo nge-HCS, i-CHEC baye benza igalelo elibe banzi kakhulu, eliye labandakanya namanani-nkcazo aye aba luncedo olukhulu. Igalelo labo elipheleleyo naliya kwisiHlomelo. Kambe ke kubalulekile ukuba iqatshelwe into yokuba iingxoxo neli candelo zihlala ziqhuba okoko.

Apha ngezantsi zizicatshulwana ezithathwe kolu xwebhu balungenise ngeli galelo labo.

2.7.1 IMfundo ePhakamileyo noPhuhliso

Yinto evunye jikelele ukuba imfundo ingundoqo ekukhuliseni nasekuphuliseni, ngenxa yokubonelela kwayo ngezakhono nangenxa yefuthe layo kwizinto zasekuhlaleni ezifana nempilo, isondlo, amazinga okubhubha kweentsana, intlupheko yabantwana, njl. Ngoko ke imfundo ilicandelo eliphambili kumsebenzi wophuhliso. Ivunye kwihlabathi liphela ngoku into yokuba imfundo ephakamileyo inenxaxheba enkulu kakhulu kuphuhliso lwabasebenzi, ekukhuleni koqoqosho kuphuhliso lwentlalo noqoqosho. Kananjalo iya ivunye kakhulu inxaxheba yemfundo ephakamileyo kuphuhliso lwemimandla. Ayimangalisi ke ngoko into yokubona imfundo ephakamileyo ibandakanywa kuxwebhu lwesicwangciso sommandla okanye sephondo sophuhliso lwabantu bokusebenza.

Into entsha kukujika koqoqosho lwehlabathi ekufuneka uMzantsi Afrika, ngakumbi iNtshona Koloni, ithathe inxaxheba kulo. Ulwazi luyayithatha indawo yobutyebi obubonakalayo yokuba ngumthombo wobutyebi bexa elizayo. Ithekhinoloji yiyo engumthunzi ophambili kulo msebenzi, apho ithekhinoloji yeenkcukacha, nethekhinoloji yezenzululwazi (biotechnology), nezinye izinto eziluyilo olukhokelela ekuguqukeni okuninzi kwindlela esiphila ngayo nesisebenza ngayo. Ezi zinto ke zibeka umngeni omkhulu kwiinjongo zophuhliso zikarhulumente wephondo nakumaziko emfundo ephakamileyo alapha eNtshona Koloni.¹³

Ngokuphathelele kwimfundo ephakamileyo iNtshona Koloni noko xa ikuthelekiswa nezinye iindawo ime kakuhle noko. Nakubeni ummandla ucukene kumbindi weKapa, lunqongophele ubonelelo kwezinye iindawo zephondo eli, amaziko amane alo anyathela imihlaba enabe kakhulu kokufundiswayo enawo namaphulo ophando, esenza nemisebenzi ethile phaya ekuhlaleni. Kulo msebenzi uqhutywayo ngoku wohlengahlengiso, indlela emi ngayo amaziko apha eNtshona Koloni iza kuguquka, ngokuthi kudityaniswa iitheknikhoni ezimbini zibe yiCape Peninsula University of Technology, ngokudityaniswa kwezifundo zoogqirha bamazinyo kwiYunivesiti yaseNtshona Koloni, ngokuhlengahlengisa izifundo zobunesi ezingezozezidanga, nangokusetyenziswa komgaqo-nkqubo wesizwe ochaziweyo wentsebenziswano yemimandla nowohlengahlengiso. Lo msebenzi ubonelela ngamathuba okuphucula nokongeza izifundo zamaziko, kujoliswe ekwenzeni igalelo elinempumelelo kwisicwangciso sophuhliso lwezakhono zoluntu eNtshona Koloni, kuphuhliso lommandla nakwiimfuno zenkalo yemisebenzi.

Ngokwakwicala lwezicwangciso zophuhliso, kubalulekile ukuba igxininiswe into yokuba ukuze imfundo ephakamileyo ikwazi ukuyithatha inxaxheba, kufuneka inkqubo yasezikolweni ibe yeqinileyo, ngokunjalo neyeeholeji ekuyiwa kuzo emva kwemfundo yasesekondari, Okububuchule kukuba imfundo mayijongwe ngokucwangcisekileyo. Kananjalo, kufuneka ukuba silumkele ukubona uphuhliso ngamehlo ajolise nje kwizakhono nezixhobo eziza kuxhomekeka kulo olona phuhliso noyilo lokwenyani.

2.7.2 Iindlela zokuhamba kobhaliso ngokubanzi

Ngo-2003,¹⁴ bebedule nje kancinane kuma-82 000 abafundi ababebhalisile kumaziko emfundo ephakamileyo amahlanu aseNtshona Koloni, (11% yabafundi kwisizwe esi siphela). Kwaba bafundi malunga nama-56 000 bebebhalise kwiYunivesiti zalapha ezintathu, baze ke abanye abangama-26 000 ibe ngabebebhalise kwezo zazisakuba ziitheknikhoni ezidityanisiweyo kungoku nje zaba yi-Cape Peninsula University of Technology.

2.7.3 Amazinga okugqiba izifundo ngokobuhlanga

Ngokuphathelele kwindlela abakhutshwa ngayo abafundi abazigqibileyo izifundo zabo zezidanga iinkcukacha zibonakalisa ukuba amazinga okugqiba¹⁵ kwabafundi kumaziko aseNtshona Koloni angaphaya komgangatho wesizwe oyi-15%. Iyunivesiti (23%) nalawo maziko ayefudula eziitheknikhoni (20%) aqhuba kakuhle kakhulu kule inkalo. Kambe ke le meko ayizanga yema kakuhle ngakwicala lobuhlanga ngoba abafundi abaNtshona Koloni (26%) baye bathanda ukwenza bhele kunabaNtshona, abeBala nabamaNdiya (19% kwiqela ngalinye kula). Kambe ke amazinga okugqiba eNtshona Koloni kuzo zonke iintlanga ebengaphezulu kunemiyinge yesizwe, apho ubuyi-19% kubafundi abaNtshona, ube yi-15% kwabeBala nabamaNdiya ne-14% kubafundi abaNtshona.

¹³ Higher Education in Developing Countries: Peril and Promise (Wêreldbank, 2000)

¹⁴ Ezi nkcukacha zisekelwe kwi- HEMIS 2003. Iinkcukacha zakutsha nje (2004) ziza kukhawuleza zifumaneke kwiSebe leMfundo leSizwe.

¹⁵ Njengoko kungekho luphando lungako lwenziweyo ngabafundi abaphumelele kule mfundo, amazinga okugqitywa kwemfundo anika nje umfanekiswano wempumelelo ongagqibekanga ncam. Abalwa ngokwahlula inani laba bagqibileyo ngenani lababhalisileyo kuloo nyaka. Eli zinga liza kwahlulwa ngokobude bexesha lezo zifundo, kwaye liyachathazelwa linani labatsha abathathiweyo, nelabaphumileyo nelabagqibileyo, oko kukuthi ixesha elithathiweyo ukugqiba ezo zifundo. Kuyimfuneko ukuba kuqatshelwe izinga lokugqiba "eligqwesileyo" kwizifundo ezithatha iminyaka emithathu, ingaba yi-33%, xa ngaba ke phofu amanani ababhalisileyo kunyaka ngamnye ayalingana, ingeyo-100%. Isicwangciso seSizwe (National Plan) sinika imizekelo ezizikhokelo zamanqanaba ezifundo ahlukeneyo ezithathwe kuvandlakanyo lwezikhokelo zabafundi kwisithuba seminyaka emihlanu ekwajongwa ngayo amazinga okugqitywa kwezifundo kumaziko emfundo aseMzantsi Afrika. Izikhokelo ezitsha zokunikwa kwenkxaso-mali zijihlengahlengisile imizekelo yesiCwangciso seSizwe (National Plan).

2.7.4 Ukuthathwa kwabafundi kumaziko emfundo ephakamileyo eNtshona Koloni

Into ephambili kwimpumelelo yamaziko emfundo ephakamileyo aseNtshona Koloni ekuyifezekiseni kwawo imisebenzi yawo nasekwenzeni igalelo elibonakalayo kwi-WC HRDS, kukuphucula umgangatho nomthamo wabo bathathwayo ngamaziko emfundo ephakamileyo bevela ezikolweni. Kubafundi abamalunga nama- 38 000 beBakala 12, ama-8 000 (20%) akholisa ngokungaphumeleli. Kwabanye abangama-30 000, abamalunga nama-20 000 (68%) bakholisa ukuphumelela ngendlela engenakubasa kumaziko emfundo ephakamileyo, baze ke babe ngama-10 000 (32%) abaphumelela ngendlela enokubasa kwimfundo ephakamileyo.

Uhlalelo lweSebe leMfundo lubonakalisa ukuba kuma-30 000 abafundi abakwaziyo ukungena kumaziko emfundo ephakamileyo, ama-21 000 onke (42% yabafundi) abayi, koko bakhetha ukuya kwi-FET, kumaziko emfundo ephakamileyo azimeleyo, ukuya kusebenza okanye bahlale bengasebenzi. Ngoko ke ngama-10 000 abafundi abagqiba iBakala 12 (16%) abathi baye kumaziko emfundo ephakamileyo ngonyaka. Ngokucacileyo eli nani alanelanga ukuba lingakwazi ukukhawulelana neemfuno zeli phondo zabantu bokusebenza.

2.7.5 Ukuseka ubuHlakani phakathi kwePhondo eli namaZiko eMfundo ePhakamileyo

Amaziko emfundo ephakamileyo aseNtshona Koloni akholelwa ukuba intlalontle yeli Phondo ngokubanzi ixhomekeke kakhulu kwigalelo lamaziko emfundo ephakamileyo ngakwicalala lezentlalo, elezenkcubeko, elezopolitiko nophuhliso lwabantu balo kwicala loqoqosho, nakuqoqosho lalo mmandla. Amaziko emfundo ephakamileyo aseNtshona Koloni aye aseka iCape Higher Education Consortium (CHEC) ngeenjongo zokuququzelela inkqubo yobambiswano kumsebenzi woqulunqo lwezicwangciso.

Xa kujongwa okwakufudula kusenzeka mandulo, kufunyaniswa ukuba amaziko emfundo ephakamileyo norhulumente, kubandakanywa norhulumente wephondo, incinane, okanye ayikho kwa-ukubakho imbali yentsebenziswano phakathi kwabo ngeenjongo zokuqinisekisa ngophuhliso. Ngokwemeko ekuyiyo ngoku, imfundo ephakamileyo iluxanduva lukarhulumente wesizwe, kwaye ke ngokwesiqhelo amaziko emfundo ephakamileyo ebethande ukuzibona njengamaziko karhulumente wesizwe, engengomaziko amaphondo. Kambe ke ngoku lifikile ixesha lokuba amaziko emfundo ephakamileyo, esebenzisa i-CHEC, makaseke amakhonkco obuhlakani noomasipala kunye norhulumente wephondo, ngeenjongo zokuba kuphuhlise iphondo eli.

Amaziko e-CHEC azibophelele kubuhlakani norhulumente wephondo ekusekeni izinto eziphambili ngokubaluleka ezixhaswa kunye nasekufumaneni izisombululo zeengxaki ezibachaphazelayo. Abalawuli be-CHEC babacelile abaqulunqi bezicwangciso zamaziko ukuba baqulunqe isikhokelo sokucwangciso izinto eziphambili ngokubaluleka ngokuphathelele kwiimfuno zemimandla. Kutsha nje siye saqhuba iintlanganisano rhoqo ne-WCED ezihlalelwa nje uqulunqo lwezicwangciso zezikolo, iikholeji ze-FET nemfundo yobutitshala, kwaye sinethemba lokuyandisa inxaxheba yethu inabele nakwamanye amasebe ephondo eli nakwi- PDC.

2.8 Amava amanye amazwe

Okuqhubeka kwamanye amazwe kusinika inkuthazo enkulu ngokwaneleyo. Kufuneka kuqatshelwe ukuba umangaliso woqoqosho lwe-East Asian ubukhulu becala kwizinto ezabanefuthe yaba kukuzinikezela kwala mmandla kwinto yokuwagcina ephezulu amazinga okulungiselela ikamva ngokuthi gqolo ukuphuhlisa izakhono zoluntu ixesha elide. Zininzi iimbalo kwiilabathi lonke ezigxininisa indawo yokuba ummangaliso kwezemfundo ukhokelela kummangaliso kwezoqoqosho (Haq and Haq cited by Tilak, 2002). Ngoko ke uphuhliso loqoqosho e-East Asia luchazwa njengophuhliso lwezakhono zoluntu. NgokukaTilak, ukugxininisa kwimfundo ekhokelela kuseko nophuhliso lwezakhono zoluntu kubonwa njengesona sityalelo sokukhula kooqoqosho. Umzekelo, emva kokufumana inkululeko iKorea yenza imfundo ukuba ifikelelwe ngabo bonke abemi bayo, into ke leyo eyaba negalelo elikhulu kakhulu ekunyukeni kwamanani abantu abanezakhono nobugcisa, ngexeshana elifutshane nje, nasekwabiweni ngokulinganayo kwengeniso, kwixesha eliphambili phaya. Amacandelo ethu e-FET ne-ABET enziwe iinguqu ayasibonisa ke ngoko ukuba sikhona isivuno ekuchitheleni kwethu amandla ethu kuwo.

NgokukaTilak, uqoqosho lwe-East Asian lwaye lwagxininisa kakhulu kumba womgangatho. Bachitha iimali ezinkulu ezincwadini nakwezinye izinto zokuncedisa ekufundiseni nasekufundeni, phezu kokuchitha ezinye iimali ezinkulu kuncedisomali oluthe ngqo olufana nenkuthazo yabafundi eyiyinxaso-mali nengeyomali. Umlinganiselo wabafundi ngotitshala ngamnye kwizikolo zaseprayimari uphantsi kwiindawo ezininzi, uhamba ku-18 eJapan nama-28 eKorea. Ubuninzi beendawo

kummandla we-Asiya bugxininisa kakhulu kwithekhinoloji emfundweni nakuqeqesho. Izikolo zinikwa izinto zokusebenza zobugcisa ezisemgangathweni, zibonelelwe futhi nangeengcali, ngootishala abaqeqeshwe ngobuchule, njalo, njalo.

Enye into etsala ingqondo kwindlela abaphuhliswa ngayo abantu ngokwezakhono phaya kummandla we-East Asia yindlela ekugxininiswa ngayo kwimfundo yemisebenzi yezandla neyobugcisa. EJapan, eKorea, eTaiwan naseSingapore maninzi kakhulu amaziko emfundo yomsebenzi wezandla nobugcisa. Elokuqokumbela indawo ebaluleke kakhulu kuphuhliso lwemfundo kwiindawo zase-East Asian yinxaxheba lecandelo loshishino nemveliso kwimfundo yamaziko emfundo ephakamileyo.

Kuninzi esinokukufunda kumazwe aseMpuma. Enye into luqeqesho lootitshala. Uqeqesho lootitshala kwi-ECD, kwi-GET, kwi-FET nakwi-ABET yinkalo ebaluleke kakhulu kumanyathelo athathwayo. Umzekelo, ubonelelo lwethu nge-ECD yinkcitho efika kuma-R73 923 000. Akukho ziprogram zokunika uqeqesho lobungcali nolusesikweni olulungiselelwa aba bantu bangabasebenzi kule nkalo. Kwimfundo ye-GET iimali ezinkulu ziya ekuqhelaniseni ootitshala nomsebenzi nokuma kwekharithulam, neenjongo zezopolitiko nemiqondiso, kodwa luncinane uqwalaselo olunikwa ukufunda ngokunzulu ngolwazi, neziseko zobulumko obunzulu, iindlela ngeendlela ezahlukeneyo noqeqesho lootitshala oluqinileyo. Nakwinkalo yemfundo ye-ABET neye-FET kungafikelelwa kwakwezi zimvo. I-HCS iza kujolisa kootitshala nakuqeqesho lootitshala, njengendawo efuna uqwalaselo oluphambili kweli dabi lethu lokulwa nentlupheko.

Kuninzi kakhulu okuthethwayo kubabazwa “ummangaliso weCeltic Tiger”, kwaye bebaninzi kanjalo nabathi impumelelo yokukhula koqoqosho lwase-Ireland isukela kumazinga aphezulu kakhulu emfundo yabantu baphaya. Enyanisweni khona kuyatshiwo ukuba “Iminyaka engamashumi amathathu yokugxininisa kwimfundo iwanyusile amanani abantu abanezakhono, yaza yawawathoba kakhulu awabasebenzi abangenazakhono. Kwakwesi sithuba sinye imfuno yabasebenzi nayo iye yaba nokutshintsha, yenyuka kakhulu imfuneko yabasebenzi abanezakhono, ngeli lixa ihlayo eyabangenazakhono. UBarrett, noCallan noNolan (1997), xa besenza uhlalutyo lweenkcukacha ngemivuzo, babonakalisa ukuba isivuno esiziswe kukufunda siye senyuka phakathi kuka-1987 no-1994, ngakumbi iintlawulo ngeziquinisekiso ezifunyenwe kuqeqesho lwenqanaba lesithathu, into ke leyo exela ukuba imfuno yabasebenzi abanezakhono iye yenyuka kwesi sithuba. UBradley nabanye bafikelela kwimbono yokuba ukukhula kumthamo wabantu bokusebenza uye wenyuka kakhulu kwisiqingatha sokuqala so-1990 nokuba kwesi sithuba uphuhliso lwabantu bokusebenza lwalunegalelo olungaphaya kwe-0.6% kwizinga lokukhula ngonyaka. Kananjalo baye bathelekisa neenkcukacha ezibonakalisa ukuba iindleko zabasebenzi kwicandelo lezekhompuyutha e-Ireland zingaphantsi kwezamazwe amaninzi e-EU, into ke leyo exela “ukuba iindleko kubasebenzi zisezantsi e-Ireland, nokuba le nto inceda kakhulu ekutsaleleni abatyali bemali abakhulu e-Ireland kwicandelo lethekhinoloji.” (1997: 52).” Into ke ethethwayo nengangqinisekiyo, yeyokuba kule minyaka ingamashumi amathathu ukulungiselela ikamva ngotyalo-mali lophuhliso lwezakhono zoluntu, kwenziwa kuba lwalusele lubonwa ukuba lulindelekile, ngakumbi kuba izizathu zokukhula kwezoqoqosho azipheleli kule nkalo yemfundo kuphela. Kwenzeka into enje nakwelaseTshayina kule mihla sikuyo: nangona kuyinyani kona ukuba imfuno yaseTshayina ijoliswe kakhulu kumanqanaba aphezulu ophuhliso lwemathematika, inzululwazi nempumelelo kuzo, akunakutshiwo ukuba amaziko emfundo aseTshayina nekharityulam ajolisa ekukhawulelaneni neemfuno zoqoqosho nezemisebenzi. Mhlawumbi kusenokwenzeka ukuba imigaqo-nkqubo efana nokungahlawulwa kakuhle kwabasebenzi, kunye namazinga aphezulu empumelelo emfundweni zizinto ezithe zadibana ekwenzeni ukukhula koqoqosho okukhulu.

Apha eNtshona Koloni, umgaqo-nkqubo karhulumente nowamanye amazwe uye wagxininisa imfuneko yokuhamba ngale ndlela. Ithetha ntoni ke le nto kwiMfundo yeNtshona Koloni? Ngaba imfuno esiyinikayo ikufanele ukubaxhobisa abantu ngokufanelekileyo kuphuhliso loqoqosho? Ngaba silitshintshe kangakanani isebe lethu, izigqeba zethu neenkqubo zethu ukuze sihambisele phambili isicwangciso sethu sokuphuhlisa izakhono zoluntu? Ngaba siyicacise kakuhle inxaxheba entsha yezikolo ekwakheni intlalo esekelwe elwazini?

3. UPhuhliso lweZakhono zoLuntu ne-WCED

Ayisafuni nakucaciswa yona into yokuba isiCwangciso soPhuhliso lweZakhono zoLuntu sisisiseko sawo wonke umsebenzi ofanele kwenziwa yi-WCED. Okubaluleke ngakumbi ke kambe, kukuvuma kweli Sebe nokuzinikezela kwalo ukuzilungiselela nokuziqhelanisa kangokuba linokwenza ukufezekisa umbono weli phondo wokuba *liKhaya lethu lethu Sonke* nowesiCwangciso- iKapa Strategy. Kufuneka liqonde ukuba isicwangciso salo, iiprogram kunye nezinto elizenzayo zinabela ngaphaya kwexesha likarhulumente ophetheyo; nokuba kufuneka lizifizekise ezinye iinjongo eziphambili zexeshana elikufutshane khon' ukuze olo fezekiso lukhuthaze nolwexesha eliphambili phaya; nokuba okona kubaluleke kakhulu kuba esi sicwangciso kufuneka ukuba sibetheleleke ezingqondweni zabantu beli phondo, khon' ukuze lo rhulumente, nabanye abalandela emva kwakhe, bajongwe ngokwenkonzo ababanike yona abantu babo.

I-WCED ineenkalo ezintathu ezibalulekileyo ekufuneka ithathe inxaxheba kuzo kwesi siCwangciso soPhuhliso lwezakhono zoLuntu. Okokuqala i-WCED iya kuba noxanduva **lokuqulunqa inkqubo ye-HCS, olokungena kuthethwano ngayo,**

olokuyilandela nolokunika ingxelo ngayo. Okwesibini, i-WCED inenxaxheba ebalulekileyo efanele ukuyithatha **njengomboneleli ngemfundo nangamathuba oqeqesho.** Okwesithathu, i-WCED iqeshe abasebenzi abangaphaya kwama-30 000. Ngoko ke i-WCED inoxanduva, **njengomqeshi** wabantu abachaphazeleka ngqo nangezinye iindlela ezingathanga ngqo kuphuhliso lwezakhono zoluntu phaya ezikolweni, kwiikholeji ze-FET, kumaziko e-ECD nakumaziko emfundo yabantu abadala asekuhlaleni.

3.1 ISebe leMfundo leNtshona Koloni njengeZiko lokuFunda

Uphuhliso lwezakhono zoluntu apha kweli phondo alupheleli nje kulutsha olusaze ngobuso elizweni. Lukwachaphazela isebe eli lilonke nokukhula nophuhliso lolwazi lwalapha ngaphakathi nolwazi nobuchule besebe eli kwixesha elizayo. Uphuhliso lwesebe lethu oluqala ngomsebenzi wohlehlengiso ocetywayo, ngoko ke lunxulumene kakhulu nesi sicwangciso sophuhliso lwezakhono zoluntu ngokwaso.

Ukuma kwe-WCED kunala manqwanqwa alandelayo: i-Ofisi yoMphathiswa wePhondo ekhokelwe nguMphathiswa wePhondo (MEC) kunye ne-Ofisi enguNdlunkulu. I-ofisi enguNdlunkulu wephondo yahlulwe yaba nala macandelo mathathu: eleeNkonzo eziManyanisiweyo (Corporate Services), eloLawulo loMsebenzi wezeMfundo (Operational Education Management), neloCwangciso noPhuhliso lweMfundo (Education Planning and Development). Ngeenjongo zokusondeza ulawulo nophuhliso ezikolweni kuye kwasekwa aMaziko oLawulo noPhuhliso lweMfundo (Education Management and Development Centres – ii-EMDC) kwizithili ezisixhenxe apha kweli phondo, ekukho kuzo nezithathu ezikwimimandla yasemaphandleni.

I-WCED inezithuba zabasebenzi bakwarhulumente ezingama-9,361 xa zizonke, ekukho kuzo ezingama- 8,343 esele zinabantu (jonga phaya kwisiHlomelo). Kananjalo, iqeshe ootitshala abangama-28,000 kumaziko ngamaziko, into ke leyo elenza eli sebe libe lelona sebe likarhulumente likhulu kunawo onke amanye apha kweli phondo. Kwisebe elingaka ukuba likhulu umthamo weemfuno zeenkondo ezinempumelelo nezigqibeleleyo uhlala unyuka mihla le, ngelixa uphuhliso lwangaphakathi lootitshala lubaluleke ngakumbi, ngenxa yeenguqu ezintsha ezenzekayo kwinkalo yemfundo eyolwazi nakweyeendlela zokufundisa. Kungoku nje umsebenzi woqulunqo lwemigaqo-nkqubo ukhangeleka uxazalala unganxibelelananga apha ngaphakathi kwisebe eli, kwaye ke ukunatyiselwa koxanduva lokwenziwa kweenkonzo kwii-EMDC ufuna ukujolisa kunye nokubonelelo ngokuxhotyiswa ngezakhono nolwazi lokusebenza.

I-WCED izichaza njengeziko lokufunda eligxininisa kugqibelelo oluqaqambileyo lokwenziwa kweenkonzo kule minyaka ilishumi izayo. Njengeziko lokufunda ke, i-WCED iza kuhlala izibhenca, iziphucula ngokugxininisa kugqibelelo lwayo, ekuqiniseni nasekujoliseni kulwazi nobuchule babasebenzi basezithilini, ukomeleza nokubethelela impumelelo yezikolo nokuphuba izicwangciso zenkxaso, ngeenjongo zokukhawulelana neenkalo ngeenkalo zomgangatho wemfundo ezikolweni.

3.2 ISebe leMfundo leNtshona Koloni njengoMqulunqi wesiCwangciso soPhuhliso lweZakhono zoLuntu

Urhulumente weNtshona Koloni uye wanika i-WCED uxanduva lokuqulunqela iphondo eli isiCwangciso soPhuhliso lweZakhono. Siya kuthi ke sisakuba samkelwe esi sicwangciso sisebenze njengesikhokelo sophuhliso lwabantu bokusebenza kweli phondo kule minyaka ilishumi izayo, nangaphaya kwayo. Kuqikelelwa ukuba onke amasebe karhulumente, amaziko emfundo karhulumente, abalizi, amaphulo oncediso entlaweni yoluntu, aya kusebenzisa esi sicwangciso njengesikhokelo soqulunqo lwezicwangciso zophuhliso lwabasebenzi bawo, ngokwazisa ngokubanzi ngenkqubo yeenkcukacha zesi sicwangciso ecetywayo eluhlalutyo lweeprojekthi zexesha elizayo ezihambelana nokuphuhliswa kwezakhono zoluntu nangokuzibandakanya nokunika inkxaso kwii-program ezithile zemfundo/zoqeqesho kwimisebenzi ethile yezandla ezikolweni zethu nakwiikholeji ze-FET. Kananjalo inkqubo yothethwano olusoloko luqhutywa nemibutho yabasebenzi, imibutho yecandelo loshishino nabahlali ngokubanzi malunga nesi sicwangciso luya kukhokelela kuqulunqo lwenkqubo yophuhliso lwabantu bokusebenza ekuvunyelweneyo ngayo ngamahlakani asekuhlaleni alapha kweli phondo.

Ngoko ke esi siCwangciso i-HCS asizi kuba yindlela yokwenza ucwangciso nokunika kwe-WCED inkonzo nje kuphela. Siza kubonelela urhulumente ngendlela:

- yokuqhuba uthethwano nokuvelisa imiba apha ngaphakathi kurhulumente nangaphandle, ephathelele kuphuhliso lwabasebenzi;
- yokuqokelela izibonelelo
- neyokubeka iliso kuphuhliso lwabasebenzi kweli phondo.

3.3 ISebe leMfundo leNtshona Koloni njengoMboneleli ngamathuba oPhuhliso lwaBasebenzi (HRD)

Njengomboneleli ngeemfundo, i-WCED ke inoxanduva lokuqinisekisa ngesiseko sokumisela uphuhliso lwabasebenzi ngemfundo yesiqhelo yabo bonke abafundi abakubudala obunyanzelekileyo bokuba babesesikolweni. I-WCED iya kuthatha amanyathelo abonakalayo okukhawulelana neemeko zamandulo ezazingenabulungisa ngokuthi ibonelele icandelo lemfundo ye-GET inkxaso-mali nangamanyathelo awodwa athile.

Kananjalo iSebe eli liya kubonelela bonke abahlali abangaphaya kobudala obunyanzelekileyo bokuba babesesikolweni, abangazange bakwazi ukuya esikolweni okanye abakhe bakroba nje. Ugxininiso kulo msebenzi wokufunda okujoliswe ekuhlaleni luya kuba kulutsha, kumabhinqa nakwabo bahlala kwimimandla yasemaphandleni.

Kananjalo i-WCED iya kubonelela nangamathuba emfundo ye-FET eza kungeniswa ngezigaba njengokuba imana ukufumaneka nje imali. Kweli icandelo ugxininiso luya kuba sekwandiseni amathuba okufunda izifundo ezizodwa kwiinkalo ezithile, khon' ukuze ulutsha lukwazi ukudlulela kwimfundo ephakamileyo okanye ukuya kungena kwinkalo yemisebenzi, oko lukwenza ngesidima neqhayiya.

Okokugqibela ke, i-WCED iya kubonelela bonke abazali babantwana abasebancinane (0 – 12) nabo basebenza nabazali babantwana abancinane ngezikhokelo zokudala iimeko zasemakhaya ezikukhuthazayo ukukhula kwabantwana ngokwasengqondweni.

3.4 ISebe leMfundo leNtshona Koloni njengomqeshi

Njengomqeshi i-WCED ifanele ukuba iqinisekise ukuba abasebenzi bakwarhulumente nootitshala banazo izakhono, ulwazi neempawu zentsulungeko eziyimfuneko kumsebenzi wokunika nokuxhasa imfundo ekumgangatho ophezulu apha kweli phondo. Kananjalo ootitshala, abahlohli, neemanejala zamaziko emfundo banenxaxheba enkulu ekuphuhliseni kwezakhono zoluntu kweli phondo. Bebonke banefuthe kubomi babantu abatsha abangaphaya kwesigidi, umhla nezolo. Ifuthe labo kwikamva leli phondo alingekhe ligxininiseke ngokwaneleyo. Amabutho emfundo asebenza nabantu abanezakhono zokusebenza kwisigaba esingumhlaba wokutyalela ulwazi ochuma kakhulu, kwaye ke ootitshala baye bachazwe kamnandi nangokufaneleke kakhulu xa kusithiwa basebenza “in loco parentis”, oko kukuthi “njengabazali”. Ootitshala kufuneka ukuba babe yimizekelo kubafundi babo. Ekwenzeni kwabo oko baya kutyala isiqhelo sokuxatyiswa kwamalungelo oluntu, esentloniphando, nenkolelo yokunyaniseka emsebenzini ngeenjongo zokukhonza nokuphulisa iphondo eli.

I-WCED iya kusebenzisa ingxowa yokuphuhlisa izakhono emsebenzini eyi-Workplace Skills Fund neekhonthakthi zokwenziwa komsebenzi ngeenjongo zokuqwalasela umsebenzi wezakhono nolwazi lootitshala nenxaxheba yabo ekukhuthazeni uzinzo entlalweni. ICandelo loLawulo Lwezabasebenzi le- WCED liza kuqakumbela umsebenzi wovandlakanyo lweemfundo zemfundo noqeqesho ekupheleni kuka-2006, lize ke liqulunqe iziCwangciso zeZakhono zaseMsebenzini (Workplace Skills Plans) zale minyaka mihlanu izayo.

Ngokuphathelele kootitshala neemanejala zezikolo i-WCED iye yaseka iziko eliyiCape Teaching Institute lokuba libonelele ngamathuba andisiweyo (xa kuthelekiswa neendibano zocweyo ezimfutshane) okuphuhlisa aba basebenzi babaluleke kangaka. Abantu abanokuthathwa kweli ziko ngaxeshanye bangaphaya kwe-150. Ifuthe leli nyathelo loqeqesho livavanywa ngokwenziwa kophando olucwangciseke ngobuchule obukhulu. I-WCED ikwasebenzisana kakhulu namaziko emfundo ephakamileyo alapha kweli phondo ekuqulunqweni kweekhosi zaphambi kobutitshala kwanezo zabasesele nezabo sele besebenza.

3.5 Unxulumano phakathi kophuhliso lwezakhono kunxibelelwano lwezintlalo nophuhliso lwezakhono zoluntu

Luyavunywa unxulumano phakathi kophuhliso kunxibelelwano lwezintlalo nophuhliso lwezakhono zoluntu, njengoko kukholelwa ukuba amazinga emfundo aphezulu akhokelela kumazinga aphezulu okuthembana nomdla wabahlali ekuphuhliseni iimeko zeendawo abahlala kuzo. Njengoko imfundo inoxanduva lokuphuhlisa izakhono zintlalo, kukholelwa ukuba xa ephezulu amazinga emfundo yabantu, kuba njalo nokugqibelela kwabo kuphuhliso lwezakhono zintlalo nezokukhawulelana nobuntsompothi boqhagamshelwano nobudlelane basekuhlaleni. Isicwangciso sephondo eli sophuhliso lwezakhono zoluntu sijolisa kuzo zonke izigaba zemfundo, ukuqalela kwimfundo yabantwana yasekuqaleni ukuya kwimfundo eqhelekileyo neye-FET, imfundo yabantu abadala neyamaziko emfundo ephakamileyo. Isicwangciso soPhuhliso lweZakhono zoLuntu sinenjongo esisiseko ekukuphuhlisa ulwazi oluyimfuneko, neempawu zentsulungeko, iingqondo nezakhono eziya kuthi zenze abantu bakuthi bakwazi ukuba bakhethe imisebenzi abafuna ukuyilandela nentlalo abafuna

ukuyihlala benalo ulwazi, bezixhobisela ukuba bakwazi ukuzithwalela uxanduva lobomi babo nolokuqhubeka ngokubuphucula, ngokweemeko zasekuhlaleni. Uphuhliso lwezakhono zoluntu ke ngoko buyeyona ntsika yesi sicwangciso sethu.

3.6 Ukukhuthaza ukusekwa kwentlalo yonxibelelwano kuphuhliso lwezakhono ngokusebenzisa izikolo

Kulula ukubuza umbuzo kunokuwuphendula. Ngaphandle kwale mizekelo sele inikiwe ngentla apha, ngamakhulu-khulu amalinge aqhutywayo kwizikolo zonke nangazo zonke ii-ofisi zezithili. Into ebalulekileyo kambe ke, kukuba onke la malinge kufuneka ebhalwe phantsi, lize nefuthe lawo lijongwe ngendlela yobungcali nethembekileyo.

I-WCED sele inalo uthotho lweeprogram eziqhubayo ezinokuthi zibe negalelo ekusekweni kwentlalo enozinzo. Phaya ekuqaleni ekusungulweni kwazo ezi program, ayengabonwa njengeprogram ezingqamaniseke ngqo kuseko lwentlalo enozinzo, kunjalo nje zingajoliswanga nakwiziphumo ezithile ezicacileyo zophuhliso lwentlalo. Njengokuba ngoku le mbono inikwa uqwalaselo nje, nakule meko yesicwangciso esiliqili sephondo esiphambi, kunyanzelekile ke ngoku ukuba iiprojekthi mazivandlakanyelwe ukuba zigxininise ngqo kufezekiso lweziphumo eziluphuhliso lwentlalo, nokuba kuqulunqwe izixhobo eziqinileyo zokubekwa kweliso kwifuthe lazo ezi projekthi kwiindawo eziqhutywa kuzo.

Ezi program zibandakanya:

- isiCwangciso sokuManyanisa iiNtlanga se-WCED (WCED Racial Integration Strategy)
- IProjekthi yeeMpawu zeNtsulungeko eMfundweni (The Values in Education Project)
- UkuWongwa kooTitshala bePhondo (The Provincial Teacher Awards)
- IProjekthi yeZikolo ezinoKhuseleko (The Safer Schools Project)
- UKhuphiswano loMculo oluyi-Tirisano Schools Choir Competition
- IiProgram ze-HIV ne-AIDS
- IiYunithi zeNkxaso yaBafundi kwiiKholeji ze-FET (Learner Support Units at FET Colleges)
- IProjekthi yezeMbali (The History Project)

Njengendlela yokuthundeza umsebenzi wokusekwa kwentlalo enozinzo ngokusebenzisa imfundo, i-WCED iza kusungula la maphulo alandelayo ajoliswe ekusekeni imeko yokudalwa kwamakhonkco oqhagamshelwano ekuhlaleni nophuhliso lobunkokeli:

- ukukhuthaza ukusekwa kwembumba yamaBhunga oLawulo eZikolo zephondo (ii-SGB), eya kuhlalanisa onke amabhunga olawulo ezikolo apha eNtshona Koloni. Le mbumba iya kunceda la mabhunga ngamathuba okuthatha inxaxheba kwimigaqo-nkqubo yemfundo nasekumiseleni iiprojekthi neeprogram ezinokuthi ziphucule umgangatho wolawulo lwemfundo nemfundo ngokubanzi;
- ukukhuthaza ukusekwa kweKhansile yaBameli baBafundi yephondo (RCLs) yokuququzelela uqhagamshelwano phakathi kolutsha olusezikolweni ngomgaqo-nkqubo wemfundo neeprojekthi zemfundo, kodwa ke okona kubalulekileyo, kukukhuthaza ukuthatha kwabo inxaxheba kumalinge ophuhliso lobunkokeli nakumaphulo ophuculo lweendawo ekuhlalwa kuzo;
- ukukhuthaza ukusekwa kombutho wootitshala abadla umhlalaphantsi oyiRetired Teachers' Association onenjongo ephambili ekunikisa ootitshala abadla umhlalaphantsi ithuba lokuthatha inxaxheba kumalinge ophuhliso lwemfundo aqhutywayo ezikolweni nasekuhlaleni.
- ukuseka iiforam zemfundo zengingqi ukuze ziqubisane nezicwangciso zamalungiselelo emfundo kumasipala ngamnye kwanakumabhunga angezantsi nokwakha uluntu olunezakhono kumanqanaba engingqi.

4. Uphononongo lomsantsa

Igciniwe ezingqondweni le miba ikhankanywe ngentla apha kuhlalutyo lwezokusingqongileyo, kufanele kuqatshelwe ukuba kuye kwakho uphucuko olumandla kumazinga emfundo yabemi baseNtshona Koloni kwisithuba esiphakathi ko-1994 ukuya ku-2004. Le nto ibonakala kwinxaxheba nakumazinga okufunda uyokugqiba esikolweni, kumaziko e-ECD, kwiikholeji ze-FET nakuMaziko eMfundo oLuntu (*Community Learning Centres*). Into ebaluleke kakhulu kukuba kule minyaka mihlanu idlulileyo kuphantse kwafikelelwa kubhaliso olubanzi kakhulu ezikolweni zaseprayimari. Ngamanye amazwi, uninzi lwabantwana baseNtshona Koloni abaphakathi kweminyaka esixhenxe nelishumi elinesine ubudala babhalisiwe kwinkqubo yezemfundo ubukhulu becala okanye kancinane kwibakala elihambelanayo nobudala babo.

- Nangona kukho le mpumelelo ithabathekisayo uninzi lwabantu abahlala eNtshona Koloni abazange babe nokufikelela kumazinga emfundo ayimfuneko ukuze umntu ukuze umntu akwazi ukuthatha inxaxheba

ngokunesidima kwizinto zasekuhlaleni, kwezopolitiko noqoqosho zeli phondo. Umzekelo, iThebhile 5 ibonisa ukuba ngaphantsi kwekota yabantu baseNtshona Koloni baneMatriki. Uhlaluty olocacisiweyo lwamanani olubonelelwe kwiThebhile 5 lubonisa ukuba amathuba okufunda aye atyekela kakhulu kwicala labamhlophe, kuze ngokungabhekele phi, ibe ngabantu becala. Ngale ndlela ke iNtshona Koloni iye yasilela ekubeni liKhaya lethu Sonke.

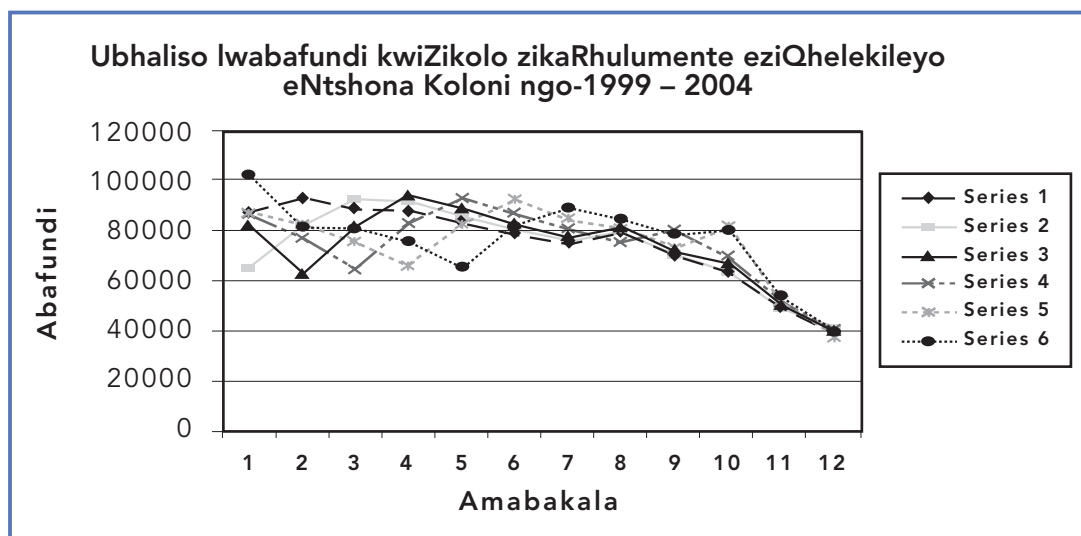
IThebhile 5: Ipesenteji yoluntu kumanqanaba ngamanqanaba okufunda ngo-1996 nango-2001

	2001
Abangazange baye esikolweni	5,7%
Abakhe bavela eprayimari	15,2%
Abayigqibayo iprayimari	7,9%
Abakhe bavela esekondari	36,5%
AbaneBakala 12	23,4%
Abanemfundo ephakamileyo	11,2%

Uvimba: Statistics South Africa Census 1996 and 2001

Okuthethwa koku: I-HCS yethu kufuneka, njengenyathelo lokuqala, inike ingqwalaselo yayo kwicandelo lababefudula bevinjwe amathuba kuluntu lwethu. Iinkqubo zolwabiwo lwezibonelelo zethu (imali, abasebenzi, izakhiwo, ixesha, inkxaso) kufuneka lutyekela kakhulu ngakulutsha olumnyama. Indawo ephambili emakujoliswe kuyo mayibe kukuqinisekisa ucikizeko kumazinga abayigqibayo imfundo yabo: ukungqamanisa amazinga abagqibayo namazinga abayifikelelayo imfundo.

- Amanani abafundi ababhalisiweyo kwizikolo zesiqhelo zikarhulumente kungokunje abonisa ukuba le meko ixhalabisayo ichazwe ngentla apha ayikazi kutshintsha kwangoku. Amanani obhaliso kwisithuba esiphakathi kuka-1999 no-2004 abonisa ukuba yi-50% nje kuphela abafundi ababhalise kwiBakala 1 abafikayo kwiBakala 12 (jonga kuMfanekiso 1). Amazinga okuphuma kwabafundi esikolweni nawo angqamana nobuhlanga babo. Ngelixa kubafundi abamhlophe ubhaliso lwabantwana abakwi-17 ubudala ezikolweni lumalunga ne-100%, ubhaliso lwabafundi abaNtshona lungaphantsi, luze lube ngaphantsi ngakumbi kubafundi beBala abakwintanga efikisayo. (Seekings, 2003 and WCED EMIS).



Umfanekiso 1

- Njengakumazinga okuphuma kwabafundi ezikolweni, iinkcukacha zokugqiba kwabo nazo zityekele kakhulu kubuhlanga babo. Oku kubonakala phaya kwiziphumo zeemviwo zematriki zika-2004. Inani labaphumelela ngendlela enokubasa kumaziko emfundo ephakamileyo nelabo baphumelele imathematika nenzululwazi kuhlelo oluphezulu, isikakhulu ngabaMhlophe ngelixa bembalwa kakhulu abaNtshona abaphumelela imathematika nenzululwazi kuhlelo oluphezulu.

Okuthethwa koku: Injongo ecacileyo exeliweyo kula manani-nkcazo, kukuba kufuneka siqinisekise ukuba siyawagcina amanani abafundi bethu ngalo lonke eli xesha lokuba sesikolweni kwabo, okanye ke ubuncinane bade bafike kwiBakala

9, apho sinokubalungiselela ukuqhubela phambili ngemfundo yabo ngeekholeji zeFET zethu. Kananjalo le nto ikwathetha nokuba kufuneka siqinisekise ukuba siyakwazi ukulandela, ukubeka iliso nokungenelela kwimfundo yabafundi bethu xa kuye kwabakho imfuneko yokuba sikwenze oko, into leyo eya kubandakanya nephulo elinefuthe kakhulu lokuthintela ukubalekwa kwesikolo. Inkqubo yethu yokulandela abafundi iza kusenza sikwazi ukukwenza oku. Isiphumo sokugcinwa kwabafundi esikolweni ngempumelelo, ngakwicala lemali kukuba, ngakwicandelo leFET ngakumbi, sinokulindela ukuba iimfuno zezibonelelo (ootishala, inkxaso-mali yezimiselo nemigangatho, izibonelelo zezakhiwo) zingahle ziphinda-phindeke kabini. Le nto ke iya kufuna ucikizeko olukhulu kucwangciso nasezimalini, abasebenzi engenabo kungoku nje i-WCED, kodwa enokukwazi noko ukubafuna. Isicwangciso sophuhliso lwezakhono zoluntu (*human capital strategy*) sokugcina abafundi siya kufuna ukuba izikolo zethu mazisebenze ngempumelelo ethe kratya nokuba umgangatho wemfundo eziyinkayo mawuphuculeke ngokukhawuleza. Isicwangciso sophuhliso lwezakhono zoluntu sezikolo ezinempumelelo, siya kujoliswa kwizikolo zasesekondari ezingaqhubi kakuhle nezikolo zaseprayimari ezisokolayo. Isicwangciso esi siya kugxininisa kumba wokuzinikezela kootitshala nabalawuli (ukugcinwa kwexesha, intembeko emsebenzini, iindlela zokuziphatha, njl. njl.) ngeenjongo zokubonelela ngenkxaso nangamanyathelo oluleko akhawulezileyo apho kukho imfuneko. Isicwangciso esi siya kugxininisa kumba wokuzinikezela kootitshala nabalawuli (ukugcinwa kwexesha, intembeko emsebenzini, iindlela zokuziphatha, njl. njl.) ngeenjongo zokubonelela ngenkxaso nangamanyathelo oluleko akhawulezileyo apho kukho imfuneko. Lo msebenzi uye waqala ngoPhicotho lweNtsebenzo yeZikolo (*School Performance Reviews*) kwezo zikolo ziye zawa ngaphantsi kwe-60% kumazinga empumelelo kwikota yokuqala yalo nyaka. Into ebaluleke kakhulu kambe, yimfuneko yophuhliso lobunkokeli nolawulo, ezinye iindlela zokufumana ootitshala kunye namaphulo ophuhliso, uphuhliso lwezakhono zolawulo lwamagumbi okufundisela nekharityhulam, nokubonelelwa kootitshala abaneemfuno enkulu ngenkxaso ephuhliso. Ubuninzi bezikolo zethu ziyasokola ngenxa yokunqongophala kakhulu kwezibonelelo nokungasetyenziswa kakuhle kwezo zikhoyo izibonelelo zizabelweyo. Silindele ukuba ngo-2006 iSebe leMfundo liya kusungula isikhokelo senkxaso-mali yemimiselo nemigangatho esiya kubabeka phambili abantu abahluphekileyo. Nakubeni le ngcinga incomeka, kuya kufuneka ukuba siqhube ngenxaxheba kwinqanaba lesizwe ngenjongo yokuqinisekisa ukuba iziphumo zomgaqo-nkqubo ezilindelekileyo nezo zinokuzivelela nje azilwenzakalisi uhlahlo-mali lwe-WCED, zize ke njalo ziyenze ingakwazi ukulufezekisa ugunyaziso elunikiweyo lokuba inike inkonzo yemfundo kweli phondo. Kambe ke kunyanzelekile ukuba sibonelele ngamaphulo okuphuhlisa ulawulo lwezibonelelo kunye nezikhokelo ezingqongqo zokusetyenziswa kakuhle kwezibonelelo ezabelweyo.

IThebhile 6: Iziphumo zeMathematika neSayensi kwiMatriki ngo-2003 ngokobuhlanga

Iimviwo	ABantsundu	AbeBala	AbaMhlophe	amaNdiya +ama-Asiya	Bebonke
IMathematika HG	220	853	2663	153 + 49	3 938
IMathematika SG	2338	4802	3733	168 + 29	11 070
ISayensi HG	268	908	2516	154 + 46	3 892
ISayensi SG	1747	2947	1246	60 + 25	6 025

Kucacile kule Thebhile ingentla apha ukuba amanani abafundi esibathathayo kwizifundo ezibalulekileyo ezifana nemathematika nesayensi kunye nethekhinoloji aphantsi ngendlela eyothusayo, ngokunjalo nenkqubo yabo kuzo.

Okuthethwa koku: Isicwangciso soPhuhliso lweZakhono zoLuntu kufuneka sijolise ekunikeni inkonzo ngokunyusa amanani abafundi abenza iMathematika, iSayensi neThekhinoloji (MST) ngalo lonke ithuba besesikolweni, size kwangelo xesha linye siyiphucule kakhulu nenkqubo kunye nempumelelo yabafundi kwezi zifundo. Ezinye iziphakamiso kule nkalo ziquka isindululo sokuba kwezi ziseleyo izifundo zematriki bonke abafundi beBakala 10 – 12 mabanyanzelwe ukuba benze ezi zifundo kuhlelo oluphezulu. Nakubeni kusenokubakho iingxaki zomthetho kule ndawo, kuyafuneka ukuba igxininiswe into yokuba i-WCED iceba ukuyijonga ngocoselelo into yeekharithulam ezikhethwa ngabo bonke abafundi kwezi ntlolelo kujoliswe kuzo, kwaye iza kuthi ngokuthethana nabazali yenze izilungiso kwezi kharithulam apho kukho imfuneko yokwenjengalo, izenze zingqamane nemfuno yokuba kunyuswe amanani abafundi abayenzayo imathematika, isayensi nethekhinoloji (MST). Xa sisenza oku ke kuza kufuneka nokuba sikuhambise nkusungula inkqubo eqinileyo yokuxhasa iikharithulam, ngenjongo yokuqinisekisa ukunyuka kwamazinga enkqubela nempumelelo, kwakunye nenkxaso-mali elungiselelwe abo bafundi baphumelela kakuhle ngokukwaneleyo ukwamkelwa kumaziko emfundo ephakamileyo. Isicwangciso seMST siwacacisa kakuhle amaphulo ethu namanyathelo ethu kule nkalo, kwaye ke aquka ukwandiswa kwamanani ezikolo ze*Dinaledi*; ukusekwa kweZikolo ekuGxininiswa kuzo iZifundo ezithile (*Focus Schools*) (Izikolo zemfundo nogqweso) kwiMST, kwimidlalo, kushishino, kwi-ICT, kubugcisa nenkcubeko, njl. njl. kwisithili ngasinye; uqaliso lwephulo lokulungisa umonakalo wamandulo kwikharithulam yaba kukuqaliswa kweFET NCS ngo-2005/06.

Phezu kwaba baphumayo esikolweni kuya kubakho naba bemka esikolweni benayo imatriki abangayi kuyifumana lula imisebenzi. Aba ke bangade bafike nakuma-10 000 abafundi ngonyaka ngamnye kule minyaka mihlanu izayo.

Okuthethwa koku: kunyanzelekile ukuba aba bafundi babonelelwe ngamathuba okufumana imisebenzi, okanye okufikelela kuqoqosho ngokubanzi. Inxenye yesi sicwangciso ijoliswe ekwandiseni icandelo leekhohleji zeFET ngokubonelela ngemali-mboleko yokufunda nangokufundiswa kwezifundo ezininzi ezahlukeneyo noqeqesho kwizifundo zemisebenzi ethile, nophuhliso loshishino. Kambe ke, ngokusebenzisa iMEDS ekuya kuthi kudalwe ngayo amathuba afanelekileyo abafundi abazigqibileyo izifundo zabo okungena kuqoqosho ngokubanzi, equka inkalo yemisebenzi.

- Uphando olusandula ukwenziwa eNtshona Koloni kutshanje lubonisa ukuba ukugqiba kwabafundi esikolweni ngokobuhlanga buqala kwaphaya ekuqalweni kwesikolo. Iziphumo zovavanyo ekufundeni nakwimathematika kwiBakala 3 neBakala 6 zibonisa ukuba ubuninzi babafundi abavela kumakhaya anemivuzo ephantsi basemva ngeminyaka emibini ukuya kwemithathu kunoko kulindelwe kwikharithulam yesizwe. IThebhile 5 ibonisa ukuba kuhlalutyo lwesampulu yabafundi abaxubileyo bakwaGrade 3 abavela kuzo zonke izikolo (ngaphaya kwama-30 000 abafundi) i-37% bebefunda kumgangatho weBakala 3; i-41% koweBakala 2; i-12% koweBakala 1 ize i-10% ibe ngongaphantsi kweBakala 1. Kwakule sampulu inye yabantwana i-37% bafumaniseka bezazi iziBalo kumgangatho weBakala 3; i-11 % koweBakala 2; i-37% koweBakala 1 i-155 kongaphantsi kweBakala 1. Le meko ibanga inkxalabo iye yabonakala nakwiziphumo zeBakala 6 ngo-2003. Ezi ziphumo ziyahambelana namazinga entlupheko kwakunye nobuhlanga.

IThebhile 7: Iziphumo zeemvavanyo zokufunda nokubala ezaqhutywa kubafundi beBakala 3 ngo- 2002 nabeBakala 6 ngo-2003

	Ngezantsi kweBkl 1	IBkl 1	IBkl 2	IBkl 3	
KwiBkl 3 bayakwazi ukubala	15	37	11	37	–
KwiBkl 3 bayakwazi ukufunda	10	12	41	37	–
	Ngezantsi kweBkl 3	IBkl 3	IBkl 4	IBkl 5	IBkl 6
KwiBkl 6 bayakwazi ukubala	60%	40%	29%	24%	15%
KwiBkl 6 bayakwazi ukufunda	18%	82%	67%	78%	35%

Okuthethwa koku: Kufuneka sigalise, siqhube iphulo elimandla lokuphuhlisa izakhono zokufunda nokubala kwicandelo leGET, eliza kujoliswa kakhulu kwizikolo ezihluphekileyo nezabamnyama. Inkqubo yesicwangciso sethu sangoku sokubeka iliso ekufundeni nasekubaleni iza kuqwalaselwa ngononophelo qho ngonyaka zize zenziwe nezilungiso ezinokuba yimfuneko.

5. Unxibelelwano nabanye abathathi-nxaxheba

I-WCED iye yaba yiyo ekhokela umsebenzi woqulunqo, usetyenziso nokubekwa iliso kwesicwangciso sophuhliso lwezakhono zoluntu lweli phondo. Kambe ke ubukhulu balo msebenzi bufuna ukuba onke amasebe karhulumente, awephondo nakarhulumente wesizwe, asixhase esi sicwangciso enze negalelo ekusetyenzisweni kwaso. Ngaphezulu amahlakani asekuhlaleni, imibutho yosomashishini, imibutho yabasebenzi, nabahlali ngokubanzi, ngokusebenzisa iBhunga loPhuhliso lwePhondo (*Provincial Development Council*) anenxaxheba enkulu anokuyithatha ekuqulunqweni nasekusetyenzisweni kwe-HCS.

5.1 Amalinge anabela kumasebe onke

Onke amahlakani makayibethelele le ngcinga yokuba imfundo inganako ukuphucula iimeko zentlalo nezokunyuka ngokwamanqanaba omsebenzi. Ukuba eli phondo linembali eqheleqhele yokunyukela kwabantu kumanqanaba aphezulu ekuhlaleni ngenxa yemfundo nomyalezo wethemba – ukuba amanqanaba emfundo aphezulu ayakwazi ukuwandisa amathuba – oku kufuneka kubethelelwe.

Xa sele kufikelelwa kwizenzo ke le nto ithetha:

- ukuba bonke abemi beli phondo mababambisane ngoxanduva lokuqinisekisa ukuba iindawo zemfundo, ootitshala nabafundi baphathwa ngembeko, kwaye nokufunda kuyaphakanyiswa kuthakazelelwe.
- ukuba urhulumente makaseke imeko yezopolitiko elugxininisayo uxanduva lokubonelela wonke umntu ngemfundo ekumgangatho ophezulu.
- ukuba bonke abo banoxanduva lwemfundo noqeqesho kulindeleke ukuba babonelele bonke abafundi ngamathuba asemgangathweni kangangoko. Ootitshala, abahloli abalondolosi kunye neemanejala banekamva leli phondo ezintendeni zezandla zabo.

Esikulindleleyo kwamanye amasebe karhulumente (ngakumbi) kukuba enze igalelo kulo msebenzi woPhuhliso lweZakhono zoLuntu bokusebenza ngezi ndlela zilandelayo:

- Ukuqulunqa isicwangciso sophuhliso lwezakhono zabasebenzi besebe elo: esichonga iimfuno zabasebenzi zalo ezisekelwe kuphando nohlalutyo olunzulu lwabasebenzi eliza kubafuna kule minyaka ilishumi ukuya kwengamashumi amabini ezayo – umz. iSebe lezoThutho neMisebenzi kaRhulumente lifanele ukuba lenze uhlalutyo lweemfuno zabasebenzi ukuze kuqhutywe isicwangciso se-SIP (esiquka iimfuno zezibonelelo ze-2010 World Cup: ii-akhithekti, iinjini, abakhi, abatyhidi, njl. njl., nokuba liya kuzifuna nini na eli sebe ekufuneka kuqinisekise ukuba ngamanqanaba emfundo mani na, kwaye kufuneka lenze nezicwangciso zenkxaso-mali yabafundi abaza kungena kwiikholeji zeFET okanye kumaziko emfundo ephakamileyo. Ezi nkukacha ke ziza kubaluleka kakhulu, ekufakweni kwiinkukacha zethu ngokumalunga nemisebenzi enokulandelwa eziza kufuna ukumana zihlaziya rhoqo, nasekuncedeni iKomiti yeProjekthi yoPhuhliso lweZakhono zaBasebenzi (*Human Capital Project Team*) ekuqulunqeni izicwangciso zolawulo nezokusebenza eziyimfuneko, ekuqhutyweni kwesi sicwangciso sicwangciso sophuhliso loluntu;
- Ukuchonga iindawo nabantu bokuqeqeshelwa emisebenzini nokuya kugqibezela izifundo ngokusebenza: iinkukacha ngezi ndawo ke zingadluliselwa kwiikholeji zethu zeFET apho aba bafundi banokuya kungena kwizifundo esele ziqhuba okanye apho kunokuqulunqwa kuqhutywe izifundo ezitsha ezingqanyaniswe nohlalutyo neemfuno zamasebe akhoyo;
- Onke amasebe karhulumente makaqinisekise ukuba abasebenzi bawo baxhobisekile ngolwazi, ngezakhono neemfundiso zeziseko zentlalo (values) eziyimfuneko ekuthathweni koxanduva lukarhulumente okhawulelanayo neemfuno. Isebe likarhulumente ngalinye maligqibe uphononongo lwezakhono esele zikhona. Iziphumo zolu vandlakanyo kufuneka zisetyenziselwe ukuqulunqa isicwangciso sophuhliso lwabasebenzi kwisebe likarhulumente ngalinye. I-WCED kunye neCandelo loPhuhliso lwaBasebenzi kwi-Ofisi yeNkulumbuso yePhondo, baya kuthatha uxanduva lokubonelela ngeengcebiso ngawona mathuba emfundo noqeqesho afanelekileyo akhoyo. Iqela lethu leprojekthi liya kuthi liziquke ezi nkukacha kuvimba weenkukacha wephondo, libeke iliso nakwinkqubo.
- Ukuchonga nokwenza uluhlu lweendawo ekunokusetyenziswana kuzo ezifanele ukuqulwa kwesi sicwangciso sophuhliso lwezakhono zoluntu. Lo msebenzi ungahle uvulele iimali ezinkulu zezibonelelo ezinokuthi ziphucule umthamo nomgangatho wemisebenzi esikwaziyo ukuyenza. Umzekelo ingaba kukusetyenziswa kwezakhiwo zikarhulumente kweminye imisebenzi nezinto ezenziwayo zikarhulumente, njl. njl.
- Onke amasebe karhulumente makabambisane ngokuthatha uxanduva lokhuseleko nolondolozo lwabantwana abakwiminyaka yokuya esikolweni aze athathe amanyathelo xa ngaba abantwana besikolo bebonwa bengaphandle kwamasango esikolo okanye bengenabantu babajongileyo ngexesha lesikolo. I-WCED inenombolo yomnxeba yoqhagamshelwano lwasimahla ekunokuxelwa kuyo ezi meko zinjalo, ukuze zikhawulezelwe ngokuthathelwa amanyathelo.
- Kule minyaka mihlanu izayo kunokwenzeka ukuba anyuke amanani olutsha olungasebenziyo, ngakumbi olo lugqibe imatriki. Kwesi sithuba ubuncinane ngabafundi abangama 10 000 ukuya kuma-15 000 abaza kugqiba ezikolweni ngonyaka, bengakwazi ukugqithela phambili ngemfundo okanye ukufumana imisebenzi. Kuza kufuneka kuthathwe amanyathelo angqongqo olukhawulelana nale ngxaki yolutsha olungasebenziyo. Onke amasebe karhulumente kuya kufuneka ukuba aqwalasele ukuba angenza ntoni na ukuncedisa kule ngxaki sele kumbovu ukuba iqhubeka ngokuthi aqhube iiprojekthi ezithile ezizodwa (umz. iphulo eliyi-*Expanded Works Programme*, iSoccer World Cup 2010 okanye ukubonelela ngeebhasari, ngoqeqesho lwabafundi emsebenzini okanye ukubanika amathuba okuqokelela amava omsebenzi ngexeshana elifutshane abalichitha kwiindawo zemisebenzi).

5.1.1 Inxaxheba yamaSebe kaRhulumente wePhondo

Iphulo iKapa Strategy ligxininisa imfuneko yokuba amasebe ngamasebe karhulumente asebenze ngokubambisana kwiinkalo zonke ngokwezicwangciso nezibonelelo ezimanyanisiweyo ukuze zifezekiseke ngempumelelo izicwangciso ngezicwangciso. Njengoko sele kutshiwo ngentla apha, isebe ngalinye kufuneka liqulunqe ezalo iindlela eliza kukhawulelana ngazo nesicwangciso sophuhliso lwabantu bokusebenza ngokweemfuno zalo kwimisebenzi eliyenzayo, umzkl iSebe lezeMpilo liya kwenza uhlalelo iimfuno zalo zabasebenzi bezonyango kwixesha elizayo, lize ke ngobambiswano neSebe leMfundo namaziko emfundo ephondo eli, liqulunqe iindlela eliza kukhawulelana ngazo nazo. Umzekelo omhle wale meko ngulo weSebe lezoThutho neMisebenzi kaRhulumente, apho uphicotho lweemfuno lwezibonelelo kwixesha elizayo liye lenziwa, kwaza kwabonelela abafundi abamalunga nama-300 ngeebhasari kwiinkalo ngeenkalo zokufunda kweli candelo.

Amasebe amaninzi ayabandakanyeka ngenxaxheba ekuxhaseni isicwangciso seMEDS esiqhutywa liSebe loPhuhliso loQoqosho okanye kwiSicwangciso sokuSekwa kweNtlalo enoZinzo esiqhutywa liSebe leeNkonzo zoLuntu noNciphiso lweNtlupheko. Abafundi bangazijonga izicwangciso zala masebe ukuze bafumane amanakani efuthe eziya kuba nalo ezi zicwangciso kuphuhliso lwabasebenzi kweli phondo. Ezi zinto zidityaniselwayo ngamasebe ahlukeneyo ziya kubonakala kwezi zicwangciso zokuqhutywa komsebenzi ziqhotyoshelwe apha.

5.1.2 Ubudlelane noluntu

Ngokusebenzisa iWestern Cape Education Foundation (WCEF), i-WCED iye yakwazi ukukhuthaza nokunxibelelanisa inxaxheba yamacandelo ngamacandelo kumalinge ophuhliso lweemfundo, ukuqalela kubonelelo ngamagumbi okufundisela, izikolo nezinto zokusebenza, kunye namaphulo ophuhliso lweziphathamandla kunye nootitshala, izinto zonke ke ezo ezijoliswe ekuphuculweni nasekunikweni kwemfundo ekumgangatho ophezulu, kwizikolo ezikwiindawo ezihluphekayo. Indlela esiceba ukuyihamba kunye nezi zigqeba yejoliswe ekuphuhliseni koluntu lokusebenza, endaweni yokubonelela nje ngezinto zokusebenza nenkxaso, kwaye iza kungqanyaniswa neenjongo zeHCS kunye neziphumo ekujoliswe kuzo.

Le mibutho ke iquka:

- **I-National Business Initiative (NBI)** ephambili kakhulu ekunxibelelaniseni izigqeba ngezizigqeba zecandelo loshishino nasekuqhutyweni kwephulo eliyiEducation Quality Improvement Programme (EQUIP) ezikolweni, elijoliswe kuPhuculo loMgangatho weMfundo. Lijoliswe kakhulu kulawulo lwezikolo, eli phulo kufuneka liwuqinise umsebenzi wethu wokuphuhlisa izikolo ezinempumelelo;
- **iREAD ne-CLE** yimibutho ezinikezele kakhulu ekuphuhliseni isiqhelo sokufunda ngempumelelo ezikolweni zethu. Oku kuya kusiphuhlisa kakhulu isicwangciso sethu sokufundisa ulwazi lokufunda nokubhala.
- **i-Amy Biehl Foundation** incedisa ubukhulu becala kuphuhliso lwenxaxheba yabahlali kumalinge ezikolo. Elinye iphulo elinika umdla kakhulu liphulo lokugaya abazali abangasebenziyo njengabancedisi bokufunda kwezo zikolo zithe zachongwa;
- **iGo for Gold** sisigqeba esasekwa ngabecandelo lolwakhiwo, bekunye neSETA yeli candelo. Ichonga abafundi abanomdla nabazinikezeleyo abanqwenela ukuqhuba izifundo zabo okanye abanqwenela ukufumana amava kweli candelo, kwaye iqhuba namaphulo asemva kokuphuma kwesikolo okwandisa ulwazi, ibonelele nangeebhasari kunye nezinye iintlobo zenkxaso ngalo lonke elo xesha lokuba sesikolweni kwabafundi, ize kananjalo inxibelelanise ukuthathwa kwabafundi kuqeqesho lwasemsebenzini kweli candelo;
- **iProjekthi eyi-Extra-mural Education Project (EMEP)** iqulunqa iqhube amaphulo ezinto zokwenziwa ngabafundi ngaphandle kwamagumbi okufundela kwizikolo ezikwiindawo ezihlwempuzekileyo; (jonga iSihlomelo E).
- **iShuttleworth Foundation ibonelela ngeelaboratri zekhompuyutha (TUX labs)**, inkxaso yobungcali noqeqesho kwinkalo yeOpen Source, ngakumbi kwizikolo ezikwiindawo ezihlwempuzekileyo.

6. Indlela zokujongana neengxaki ezivelayo

Esi sigaba sishwankathela imimiselo esisekelwe phezu kwazo esi sicwangciso kunye namanyathelo aphambili eya kuxhomekeka kuwo impumelelo yesi sicwangciso nokuyinxalenye yaso. Iinkcukacha ezinikiweyo apha ziquka iindawo eziphambili kwesi sicwangciso nakwizicwangciso eziyinxalenye yazo. Ngelixa kukho negridi yeziphumo equkiweyo phaya kwiZihlomelo, kufuneka kuqatshelwe ukuba isicwangciso sokuqhutywa komsebenzi esineenkukacha ezininzi kusafuneka siqulunqwe. Lowo ke iya kuba ngumsebenzi weQela leProjekthi yoSetyenziso lweSicwangciso soPhuhliso lweZakhono zoLuntu (HC).

Kufuneka kuqatshelwe kanjalo ukuba esi sicwangciso sisicwangciso esinatyiwe ngokubanzi, asisiso esingokwenziwa komsebenzi. Sihlahla nje indlela ecwangcisekileyo esiza kuhamba ngayo kule minyaka ilishumi ukuya kwelishumi elinesihlanu ezayo. Kwisicwangciswa ngasinye esixeliweyo apha kuza kubakho isicwangciso sokuqhutywa komsebenzi esipheleleyo esiqulunqwayo.

6.1 Ekujoliswe kuko ngobuchule nangokucwangcisiweyo

Kuye kwathi ke ngokwezimvo ezithe zangeniswa kwakuchongwa ezi ndawo zilandelayo njengeendawo ezifanele ukuqokwa kwisicwangciso esi. Ezi zicwangciswa (sub-strategies) ziya kuqhutywa kunye nezicwangciso ezingundoqo zalo msebenzi.

6.1.1 Ekujoliswe kuko malunga nokuqaliswa kwesicwangciso

Esi sicwangciso asisayi kuba nantsingiselo konke ukuba asikwazi ukusiqhuba ngempumelelo. Kunyanzelekile ke ngoko ukuba siqinisekise ukuba iimanejala kumanqanaba onke emfundo ziyalufumana uqhelaniso olucetyiweyo kunye nesi sicwangciso – ukuqalela ezikolweni ukuya kwii-ofisi zethu; ukuba sicwangcise ngocoselelo amaphulo ethu nezinto esizenzayo ngokushiyana kwazo ngokubaluleka, sibeke neenkalo esifuna ukujolisa kuzo nezinokukwazi ukwenzeka ngempumelelo; ukuba iinkalo zethu esijolisa kuzo sizenzela imilinganiselo, size sizibeke iliso rhoqo, nokuba iimanejala ezisingathe uxanduva izenze zamkele uxanduva lokuphendula ngazo.

6.1.2 Okujoliswe kulutsha

I-HCS sisicwangciso esijolise kulutsha, ngakumbi oluMnyama, ngeenjongo zokuqinisekisa ukuba lufumana imfundo esemgangathweni, izakhono kunye nokufikelela kubomi obungcono. Ezi zilandelayo ziinkalo ezifanele ukugxininiswa:

- iPhulo loLutsha oLunethemba: ngokweziphumo zophando lweInternational Marketing Company of South Africa, kufuneka sakhele kwithemba elivakaliswe lulutsha oluneminyaka engama-20 ukuya kuma-24 ubudala ngekamva leli lizwe
- UMsebenzi wokuziPhatha kwaBafundi: ulutsha lubonakalisa iimpawu ezothusayo zokungabi namdla nokungakwazi kuziphatha. Ngaphandle kokuqwalasela imiba ephathelele kwiimfundiso zesiseko zentlalo (*values*), kuyafuneka nokuba siyibeke iliso inkqubo yabafundi bethu, ukuze sikwazi ukungenelela ngokuthatha amanyathelo xa kukho imfuneko yokwenza njalo xa befumana ubunzima; okona kubaluleke kakhulu kukugcina uvimba weenkukacha wokubeka iliso, ukuphonononga kunye nokwenza uphando. Lo msebenzi mawuqwalasele ezi ndawo zilandelayo:
 - o iphulo lamalungelo noxanduva (imfundo ngezasekuhlaleni)
 - o ulawulo lwezimo nocwangco
 - o ukulandela abafundi (ukuhlala ekhondweni labafundi)
 - o ukubeka iliso kwindlela yokuhanjwa kwesikolo (ukungezi)
 - o ukugcinwa kwabafundi
 - o iingcebiso nenkxaso yabafundi
- uphuhliso lwezoshishino
- ukudala amathuba ayinene okufikelela kwimfundo esemgangathweni, kuqoqosho okanye nakwimfundo yesigaba seFET neyamaziko emfundo ephakamileyo.

6.1.3 Imimiselo yokuziswa kweenguqu

IsiCwangciso soPhuhliso lweZakhono zoLuntu kunyanzelekile ukuba sisekelwe phezu kwemimiselo yeenguqu, ufikeleleko, ukulungiswa komonakalo wamandulo nobulungisa. WNaKubeni ezi izinto ebezisloko zisemilonyeni kuyo yonke le minyaka ilishumi idlulileyo, bambalwa kakhulu abakhe bakhe banika ingqwalaselo enzulu kwiintsingiselo zazo apha ekusebenzeni. Oko kwathi kwabakho lo rhulumente mtsha apha eNtshona Koloni, ezi zimiselo ziye zavuselelwa ezingqondweni zabo bebesoloko bevalelwe amathuba okusebenzela ukuzisa inguqu eNtshona Koloni kule minyaka isibhozo yokuqala yale demokhrasi yethu.

Inguqu: enyanisweni inguqu ithathwa ukuba ibhekisele ekuzisweni kweenguqu ezikujika ngokupheleleyo ukuma kwesigqeba nabantu baso bokusebenza, ngokunjalo neendlela zokunikwa kweenkonzo, zityekelise ngakwicala labantu abahlelekileyo.

Ufikeleleko: apha akubhekiselwanga kuphela kufikelelo kwiinkonzo zikarhulumente ezisemgangathweni nakumaziko akhe, koko nakokokona kubaluleke kakhulu okukufikelela kubomi obubhethele. Kambe ke apha ekuqaleni kufuneka ukuba siqinisekise ukuba kwinkonzo yethu esiyinika abahlali, siyazixhasa sizikhuthaza izimiselo zephulo iBatho Pele ngeenjongo zokuseka intebano kurhulumente nakumaphulo akhe. Xa kufikelelwa kwinkalo yokwenziwa komsebenzi, kuyimfuneko ukuba silukhuthaza ngqongqo ufikeleleko lwamaziko karhulumente. Izikolo zethu zingamaziko okufunda abantu bonke, ingengabo abeentlanga ezithile nje okanye abeenkcubeko ezithile neelwimi ezithile okanye udidi oluthile ngokwasekuhlaleni. Xa kukho imfuneko, kufuneka sisebenzise nemithetho neenkundla ukuqinisekisa ukuba ufikeleleko aluvalelwa.

Ubulungisa nolungiso lomonakalo wamandulo: iba nzima ukuqondakala intsingiselo yala mabinza ngamanye amaxesha, kodwa ke apha kule yethu imeko, zibhekisele kukudalwa nokuququzelelwa kwamathuba okuthatha inxaxheba nokuxhamla kuqoqosho lwephondo; kwizikhokelo zenkxaso-mali eziya kuthundeza ukukhuthazwa kwemfundo esemgangathweni kwiindawo esihlala kuzo ezihluphekileyo; kusungulo lweekharithulam eziya kuthi zenze kungafikeleleki nje imfundo ephakamileyo yodwa, koko nakumathuba amaninzi ofikeleleko emisebenzini, ngakumbi abo bahlelekileyo.

Kufuneka ukuba yamkelwe into yokuba uhlalutyo lwesi simiselo sibaluleke kangaka luyalambatha, kwaye nanjengokuba imininzi kakhulu imiba efanele kufikelelwa kule nkalo, singathanda ukuba sikhe siqhube uthethwano nabanye abachaphazelekayo abafanelekileyo ngeenjongo zokuqinisekisa ukuba kukho uvimelwano nonxibelelwano ngeprojekthi yokuzisa inguqu kwixesha elizayo, siya:

- kuququzelela inkomfa yenguqu okaanye isemina
- kukhawulezisa umsebenzi wokulungiswa komonakalo wamandulo kwikharithulam
- kugxininisa kufikeleleko lwezikolo kubafundi bethu ngokuthi kusetyenziswe isicwangciso esihlaziyiweyo sokwamkelwa kwabafundi

6.1.4 Ukubeka iliso, ukuvavanya nokuphonononga isicwangciso

Kubalulekile ukuba sibeke iliso kwisicwangciso esi, kunjalo nje simane siphonononga indlela esisetyenziswa ngayo. Ngaphandle kweekomiti zokubeka iliso eziza kusekwa siya kugxininisa ngakumbi kwezi ndawo zilandelayo:

- ukubeka iliso izicwangciso zophuhliso lwezakhono zoluntu zephondo zokuphuhlisa abantu bokusebenza
- ukuqulunqa iingxelo zonyaka malunga nenkqubo yokusetyenziswa kwesicwangciso esi. Kwezi ngxelo kuya kuqukwa neengxelo ngokufunyanwa kwemisebenzi, impumelelo kwizifundo zemisebenzi ethile kumanqanaba ngamanqanaba emfundo, amanani ezithuba zemisebenzi edaliweyo, amanani-nkcazo engqesho yolutsha, ufikelelo lolutsha kumashishini amancinane, njl. njl.

6.1.5 Impumelelo yezikolo

Impumelelo yesi sicwangciso iza kuxhomekeka kwindlela ezikwazi ngayo izikolo ukumelana nemingeni ekuso nakwimpumelelo yazo ekuyifezekiseni loo mingeni. Kwezinye zezinto ekuza kufuneka sizenze kuza kubakho nezi:

- Ukwakha uzinzo noqikeleleko kule nkqubo: izikolo, iimanejala, ootitshala, abazali nabafundi kufuneka bazazi izicwangciso zethu zezokuba kulindeleke ntoni na kwelabo icala. Akungekhe kulunge ukuba simane sifomba izikolo ngeeprojekthi ngeeprojekthi ezingakhange zicwangcise kwangaphambili, nekusenokungabikho nazibonelelo zakuzenza, kunye nabantu bokuziphumeza kwanexesha lokuziphumeza;
- Ukuqulunqa uluhlu lwezinto ezinokwenziwa kwinkalo yophuhliso (ngokwesikhokelo seHCS) ezinokufakwa kwizicwangciso zoPhuhliso lweZikolo;
- Ukuqulunqa nokuqhuba amaphulo olawulo nophuhliso lwezikolo;
- Ukuqulunqa, ukuqhuba nokubeka iliso izifundo zobunkokeli nolawulo lweenqununu zonke
- Ukuqalisa iphulo malunga noxanduva lwabazali
- Ukuqulunqa nokuqhuba iphulo lolawulo lwezibonelelo zezikolo kunye neemfundiso zeziseko zentlalo (*values*)
- Ukuphumeza isicwangciso sokulungisa umonakalo wexesha langaphambili kwikharithulam
- Ukuphonononga izinto ezenziwa zizikolo ezijoliswe ekusekweni kwentlalo enozinzo, zize zibhalwe phantsi kwabelwane ngeenkqubo ezigqibeleleyo
- Ukuphonononga nokuqhuba isicwangciso sokhuseleko lwezikolo ngobambiswano neSebe loKhuseleko loLuntu.

6.1.6 Ukuqeshwa nokuphuhliswa kootitshala

Umba wokuqeshwa, ukusetyenziswa nokuphuhliswa kootitshala iye yaba ngumba obaluleke kakhulu kulo lonke uthethwano ebesilwenzile. Akuphelelanga nje ekuvakalisweni kwento ykuba ootitshala basebobona butyebi bethu, kodwa kuye kwavakaliswa nezimvo zokuba masikhangele iindlela zokuqinisekisa ukuba sibukhulisa njani na obu butyebi, sibugcina njani, kwaye siphuhlise neendlela ezinokusenza sibusebenzise kangangoko, siphucule ulwazi nezakhono abanazo ootitshala bethu. Siya kugxininisa kwezi ndawo zilandelayo:

- Ukuphicotha iziphumo zophando lwakutshanje lweHSRC oluphathelele kwiimeko yootitshala kweli phondo njengesixhobo esinokusisebenzisa ekuqulunqeni kwethu izicwangciso zophuhliso lootitshala. Siya kugxininisa ngakumbi kwifuthe eya kuba nalo i-HIV ne-AIDS kwixesha elizayo kwinkqubo yethu;
- Ukuphonononga ulwazi nezakhono ezikhoyo kootitshala bethu, sigxininise kwizifundo abaziphumeleleyo, kumava abanawo nezakhono ezizodwa abanazo, ukuze sikwazi ukuqalisa amaphulo ophuhliso ajoliswe kakuhle (njengexenye yesiCwangciso seZakhono zaseMsebenzini – *Workplace Skills Plan*) kuze kube nokwabiwa ezi zibonelelo ngokuyimpumelelo;
- Ukuqhuba uphando ngezinye iindlela ezikhawulezileyo zokukhupha nokuhambisa ootitshala, sikhuthaze neengxoxo malunga nale miba kwinqanaba lesizwe;
- Ukuqalisa, ngobambiswano ngeeyunivoyi zootitshala, iphulo lokuziphatha kakuhle kootitshala eliya kuba neenjongo ezikukubuyisela undiliseko lwegama lobutitshala; sikhangele abo titshala balala emqokozweni nabangaziphathi kakuhle, baze ke baboniswe iindlela zokubuyisela izimo zabo okanye zokuphuma kulo msebenzi wobutitshala;
- Ukuqulunqa isicwangciso sophuhliso lwezakhono sokunika ootitshala inkxaso, esijoliswe ekubancediseni nasekubaxhaseni abo titshala ngezaseklasini nakulawulo;
- Ukuqulunqa iphulo lephondo lokukhuthaza ootitshala;

6.1.7 ISebe leMfundo leNtshona Koloni njengeSigqeba sokuFunda

- I-WCED njengesigqeba sokufunda iya kusoloko iluhlalutya iluqaqambise ugqibelelo lwayo, impumelelo yezikolo nezicwangciso zenkxaso ukuze ifezekise injongo yayo yokunika inkonzo eqaqambileyo ngokugqibeleleyo, nolawulo lwayo olukwanjalo

- Ukwakha ingqibelelo yeli sebe ngokuphucula ingqibelelo namaxesha ewathathayo ekukhawulelaneni neenkonzo zenkxaso yezikolo nasekwandiseni amazanga outshintsha kwezikolo zibe ngamaziko eCandelo 21.
- Ukuzimisa ngokutsha nokuziqinisa izithili ngomsebenzi wohlehlengiso ukuzenza zikwazi ukuluthwala uxanduva lokufunda nokufundisa kumagumbi okufundela nokunika inkxaso yobungcali kule nkalo. Ubudlelane bezithili nezikolo buya kuxhomekeka kwiinkonzo ezijoliswe kakuhle kunye nenkxaso ekwanjalo, esekelwe kwiinkcukacha ezichanekileyo ezihlaziya rhoqo kunye nezolawulo. Izicwangciso zophuculo lokunikwa kweenkonzo ziza kuhlengahlengiswa njengezixhobo zokubeka iliso kwiimvumelwano ekufikelelwe kuzo ngomgangatho wokunikwa kweenkonzo kunye neenkalo ekujoliswe kuzo;
- Ukuqalisa nokucwangcisa ngokobaluleko lwazo iinkqubo zoqinisekiso lomgangatho kuwo onke amanababa esebe eli, kusetyenziswa izixhobo zovandlakanyo ezahlukeneyo, njengendlela yokubethelela nokuziqinisa uxanduva lokuphendula nempumelelo
- Izicwangciso zokunkwa kwenkxaso ziya kubandakanya nokusekwa kobuhlakani phakathi koluntu norhulumente, ngakumbi nemibutho yasekuhlaleni. Umba we-HIV/AIDS uya kuqwalaselwa ngekharityhulam njengesona sixhobo siphambili sokuhambisa ulwazi, izakhono neempawu zentsulungeko kulutsha. Ukufundisa nokutshintsha iingqondo kuya kusetyenziswa ekuthibazeni ukunwenwa kwalo bhuhani. Ukhuseleko lwezikolo luya kuphuculwa ngeZiko loQhagamshelwano leZikolo ezinoKhuseleko, ngezibonelelo zokuqinisekisa ukhuseleko nangeenkqubo zemfundo ezisalela umdla wabafundi ngakwicala lezinto ezakhayo. Ukufunda ngeekhompyutha (E-learning) kuya kuququzelelwa ngesicwangciso esiliqili sw-WCED sokusetyenziswa kweekhompyutha (*se-information technology*).

Klindawo eziphambili ze-WCED njengesigqeba sokufunda: ngo-2014:

- Umgangatho wenkxaso ezithilini yandiswa ngokubonakalayo ngamaziko anezibonelelo kakuhle nanabantu bokusebenz ajolisekileyo angaMaziko oPhuhliso loLawulo lweMfundo (Education Management Development Centers – EMDCs)
- Umsebenzi osemva wokubonelala ngamagumbi okufundisela uhle nge- 60%
- I-75% yazo zonke izikolo sele zizikolo zeCandelo 21
- Izicwangciso zophuculo lokunikwa kweenkonzo ezisekelwe kwizicwangciso zophuhliso lwesikolo ngasinye zibethelelwe njengeemfuneko eziphambili
- Utitshala ngamnye nomfundi ngamnye uyafikelela kuqeqesho kwi-ICT nakwizibonelelo zokuxhasa umsebenzi wokufunda nowokufundisa
- I-80% yabo bonke abafundi bayafikelela kwizikolo ezilawulwa kakuhe nezinezibonelelo nezikufutshane nalapho bahlala khona
- Isikolo ngasinye sinemeko abakhuselekileyo abafundi nootitshala kuyo
- Isicwangciso somsebenzi sibethelekile apha kwisebe eli, silungiselelwe ukuthibaza ifuthe le- HIV/AIDS nezinye izifo ezihamba nayo

6.2 Ungenelelo loncedo lwexesha elikufutshane

Akhona amanyathelo exesha elikufutshane efanele kuwaqwalasela i-WCED ukuze ikwazi ukuba ibe kwimeko yokuba ingasisebenzisa ngempumelelo esi sicwangciso.

6.2.1 Uhlengahlengiso lweSebe

Akukho sicwangciso siliqili sinokuze siphumelele esosigqeba sigunyaziselwe ukusiqhuba singenabo abantu bokusebenza bokufezekisa iinjongo zaso. Okokuqala kuya kufuneka ukuba sisebenzele ulwamkelo lwesi sicwangciso ngabo bonke bonke abantu abakweli Sebe naphaya kumahlakani ethu asekuhlaleni nakwamanye nje amahlakani. Loo nto ke ithetha ukuba kufuneka sibe nesicwangciso soqhagamshelwano esiqinileyo. Okulandelayo iya kuba kukuqinisekisa ukuba bonke abantu bethu bakuqonda kakuhle oko kufanele kwenziwa nokuba banalo ulwazi oluyimfuneko kwakunye nokuzinikezela ekusifezekiseni, kungenjalo kuya kufuneka kukhangelwe iindlela zokubathintsha ngabanye abasebenzi abaya kuba nazo ezi mfuneko noku kuzinikezela. Kambe ke awona manyathelo abaluleke kakhulu kwesi sicwangciso abandakanya ukukhuthazwa kobulungisa basemsebenzini; ukusekwa kwezigqeba ezifanelekileyo phaya ezikolweni; ukuqulunqa umgaqo-nkqubo nomsebenzi wonxibelelaniso kwisebe eli, oya kuthi ubandakanye noqinisekiso lomgangatho, uqhagamshelwano, uphando nocwangciso; kudalwe isixhobo sokulawulwa nokuqhutywa kweeprojekthi ezizodwa, eziquka ukukhuthazwa kobuhlakani bukarhulumente noluntu; uhlengahlengiso lokuma nemisbenzi yee-ofisi zezithili, khona ukuze zijolise inkxaso kwezo zikolo kujoliswe kuzo ngenkxaso enzulu, iimanejala zeziko, ootitshala nabafundi; ukusekwa kweqela leprojekthi eliya kunikwa uxanduva lokuqhuba umsebenzi nokucwangcisa ulawulo lweHCS nokunxibelelanisa ukusetyenziswa kwayo.

6.2.2 Isicwangciso soqhagamshelwano

Ngaphandle kwezi ndlela zoqhagamshelwano zikhankanywe ngentla apha, neziza kuqhutywa zilawulwe yiWCED, kubalulekile ukuba iWCED iqalise umsebenzi wokuphucula izicwangciso zayo zoqhagamshelwano, apha ngaphakathi kwiSebe eli phakathi kwee-ofisi zalo, naphakathi kwezi ofisi nezikolo (nabo bonke abo babandakanyekayo kwezemfundo). Ukuze iHCS ibe nempumelelo kunyanzelekile ukuba iNtshona Koloni izigcine ingasemoyeni ngakwicala lokuqhubekayo, nangoko kulindelekileyo eluntwini. Isicwangciso soqhagamshelwano kufuneka sibandakanye nephulo lokwazisa ngesi siCwangciso soPhuhliso lweZakhono zoLuntu, sisonke.

6.2.3 Ucwangciso lwezibonelelo zolwakhiwo

Lo msebenzi ubaluleke kakhulu kwiWCED namahlakani ayo. Ngaphandle nje kokuba sele zichongiwe iiprojekthi zolwakhiwo, zalandelelaniswa ngokushiyana kwazo ngokubaluleka, zaza zenzelwa nezicwangciso kwada kwango-2014, kubaluleke ngakumbi ukuba isiCwangciso soPhuhliso lweZibonelelo zeZakhiwo (Physical Infrastructure Provisioning Strategy) masiqwalasele uyilo lwezikolo ezitsha, siqhube ngokuqinisa ubuhlakani benxaxheba yoluntu (PPPs) ngeenjongo zokukhawulezisa ufezekiso lweemfundo zethu zezibonelelo, kuqulunqwe namanyathelo aya kusenza sikwazi ukusebenzisa ezi zigqeba zikhoyo kangangoko. Into ephambili kuthi iya kuba kukusungula amaphulo emisetyenzana elawulwa ngabahlali (uphuculo, uhlaziyo nokuhombisa, njl) ezikolweni zabo. Sicinga ukuba amaphulo anjalo angaliphucula iqhayiya labahlali ngezikolo zabo, kwaye ke okungaphezulu kukuba angabonelela abo bahlali ngamathuba okufumana ulutho kwezoqoqosho. Omnye wemingeni yethu yokuqala uya kuphathelela kwiprojekthi i-N2 Gateway Project. Isakuba ivene neSixeko, neSebe loBonelelo ngeZindlu kunye neengcali zeprojekthi ngokusungulwa kweprojekthi eya kwenza izikolo zethu zibe nenguqu kwinkangeleko yazo nangokuseka izibonelelo ezidityanelweyo (iholo, izibonelelo zemidlalo, iziko lokuqhubela izinto ngezinto, njl) iWCED kuya kufuneka ukuba ifune iimali zokuncedisa ekwakhiweni kwezi zikolo ziyimfuneko okanye yenze uhlengahlengiso kwizicwangciso esele zikhona ngeenjongo zokulungiselela iimfuno ze-N2 Gateway Project. Kwangeli xesha linye, siya kuqhubeka sisebenza phakathi koomasipala abayi-24 kudidi "b" kwakunye namabhunga angezantsi angama-20, ukuphuhlisa izicwangciso zamalungiselelo engingqi. Ngale ndlela siya kuhlenganisa ukucwangcisa nezicwangciso zophuhliso ezibanzi zikarhulumente wengingqi.

6.3 Isicwangciso sophuhliso lwezakhono zoluntu esisekelwe kwiprogram, iithagethi, neziveliso kunye nezibonelelo

Le gridi ingezantsi apha (nanti iqhotyoshelwe) icacisa isikakhulu iinjongo zethu, iinkalo esijolise kuzo, iziphumo, amaxesha aza kuthathwa. Okuhamba nale gridi yinkolelo yokuba ukufezekiswa kwezi njongo kuya kuba sisiphumo sophuhliso oluthe gqolo nokufikelelwa kweziphumo ngeziphumo. Ikwabonakalisa neenkalo ekunokusetyenziswana kuzo ngawo onke amasebe ephondo eli.

Umbono wesiCwangciso soPhuhliso lweZakhono zoLuntu kukuphuhlisa iimpawu zentsulungeko, ulwazi nezakhono zabantu baseNtshona Koloni, ngakumbi ulutsha, ngeenjongo zokuphucula amathuba abo okuthatha inxaxheba kwinqanaba lesizwe nelephondo, kwiimeko zoqoqosho olukwaziyo ukukhuphisana nolwamanye amazwe, naakweyentlalo ekuqhutywa izinto ezininzi kuyo nenenkathalo.

Le nto ke ithetha ukuba isiCwangciso soPhuhliso lweZakhono zaBasebenzi kufuneka sisiqinisekise malunga nokukhawuleza kokunyuka kwamanani olutsha oluthatha inxaxheba luphumelele kwimfundo yeFET nakweyamaziko emfundo ephakamileyo oluya kuthi ke lenze igalelo ekukhuleni koqoqosho lweli phondoNgamanye amazwi iSicwangciso esi siya kuqwalasela umba wokuphuma kwabafundi esikolweni, siqinisekise ukuba baninzi abagcinwayo kwiFET nakumaziko emfundo ephakamileyo Kodwa ke njengoko sele sibonile ngentla apha, inxaxheba nempumelelo kwimfundo ye-FET nephakamileyo zixhomekeke kwindlela ekubeni ulutsha lufumane amava entlalo enemphilo nenkuthazo kunye nemfundo yesiqhelo egqibeleleyo. I-HCS yeNtshona Koloni ngoko ke igxininisa kwezi ndawo zilandelayo:

- iya kuqinisekisa ukukhula kwabo bonke abantwana ukuqalela ekuzalweni ukuya kwiminyaka emihlanu, (ECD) ngokwasemzimbeni, entlalweni nasengqondweni
- iya kubonelela bonke abantwana abaneminyaka emi-6 ukuya kweli-14 ngemfundo yeGET ekumgangatho ophezulu (GET – iBakala 1 ukuya kwele-9)
- iya kuwanyusa amanani abafundi abakwinqanaba leFET nakwimfundo ephakamileyo.
- iya kubhalisa ulutsha oluphumileyo esikolweni kumaziko afanelekileyo emfundo yabantu abadala (ABET).

Ekuzameleni ukufezekisa ezi njongo isiCwangciso soPhuhliso lweZakhono zaBasebenzi sigxininisa le mimiselo iphambili ilandelayo:

6.3.1 Ulwazi olufanelekileyo, izakhono, iimfundiso zeziseko zentlalo nengqondo

Zonke izifundo noqeqesho ziya kukhuthaza ulwazi oluphezulu, izakhono, iimfundiso zeziseko zentlalo (values), kunye nengqondo. Ngokuphathelele kwiGET neFET ezikolweni, iNCS icacisa kakuhle ukuba iikharithyulam zisekelwe kwiimfundiso zeziseko zentlalo (values). Le nkqubo iya kukhuthazwa kuzo zonke izifundo.

Kwangaxeshanye njalo izifundo kufuneka ukuba zibafanele abafundi. Oku kuthetha ukuba makuthathelwe ingqalelo iimeko ekuqhubeka kuzo ukufunda nokufundisa kunye nokukhetha ezona ndlela zifanelekileyo ekufundisweni kwekharithyulam. Imfundo yabantwana abakwiminyaka ekunyanzelekileyo ukuba babe sesikolweni mayithathele ingqalelo ulwimi, ukhuseleko, iimeko zasekuhlaleni ezidolophini nasemaphandleni, neemeko zentlalo nezoqoqosho. Imfundo yeFET nephakamileyo kunye neyabantu abadala mazithathele ingqalelo imidla yabafundi namazinga obukrelekrle babo. Kula macandelo amava omsebenzi adla ngokubaluleka kakhulu ekufundeni. Apha ke uqeqesho lwasemisebenzini namava asemsebenzini anenxaxheba ebaluleke kakhulu kuphuhliso lwezakhono zoluntu.

Umba womgaqo-nkqubo obaluleke kakhulu oye wavela kuthethwano olwenziweyo ngumba wamandla ethu okuthatha abafundi bonke kumanqanaba ngamanqanaba emfundo. Umzekelo, ngelixa ikhona indawo kumaziko emfundo ephakamileyo, kukwacacile nokuba akangekhe akwazi ukumelana nokukhawuleza kokunyuka kwamanani. Kukwanjalo ke nakwamanye amacandelo emfundo. Kulula ke esifanele kukukhetha, kanti kukwanzima nokuba nzima:

- Ukukhawuleza kokwandiswa kwezibonelelo zamacandelo ngamacandelo emfundo ukulungiselela oku kunyuka kwamanani kulindelekileyo abafundi beli (nabamanye amazwe);
- Ukucutha ufikeleleko, ngokweemfundo ezithile zexesha elizayo nokhuphiswano oluphakathi komba wokuqhuba kakuhle kwizifundo (kwabafanelekileyo) kunye nomba wobulungisa;
- Ukubeka izibonelelo phambili: ngaphandle kokuba siqiniseke ngokuziswa kwezibonelelo eziyimfuneko kwimfundo yonke, kuya kunyanzeleka ukuba iinkonzo sizinike ngendlela engathi ibambelela kwezo ndawo ziphambili ngokubaluleka. Uphicotho lweemfundo zethu eziphambili ngokubaluleka kwixesha elizayo, oluhamba nophuhliso olunyanisekileyo lweROI kumacandelo ngamacandelo kuya kufuneka lwenziwe. Kusenokufuneka ukuba siqwalasele ngakumbi ezi ndawo zilandelayo:
 - o ukucutha ufikelelo kwicandelo leABET lupheleliswe kuphela kwabo baye bavalelwa kumathuba emfundo (ingengabo abaqhuba kakubi kwimatriki) nakwabo babonakala benako ukuba bangaphumelela ekufumaneni iziqinisekiso zoqeqesho kwimisebenzi ethile okanye kwimfundo ephakamileyo;
 - o ukubonelela abantwana abaneminyaka emihlanu qha ngamathuba e-ECD ngeBakala R;
 - o ukucutha ufikelela kwicandelo leFET (izikolo), ngokweemfundo zokukhula zangoku nezexesha elizayo zale kule nkqubo kwizifundo ekupheleni kwesigaba seGET;
 - o ukucutha ubonelelo ngamathuba anikwa inkxaso-mali kwicandelo leekholeji ze-FET, ngokweenkqubo zezifundo, ubukrelekrele nomdla, iimfundo zokukhula koqoqosho, amaphulo oqeqesho asemsebenzini nenkxaso-mali, njl. njl. Lonke olunye ufikeleleko luya kusekelwa kwinkqubo yethu yeentlawulo zabasebenzini benkonzo.

Nokuba kungayiphi na indlela, kuyafuneka ukuba siwuqwalasele umba wokulindelwe luluntu, kunye nezimvo zokubaselungelweni, ngokunxamnye neemfundo zesizwe namandla ethu ekunikeni iinkonzo. Ngaphandle kokuba wonke umntu akwazi okulindelekileyo kuye, singazibona sisenza izinto eziya kuhamba zihambe zikhokelele ekunganelisekini kwixesha elizayo.

6.3.2 Ulwazi lokufunda nokubhala

Ukuphuhlisa kwamazinga aphezulu ekusetyenzisweni kolwimi nasekubaleni kungundoqo kuzo zonke izifundo. Ngesi sizathu ke iilwimi nematicematika ziyinxenye yazo zonke izifundo apha eNtshona Koloni.

- KumaBakala R – 3: ziyanikwa izifundo. Ukufunda nokubala kuthatha ngaphaya kwe-75% yexesha esikolweni
- KumaBakala 4 – 9: kufundiswa izifundo ezisibhozo. Nalapha iilwimi neMathematika zithatha elona xesha lininzi kwithayimthebhile esikolweni
- KumaBakala 10 – 12: iilwimi ezimbini neMathematika okanye uLwazi lweMathematika zinyanzelekile ukuba zenziwe kubo bonke abafundi abafuna ukugqithela kwiFETC. Ngaphezulu, kukho nezikolo zeMathematika neSayensi ezili-50 zeBakala 10 ukuya ku-12
- izifundo zeekholeji zeFET nezifundo zemfundo yabantu abadala: zonke zinayo iMathematika neelwimi njengezifundo ezisisiseko

Kananjalo iWCED iqhuba iimvavanyo qho ekufundeni nakwiMathematika ukuqinisekisa inkqubo kwezi nkalo ziphambili.

6.3.3 Ukufikelela kwiinkcukacha ezingokufunda nokufundisa

Izicwangciso zeHCS:

- Ukuqaliswa kwezifundo zeInformation Technology kwizifundo zazo zonke izikolo neendawo ekufundelwa kuzo kwisithuba esiphakathi kuka-2004 no-2014
- amaziko oncediso neelayibrari ayasekwa kwisikolo ngasinye ukubonelela abafundi nootitshala ngezincedisizemfundo eziphangaleleyo nangokulawulwa kwazo
- umfundi ngamnye notitshala ngamnye apha eNtshona Koloni uza kukwazi ukufikelela kwizibonelelo zeInformation and Communication Technology zokuncedisa ekufundiseni nasekufundeni.

6.3.4 Inkqubo yokulandelwa kwabafundi

Kuzo zonke izikolo zaseNtshona Koloni kuza kuqaliswa inkqubo enabileyo yokulandelwa kwabafundi ukuqala ku-2005. Le nkqubo yokuhlala ekhondweni labafundi iya kuphucula uvimba weenkcukacha zephondo eli, kwaye iya kwenza nokuba kuphuculeke ukugqibelela kunye nesicwangciso, iqinisekise nokuba abafundi abalahleki apha entlalweni, ize kananjalo yenze kukwazeke ukuqalwa kwamanyathelo okuncedisa nokuxhasa abafundi.

6.3.5 Iingcebiso ngezifundo nemisebenzi enokulandelwa

Bonke abafundi beBakala 8 baza kubonelelwa ngeengcebiso ngezifundo nemisebenzi enokulandelwa ezikolweni ukuze bancediswe ekukhetheni izifundo ezifanelekileyo kwinqanaba leFET. Kambe ke iingcebiso ngemisebenzi enokulandelwa ziza kuqhuba, kwaye ziza kunyanzelwa zonke izikolo zasasekondari, iikholeji zeFET namaziko emfundo asekuhlaleni apha kweli phondo ukuba zibe nazo.

Kwizikolo zasasekondari iprogram yePACE enika ingcaciso ngamakhondo omsebenzi kunye nootitshala abaqeqeshwe ngokukodwa ootitshala beguidance ziya kuqhutywa kumaBakala 9, 10, 11 nele-12.

Iikholeji zeFET ziza kuseka iiyunithi zokuxhasa abafundi, ukulungiselela bonke abafundi abahlukeneyo ngeendawo abaphuma kuzo nangamava abo. Ulandelo lwabafundi luya kuxhasa abafundi ngekharityhulam nangokubafunela imisebenzi.

Amaziko emfundo asekuhlaleni aya kusebenzisa izixhobo ezilungiselelwe ukufaka abafundi kwezona zifundo zibafaneleyo. Ngaphezulu abafundi baya kubonelelwa ngeengcebiso (ngemisebenzi abanokuyilandela, ngeengxaki zasekuhlaleni nezokufunda) kwaye nokwamkelwa kwamava asele benawo kuya kuqinisekisa ukuba bafakwa kwizifundo ezibafaneleyo.

6.3.6 Izicwangciso zophuhliso lwezakhono zoluntu ezingqamene nezifundo

6.3.6.1 Imfundo yabantwana yasekuqaleni

(a) **Ukuqinisekisa ukuba bonke abantwana abaneminyaka 0 – 4 abahlala kweli phondo babonelelwa ngophuhliso oludibeneyo ngokwasemzimbeni, entlalweni nasengqondweni**

- Bonke abafundi abaneminyaka emihlanu eNtshona Koloni bafikelela ngokupheleleyo kwimfundo esemgangathweni ekuqaleni kwemfundo yabo yesikolo, kwiBakala R ngo-2014

Izicwangciso sokuxhasa imfundo yabantwana yasekuqaleni eNtshona Koloni siye saqulunqwa liqela locwangciso elivela kumacandelo onke likhokelwa liSebe leMfundo leNtshona Koloni neSebe leeNkonzo zoLuntu noNciphiso lweNtlupheko.

Injongo yale nkqubo kukumanyanisa nokunxibelelanisa inkqubo ngeenjongo zokuqinisekisa ukunikwa kwabantwana iinkonzo ezinempumelelo nezivelela iinkalo zonke, ukusukela ekuzalweni kwabo ukuya kutsho kwiminyaka emine. Injongo yesi sicwangciso asikokubeka bonke abantwana ezikhritshi okanye kumaziko olondolozo asemini, koko kukuqinisekisa ukuba abo banoxanduva lokugcina abantwana (abazali, oomakhulu, abasebenzi basekuhlaleni, amaziko olondolozo asemini, izikolo zompeleso nabasebenzi basezikhritshi) bayaqeqeshwa ekukhuthazeni ukukhula kwabantwana ngokwasemzimbeni, emoyeni nasengqondweni.

Isicwangciso se-ECD sinale misebenzi iphambili ilandelayo:

- Ukuqulunqa, ukusebenzisa nokubeka iliso isicwangciso sophuhliso lwezakhono zoluntu sentsebenziswano yamacandelo onke kwinkalo ye-ECD (2004 nasemva koko)
- Ukuqeqesha abantu abadala abagcina abantwana (2005 nasemva koko)
- Ukuqulunqa amaphulo okuphuhlisa abantwana ngokwasemzimbeni, emphefumleni nasengqondweni ukuqalela ku-0 – 4 (2004 nango-2005)
- Ukukhuthaza ukhuseleko nempilo yabantwana nesondlo (2005 nasemva koko)
- Ukukhuthaza iindawo ezinokhuseleko abanokukhuliswa balondolozelwe kuzo abantwana abancinane (amakhaya namaziko olondolozo lwasemini) (2005 nasemva koko)
- Ukukhuthaza uphuhliso lwentlalo ukuqinisekisa amakhaya abantwana anokhuseleko nozinto (2004 nasemva koko)
- Ukwazisa uluntu ngemfuneko yokukhula ngengqondo neyempilo yabantwana abakwi-0 – 4 (okoko)
- Ukuqinisa nokwandisa izibonelelo zamaziko nabantu bokusebenza kuwo. (ngo-2005 nasemva koko)

(b) Ukubonelela bonke abantwana abaneminyaka emihlanu ngemfundo yeBakala R esemgangathweni ukuze bakulungele ukungena esikolweni

Nangona ubuninzi babantwana abakwiminyaka emithandathu ukuya kwelishumi elinesihlanu apha eNtshona Koloni besesikolweni, asingabo bonke abantwana abaneminyaka emihlanu abakwaziyo ukungena kwiBakala R. Injongo yesibini yeli phondo kuphuhliso lwabasebenzi kukubonelela bonke abantwana abaneminyaka emihlanu ubudala apha eNtshona Koloni ngemfundo esemgangathweni, phaya ekuqaleni kwemfundo yabo, yeBakala R, ngo-2010.

Xa kunokusetyenziswa amanani oqikelelo luka-2004 angazange abekwe phezulu, abantwana abasesikolweni eNtshona Koloni, bangama-45 000 kubantwana abangama-80 000. Loo nto ithetha ukuthi abanye abantwana abangama-35 000 kufuneka befikelelwe kwisithuba esiphakathi ko-2005 no-2010. Le nto ke ithetha ukuthi kubhaliswa abanye abantwana abaneminyaka emihlanu abangama- 000 ukuya kuma-6 000 ngonyaka ngamnye kwisithuba esiphakathi ko-2005 no-2010.

Kodwa ke aba bantwana mababhaliswe kwimisebenzi ekumgangatho ophezulu, kuba kaloku ukuqhutywa kwemfundo yeBakala R kusekelwe kwinkolelo yokuba ezi zifundo zisisiseko esiqinileyo ekuya kusekelwa phezu kwaso imfundo yasesikolweni. Le nkolelo ke ixhaswa zizifundo zophando eziqhutyweyo, eziquka izifundo zophando ezenziwa ngo-2001 ngendlela yovavanyo olucwangcisiweyo lwabantwana beBakala 3. Ezi zifundo zophando zibonakalisa ungqamano olukhulu phakathi kwenkqubo yasekufundeni neyasekubaleni kwiBakala 3 nofikelelo kwizifundo zezikolo zompeleso.

Injongo yephondo ke ngoko kukubonelela abantwana abaneminyaka emihlanu ngemfundo yeBakala R, ukuze bakwazi ukuqaliswa ekufundeni nakwizakhono zokubala kwasekuqaleni. Le nto ke ibaluleke kakhulu kwiindawo apho abazali bengafundanga khona nakumakhaya alambathayo kwizinto zokufunda.

Ikharithyulam yeBakala yeNCS ilucacisa kakuhle ulwazi emalufundiswe abantwana abaneminyaka emihlanu. Umngeni wephondo ngakwicala labantu bokusebenza kukuqinisekisa ukuba iziphumo zemfundo yeBakala R yeNCS ziyafundiswa zifunyanwe ngabafundi kwiindawo ezifundisa iBakala R.

Xa kushwankathelwa, kwisithuba esiphakathi ko-2005 no-2014 urhulumente wephondo:

- uya kuqinisekisa ukuba bonke abantwana abaneminyaka emihlanu eNtshona Koloni baya kubhaliswa kwiBakala R
- uya kuqinisekisa ukuba iziphumo zezifundo zeNCS ziyafundiswa kuzo zonke iiklasi zeBakala R (ukukulungela ukungena esikolweni kuya kusetyenziswa ukukhangela oku)
- uya kuqinisekisa ukuba izibonelelo zokuxhasa ukufundiswa kweNCS kwiBakala zikhona kuzo zonke iindawo ezineBakala R
- uya kuqeqesha bonke ootishala beBakala R kwiNCS
- uya kubabhaqa kwasekuqaleni abafundi 'abasemngciphekweni' akhawulelane nezo zinto zithintela imfundo yabo ngokusebenzisa amaqela enxaso asezikolweni nakwiiofisi zezithili

6.3.6.2Imfundo yeGET

(a) Ukuqinisekisa ukuba bonke abafundi beBakala 1 ukuya kwiBakala 6 bayakwazi ukufunda, ukubhala nokubala ngokumgangatho obekwe kwiNCS

- Imfundo noQeqesho Jikelele (General Education and Training) iya kubonelela ngesiseko esiluhlile sazo zonke iiprogram ezisemgangathweni iya kuba sisiseko sokubekala yonke imfundo yexesha elizayo, ngokusebenzisa izifundo ezisemgangathweni, eziya kugxininisa ngakumbi ekuphuhliseni kwezakhono zolwimi nemathematika eziphezulu.

Injongo yesithathu yeWCED 'yophuhliso lwabasebenzi' kukubonelela ngeeprogram ezisemgangathweni kumaBakala 1 – 6 abafundi. Iinkcukacha ezisuka kubalo-bantu luka-2001 kunye neEMIS yeWCED zibonisa ukuba aphezulu kakhulu amanani abantwana ababhalise ezikolweni abakwiminyaka emi-6 ukuya kweli-15. Ngaphezulu, ukungqamana kobudala babantwana namabakala abo abafunda kuwo eNtshona Koloni kukwiqondo eliphakamileyo.

Kambe ke izifundo zophando ezisandula ukwenziwa kubafundi beBakala 3 nabeBakala 6 zibonakalisa ukuba abafundi eNtshona Koloni abaqhubi ngokwemigangatho ebekwa kwiKharithulam yeSizwe, kwaye ke ngoko abasifumani isiseko esiyimfuneko kuphuhliso lwezakhono zabasebenzi. Iimvavanyo ezaqhutywa ngo-2002 nango-2003 zibonisa ukuba iziphumo zeemvavanyo ziyangqamana neemeko zentlupheko. Ngenxa yoko ke i-WCED iceba ukuba igxininise kakhulu kuphuhliso lwezakhono zokufunda, ezokubhala nezeMathematika zabo bonke abafundi beBakala 1 ukuya kwiBakala 6, ngakumbi abafundi abahlwempuzekileyo. Ukuqalela ngo-2005 ikhosi nganye efundisa iBakala 1 ukuya kwiBakala 6 iya kuxhaswa, ibekwe esweni, ukwenzela ukuba kufikelelwe kwiziphumo zekharithulam yesizwe ekufundeni, ekubhaleni nasekubaleni.

Ngo-2005 kuza kubekwa igosa leWCED elinye kwisikolo ngasinye kwizikolo ezingama-620 eziqhuba nganeno kunokulindelekileyo kwikharithulam ngo-2002 nango-2003.

La magosa aya kuqinisekisa ubukho bezi zinto zilandelayo eklasini nganye ukususela kwiBakala 1 ukuya kwiBakala 6:

- Ishedyuli yomsebenzi weeveki ezingama-36 yokufunda/yolwimi
- Ishedyuli yomsebenzi weeveki ezingama-36 yokubala/yeMathematika
- Iimeko zasekuhlaleni ezinazo izinto zokufunda – iileta, imifanekiso, amagama, izinto, iithebhile ezixhonywa eludongeni, iingcango, njl. njl.
- Ubuncinane iincwadi ezili-100 ezifanelekileyo ngokolwimi lwazo nenqanaba ezikulo
- Iincwadi zeMathematika nezolwimi zeBakala 3 ukuya kwiBakala 6
- Ubungqingina bokuba kufundiwe, obokubhala nokubala – akukho nkqubo ithile ikhuthazwayo ngaphandle kokufundiswa kokubizwa kwamagama, amagama, ukukuqonda okufundayo, ukubala ngentloko nokuzibhala phantsi izibalo.

Ngaphezulu iWCED iye yazibekela iinkalo efuna ukufikelela kuzo ekuphuculweni kweziphumo zezi mvavanyo ezaqhutywa ngo-2002 nango-2003. Kuza kuqhutywa uvavanyo kwiphondo eli lonke ekupheleni kweSigaba seSiseko neSigaba esiPhakathi, oko kukuthi kwiBakala 3 nakwiBakala 6 emva konyaka, njengoko kucacisiwe kwiThebhile 8. IThebhile 9 ibonisa iinkalo ekujoliswe kuzo malunga nokuphuculwa kokubhala, ukufunda nokubala kwiBakala 3 nakwiBakala 6 kule minyaka ilishumi izayo.

IThebhile 8: Uvavanyo olucetywayo lokubhala ugqwidizo kumaBakala 3, 6, no-8

IBakala 3	2002	2004	2006	2008	2010	2012
IBakala 6	2003	2005	2007	2009	2011	2013

IThebhile 9: Iinkalo ezibekelwe ukuphunyezwa kweziphumo zezifundo kwicandelo leGET

	2002	2004	2006	2008	2010	2012
I-% yabafundi abaphumelela iimvavanyo zokufunda nokubhala kwiBakala 3	36%	45%	50%	60%	70%	80%
	2003	2005	2007	2009	2011	2013
I-% yabafundi abaphumelela iimvavanyo zokubala kwiBakala 6	15%	20%	35%	50%	60%	70%
I-% yabafundi abaphumelela iimvavanyo zokubala kwiBakala 6	37%	45%	50%	60%	70%	80%

Ezi nkalo kujoliswe kuzo zinenjongo yokuqinisekisa ukunyuka kwamazinga abafundi abagqibayo kwinqanaba leFET, nakumazinga empumelelo kwiFET.

Xa kushwankathelwa kwisithuba esiphakathi ko-2004 no-2014 iWCED:

- iza kubonelela ngeencwadi ezili-100 kwiSigaba seSiseko ngasinye (kumaBakala 1 – 3) nakwiSigaba esiPhakathi (kumaBakala 4 – 6) kweli phondo
- iza kubonelela bonke abafundi beBakala 3 ukuya kwiBakala 6 ngeencwadi zeMathematika
- iza kubeka iliso qho ngeveki inkqubo yokufunda ngamagosa aza kubekelwa isikolo ngasinye esinamaBakala 1 ukuya kwele-6
- iza kubeka iliso kwindlela abafikelela ngayo nabaqhuba ngayo kwikharithulam ebekujoliswe kuyo, ngokwenza iimvavanyo kwimathematika nokufunda qho ngonyaka kwaGrade 3 nakwaGrade 6

(b) Bonke abafundi beBakala 7 ukuya kwiBakala 9 babonelelwa ngemfundo yesiqhelo ekumgangatho ophezulu

KwiBakala 7 ukuya kwiBakala 9 iWCED iya kwakhela phezu kwesi siseko siqinileyo sokufunda, nokubhala nokubala sele sibekiwe. Kula mabanga ujoliso luya kugxininiswa kakhulu kwizifundo ezisibhozo ezibonelela abafundi ngemfundo yesiqhelo esisiseko sokukhetha inkalo yokufunda nokuphumelala kuyo.

Kwisithuba esiphakathi ko-2005 no-2007 ootitshala beBakala 7, 8 nele-9 baya kuqeqeshwa kwiRNCS (Revised National Curriculum Statement). Apha ke ugxininiso luya kuba kuzo zosibhozo izifundo. Bonke abafundi beBakala 7 ukuya kwiBakala 9 kubonelelwa ngeencwadi nezinto zokusebenza.

Kungoku nje iWCED ibeka imisebenzi yovavanyo (Common Tasks of Assessment) elungiselelwe ukuba yimizekelo yenkqubo ekupheleni kweBakala 9. Kwisithuba esiphakathi kuka-2005 no-2014 i-WCED iya kuwuphucula umgangatho wale misebenzi, isondelele ngakwicala le-GETC.

Xa kushwankathelwa, isithuba esiphakathi ko-2004 no-2014 iWCED iya kuxhasa ukuqhutywa kwezifundo kwisigaba esiphezulu se-GET (kwiBakala 7 ukuya ku - 9):

- ngokuqeqesha nokuxhasa ootitshala kwiNCS
- ngokkubonelela ngeencwadi kuzo zonke izifundo
- ngokuqulunqa amanyathelo awodwa ajoliswe kulungiso lomnakalo wamandulo
- ngovavanyo lwangaphandle kwiBakala 9 nokuqhuba izifundo zeGETC
- ngokubabhaqa kwasekuqaleni abafundi 'abasemngciphekweni' nokukhawulelana nezo zinto zithintela imfundo yabo ngokusebenzisa maqela enkxaso asezikolweni nasezithilini.

(c) Ukucebisa ngezifundo ezinokukhethwa nangeengcebiso ngemisebenzi enokulandelwabonke abafundi bakwaGrade 9 khona ukuze bakwazi ukukhetha izifundo ezifanelekileyo nemisebenzi abanokuyilandela xa bekwinqanaba le-FET

- Uqeqesho kwiFET luya kunika amathubaokugxininisa kwizifundo ezithilekuphela ezikolweni nakwiikholeji zeFET ngezifundo ezisemgangathweni eziya kukhokelela kwimfundo yamaziko emfundo epahkamileyo, kwezinye izakhono nasemisebenzini.

Iindlela zobhaliso ezikolweni, amazanga abagqibayo neendlela zokuqeshwa ziboakalisa ukuba abafundi baseNtshona Koloni bakholisa ukwenza izifundo ezingafanelekanga kwiBakala 10 ukuya kwele-12. Le nto inokuba yenziwa kukuba begenalwazi ngezifundo ezahlukeneyo abanokukhetha kuzo okanye kukuba bengenayo imali yokubhalisa kwezi zifundo. Iikholeji zeFET ziyazisa ngeendawo ezinazo abanokungena kuzo abafundi, koko abafundi bona abanazo ezi mali zinkulu zifunwayo kwezi zifundo (R3000 – R15 000 ngonyaka). Enye ingxaki kukuba iikholeji zeFET azinazo iimali zokuqulunqa izifundo eziyimfuneko ekukhawulelaneni neemfunozoqoqosho zeli phondo.

Kuqulunqwe amanyathelo amathathu okukhawulelana nezi ngxaki zichazwe ngentla apha:

- **Uvavanyo lwabo bonke abafundi beBakala 8 kwiimvavanyo zezakhono zamazwe ngamazwe nakuvavanyo lomdla.**

Kukho imfuneko yokuba kuchongwe abafundi beBakala 9 abathembisayo nabanawo umdla ekupheleni kwemfundo yenqanaba leGET, khona ukuze bakwazi ukukhetha izifundo ezifanelekileyo kwinqanaba leFET. Bonke abafundi beBakala 8 baya kuvavanywa qho ngoJulayi kunyaka ngamnye zize ke iziphumo zolo vavanyo zifunyanwe ngumfundi nasisiko ekupheleni kukaNovemba.

Uvavanyo lwezakhono nomdla luya kuxela ukuba umfundi ngamnye ukulungele kangakanani na ukungena kwizifundo ngezifundo. Ingxelo ngeziphumo zeemvavanyo ziya kusixelela isikolo nomfundi ukuba ngaba umfundi lowo ufanele kukulandela eziphi na izifundo.

- **Ukuqhuba izifundo zeengcebiso ngemisebenzi enokulandelwa kuzo zonke iisekondari**

I-WCED iye yafumana izifundo zeengcebiso ngemisebenzi enokulandelwa yanikwa nelungelo lokuzisebenzisa, zisephepheni nakwi-CD ROM. Ezi zifundo sele zisetyenziswa ngempumelelo enkulu kakhulu kwiqelana lezikolo ze-WCED. I-WCED iye yaba nothethwano kakhulu nabaqulunqi bezifundo zePACE baza bavuma ukukhe baqhuba izifundo kootitshala beZifundo zoLwazi ngoBomi neGuidance nokuzilungiselela iimfuno zeWCED. Ngenxa yolu thethwano nale projekthi yokuvavanya kwaye kongezwa ezinye iinkcukacha kwizifundo zePACE. Okubaluleke kakhulu kukuba iikholeji ze-FET ze-WCED zonke zizinikile iinkcukacha ngezifundo eziziqhubayo kwiikholeji nganye.

Izifundo zePACE ziguqulelwa esiXhoseni nakwi-Afrikaans kwaye kwisikolo ngasinye seli phondo kuza kufakelwa i-CD ROM enezi zifundo. Iziqulelatho zezifundo zePACE zifakiwe kwikharithyulam yezifundo zoLwazi ngoBomi kwiSigaba esiPhakamileyo kwaye bosixhenxe abacebisi ngekharityhulam yeZakhono zoBomi bakuqeqeshelwe ukuxhasa ootitshala ngolu hlobo.

- ***Ukuqeqesha ootitshala kwisekondari nganye bokunika iingcebiso ngemisebenzi enokulandelwa***

Ootitshala basesekonadari abafundisa iZifundo zeZakhono zoBomi (Life Orientation) baza kunikwa uqeqesho. Kwezi zifundo utitshala omnye osuka kwi-GET nomnye osuka kwiFET wesikolo ngasinye uza kuqeqeshwa ekusebenziseni izifundo zePACE ezamakelwe sisizwe ngokubanzi kwizifundo zeengcebiso ngemisebenzi enokulandelwa, anikwe nezincedisizifundo ezifanelekileyo ekuqhutyweni kwezi zifundo. Uqeqesho olupheleleyo luya kuqhutywa isithuba seminyaka emithathu.

Izikolo ezinabafundi beBakala 9 nabeBakala 12 zaye zacelwa ukuba zikhethe utitshala abe mnye kwinqanaba ngalinye lesiGaba esiPhezulu nele-FET oza kuya kuqeqeshelwa ukuba ngutitshala weengcebiso ngemisebenzi enokulandelwa. ISebe iWCED lilindele ukuba libe seliqeqeshe malunga nama-800 ootitshala ekupheleni kuka - 2006 kwiprogram yePACE.

Olu qeqesho lootitshala kwiingcebiso ngemisebenzi enokulandelwa luya kuba namacandelo amane:

- ukunikwa ithuba lokujonga iimbalo ezikhoyo apha kweli phondo naseMzantsi Afrika ezingezi zifundo abanokuzifumana abafundi;
- ukusetyenziswa kwephepha-mibuzo labafundi lePACE;
- uhlalutywe lweemvavanyo zeBakala 8 kwizakhono zolwimi nemathematika
- ukucetyiswa kwabafundi kusetyenziswa iphepha-mibuzo lePACE, iimvavanyo zeBakala 8 neenkcukacha ngamathuba emisebenzi enokulandelwa nangemeko kwezemisebenzi.

6.3.6.3 Imfundo yenqanaba leFET

(a) Ukwandisa inxaxheba namazinga empumelelo yabafundi abasebancinane kwinqanaba lemfundo ye-FET ezikolweni nasizikholejini

Inqanaba lemfundo yeFET sisigaba sokugxininisa kwizifundo ezithile. Sisigaba sokuqala apho abafundi kufuneka bekhetho izifundo abafuna ukuzilandela.

Ikharithyulam ye-FET kungoku nje isekelwe kwiNgxelo 550 (Report 550) yakwaGrade 10 ukuya kuGrade 12; INgxelo 191 (Report 191) (Formal Technical College Instructional Programmes in the RSA) neNgxelo 190 (Report 190) (Izimiselo nemigangatho yezifundo ezifundiswayo neemviwo noqinisekiso lwazo kwimfundo yeekholeji zezobugcisa). Le kharithyulam nezifundo eziqhutywayo ziza kutshintshwa kwisithuba esiphakathi kuka-2004 no-2008 ngesikhokelo esibonelela abafundi abaphakathi kwe-16 nama-20 ubudala ngemfundo nezifundo ezikwaziyo ukumelana neemeko ngeemeko ezahlukeneyo nezikhawulelanayo neemfuno. Isikhokelo se-FET sinemityino emithathu yezifundo ezinokulandelwa ukuya kwi-FETC okanye iziqinisekiso zeNqanaba 4 le-NQF, ezizezi:

- owemfundo yesiqhelo
- owemfundo yomsebenzi wezandla
- owemfundo yemisebenzi eqeqeshelwayo

Le nto ke ithetha ukuba izifundo zeNgxelo 550 nezeNgxelo 191 ziza kukhutshwa ngezigaba kuze ke kungeniswe ezinye izifundo noqeqesho olufanelekileyo ngezigaba.

Izikolo ze-FET

Ikharithyulam yeSizwe entsha kuza kuqaliswa ngayo kwiBakala 10 ukuya kwiBakala 12 ukuqalela ngo- 2006 ukuya ku-2008. Inani lezifundo eziqhutywayo kwikharithyulam yezikolo ze-FET licuthwe kakhulu kodwa ke ezi zenziwayo zijoliseke kakuhle kunjalo nje zifanelekile. Noqeqesho lwe-FETC nalo lujoliseke kakuhle. Iphondo eli kuza kufuneka ukuba liwuqhube lo msebenzi wokulungiswa komonakalo wamandulo kwikharithyulam ngeenjongo zokuqinisekisa ukuba kuzo zonke izithili zizifundiswa zonke izifundo. Le nto ke iza kufuna ucwangciso olwenziwe ngocoselelo namanyathelo angqongqo okulungisa umonakalo wamandulo.

Umsebenzi wokulungisa umonakalo kwikharithyulam kufuneka ukuba uxhaswe ngomsebenzi ocwangciseke kakuhle kakhulu obonelela ngezinto zokusebenza (ngakumbi iikhompuyutha) nangootitshala abanobungcali kwiindawo ezihlelekileyo. I-WCED sele iwuqalile lo msebenzi wokulungiswa komonakalo wamandulo ngakwicala lemathematika

nenzululwazi, kwaye sele ixhasa izikolo ezilishumi elinanye zabafundi abahlelelekileyo zemathematika, inzululwazi netheknoloji. Ezi ke zizikolo zeDinaledi kunye neMaths and Science Academy. Ezinye izikolo “ekujoliswe kuzo” ezifana nezikolo zezobugcisa nenkcubeko ziza kusekwa kwinqanaba le-FET.

Bonke ootitshala beSigaba se-FET baza kufumana uqeqesho kwiindlela zokufundisa nokuvavanya ze-OBE. Ngaphezulu bonke ootitshala baza kuya kwizifundo eziqhutywa ngamaziko emfundo ephakamileyo nezinye iingcali ukuze bahlaziye ulwazi lwabo kwiziqulelo zezifundo abazifundisayo, njengoko kuyimfuneko. Kuya kuqhutywa nezifundo zekhompuyutha ezilungiselelwe abo titshala kuza kufuneka ukuba babe nazo xa befundisa.

Kananjalo njengokuba kulungiselelwa ukusungulwa kwekharithulam entsha nje kwezemfundo, kukwafuneka nokuba kukhe kuqwalaselve nomba wamanani abafundi abaphumelelayo kwamatriki. Kuza kubekwa iinkalo ekuza kujoliswa kuzo ngokuphathelele kumanani abafundi abaphumelelayo kwiimviwo zematriki, kungajongwa nje ipesenti. Inokwenzeka into yokunuswa kwamazinga empumelelo kokuhlisa amanani abafundi abaNtsundu. Le nto kufuneka ingavunyelwa, kukhuthazwe ukunikwa kwabafundi amathuba okufunda kumanqanaba aphezulu. Le nto ke yinto ebaluleke kakhulu enxibelelene kakhulu nomba wamazingo okugqiba esikolweni. I-WCED iye yabeka iinkalo eza kujolisa kuzo ekunusweni kwamanani abafundi abaphumelelayo kwimatriki nge-1000 ngonyaka ukusuka kuma-34 000 ngo-2003 ukuya kuma-50 000 ngo-2014.

likholeji ze-FET

likholeji ze-FET sele ziwuqalile umsebenzi wokuqulunqa izifundo ezitsha noqeqesho oluneziqinisekiso ezisekelwe kwiMigangatho yeYunithi (Unit Standards). Esi sigaba soqulunqo lwezifundo siye saqiniswa kakhulu ngo-2004 luncedisomali oluvela kwiKapa Elihlumayo oluyi-R14 million olujoliswe ekuqulunqweni kwezifundo zamanqanaba 2 ukuya kwele-4.

Njengakwizikolo ze-FET, iphondo eli kuza kufuneka ukuba liwuqhube lo msebenzi wokulungiswa komonakalo wamandulo kwikharithulam ngeenjongo zokuqinisekisa ukuba kuzo zonke izithili zizifundiswa zonke izifundo. Le nto ke iza kufuna ucwangciso olwenziwe ngocoselelo namanyathelo angqongqo Le nto ke iza kufuna ucwangciso olwenziwe ngocoselelo namanyathelo angqongqo ngokunikwa kwekholeji imali yeentengo ezinkulu, zibonelelwe ngakumbi ngelizakhiwo zokusebenzela iworkshop, nangezinto zokusebenza neengcali zokufundisa.

Izifundo ekuza kujoliswa kuzo ziza kwenza ukuba ootitshala basezikholejini bahlaziye ulwazi nezakhono zemathematika, banxibelelanise ithiyori nokwenziwayo, baphucule nemfundo yabo noqeqesho lwabo, bavandlakanye ukufunda kuhambelane nemigangatho efunwa ngumalusi ne-SETA baqwalasele nezo zinto zizizithintelo zokufunda.

likholeji ziya kuqulunqa nezicwangciso eziliqili kananjalo ngeenjongo zokwandisa ufikeleleko lweekholeji ze-FET, izinto ezifana:

- neendlela ngeendlela zokunika inkonzo (ukufunda ngeekhompuyutha (e-learning), ukufunda ngembalelwano, uqeqesho lwabafundi emisebenzi, izifundo zezakhono, njl.)
- izibonelelo noqeqesho olukhawulelanayo neemfundo zabafundi abahluka-hlukeneyo ngeziphiso
- izakhono (zokufundisela) ezitsha kwiindawo ezihlelelekileyo nezikwimimandla yasemaphandleni
- iibhasari nezikim zemboleko-mali yokufunda
- nokuwamkela amava angaphambili (RPL)

IThebhile 10 ibonisa ukuba abantu ababudala buqalela kwi-16 ukuya kuma-20 eNtshona Koloni bangama-400 000 kodwa ngama-210 000 kubo okanye i-55% qha ababhalisiweyo ezikolweni, ezikholejini nakumaziko emfundo yabantu abadala kwizifundo zenqanaba le-FET (amaBakala 10, 11, nele-12) okanye iNqanaba 2 ukuya kwele-4 kwi-NQF).¹⁶ Basondele kwi-50% abafundi nakuyiphi na intanga abaphumayo esikolweni bengaligqibanga iBakala 12 kwaye, njengokuba bengama-20 000 beekholeji ze-FET, kucacile ukuba ubuninzi babafundi abaziboni iikholeji njengenye indawo abanokuya kuyo kunokuya ezikolweni. Nangona iimeko zentlalo noqoqosho zinenxaxheba enkulu ekuphumeni kwabafundi ezikolweni, ukufaneleka kwezifundo ezifundiswayo kunye nokufunyanwa kweziqinisekiso zoqeqesho lwe-FET eziya kukhokelela ekufumaneni imisebenzi, zizinto ekufuneka zinikwe ingqwalaselo emfundweni.

Kunyanzelekile ke ngoko ukuba abafundi abakwinqanaba le-FET kuthiwe kratya ukubabhalisa kwizifundo noqeqesho olufanelekileyo. Mithathu imityino ekunokuhanjwa ngayo ekufumaneni i-FETC – owemfundo yesiqhelo, owemfundo yomsebenzi wezandla, nowemfundo yemisebenzi eqeqeshelwayo – kodwa bonke abafundi abagqiba inqanaba le-FET begqibe uqeqesho lomsebenzi othile baya kufumana i-FETC. Into eza kuba ngundoqo kwi-FET iya kuba lunxibelelaniseko nokusebenziseka kwiimeko ezahlukeneyo, izinto ezo eziya kwenza ukuba kube lula kubafundi ukuya

¹⁶ La manani akababandakanyi abafundi bezikolo neekholeji ezizimeleyo okanye abo babhalise kumaziko emfundo ephakamileyo. Amanani abafundi kwizikolo ezizimeleyo kwiBakala 10 ukuya kwiBakala 12 bamalunga nama-10 000; abakwiikholeji ezizimeleyo nabo babe ngamanye ama-10 000 baze abakumaziko emfundo ephakamileyo babe ngama-50 000.

kwimisebenzi ngemisebenzi eyahlukeneyo nolwamkeleko kwezifundo ezigqityiweyo.

Iinjongo zofikeleleko ze-FET ngoko ke zintlangothi-mbini: okokuqala kukusebenzela ulingano phakathi kwabafundi ababhalisa kwizikolo ze-FET nababhalisa kwiikholeji ze-FET; okwesibini kukunyusa amanani ababudala buqalela kwi-16 ukuya kuma-20 kumaziko emfundo ye-FET. Kwixesha eliphakathi phaya oku kuya kuthetha ukuthotywa kwamanani abafundi beBakala 10 ukuya kwiBakala 12 aye kutsho kwi-160 000 nokunyuswa kwababafundi abafunda kwiikholeji ze-FET okanye abo baqeqeshelwa emisebenzini ukusuka kuma-20 000 aye kutsho kuma-60 000 ngo-2014. Iinkalo ekujoliswe kuzo ngo-2014 ziboniswe phaya kuLudwe 6.

IThebhile 10: Iinkalo ekujoliswe kuzo ngenxaxheba ye-FET 2004 – 2014

Unyaka	Aba-kwintanga ye-16 – 20 *	Abafundi abakwi-16 – 20 ubudala ezikolweni	Abafundi abakwi-16 – 20 ubudala kwiikholeji ze-FET nabaqeqeshelwa emisebenzini	Abafundi abakwi-16 – 20 ubudala kumaziko emfundo yabantu abadala okanye abazifundela bucala	Bebonke kwi-FET
2004	400 000	174 000	20 000	26 000	220 000
2005	400 000	170 000	32 000	28 000	230 000
2010	400 000	165 000	45 000	30 000	240 000
2014	400 000	160 000	60 000	30 000	250 000

* Malunga nama-30 000 akumaziko emfundo ephakamileyo

(b) Ukunyuka kwamanani abafundi be- FET abakufanelayo ukufikelela kwimfundo ephakamileyo

Kwiimviwo zeMatriki ngo-2003 abafundi baseNtshona Koloni bafikelela kwizinga le-87.1%, benyuka nge-0.6% xa kuthelekiswa nelika-2002, kunjalo nje yaba lelona zinga liphezulu lifikelelweyo kweli phondo oko kwathi kwadityaniswa amasebe amandulo.

Nakubeni eli zinga lempumelelo likhuthaza nje, kubalulekile ukuba xa kusenziwa uhlalelo lweziphumo kujongwe nezinye izingqinisiso. Okubaluleke kakhulu ke kwezo zingqinisiso ngumgangatho wale mpumelelo. Ukuphumelela iMatriki ngendlela enokungenisa kumaziko emfundo ephakamileyo njengesingqinisiso somgangatho, njengoko umfundi kufuneka enze izifundo ezine, ubuncinane, kuhlelo oluphezulu.

I-WCED iza kuthi chu ngokuvuyisana nezikolo eziqhuba kakuhle nezithi ziwagcine okanye ziwanyuse amanani abafundi bazo, kodwa kuyo yonke loo nto zikwazi ukuwagcina okanye ukuwaphucula amazinga abafundi abaphumelela ngendlela enokubasa kumaziko emfundo ephakamileyo. Thelekisa iinkcukacha zesithuba esiqalela ku-1999 siye kutsho ku-2003 phaya kwiThebhile 11.

IThebhile 11: Isishwankathelo seziphumo zematriki ukusuka ku-1999 ukuya ku-2003

UNYAKA	1999	2000	2001	2002	2003
UDIDI	Isigxina	Isigxina	Isigxina	Isigxina	Isigxina
Ilnani labafundi ababhalisa uviwo lonke ngokufanelekileyo	37 199	37 818	37 559	38 117	38 750
Inani labaphumelela imatriki ngendlela engenakubasa kwimfundo ephakamileyo	20 213	21 254	21 671	22 867	22 446
Inani labaphumelela imatriki ngendlela enokubasa kwimfundo ephakamileyo	9 090	9 235	9 378	10 118	10 323
Bebonke abaphumelelayo	29 303	30 489	31 049	32 985	33 769
Ipesenti yabaphumelelayo	78,8%	80,6%	82,7%	86,5%	87.1%

IThebhile 8 inika iinkalo ekujoliswe kuzo ngokuphathelele kumazinga enxaxheba nawempumelelo. La manani abhekisele kubafundi abaphumelelayo kwimatriki/kwi/FETC, inani labafundi abane-FETC abakufanelayo ukugqithela kwimfundo ephakamileyo nenani labafundi abaphumelela iMathematika neSayensi kuhlelo oluphezulu.

IThebhile 12: Iinkalo ekujoliswe kuzo kwiMatriki/FET 2003 – 2014

	2003	2005	2006 – 2010	2011 – 2014
Imatriki / FETC	33 769	35 000	40 000	50 000
Izifundo zeMfundo ePhakamileyo	10 323	11 000	14 000	20 000
abaNtsundu /abeBala Matematika	1 073	1 500	3 000	5 000
abaNtsundu /abeBala Matematika	1 176	1 500	3 000	5 000

(c) Ukunyuswa kwamanani abafundi abakufanelayo ukufikelela kwimfundo ephakamileyo ngakumbi abavela kumakhaya ahluphekileyo

Uhlalutyo lwecandelo lemfundo ephakamileyo (jonga iSihlomelo C), kunye nemingeni ekujongweni nayo kulo, luyawavelisa amandla elinokuba nawo ekukhawulelaneni neemfuno zeli phondo zabantu bokusebenza. Kambe ke iphondo eli kuya kufuneka ukuba lithi gqolo ngokunxibelelana nala maziko ukwenzela ukuba likwazi ukuwathundezela ukuba azijike izifundo azifundisayo neendlela amkela ngazo abafundi aze kukwazi ukuthatha inxaxheba kwiphulo lokuvelisa abantu bokusebenza nokukhawulelana neemfuno zephondo.

(d) Ukunyuswa kwamanani abafundi abaqeqeshelwa emisebenzini nabakwizifundo zezakhono ezingqamene namathuba emisebenzi

Ukuqeqeshelwa kwabafundi emisebenzini kunye nezifundo zezakhono zijolisa kwiindawo zemisebenzi nasekuqokelelweni kwamava omsebenzi. Abafundi bakholisa ukufunyanwa kubantu abangasebenziyo (abakhe basebenza nabadendwayo) nakwabasebenzayo, kubandakanywa nabazisebenzelayo kwaye ke bayashiyana ngobudala nezinto abazifundayo zahlukene kakhulu. Abafundi abathe baphumelela bafumana uqinisekiso oluvunywe kwisizwe sonke. Uqeqesho lwabafundi emisebenzini luqhutywa ngekhontrakthi ekungenwa kuyo ngumniki-nkonzo, indawo yomsebenzi nomfundi. ISebe lezaBasebenzi kunye nee-SETA lilo elakhethelwa ukuba eliququzelela le nkqubo yokunikwa kwamathuba ziindawo zemisebenzi. Ngaphandle kwabo kwezifundo ezigqityezelwa ngokuba nexesha elisetyenzwa kwiindawo zemisebenzi, ezilungiselelwe ukunikwa kwabafundi amava, njengenxenywe eyimfuneko kwizidanga/kwiidiploma ezithile kumaziko emfundo ephakamileyo, ezi zifundo zikhulisa ngokunikwa ukuqalela kwinqanaba 1 le-ABET / NQF ukuya kutsho kwinqanaba 5 le-NQF.

linkalo ekujoliswe kuzo kubafundi abaqeqeshelwa emisebenzini ezibekwe ngurhulumente wesizwe:

- kwiSicwangciso soPhuhliso lweZakhono zeSizwe 1 (National Skills Development Strategy 1 NSDS)) esijolise kubafundi abangama-80 000 abangaphantsi kwama-30 eminyaka ubudala kwisithuba esiphakathi kuka-Epreli 2000 noMatshi 2005. ISicwangciso soPhuhliso lweZakhono zeSizwe (NSDS) 2 siza kwaziswa ngoFebruwari kulungiselelwa ukusiqhuba ngoEpreli 2005.
- IZicwangciso zeZakhono zeCandelo zeSETA (Sector Skills Plans - SSP) zizixhobo eziphambili zokufezekiswa kweenjongo zeNSDS, kwaye ke ii-SETA ziye zayingenisa i-SSP yesibini kwiSebe lezaBasebenzi ngoAgasti kwaye ke neziphumo zohlalutyo azikabikho. Kambe ke uluhlu olubonisa ukunikwa kweqeqesho lwasemisebenzini kweli phondo lubonisa oku kulandelayo: CHIETA 132 (57 abasebenzayo, 75 abasebenzayo), CTFL 1576, CETA 872 & 11 abazii-aprentisi, ESETA 37 & 23 abazii-aprentisi, ETDP 411, FASSET 20 kwiSebe lezeMali lePhondo, HWSETA 882, ISETT 805, LGWSETA 273, MAPPP 758 & 80 abazii-aprentisi, MERSETA 1438 (ujoliso lwe-GDS) & 742 abazii-aprentisi, MQA 20, POSLEC 107, PAETA 415, SETASA 80, iinkonzo 937, THETA 1031, TETA 22, Bebonke 9816 abaqeqeshelwa emisebenzini & 856 abazii-aprentisi (Sept 2004).
- INational Growth and Development Summit (GDS) yabafundi abangama-72 809 abangaqeshwanga nezinye ii-SETA zilicazulule eli nani ngokwamaphondo umzkl kwiNtshona Koloni, PSETA 1000, MERSETA 2838, DIDTETA 2150 ulutsha olungasebenziyo nabanye abali-1800, THETA 215, TETA 313, CETA 206, HWSETA 479, CHIETA 367 (est), Foodbev 360 (est), PAETA 96, LGWSETA 74, MAPPP 163, INSETA 140 (est). Ezi ziseleyo ii-SETA zili-12 mhlawumbi azinazo okanye azikabi nazingongo zokuqulunqa iinkalo zojoliso lwephondo (Nov 2003).

Ngelixa kubekelwa phezu kwabo bazii-aprentisi nabo baqeqeshwa emisebenzini nje bengengobafundi, ukuqeqeshelwa emisebenzini kwabafundi nezifundo zezakhono zizinto ezilubonelelo olutsha. Lo msebenzi uminxwa ziingxaki zokuqalisa, kude kube ngathi kungena nezinye iingxaki ezifuna ukuba nkulu zona. Ngaphandle kwaba baqeshi bakhulu, abaqeshi abaphakathi nabancinane bamathidala ukuthatha abafundi bokuqeqeshelwa emisebenzini ngenxa yemiqathango ebekwayo efana nabaphononongi nabathantamisi (mentors) abaqeqeshiweyo babhaliswa, iinkqubo zovandlakanyo lomgangatho, imijikelo yokungeniswa kweengxelo, njalo, njalo. Yingxaki enkulu ke le, njengoko bengaphaya kwe-80% yabasebenzi ababhalise kwii-SETA bakweli nqanaba labaphakathi nabancinane (SME).

Nangona iinkampani zibabhalisa abafundi bokuqeqeshelwa emisebenzini, azisoloko ziqinisekisa ukuba aba bafundi baxhaswa ngokufanelekileyo ukuze bakwazi ukulugqiba uqeqesho lwabo. Kwezinye iindawo inkqubo yokukhuthaza - 50% yoncediso-mali loqeqesho lwabafundi lukhutshwe xa kubhaliswa, ize enye i-50% ihlawulwe lwakugqitywa uqeqesho, kuze ke kubekho nesaphulelo sama-R50 000 kwirhafu – isetyenziswa kakubi ziinkampani ezizimisele ukuxhaphaza eli kroba likhoyo ekusetyenzisweni komgaqo-nkqubo. Abaqeshi abawenzi amalungiselelo ezibonelelo zokunika aba bafundi inkxaso ukwenzela ukuba uqeqesho lwabo balugqibe bewafumene ngokupheleleyo amava omsebenzi, bae ke abasebenzi baphulukane ne-50% yesibini yoncediso-mali.

Inkqubo yoqeqesho lwasemisebenzini iye yabeka ulutsha njengelona qela kujoliswa kakhulu kulo, lufundiswa, luqeqeshwa kwezo nkalo zinamathuba oqoqosho. Iingxelo zasekuqaleni zibonakalisa ukuba ubuninzi babaxhamli bolu qeqesho lwasemisebenzini, abasebenzayo nabangasebenziyo, ibingabantu abangapha kwama-30 ubudala. Amazinga abagqibayo abonise impumelelo enkulu kakhulu kumacandelo enqanaba lesithathu loqoqosho, ngelixa ii-SETA

zemveliso aziqhubanga kakuhle kumazinga abaqhibayo, zibe zona ezi SETA zijolise kwiinkonzo zona ziqhube bhetelana noko. Kambe ke, ii-SETA zivakalise ukuba iingxaki enkulu iba sekukhetheni abafundi nasekubabekeni kumanqanaba afanelekileyo. Noqeqesho ngokwalo luye lwaba neengxaki ezininzi, umzkl, banqongophele kakhulu abaqeshi ababhalisiweyo ababonelela ngale nkonzo, ngakumbi kwimimandla engekho zidolophini.

Ingxaki yokugqibela iphathelele kwimeko yemigaqo-nkqubo nocwangciso. Kuninzi ukungaqondwa kakuhle ngabaqeshi nanbaniki-nkonzo, kwale migaqo-nkqubo mitsha yophuhliso lwezakhono ne-NQF. Ucwangciso luyadodobaliseka njengoko ii-SETA, njengesigqeba sesizwe esinikwe igunya, ziqulunqa izicwangciso zazo zophuhliso kwinqanaba lamacandelo, kwaye kungacaci okwangoku nokuba zikhawulelana kangakanani na neemfuno zoqeqesho zamaphondo, ngakumbi ngokuphathelele kwiindawo eziphambili ngokubaluleka kwinkalo yokukhula.

Uqeqesho olunikwa kwiindawo zemisebenzi kufuneka lungqanyanise nemingeni ekhoyo kwezoqoqosho, umzekelo, ugxininiso kwezoqoqosho lususiwe kwicandelo lokuqala lasondezwa kakhulu kwelesibini nelesithathu, kwaye ke nohlengahlengiso neenguqulelo kwezethknoloji nazo zenza ukuba kufuneka abasebenzi abanezakhono ezithe kratya/nabazisebenzelayo. Indlela yokunxibelelanisa mhlawumbi ingasebenzisa iziphumo zovandlakanyo ngokufanelekileyo njengesixhobo sokuseka icandelo lokufunda elikhawulelanayo neemfuno, iyi-DEDT eyenza igalelo lokuhlala indlela nelokunika iinkcukacha.

Imiqobo ekuqhutyweni nakwimigaqo-nkqubo kufuneka isonjululwe kwinqanaba lephondo ngobambiswano nabo baphambili ekuboneleleni ngamathuba oqeqesho lwasemsebenzini– abaqeshi, imibutho yabasebenzi, abafundi abasekuhlaleni kunye nabaniki beenkonzo. ISebe lezaBasebenzi lePhondo kunye ne-PSDF (Provincial Skills Development Forum) isenokuba ngabo abaquzeleli nababhexeshi balo msebenzi bekunye neCandelo loLawulo lwe-FET le-WCED, DEDT, noomasipala.

Uphuhliso lwezakhono kwinqanaba eliphakathi neliphezulu kwinkalo yoqeqesho lwasemsebenzini nakweyezinye izifundo luthwaxwa ziingxaki ezifanayo, kwaye ke usombululo lwezi ngxaki kufuneka lubekwe phambili ngokubaluleka ngendlela yokunxibelelanisa. Nanzi ezinye zezi ngxaki: umgangatho osezantsi kulwazi lweMathematika, iSayensi nolwesiNgesi (iinkalo ke ezi eziziziseko zenkqubo ye-NQF); umdla wabafundi; ubulungisa nokunqongophala kophuhliso; ukunganxibelelaniseki kwemfundo nokunikwa koqeqesho; nokunyaswa kwamanani abafundi kuzo zonke iinkalo zoqeqesho.

Xa kushwankathelwa kwesi sithuba siqalela ku-2005 ukuya ku-2014 iphondo eli:

- liza kuseka, lilondoloze uvimba weenkcukacha ngabafundi abakuqeqesho lwasemsebenzini apha kweli phondo
- liza kubeka iinkalo eliza kujolisa kuzo kuqeqesho lwasemsebenzi, eziza kuba zikhethwe nge-MEDS
- liza kuqulunqa iindlela zokunciphisa imiqobo evalele ukwandiswa nokugqitywa koqeqesho lwasemsebenzini
- liza kuqulunqa izixhobo zokubekwa kwabafundi emisebenzini, lize lisivavanye
- liza kulandela ukugqiba nokufumana kwabafundi imisebenzi
- liza kunyusa amanani abafundi abaqeqeshelwa emisebenzini kwezo nkalo zikhethwe nge-MEDS
- liza kuphucula amazinga oqeqesho lwasemsebenzini ngokubanzi nje
- liza kusebenzisa izixhobo zokufumana imisebenzi

6.3.6.4 Imfundo yabantu abadala (ABET)

(a) Ukunyuka kwamanani abafundi bezifundo ze-ABET

- Kulungiselelwe abafundi abangama-76,000 be-ABET ngo-2014 abaya kuthi baxhamle kwiikharithulam ezijoliswe kwizakhono zamanqanaba 1 ukuya kwele-4 kwimfundo yabantu abadala; kubethelelwa ngazo inkolelo yemfundo yobomi bonke

Ngo-2002 kwaye kwabhaliswa abafundi abadala abangama-10 000 kwizifundo zabantu abadala (ABET) nama-16 000 kwizifundo zeBakala 10 nezeBakala 12. Amazinga okuhlala nawokugqiba kwabo kwimfundo yesiseko neyasesekondari kumaziko emfundo yabantu abadala (kuMaziko eMfundo asekuHlaleneni) asezantsi kwaye ke iphondo eli liceba ukuyijika le meko ngokuthi kuqhutywe izifundo ezifanelekileyo nangokusebenzisa iindlela eziphuculweyo zokunikwa kweenkonzo.

Le nto ke iza kwenziwa ngokusebenzisa iikharithulam zamanqanaba 1 nele-4 kwimfundo ye-ABET (hayi eyasesikolweni) ezijoliswe kwizakhono, eziya kusoloko zinika amathuba ovavanyo. Le nto ke ithetha:

- ikharithulam yamanqanaba 1 nele-2 e-ABET – ebandakatya ukubala ukufunda nezifundo zezakhono.
- ikharithulam yamanqanaba 3 nele-4 e-ABET – ebandakatya izinto zesiseko nokuqalisa iindawo zokufunda eziphambili ezihambelanayo nendlela elandelwa ngabafundi/liziko kwizifundo zenaqanaba 4 le-ABET.

Kulungiselelwe abafundi abatsha abangama-2 500 ngonyaka abaya kuthi bafikelele kwimfundo ye- ABET. “Abafundi abatsha” bachazwa njengabo bafundi bathi bangene okokuqala kule mfundo kunye nabo babuyela kule mfundo emva kokuthi xha isithuba sonyaka omnye. Aza kugcinwa odwa amanani-nkcazo ukwenzela ukuba kube lula ukwenza uhlahlelo lwabayeka esithubeni ukufunda.¹⁷

IThebhile 13: linkalo ekujoliswe kuzo ngenxaxheba ye-ABET ngo-2002 ukuya ku-2020

	ABET 1	ABET 2	ABET 3	ABET 4	AFET
2002	3 000	3 000	2 000	2 000	12 000
2005	4 000	4 800	2 500	3 000	14 000
2010	5 500	7 800	4 000	5 000	17 000
2015	7 300	10 800	5 000	7 000	20 000
2020	9 000	13 000	6 000	9 000	25 000
Iyonke imfundo	330 000	600 000	200 000	350 000	

Ukuze kuphuculwe umgangatho wemfundo yabantu abadala eqhutywayo kuza kwenziwa uphando ngeendlela ezifanelekileyo zokufundisa nezokulawula amaziko emfudno asekuhlaleni. Ngaphezulu, kuza kusekwa isikhokelo soqeqesho nophuhliso lwabasebenzi bamaziko e-ABET, kuze ke kusetyenziswe sona. Esi sikhokelo siya kuqinisekisa ukuba ootitshala abakhoyo kungoku nje bayalufumana uqeqesho olucwangciseke kakuhle nokuba bonke ootitshala abatsha bayalunikwa uqeqesho loqhelaniso nophuhliso.

Xa kushwankathelwa ke kwesi sithuba siqalela ku-2005 ukuya ku-2014 iphondo eli:

- liza kuseka ubuhlakani phakathi kwe-WCED ABET namanye amasebe karhulumente
- liza kunyusa amanani abafundi ngama-2 500 nge-EPWP nangobuhlakani
- liza kukhe lisungule izifundo zezakhono eziqinisekiswa kwinqanaba 1 ukuya kwele-4
- liza kubonelela onke amaziko e-ABET ngeekhompyutha
- liza kuqhuba ubuhlakani bukarhulumente obusele bukhona, lize ke liqale obutsha nabecandelo lemveliso
- liza kunyusa amanani abafundi ngama-2 500 ngonyaka ngamnye
- liza kubonelela ngezifundo zezakhono eziqinisekiswa zecandelo 1 ukuya kwele-4 ngokweemfundo ezikhoyo
- liza kubonelela bonke abafundi ngezakhono ze-ICT

7. Ukubeka iliso nokuphononongwa kwesicwangciso

Kuza kusekwa izigqeba ezibini zokuqinisekisa ukuba kukho unxibelelwano olucwangciseke kakuhle, ukubekwa kweliso nokungeniswa kwengxelo nge-HCS. Esokuqala yiKomiti eCebisayo enabameli abavela kwiBhunga loPhuhliso lwePhondo (Provincial Development Council) nala masebe karhulumente alandelayo: i-Ofisi yeNkulumbuso yePhondo, eleMfundo, elezeMpilo, eleNtlalontle yoLuntu noNciphiso lweNtlupheko, eloPhuhliso loQoqosho noKhenketho nelezeMali. Le Komiti iCebisayo iya kuqinisekisa ukuba lukhona unxibelelaniso lwamalinge aqhutywayo kwiphondo eli ajoliswe ekuxhobiseni nasekuxhaseni isiCwangciso soPhuhliso lweZakhono zoLuntu (HCS). Oku ke kubandakanya iinkonzo zentlalo ezinikwa ngurhulumente kwakunye nezizicwangciso ziliqili zephondo ziphambili: isiCwangciso sophuhliso loqoqosho ekuhlaleni (Micro Economic Strategy – MES); iSikhokelo soPhuhliso loMhlaba sePhondo (Provincial Spatial Development Framework – PSDF); isiCwangciso soPhuhliso lokuSekwa kweNtlalo enoZinzo kwiPhondo (Social Capital Strategy) kunye neProvincial Economic Review and Outlook (PERO).

Le Komiti iCebisayo iya kuqinisekisa isiCwangciso soPhuhliso lweZakhono zoLuntu sinxibelelanisa onke amalinge asungulwa liphondo eli ajolise kuphuhliso lwabasebenzi nokuba kuqokelelwa iinkcukacha ezifanelekileyo, kuze kunikwe ingxelo ngazo ngendlela eya kuthi ingqamane neenjongo zephulo iKapa Elihlumayo. IKomiti eCebisayo iya kunika iingcebiso malunga nokumiselwa kwezigqeba zokubeka iliso nokwenza ingxelo neendlela zokuqinisekisa ukuba ezi zigqeba zizithathela ingqalelo zonke izicwangciso zophuhliso lwezakhono zoluntu eziqhutywa ngurhulumente nokuba iindawo ezifanelekileyo ekunokufunyanwa kuzo iinkcukacha ziyafikelelwa, kunjalo nje nezo nkcukacha zisetyenziswa ngokufanelekileyo.

IKomiti yeProjekthi yoPhuhliso lweZakhono zaBasebenzi (Human Capital **Project Team**), eliza kunyulwa nge-1 Apreli 2006 ukuba libeke iliso kwinkqubo ye-HCS lenze nengxelo ngayo. Eli qela leprojekthi linabantu abane liza kuba phaya kwiCandelo loCwangciso leSebe leMfundo leNtshona Koloni. Aba bantu bane baza kujongana ngokubanzi nala macandelo alandelayo:

- i-ECD neBakala R
- i-GET nezikolo ze-FET

¹⁷ Abafundi abafumana ikhredithi yokuba banyukele kwinqanaba elingentla, baze babhalise kwinkalo yesifundo enye nangaphezulu kwinqanaba elilandelayo, ababalwa njengabafundi abatsha.

- iikholeji ze-FET /uPhuhliso lweZakhono eMsebenzini /iMfundo ePhakamileyo
- imfundo yabantu abadala

Imisebenzi ephambili yeli Qela leProjekthi iya kuba:

- kukubeka izingqinisiso zokubekwa kweliso nokwenziwa kwengxelo nge-HCS
- kukuxela iinkcukacha neendawo ekunokufunyanwa kuzo iinkcukacha eziya kwenza lula umsebenzi wokubeka iliso nokwenza ingxelo nge-HCS (Matshi 2005)
- kukuseka oovimba beenkcukacha abaya kuthi bazenze zichaneke iingxelo, kube lula nokwenza iingxelo rhoqo malunga neenjongo eziphambili ze-HCS (Juni 2005)
- kukwenza ingxelo ngenkqubo ye-HCS eza kungeniswa kwiKhabhinethi ngeNtloko yeSebe leMfundo; kwiBhunga loPhuhliso lePhondo neKomiti eCebisayo ye-HCS qho ngekota.
- kukuvandlakanya inkqubo ye-HCS lize ke lenze izindululo malunga namanyathelo okulungisa.

8. Isiqukumbelo

Esi sicwangciso siye saqulunqwa iqondwa ngokupheleleyo indawo yokuba urhulumente wephondo nguye okhokela konke ookwenzeka kweli phondo. Siyayiqonda nendawo yokuba **iKapa Strategy**, ixhaswe ngumbono **“weKhaya lethu Sonke”**, isesona sicwangciso siphangaleleyo sophuhliso lweli phondo, kwinkalo yezopolitiko. kweyezentlalo, nakweyona ibaluleke kakhulu, eyoqoqosho, sakhe saqulunqwa kweli phondo. Kuluxanduva lwethu ke ngoko, ukuba sizame nakanjani na ukuba zibe khona ezo zibonelelo zingekho ngako, nakubeni ziyimfuneko, linokuthi iSebe leMfundo likunye namanye amasebe, libe nazo noko, ngokunjalo namandla nenkuthazo, ngeenjongo zokuqinisekisa ukuba isicwangciso esi sisetyenziswa ngempumelelo.

Elinye ke inyathelo, mhlawumbi elilelona libaluleke kakhulu, kukuqulunqa izicwangciso eziliqili ezahlukeneyo zokwenziwa komsebenzi eziza kuba sisiseko sezicwangciso zomsebenzi zezithili ze-WCED, ezamaziko ngamaziko ahlukeneyo (izikolo, iikholeji, namaziko emfundo ephakamileyo), nezamasebe karhulumente wephondo ezidityanelweyo okanye ezamasebe ewodwa. Ezi zicwangciso zophuhliso lwezakhono zoluntu zokusebenza ziza kubalelwa iindleko kwaye kufuneka zibe zizikhokelo anokuthi urhulumente azisebenzise ekwenziweni kolwabiwo lwemali ngaso sonke esi sithuba sokuqhuba kwesi sicwangciso.

8.1 Ukusisebenzisa nemingeni

Ingaba lutyeshelo olubi kunene kuthi xa sinokungayiveleli into yeenzima esinokuthi sidibane nazo apha endleleni. Enye yzo ngxaki siza kudibana nazo isenokuba yingcinga yabangazijongisizi nzulu izinto nabangqondo zikholelwa msinya, yokuba izikolo nemfundo zizodwa nje zingahlangabezana nayo yonke imingeni yasekuhlaleni yezoqoqosho nezentlalo.

Into enokuthethwa ke kule imeko kukuba nakwezona ndawo zihambele phambili kakhulu, imfundo ayikaze ikwazi ukuphumelela ngokupheleleyo ukuzisa inguqu engako kwezentlalo nezoqoqosho, nokuba kwiindawo ezisakhasayo ngakwicala lophuhliso, njengalapha kuthi, oko kungaba nzima kakhulu ukwenzeka. Isicwangciso esiliqili sethu kambe ke simalunga neendawo ezimbini: Okokuqala, kukuqinisekisa ukuba amaziko emfundo ethu enziwa ukuba asebenze bhetele, kuze ke ngaloo nto siqinisekise ukuba umgangatho wemfundo uyaphuculwa nokuba abafundi baqhuba bhetele; okwesibini, ngokugxininisa ngakumbi kwicandelo le-FET, sifanele ukuba sikwazi ukuqinisekisa ukuba abafundi bethu bayalufumana ulwazi nezakhono eziyimfuneko ukuze bakwazi ukuwathatha amathuba okufikelela kumaziko emfundo ephakamileyo okanye ukufikelela kuqoqosho nakwimisebenzi, apho baya kukwazi ukwenza igalelo kuphuhliso loqoqosho lweli phondo.

8.2 Ukufuneka kwenkxaso epholeleyo yeziCwangciso zoPhuhliso lweZakhono zoLuntu eziphambili

Phezu kwezinto ezincedisayo ekwenzeni isicwangciso esiliqili sophuhliso lwabantu bokusebenza sibe nempumelelo, njengoko sele kukhe kwatshiwo ngentla apha, kuza kufuneka ukuba i-WCED ikunye namanye amasebe karhulumente, abonelelwe ngenkxaso eyimfuneko ngakwicala lezopolitiko nakwelemali ukuze akwazi ukusiqhuba esi sicwangciso. Ukuze le HCDS isebenziseke ngempumelelo nangocikizeko, kuya kufuneka ukuba kunikwe ingqwalasela enkulu kumba wokuziphatha, kodwa kungaphelwa apho, koko ivunye ngokupheleleyo into yokuba izinto esizenzayo kufuneka sizilandelanise ngokokushiyana kwazo ngokubaluleka, khona ukuze sikwazi ukuba sigxininise kwezo ziya kuba nelona galelo likhulu ekuziseni inguqu. Kuyanyanzeleka ke ngoko ukuba singe sayacutha ekwenzeni izinto ezingakhange zicwangciselwe nezinokuthi zisikhuphe endleleni, zibe nefuthe nakwindlela esilwenza ngalo ulwabiwo lwezibonelelo (ixesha,

imali nabantu bokusebenza) ezijoliswe ekufezekisweni kweenjongo zethu.

8.3 Uphicotho lweendawo eziphambili ngokubaluleka

Kuza kufuneka ukuba sisungule uhlahlelo olunzulu lokucwangcisa izinto ngokushiyana kwazo ngokubaluleka nolokuqikelela iindleko, kuzo zonke izicwangciso ezibandakanywa kwiKapa Strategies, khona ukuze kwenziwe izigqibo eziyimfuneko eziya kuthi zisenze sikwazi ukuziqhuba ngempumelelo ezo zicwangciso ziliqili.

- Indawo yokuqala efanele kuqwalaselwa kukuba kufuneka simke kwingqondo yokuba singakwazi ukuzifezekisa zonke iinjongo ngexesha elinye. Yintoni ephambili ngokubaluleka kwesi sicwangciso siliqili, ingubani oza kuyisingatha? Ngokucacileyo ubonelelo ngekharityhulam yindawo ebaluleke kakhulu kwesi sicwangciso. Siza kukhe siqwalasele ukuba ithetha ntoni na le nto, size ke sithathe isigqibo malunga noko kufanele kwenziwa ngoku, iyintoni na efanele kwenziwa phambilana phaya.
- Esinye isigqibo esibalulekileyo esifanele kuthathwa siphathelele ekubeni siza kuyixhasa njani na ngemali le nkqubo. Ukuba ngaba sithi imfundo ye-GET iyintsika yempumelelo yesi sicwangciso siliqili, oko kuthetha nokuba kufuneka siyixhase ngolo hlobo ngemali. Le nto ke iya kufuna ukuba mayandiswe le nkalo yemfundo (ngokuyibonelela ngootitshala okanye ngabancedisi bootitshala nangezinto zokukhuthaza ootitshala, njl.) siqale phaya kwiSigaba seSiseko (Foundation Phase) simane sinyuka ke side siye kufika nakwiSigaba esiPhakamileyo (Senior Phase) kwi-GET (kumaBakala 7 – 9). Umzekelo nje: phaya kwiZihlomelelo kubandakanywe nohlahlelo lweziphumo zokubeka phambili ngokubaluleka umba wokunikwa kwezifundo eziqinileyo phaya kwimfundo yasekuqaleni.
- Icandelo leekhohleji ze-FET lona liya kufumana ukongezelelwa izibonelelo ngokuthi linikwe inkxaso-mali yeentengo ezinkulu evela kwiSebe leMfundo, kusekelwe kwizicwangciso eziliqili zalo eziqinileyo, kodwa ke nalo kuza kufuneka ukuba lingelawaziqinisa amalinge alo okuzenzela imali, mhlawumbi kude kufike ithuba apho singasaliniki nkxaso-mali thina eli candelo. Kambe ke, njengoko sicinga ukulikhulisa kakhulu eli candelo, kusenokufuneka longezwe imali yokubonelela abafundi ngeebhasari.
- Icandelo lezikolo ze-FET kuza kufuneka ukuba lenziwe iinguqulelo ezininzini kweli xesha likufutshane (kule minyaka mithathu izayo) – loo nto ke ithetha ukuba lugcinwe olu lwabelo zilufumanayo ngoku, mhlawumbi landiswe nje kancinane. Njengoko silindele ukuba aza kuhla amanani kuzo(ngenxa yokuba abafundi beza kukhuthazelwa ukuya kwiikhohleji ze-FET, mhlawumbi nakwiziko lezakhono), sisenokukwazi nokuba sibe nobumalana esibusindisayo kule inkalo. sisenokuthi sikhe singenise nokhuphiswano olungathi luthe nyi noko apha kule nkqubo: kuqala, ngokuthi siyivume into yokuba amaziko emfundo ephakamileyo akanakukwazi ukubaginya bonke abafundi abagqibayo esikolweni, nokuba indlela abaphumelele ngayo ibavumela ukuba bathathwe kula maziko – ngaphandle kokuba kongezwa imali yokuxhasa ngeebhasari, nangaphandle kokuba izibonelelo zeeyunivesity ziyandiswa ngokukhawuleza. Abanye abafundi kuya kufuneka ukuba izifundo zabo eziqinisekisiweyo baye kuzifumana ngezinye iindlela, ezibandakanya nokufunda ngembalelwano, kumaziko afana ne-UNISA.
- Ngokuphathelele kwi-ECD ne-ABET, sinokucinga ngokuba le misebenzi siyinikezele kwabecandelo lemibutho yasekuhlaleni (kwii-NGO) – yiyo ekufanele kakuhle ukuba ingayenza le misebenzi, ngelixa
- i-WCED yona inokubeka nje iliso ukuqhuba kwezifundo yenze novandlakanyo lwenkqubo. Loo nto ke ingafuna ukuba phaya ekuqaleni kubekho ulongezo lwezibonelelo ngeenjongo zokunceda ii-NGO zikwazi ukukhawulelana neemfundo zokuqala nokufuna izinto zokusebenza.

Esi sicwangciso siliqili sisekelwe kwinkolelo yokuba inokwenzeka into yokuba kwenziwe igalelo kwinguqu yezentlalo noqoqosho ngokusebenzisa imfundo, ixa sinokujika indlela esizenza ngayo izinto, nokuba "... inkqubo yemfundo ecwangciseke kakuhle inekharityhulam efanelekileyo ingaba luncedo olukhulu elizweni, kunjalo nje ngokuqinisekileyo yenze igalelo kumgangatho wobomi ophezulu kakhulu – kwezoqoqosho, kwintsulungeko yezimo nakwinkcubeko yengqondo."¹⁸ (Meerkotter, 54). Esi sicwangciso siwungena umsebenzi wophuhliso lwabantu bokusebenza phantsi kwinkolelo ethi kufuneka kumiwe kulaa ndlela "yesiqhelo" yokulawulwa kwezemfundo – leya yokukhupha nje izibonelelo, ize imfundo iyekwe iziqhubele ngokunika iinkonzo zayo, ngethemba lokuba siya kubona ulutsha oluzinzileyo ngeengqondo nolufundiseke kakuhle emva kwale minyaka ilishumi elinesibini lufundiswa kumagumbi okufundisela. Endaweni yoko esi sicwangciso sophuhliso lwezakhono zoluntu sithi isikhokelo sophuhliso kwinkqubo yemfundo, uphuhliso nokunikwa kweenkonzo kufuneka zijolise kwiziphumo ezithile ebeziye zakhethwa – iziphumo ke ezo apha kuthi, ezikukulungiselela ulutsha lwethu ukuba lukwazi ukungena kwizikhundla zalo, luthathe uxanduva lwalo kwintlalo yaseNtshona Koloni (nakwilizwe ngokubanzi) lwenze igalelo elibonakalayo kuphuhliso lwayo.

¹⁸ Meerkotter, Dirk, *Poverty and Schooling: Myth, reality, despair and hope*, in Education Africa Forum – The Fifth Edition, Education Africa 2001

iSihlomelo A

WCED: Umyinge weminyaka yobudala babasebenzi ngokobuhlanga, ngokwesini nangokwenqanaba lomvuzo nge-20050131

WCED: Umyinge weminyaka yobudala babasebenzi ngokobuhlanga, ngokwesini nangokwenqanaba lomvuzo nge-20050131												
Iqela	Inqanaba lomvuzo	Amadoda					Amabhinqa					Bebonke
		B	C	I	W	Bebonke	B	C	I	W	Bebonke	
uMphathiswa	7				1	1						1
ABASEBENZI BAKWARHULUMENTE	1	44.42	41.53		48.77	43.03	43.67	43.13		46.22	43.52	43.25
	2	48.89	47.18		48.80	47.44	46.64	48.18	50.84	49.47	48.09	47.79
	3	44.93	42.71		48.78	43.49	32.72	33.65		42.70	34.78	38.93
	4	48.48	50.44		55.70	51.32	40.10	45.07	33.76	52.12	46.99	49.04
	5	37.41	42.98		44.16	42.22	40.78	39.43		37.87	39.55	40.31
	6	45.94	43.17	41.29	48.85	43.77	46.35	43.20	45.48	51.39	46.36	45.94
	7	33.87	41.26		40.45	40.65	32.31	40.61	49.62	43.54	40.68	40.66
	8	44.45	42.75		47.93	43.43	51.72	43.00	45.21	49.34	45.70	44.50
	9	35.18	42.03		36.78	40.67	38.55	44.13		42.60	42.94	41.23
	10		48.92	36.13	50.74	48.71				40.70	40.70	46.71
	11		45.46		50.64	47.31		37.99		50.45	44.22	46.18
	12		47.19		48.38	47.67	46.90	44.93		48.17	46.13	47.23
	13	54.08	50.40		54.58	52.63	47.68	55.00		52.99	52.17	52.57
	14	46.42	37.33		59.28	52.31	48.49			51.02	49.75	51.58
	15		55.77		53.12	54.00						54.00
	16		48.17			48.17						48.17
Bebonke abasebenzi bakwarhulumente		45.96	45.72	38.71	51.01	46.09	40.42	43.94	46.12	49.54	44.59	45.24
OOTITSHALA	3	36.68	35.69		44.50	38.16	37.82	35.28		40.23	38.20	38.19
	4	48.69	35.70		36.47	42.41	43.39	43.08	53.10	46.47	43.90	43.27
	5	48.76	51.75		55.13	50.37	49.85	50.56		50.08	50.53	50.52
	6	35.84	37.09		35.46	36.51	36.39	41.90	48.80	40.24	40.41	39.46
	7	37.07	40.09	45.13	40.26	39.60	38.98	40.94	39.12	42.47	40.86	40.49
	8	41.26	43.29	47.23	47.14	44.03	43.90	45.42	43.44	48.64	46.40	45.42
	9	43.20	45.70	43.99	49.32	46.63	47.58	48.04	46.09	50.80	49.07	47.55
	10	45.64	49.14	46.29	51.83	49.43	49.87	50.55	57.43	53.33	51.41	49.83
	11	52.90	52.74		55.82	53.95	54.13	56.68		56.30	55.51	54.10
	12		47.64		54.21	50.67	59.37	47.46		53.25	54.86	51.23
Bebonke ootitshala		38.50	42.18	45.59	46.23	42.38	39.62	42.43	42.58	45.16	42.47	42.44
BEDIBENE BONKE		40.43	43.21	45.35	46.69	43.32	39.72	42.78	43.05	45.91	42.89	43.05

ISihlomelo B

Izifundo zeekholeji ze-FET

Zontandathu iikholeji ze-FET zalapha eNtshona Koloni zimana ukucelwa qho ngonyaka ukuba zingenise izindululo malunga nophuhliso lwekharithyulam kwezi nkalo zimbini: izifundo zezakhono nezeziqinisekiso zoqeqesho olupheleleyo. I-WCED ibonelela iikholeji ngezikhokelo ezinabileyo eziphathelele kuqulunqo lwezifundo ezikhawulelanayo neemfuno zeli phondo. Ezi zikhokelo zisekelwe kwiziqukatho zeSocio-Economic Review of 2003, kuthethwano neSebe lezaBasebenzi, iSebe loPhuhliso loQoqosho noKhenketho, kwii-SETA kunye ne-WESGRO. Iinkalo zokukhula ezixelwe liSebe loPhuhliso loQoqosho noKhenketho kumsebenzi we-MEDS ziya kuthi zisetyenziswe xa kukhethwa kuqulunqwa izifundo zexa elizayo.

Ngo-2004 nango-2005 kwaye kwamkelwa le ndlela ilandelayo. Kwiminyaka eza iziphumo zophando lwe-MEDS zizo eziya kunika izikhokelo kulo msebenzi.

Imiqathango esetyenziswayo ekukhutshweni kwenkxaso-mali yophuhliso lwezifundo

1. Isicelo eso kufuneka sisekelwe kwiziphumo zovandlakanyo lweemfuno oluthe lwenziwa, kunjalo nje ibe sisezinto ezihambelanayo nesiwangciso esiliqili sekholeji leyo. Kuya kuqwalaselwa kuqala izicelo zoqulunqo lwezifundo ezitsha ezikwiinkalo eziphambili zeekholeji.
2. Izifundo ezo kufuneka zibe luncedo kwimizi-mveliso yale ndawo ikuyo ikholeji le, kubahlali bayo nakubafundi.
3. Izifundo ezo kufuneka zibe zezifanele inqanaba le-FET. Uqwalaselo luya kunikwa ezi ndawo kuqala:
 - Izifundo zezakhono kwiNqanaba 1 nele-2 ezijoliswe ekukhawulelaneni neemfuno zabahlali, kwaye ziya kuba negalelo kuphuhliso lwabahlali
 - Izinqinisekiso zoqeqesho olupheleleyo kuManqanaba 2 ukuya kwele-4 ezivulela abafundi indlela kwimfuno ye-FET ekhokelela kwimfuno ephakamileyo okanye nasemisebenzini
4. Amaxesha abekelwa ukugqitywa kwezifundo angabandakanya uqulunqo nokuqhutywa kwazo ngo-2004. Amaxesha abekelwa ukugqitywa koqeqesho olupheleleyo olukhokelela kwizinqinisekiso aya kubandakanya uqulunqo nolungiselelango-2004, luza kuqhutywa lona ngo-2005 ukubheka phambili.

Umsebenzi woqwalaselo neziphumo zoqwalaselo

Izifundo zezakhono zahlulwe:

- ngokwaManqanaba
- ngokohlobo lwesakhono eso, umzkl ikhompuyutha, ilayisenisi yokuqhuba, ezempilo, imisebenzi yezandla, njl.

Izifundo zeziqinisekiso zoqeqesho olupheleleyo ziya kwahlulwa:

- ngokohlobo loqeqesho olo, umzkl ubunjinieli, ushishino, imisebenzi ngemisebenzi
- ngokwaManqanaba

Umsebenzi wokuhlaza kwakuqala wenziwa liCandelo loLawulo lwe-FET ngokwemiqathango ebekiweyo. Owoketho lokugqibela wenziwa sisigqeba esibandakanya aabavele kwiSebe leMfuno, elezaBasebenzi, kwi-SAQA nakweleMicimbi yoQoqosho.

Zakuba zazisiwe ke iziphumo, kulindeleke ukuba iikholeji ziqulunqe izicwangciso zomsebenzi ezipheleleyo kunye nohlahlo-mali engaphelanga uJuni ku-2006. **I – 15% yeendleko zokuqulunqwa izifundo idluliselwa kuloo kholeji zamkelweyo izifundo zayo.**

Ikhontrakthi nabaqulunqi bezifundo ebandakanya namaxesha abekelwa ukuzigqiba

Iikhontrakthi nabaqulunqi bezifundo zisayinwa kwiveki yokuqala kaMatshi. Imali eseleyo kwiimali zokuqulunqwa kwezi zifundo idluliselwa ngeli xesha kusayinwa ngalo ikhontrakthi.

Olu ludwe lulandelayo lunika isishwankathelo sezifundo ezamkelweyo, ulwabelo lwazo, uqikelelo lwemihla yokuqalisa kwazo noqikelelo lwenkqubo. Izicwangciso ezamkelweyo zinonxibelelwano olukhulu lweenkalo ezisixhenxe eziveliselwe i-MEDS liSebe loPhuhliso loQoqosho noKhenketho: uKhenketho; ezeSinyithi nobunjineli, ukuloba nezaselwandle, ICT, uLimo nezamanzi, iimpahla namalaphu, ii-SMMs.

Zonke izifundo ezitsha ziqulunqelwa ukuba zingabhaliswa njengezifundo ezineziqinisekiso kwi-SAQA. Ezi zifundo zikwizigaba ngezigaba zoqinisekiso lomgangatho kwi-SETA ETQAs. Le nto ke iya kuthi ikhokelele ekubhalisweni kwezi zifundo nakuqinisekiso lwabafundi. I-WCED iya kuququzelela intlanganiso nee-SETA ETQAs ezifanelekileyo ngeenjongo zokukhawulezisa imiba yoqinisekiso lomgangatho.

Ubhengezo lwenziwe kumajelo eendaba ashicilelayo, (amaphephandaba namaphepha-nkcazelo) nakwiirediyo. Ezinye iikholeji ziye ngokwazo kwimizi-mveliso ethile, zaza zagaya nabafundi kwalapha kubasebenzi.

Izinto eziphambili ngokubaluleka kwinkxaso-mali ye-GET

UHLOBO	2005 Abafundi Gr1 – 3	Abafundi ngotitshala 1:40	lindleko zootitshala	Abafundi ngotitshala 1:35	lindleko zootitshala	Abafundi ngotitshala 1:30	lindleko zootitshala
Ezidibeneyo	4521	115	R 16,905,345.00	127	R 18,669,381.00	148	R 21,756,444.00
Eziphakathi	35020	881	R 129,509,643.00	993	R 145,973,979.00	1170	R 171,993,510.00
Iiprayimari	227509	5698	R 837,623,094.00	6499	R 955,372,497.00	7609	R 1,118,545,827.00
Bedibene bonke	267050	6694	R 984,038,082.00	7619	R 1,120,015,857.00	8927	R 1,312,295,781.00

EMDC	2005 Abafundi Gr1 – 3	Abafundi ngotitshala 1:40	lindleko zootitshala	Abafundi ngotitshala 1:35	lindleko zootitshala	Abafundi ngotitshala 1:30	lindleko zootitshala
Met_Central	25649	636	R 93,493,908.00	729	R 107,165,187.00	856	R 125,834,568.00
Met_East	43745	1092	R 160,527,276.00	1247	R 183,312,741.00	1459	R 214,477,377.00
Met_North	45642	1148	R 168,759,444.00	1303	R 191,544,909.00	1516	R 222,856,548.00
Met_South	50829	1272	R 186,987,816.00	1447	R 212,713,341.00	1697	R 249,464,091.00
Overberg	31502	795	R 116,867,385.00	902	R 132,596,706.00	1057	R 155,382,171.00
South Cape/ Karoo	32987	828	R 121,718,484.00	941	R 138,329,823.00	1110	R 163,173,330.00
West Coast/ Winelands	36696	923	R 135,683,769.00	1050	R 154,353,150.00	1232	R 181,107,696.00
Bedibene bonke	267050	6694	R 984,038,082.00	7619	R 1,120,015,857.00	8927	R 1,312,295,781.00

Ukuthoba amanani abafundi ngootitshala

Umyinge weendleko ngootitshala ngamnye yi-R147 000.

Abafundi ngootitshala kwisigaba sesiseko ngoku ngama- 40.

Ukuwuthoba uye kuma-35 kuya kuthetha ezinye izithuba ezingama-925 ezidla i-R135,978 million (yi-R147 000 isithuba)

Ukuthoba uye kuma-30 kuya kuthetha ezinye izithuba ezingama-2233 ezidla i-R328,258 million.

Abancedisi bootitshala

Xa utitshala ngamnye kwisigaba sesiseko enokuba nomncedisi Ingoko ke abantu abangama-6694 ngendleko engama-R40 000 ngonyaka] = R267 760 000
Inkxaso-mali yabancedisi bootitshala abangama-2000 nje kuphela = R80 000 000

ISihlomelo D

Inxaxheba yamaziko emfundo ephakamileyo kuphuhliso lwabasebenzi eNtshona Koloni

Icandelo A: Imfundo ephakamileyo nophuhliso

Yinto evunye jikelele ukuba imfundo ingundoqo ekukhuliseni nasekuphuliseni, ngenxa yokubonelela kwayo ngezakhono nangenxa yefuthe layo kwizinto zasekuhlaleni ezifana nempilo, isondlo, amazinga okubhubha kweentsana, intlupheko yabantwana, njl. Ngoko ke imfundo ilicandelo eliphambili kumsebenzi wophuhliso. Ivunye kwihlabathi liphela ngoku into yokuba imfundo ephakamileyo inenxaxheba enkulu kakhulu kuphuhliso lwabasebenzi, ekukhuleni koqoqosho kuphuhliso lwentlalo noqoqosho. Kananjalo iya ivunye kakhulu inxaxheba yemfundo ephakamileyo kuphuhliso lwemimandla. Ayimangalisi ke ngoko into yokubona imfundo ephakamileyo ibandakanywa kuxwebhu lwesicwangciso esiliqili sommandla okanye sephondo sophuhliso lwabantu bokusebenza.

Into entsha kukujika koqoqosho lwehlabathi ekufuneka uMzantsi Afrika, ngakumbi neNtshona Koloni, ithabathe inxaxheba kulo. Ulwazi luyayithatha indawo yobutyebi obubonakalayo yokuba ngumthombo wobutyebi bexa elizayo. Ithekeoloji yiyo engumthunzi ophambili kulo msebenzi, apho ithekeoloji yeenkcukacha, nethekeoloji yezenzululwazi (biotechnology), nezinye izinto eziluyilo olukhokelela ekugukeni okuninzi kwindlela esiphila ngayo nesisebenza ngayo. Ezi zinto ke zibeka umngeni omkhulu kwiinjongo zophuhliso zikarhulumente wephondo nakumaziko emfundo ephakamileyo alapha eNtshona Koloni.¹⁹

Iinjongo zemfundo ephakamileyo apha eMzantsi Afrika kukukhuthaza ubulungisa kufikelelo namathuba angenamkhethe okufikelela kwimpumelelo; kukukhawulelana neemfuno zesizwe nezommandla ngakwicala lophuhliso ngokufundisa okucwangciseke kakuhle kakhulu, ngezifundo namaphulo ophando, ekubandakanywa kuwo imingeni eza nokukhula koqoqosho lwehlabathi ngokubanzi; kukuxhasa imbono yedemokhrasi nesiqhelo sokuxatyiswa kwamalungelo oluntu; nokwenza igalelo kuphuculo lwazo zonke iinkalo zolwazi nemfundo, ngakumbi uqwalaselo lweengxaki neemfuno ezahlukahlukeneyo, zalapha nezelizwe, nezeAfrika esemazantsi, kanti neze-Afrika iphela.

Ngokuphathelele kwimfundo ephakamileyo iNtshona Koloni noko xa ikuthelekiswa nezinye iindawo ime kakuhle noko. Nakubeni zicukene kummandla weKapa, lunqongophele ubonelelo kwezinye iindawo zephondo eli, amaziko amane alo anyathela imihlaba enabe kakhulu kokufundiswayo enawo namaphulo ophando, esenza nemisebenzi ethile phaya ekuhlaleni. Kulo msebenzi uqhutywayo ngoku wohlengahlengiso,indlela emi ngayo amaziko apha eNtshona Koloni iza kuguquka, ngokuthi kudityanise iitheknikhoni ezimbini zibe yiCape Peninsula University of Technology, ngokudityaniswa kwezifundo zoogqirha bamazinyo kwiYunivesity yaseNtshona Koloni, ngokuhlengahlengisa izifundo zobunesi ezingezozezidanga, nangokusetyenziswa komgaqo-nkqubo wesizwe ochaziweyo wentsebenziswano yemimandla nowohlengahlengiso. Lo msebenzi ubonelela ngamathuba okuphucula nokongeza izifundo zamaziko, zijoliswe ekwenzeni igalelo elinempumelelo kwisicwangciso esiliqili sophuhliso lwabantu bokusebenza eNtshona Koloni, kuphuhliso lommandla nakwiimfuno zenkalo yemisebenzi.

Zininzi iimbalo ezivelayo kule nkalo yoqulunqo lwezicwangciso ezithetha kakhulu ngemfundo yasemva kwemfundo yasesekondari "njengemveliso yolwazi". Kule ke inkalo, izinto ezininzi neziphambili phaya entlalweni ngokubanzi ziyaziguqulua iinkqubo zeeyunivesity ezizimeleyo nezikarhulumente nezeekholeji zizityekelisela kwicala "lolwazi lwasemva kwemfundo yasesekondari" okanye lemveliso yolwazi ezizitshintshayo iinkolelo zethu zamandulo ngemida ephakathi kwamanganaba emfundo. Apha eNtshona Koloni kwalona nje eli candelo leeyunivesity lilicandelo "lemveliso" eliqeshe abantu abangama-10 000 libonelela abafundi abangama-80 000 ngemfundo noqeqesho, ubuninzi babo phofu bungaphumi apha eNtshona Koloni. Icandelo leeyunivesity ke ngoko lisebenzisa abasebenzi benqanaba eliphezulu, kunjalo nje ikwalilo nelibakhuphayo aba basebenzi. Uhlahlo-mali lonyaka lwala maziko emfundo ephakamileyo mane ibetha kwiibhiliyoni zeeranti.

Ngokwakwicala lwezicwangciso eziliqili zophuhliso, kubalulekile ukuba igxininiswe into yokuba ukuze imfundo ephakamileyo ikwazi ukuyithatha inxaxheba, kufuneka inkqubo yasezikolweni ibe yeqinileyo, ngokunjalo neyekholeji ekuyiwa kuzo emva kwemfundo yasesekondari, Okububuchule kukuba imfundo mayijongwe ngokucwangcisekileyo. Kananjalo, kufuneka ukuba silumkele ukubona uphuhliso ngamehlo ajolise nje kwizakhono nezixhobo eluza kuxhomekeka kulo olona phuhliso noyilo lokwenyani.

¹⁹ Higher Education in Developing Countries: Peril and Promise (World Bank, 2000)

Nakubeni ungengako umhlaba onokunyathelwa kweli candelo, apha kunikwa nje umzobo weendawo eziphambili zecandelo lemfundo ephakamileyo apha eNtshona Koloni, kuze ke apho kukwazekayo kwenziwe nothelekiso nezinye iimeko apha kweli lizwe ngokubanzi.

Icandelo B: Umzobo wamaziko emfundo ephakamileyo karhulumente aseNtshona Koloni

Nakubeni ungengako umhlaba onokunyathelwa kweli candelo, apha kunikwa nje umzobo weendawo eziphambili zecandelo lemfundo ephakamileyo apha eNtshona Koloni, kuze ke apho kukwazekayo kwenziwe nothelekiso nezzinye iimeko apha kweli lizwe ngokubanzi. Uludwe oluneenkukacha ezinabileyo naluya kwiSihlomelelo Sokuqala, uhlalelo lona lulapha kuxwebhu olu.

Ukuhamba kobhaliso kumaziko emfundo ephakamileyo

Iindlela zokuhamba kobhaliso ngokubanzi

Ngo-2003²⁰, bebedlule nje kancinane kuma-82 000 abafundi ababebhalisile kumaziko emfundo ephakamileyo amahlanu aseNtshona Koloni, (11% yabafundi kwisizwe esi siphela). Kwaba bafundi malunga nama-56 000 bebebhalise kwiiyunivesityi zalapha ezintathu, baze ke abanye abangama-26 000 ibe ngabebebhalise kwezozazisakuba zitheknikhoni ezidityanisiweyo kungoku nje zaba yiCape Peninsula University of Technology.

Ubhaliso ngokobuhlanga nangokwesini

Umzobo ka-2003 usibonisa ukuba bebembalwa kakhulu abafundi abaNtsundu abebekhulisile apha eNtshona Koloni, beyi-31% yabafundi ababhalisileyo bebonke apha eNtshona Koloni, ngelixa apha kwilizwe eli bebeyi-60%. Le nto ke ithetha ukuba yi-6% kuphela yabo bonke abafundi abaNtsundu bamaziko emfundo ephakamileyo abebekhuliswe eNtshona Koloni. Ubhaliso lwabeBala beluphezulu kakhulu (25% yobhaliso eNtshona Koloni vs 6% kwilizwe eli lonke), bengaphantsi nje kancinane kwisiqingatha (47%) sabo bonke abafundi beBala ababhaliswe eNtshona Koloni. AmaNdiya eNtshona Koloni ebembalwa noko, (4% vs 7%) ngelixa abafundi abaMhlophe beebaninzi kakhulu (40% ababhaliswe eNtshona Koloni vs 26% yabesizwe bebonke). Ukuhamba kobhaliso ngokobuhlanga bebusahluka-hlukana kakhulu kula maziko aseNtshona Koloni, ngakumbi kubafundi abaNtsundu abebeyi-62% yabobebonke kwiziko elalisakuba yiPentech, 34% yabo bekwelalisakuba yi, i-39% yababhalise e-UWC, iyi-27% yababhalise e-UCT, kodwa iyi-13% nje eStellenbosch (US). Ngokunjalo, abaMhlophe bebahluka-hlukene kakhulu ngokwamaziko, iyi-73% yabo bebonke ababhalise e-US, 51% e-UCT, 46% kwelalisakuba yiCapeTech, ize ibe yi-3% kwelalisakuba yiPentech nase-UWC. Kambe ke kubalulekile ukuba ezi ndlela zobhaliso (nezi zobhaliso ngokwesini zingezantsi apha) zikhe zihlazululwe ngokobuhlanga nangokwesini, ngokwamanqanaba emfundo nangokwenkalo yezifundo, khona ukuze kuvela ezinye iindlela ezigqumakeleyo. Imihlaba engemikhulu yale ngxelo ayikuvumeli ukuveliswa kweenkcukacha ezinjalo. Kambe ke olunye uphando olwenziweyokwakunye nezinye iingxelo zibonakalisa ukuba abafundi abamnyama nababhinqileyo bambalwa kakhulu phaya kumanqanaba emfundo aphezulu, nakwezo nkalo zokufunda bebefudula bevalelwe kuzo. Umzekelo, abafundi abaNtsundu bebefudula bambalwa kakhulu kwiinkalo ngeenkalo zokuyila, kuLawulo lwezeMali, kwiinzululwazi zezempilo, kezeefilim namajelo eendaba, ezobuzobi, kwinzululwazi yoqikelo lwemali (Actuarial Sciences), ezolwakhiwo ezifana ne-Architecture ne-Information Technology. Ngaphezulun, njengoko kungekho mihlaba mikhulu kule ngxelo, akukwazekanga ukuqwalasela indlela yokuhamba kwezinto kwixesha elidana.

Uhlalutyo lwabafundi ababhalise okokuqala ngo-2003 kumaziko emfundo ephakamileyo eNtshona Koloni lubonakalisa okunokuthi kwenzeke kwiixa elizayo kumzobo wemfundo ephakamileyo kulo mmandla. Kuyakhuthaza ke ngoko ukuqaphela ukuba abafundi abaNtsundu ababhalise okokuqala ngo-2003 bebe yi- 62% yabo bonke ababhalise okokuqala (into le ethetha ukunyuka kulaa 60% yommandla lo uphela), ngelixa abafundi abaNtshona ababhalise okokuqala bebe yi-23% nje kuphela yabafundi ababhalisiwe okokuqala kweli phondo. Uqwalaselo lwalo mzobo wobhaliso lokuqala ubonakalisa ukuba ubuninzi boku kunyuka kwamanani abafundi abaNtsundu, nokukhula kwamanani abafundi abaNtshona, isikakhulu ibingabafundi ababhalise kwelalisakuba yiCapeTech. Ubhaliso okokuqala lwabafundi abaNtsundu ngo-2003 phaya eStellenbosch (4% ixa kuthalekiswa ne-13%), e-UWC (32% xa kuthalekiswa ne-39%) kwelalisakuba yiPentech (57% xa kuthalekiswa ne-62%). Uhlalutyo lwamanani nomzobo wabafundi bematriki eNtshona Koloni (phambili phaya kweli candelo) luyayibonakalisa ingxaki ezinayo iyunivesity zaseNtshona Koloni kwiinzame zazo zokunyusa amanani abafundi abaNtsundu.

20 Ezi nkukacha zisekelwe kwi-HEMIS 2003. Iinkukacha zakutsha nje (2004) ziza kukhawuleza zifumaneke kwiSebe leMfundo kuzwelonke.

Ngokuphathelele kubulungisa ngakwicala lesini, amabhinqa ibingawo asisininzi apha eNtshona Koloni iyone (52%) – bengaphantsi nje kancinane kwi-54% yesizwe. Amabhinqa ebengaphantsi kancinane nje kwisiqingatha (49%) sabo bonke ababhalise ngo-2003 e-UCT, kodwa ke eyi-50% yabo bonke ababhalisiweyo kuwo onke amanye amaziko emfundo ephakamileyo eNtshona Koloni. Njengoko sele kutshiwo ngentla apha, la manani afuna ukuba akhe ahlazululwe nangokwamanqanaba emfundo nangokweenkalo zezifundo ezilandelayo, khona ukuze kujongisiseke ikhondo lobulungisa kwicala lofikeleleko.

Ubhaliso ngokweenkalo zezifundo nangokwamanqanaba emfundo

Indawo ebaluleke kakhulu kwigalelo lemfundo ephakamileyo kuphuhliso lwabantu bokusebenza kukuhambelana kwezifundo zabantu ebakhuphayo kunye neemfundo zophuhliso kule mimandla zikuyo nakwinkalo yemisebenzi, ngakumbi izakhono ezingongopheleyo. Ngo-2003 i-38% yabafundi ababhalisa e-WC ibingababhalise kwezeNzululwazi, ezobuNjineli neTheknoloji (SET), bedlule kakhulu kumyingwesizwe obuyi-26% nakujoliso lweSicwangciso seSizwe ngeMfundo ePhakamileyo (National Plan for Higher Education – NPHE) obeluyi-30%. Kambe ke ibiyi-23% kuphela ababhalise kwezoShishino eNtshona Koloni, bengaphantsi kakhulu kumyinge wesizwe obuyi-28% nakujoliso lweSicwangciso seSizwe ngeMfundo ePhakamileyo obeluyi-30%. Ubhaliso kwii-Humanities and Social Sciences (HSS) (izifundo ezingoluntu nentlalo) lufike kwi-39% (25% izezingoluntu ngokubanzi, 8% kwezemfundo, 4% kwezomthetho, ize i-2% ibe kwezobugcisa kwezenziwa ngezandla nezeqonga – Visual and Performing Arts), nesondele kakhulu kujoliso lweSicwangciso seSizwe ngeMfundo ePhakamileyo obeluyi-40%, yaba ngaphantsi kodwa kumyinge wesizwe obe yi-43% (ubandakanya zezingoluntu ngokubanzi, ezemfundo, ezomthetho, nezobugcisa kwezenziwa ngezandla nezeqonga – Visual and Performing Arts). Ubuncinane bamanani abafundi kwezoluntu eNtshona Koloni benziwe isikakhulu kukuhla kwamanani obhaliso kwezemfundo (8% vs 15% kwisizwe ngokubanzi) – inkalo apho iNtshona Koloni ibinokuba nenxaxheba enkulu kwisizwe ngokubanzi, xa kujongwa oku kungongophala kootishala kuzayo. Kumaziko emfundo ephakamileyo awona obhaliso aba kwi-SET e-UWC (19%). Laa maziko mabini ayesakuba ziitheknikhoni abanamanani asezantsi noko xa kuthelekiswa, kwicala lezingoluntu ngokubanzi (22% eCapeTech ne-20% ePentech), kodwa i-UWC ibe nawona manani aphezulu abafundi ababhalisileyo kule nkalo (61%).

Enye into ebaluleke kakhulu kumba wabantu abakhutshwa ngamaziko emfundo ephakamileyo ngokuphathelele kwiimfundo zophuhliso lwabasebenzi nezenkalo yemisebenzi apha eNtshona Koloni, ngamanqanaba emfundo egqitywayo ngaba bafundi. Xa kuthelekiswa nezinye iindawo iNtshona Koloni iye yaba nawona manani aphezulu abafundi ababhalisayo kwizidanga ezilandela ezokuqala ngo-2003 (malunga nama-22 000 okanye i-26% yabo bonke) amanani lawo aye adlula kakhulu kumyinge wesizwe obuyi-15%). Ngenxa yoko ke i-12% yabo bonke abafundi ababhalise kwizidanga ezilandela ezokuqala ibe ngabafundi baseNtshona Koloni, engaphezulwana nje kancinane kune-11% yobhaliso lweNtshona Koloni kubhaliso lwesizwe esi lunonke. Kambe ke ubhaliso lwabafundi abfunda izidanga ezilandela ezokuqala luye lwahlukana kakhulu kumaziko amahlanu alapha eNtshona Koloni, ukuqalela kolube phezulu kakhulu eStellenbosch kwi-36%, ukya kwi-28% e-UCT ne-21% e-UWC nakumaziko ayesakuba ziitheknikhoni. Umngeni ophambili kwiziko elitsha iCape Peninsula University of Technology, ngoko ke kukunyusa amanani ayo abafundi ababhalisela izifundo zezidanga ezilandela ezokuqala kwakunye nawabo ebakhuphayo. Ubhaliso eNtshona Koloni kwinqanaba lezidanga zokuqala luye lwaba yi-36% yobhaliso ngo-2003 lunonke (xa kuthelekiswa ne-43% kwimfundo ephakamileyo ngokubanzi), ngelixa ubhaliso kwizifundo zezidanga zobungcali 1st luye lwaba lolona luphezulu apha eNtshona Koloni (28%) kunobhaliso lwemfundo le lunonke (19%). Ukuqina kweNtshona Koloni ngakwicala labafundi abagqibe izidanga ezingaphaya kwezokuqala kubonakala kwinto yokuba i-20% yabafundi ababhalisele izidanga zemasters kwisizwe sisonke ne-22% yababhalisele izidanga zobugqirha-lwazi bebonke kwisizwe, bebelapha kweli phondo. Ngaphaya kwe-80% yabo bonke ababhalisele izifundo zobugqirha-lwazi eNtshona Koloni ibingabafundi ababhalise e-UCT naseStellenbosch. Ubhaliso kumaziko ayesakuba ziitheknikhoni belungafani konke nokwenzeka apha kweli kwinqanaba lezifundo ezilandela iidiploma zokuqala, kuba ubhaliso kwi-BTech lube yi-18% yobhaliso lwaseNtshona Koloni kwitheknoloji, xa kuthelekiswa ne-26% yobhaliso lweetheknikhoni zizonke). Kananjalo nakwinqanaba lezifundo ezilandela iidiploma amaziko aseNtshona Koloni awayefudula eziitheknikhoni ubhaliso kwizifundo zezidanga zeemasters (M) nezobugqirha-lwazi (D) (2% ne-<1% ngokulandelelana kwazo) luye lwalingana namanye amaziko awayefudula eziitheknikhoni.

Ubhaliso ngokweendawo abasuka kuzo nangokwamazwe abavela kuwo

Ubonelelo lwabafundi baseMzantsi Afrika nabamanye amazwe ngemfundo ephakamileyo kubonisa amathuba oshishino abalulekileyo amaziko aseNtshona Koloni. Le nto iyahambelana nomgaqo-nkqubo wesizwe (ngakumbi nompoposho weSADC obeka ujoliso lwe-5% yobhaliso lwabafundi abavela kwiSADC) kunye nokukhula kolwamkelo lwemfundo ephakamileyo kwiilabathi liphela. Ngo-2001, babengama-5 650 abafundi abangengabaseMzantsi Afrika – ubukhulu becala ababevela kumazwe e-SADC – ababhaliswa kumaziko emfundo ephakamileyo eNtshona Koloni, beyi-8% yabo bonke

ababhalisiweyo eNtshona Koloni. Babengaphezulu kumyinge wesizwe oyi-6%.

Ngokuphathelele kwiindawo abasuka kuzo abafundi ama-51 500 (63%) kubafundi abangama-82 000 ababhalisiweyo eNtshona Koloni ngo-2003 bevela apha eNtshona Koloni, bemalunga nama-22 000 (25%) abavela kwamanye amaphondo aseMazantsi Afrika. Aba baseleyo abafundi ababhaliswayo ngo-2003 kweli phondo ibingabaneedilesi ezingaziwayo okanye bevela kumazwe angaphandle kweli kuluntu ngokubanzi, 8% kwezemfundo, 4% kwezomthetho, ize i-2% ibe kwezobugcisa kwezezandla nezeqonga.

Ukwahluka-hlukana kwamaziko ngokweendawo abavela kuzo abafundi bawo kuye kwaba kuninzi kakhulu: ibe yi-51% qha abafundi baseUCT abevela eNtshona Koloni ngo-2003, kodwa abafundi abavela eNtshona Koloni kwiziko elalisakuba yiCapeTech ibe yi-78% yobhaliso, yaba yi-69% eUWC, yaba yi-60% eStellenbosch ne-59% kwelalisakuba yiPentech. Ubuninzi babafundi abangaveli eNtshona Koloni ibe ngabavela kumaphondo amathathu: iMpuma Koloni (10% yabo bonke ababhalise ngo-2003), iGauteng (6% yabo bonke ababhalise kumaziko aseNtshona Koloni) nakwa-KwaZulu-Natal (4% yabo bonke ababhalise kumaziko emfundo ephakamileyo aseNtshona Koloni ngo-2003). Abafundi abavela eMpuma Koloni babe yi-50% yabo bonke abafundi abevela kwamanye amaphondo aseMzantsi Afrika ngo-2003, kwaye bebaninzi kakhulu ePentech, beyi-28%, yabo bonke ababhalise ngo-2003. Abafundi abavele eGauteng bebe yi-31% yabo bonke abavela kwamanye amaphondo aseMzantsi Afrika. Ubuninzi babafundi base-UCT abangengobaseNtshona Koloni ngo-2003, yayingabavela eGauteng, eStellenbosch babelingana abafundi abavela eGauteng nabavela eMpuma Koloni, kanti ke ezitheknikhoni ubuninzi yayingabafundi abavela eMpuma Koloni.

Kubafundi abangama-22 000 ababhalisa kumaziko aseNtshona Koloni bevela kwamanye amaphondo aseMzantsi Afrika ngo-2003, ubuninzi (49%) babebhalisele izidanga zokuqala, i-23% babhalisele iziqinisekiso zesizwe/iziqinisekiso eziphezulu, bembalwa kakhulu ababhalise kwizidanga ezilandela ezokuqala. Ubuninzi babafundi ababengengobaseNtshona Koloni (38% yabo bonke) babebhalisele iziqinisekiso zeSET, kodwa ibathwana nje (25% ne-23% ngokulandelelana) lalibhalisele ezingoluntu (Humanities) (ngaphandle kwezemfundo nomthetho) nezingolawulo lwamashishini (Business/Management).

Ukuhamba kweendlela zokugqitywa kwemfundo ephakamileyo namanqanaba

Abagqibayo ngokobuhlanga, isini, iinkalo zezifundo nangokwamanqanaba eziqinisekiso

Ngelixa iindlela zokuhamba kobhaliso lwabafundi ziwunika umzobo wobonelelo ngemfundo ephakamileyo apha kweli phondo, abafundi abayigqibileyo banegalelo elikhulu kakhulu kuphuhliso lwabasebenzi. Eli galelo liya kufumana ukuphononongwa ngokufutshane ngoku. Ngo-2003 amaziko emfundo ephakamileyo aseNtshona Koloni akhupha abafundi abagqibileyo abangama-17 800, inani elo eliyi-16% yenani lesizwe, engaphezulu kwe-11% elwaluyiyo ubhaliso lwabo kubhaliso lwesizwe lulonkel). Kwaba bafundi, abangama-12 600 bebeseyiunivesithi, baze abangama-4 200 ibe ngababesezitheknikhoni. Kambe ke, ngakwicala lobuhlanga ukuma kwabafundi abagqibileyo amanani la ebemi goso noko. Abafundi abaNtsundu bebeyi-27% nje kuphela yabafundi baseNtshona Koloni abagqibileyo (ne-53% yabo bonke abafundi abagqibileyo kweli nqanaba lemfundo ngokubanzi ngo-2003). Abafundi abagqibileyo kumaziko emfundo ephakamileyo aseNtshona Koloni bebe yi-8% nje kuphela yabo bebonke abafundi abagqibileyo (xa kuthelekiswa ne-6% yobhaliso lwesizwe lulonke). Ngelixa isininzi sabafundi abaMhlophe abagqibayo eStellenbosch yaba ngabaMhlophe, i-UCT kunye nelalisakuba yiCapeTech (ababe yi-75%, i-57% ne-46% ngokulandelelana kwazo kwabagqibayo bebonke ngo-2003), abafundi beBala abagqibileyo ibe ngabona baninzi (49%) kubo bonke abafundi abazigqibileyo izifundo zabo ngo-2003 e-UWC. Abafundi abaMnyama (abaNtsundu namaNdiya) babe yi-66% yabo bonke abesizwe ngo-2003, ne-53% yabeNtshona Koloni bebonke ngo-2003. Amanani abafundi abaMnyama abagqibileyo e-UWC ngo-2003 nakwelalisakuba yiPentech (97% ne-96% ngokulandelelana kwawo) ebedlule ngaphaya kumyinge wesizwe, kodwa abafundi abaNtsundu abagqibileyo babe mbalwa kakhulu (i-48% ne-25% ngokulandelelana kwabo) yabo bonke abagqibayo e-UCT naseStellenbosch ngo-2003.

Ngo-2003 amabhinqa azigqibileyo izifundo zawo apha eNtshona Koloni abangaphaya kwesiqingatha sabafundi abagqibileyo bebonke (54%). Njengakubhaliso lonke ngokubanzi, inxenye yabafundi abagqibayo abangamabhinqa yaye yahluka-hlukana kakhulu ngokwamaziko emfundo ephakamileyo, ukusuka kwi-61% e-UWC phezulu ukhula ukuya kwi-49% e-UCT. Abafundi abagqibileyo beSET babe baninzi kuluntu ngokubanzi babe yi-39%, eyeyona ininzi kubafundi beNtshona Koloni ngo-2003. Kambe ke kubalulekile ukuba kuqatshelwe ukuba amaziko emfundo ephakamileyo eNtshona Koloni akhuphe phantse ama-6 500 abafundi abagqibe iSET ngo-2003, kwakunye neqela labafundi abagqibe izifundo zeBusiness/Management (ebezingaphantsi nje kancinane kwama-4 500) nabafundi abangaphaya kwama-2 000 abagqibe izifundo kwinkalo yemfundo.

Amazinga okugqitywa kwezifundo ngokobuhlanga

Ngokuphathelele kwimfundiso yeziseko zentlalo (*values*) abakhutshwa ngalo abo bafundi bagqibileyo, iinkcukacha zibonisa ukuba amazinga okugqiba kwabafundi²¹ bamaziko aseNtshona Koloni onke ebengaphaya komyinge wesizwe obuyi-15%. Iiyunivesithi (23%) kunye nalawo maziko ayefudula eziitheknikhoni (20%) aqhube kakuhle kakhulu kule nkalo. Kambe ke oku kuye kwabekeka goso ngakwicala lobuhlanga, amazinga okugqiba kwabafundi abaNtshona Koloni (26%) ewabetha awabaNtsundu, abeBala namaNdiya (i-19% kwiqela ngalinye). Kuyo yonke loo meko ke kambe, amanani abafundi abazigqibayo izifundo zabo eNtshona Koloni ebengaphezulu kunomyinge wesizwe kuzo zonke iintlanga, obuyi-19% kwabaMhlophe, i-15% kwabeBala namaNdiya ne-14% kubafundi abaNtsundu.

Abathathiweyo kumaziko emfundo ephakamileyo aseNtshona Koloni

Into ebaluleke kakhulu kwimpumelelo yamaziko emfundo ephakamileyo aseNtshona Koloni ekufezekiseni imisebenzi yawo onke nokwenza igalelo kuphuhliso lwabantu bokusebenza, luphuculo lomthamo wabafundi abathathwayo kumaziko emfundo ephakamileyo nomgangatho wabo. Kubafundi beBakala 12 abamalunga nama-38 000, ama-8 000 (20%) akholisa ngokungaphumeleli. Abanye aba bangama-30 000, malunga nama- 20 000 bakholisa ukuphumelela, kodwa bengafikanga kwizinga elinokubenza bakwazi ukuthathwa kumaziko emfundo ephakamileyo (68%) baze babe ngama--10 000 (32%) abaphumelele ngamazinga anokubenza bathathwe kumaziko emfundo ephakamileyo.

Uphicotho lweSebe leMfundo lubonakalisa ukuba kubafundi abangama-30 000 abakufaneleyo ukungena kwimfundo yamaziko emfundo ephakamileyo, ama-21 000 onke (42% yabafundi bebonke) abangeni, koko baya kwiikholeji zeFET, kumaziko azimeleyo emfundo ephakamileyo, okanye baya kusebenza okanye bahlale bengasebenzi. Ngoko ke ngama-10 000 abafundi beBakala 12 (16%) akholisa ukubhalisa kumaziko emfundo ephakamileyo ngonyaka ngamnye. Ngokucacileyo nje eli nani alanelanga ukuba lingakwazi ukukhawulelana neemfuno zabantu bokusebenza kumanqanaba aphezulu kweli phondo. Le nto ke ithetha ukuba malunga nama-66 000 ababhalisayo ngo-2000 abandakanya ama-15 000 abafundi ababhalisa okokuqala (23% yabo bonke ababhalisileyo), kukho kubo ama-10 000 abagqibe ezikolweni abakhankanywe ngentla apha, nama-5 000 abangenileyo bebengekho zikolweni. Enye i-77% le yababhalisiweyo ngabafundi abadluliselweyo bezifundo zezidanga zokuqala abayi-(2%), yabafundi abatsha ababhalisiweyo (8%) nabafundi abaqhubayo (67%). Kananjalo, kwababhalisayo ngo-2000 abamalunga nama-66 000, ama-13 500 (20%) ayazigqiba izifundo afumane iziqinisekiso, aze ama-10 000 (15%) abo afumane imisebenzi, ngelixa ama-3 500 (5%) aqhubela phambili ngezifundo zawo. Into ebanga inkxalabo kakhulu kukuba kwenye i-52 500 yababhalisileyo (80% yabo bebonke), yi-65% qha eye iphinde ibhalise kunyaka olandelayo, into ke leyo ethetha ukuba kushiyeke ama-10 000 abayekayo (15% yabo bonke ababhalisileyo ngonyaka). Le meko ke ifuna ukuqwalaselwa ngokukhawuleza.

Isishwankathelo se-WCED seziphumo zematriki ukusuka ngo-2002 ukuya ku-2004 sibonisa ukuba eziya zikolo zazifudula ziphantsi kweDET kumaphondo zikhuphe abafundi abaNtsundu abangaphantsi kwama-300 abaphumelela ngendlela enokubenza ukuba bakwazi ukuthathwa eziyunivesithi ngo-2003 nango-2003, nokuba zonke izikolo ezikwiphondo kule minyaka yomibini zakhupha ngaphantsi kwama-800 abafundi abaNtsundu abaphumelela ngendlela enokubenza bakwazi ukuthathwa eziyunivesithi. Iphondo eli lakhupha abafundi abaNtsundu abangama-220 kuphela kwiMathematika kuHlelo oluPhakamileyo ngo-2003 (305 ngo-2004), nangona babebaninzi abaNtsundu abaphumelele iMathematika kuHlelo oluseZantsi. Ukuba phantsi kwamanani abafundi abaNtsundu abaphumelela imatriki kakuhle, xa kuthelekiswa, kwakunye namanani asezantsi kakhulu abafundi abaphumelela iMathematika kuHlelo oluPhakamileyo kuzinika ingxaki enkulu kakhulu iyunivesithi zeli phondo, njengokuba esiya enyuka nje amanani abafundi abaNtsundu ezibathathayo, ngakumbi kwiinkalo zezifundo zeziBalo.

21 Njengoko kungekho luphando lungako lwenziweyo ngabafundi abaphumelele kule mfundo, amazinga okugqitywa kwimfundo anika nje umfanekiswana wempumelelo ongagqibekanga ncam. Abalwa ngokwahlula inani laba bagqibileyo ngenani lababhalisileyo kuloo nyaka. Eli zinga liza kwahlulwa ngokobude bexesha lezo zifundo, kwaye liyachathazelwa linani labatsha abathathiweyo, nelabaphumileyo nelabagqibileyo, oko kukuthi ixesha elithathiweyo ukugqiba ezo zifundo. Kuyimfuneko ukuba kuqatshelwe izinga lokugqiba "eligqwesileyo" kwizifundo ezithatha iminyaka emithathu, ingaba yi-33%, xa ngaba ke phofu amanani ababhalisileyo kunyaka ngamnye ayalingana, ingeyo-100%. IsiCwangciso seSizwe (*National Plan*) sinika imizekelo ezizikhokelo zamanqanaba ezifundo ahlukeneyo ezithathwe kuvandlakanyo lwezikhokelo zabafundi kwisithuba seminyaka emihlanu ekwajongwa ngayo amazinga okugqitywa kwezifundo kumaziko emfundo aseMzantsi Afrika. Izikhokelo ezitsha zokunikwa kwenkxaso-mali ziyihlengahlengisile imizekelo yesiCwangciso seSizwe (*National Plan*).

Icandelo C:

Ukwakha ubuhlakani phakathi kwePhondo eli namaziko emfundo ephakamileyo alapha kulo mmandla

Amaziko emfundo ephakamileyo aseNtshona Koloni akholelwa ukuba intlalo-ntle yeli Phondo ngokubanzi ixhomekeke kakhulu kwigalelo lamaziko emfundo ephakamileyo ngakwicalala lezentlalo, inkcubeko, ezopolitiko kunye nophuhliso lwabantu balo kwicala loqoqosho, nakuqoqosho lalo mmandla. Amaziko emfundo ephakamileyo aseNtshona Koloni aye aseka iCape Higher Education Consortium (CHEC) ngeenjongo zokuququzelela inkqubo yobambiswano kumsebenzi woqulunqo lwezicwangciso. Iinkokeli zamaziko emfundo ephakamileyo ethu zaye zasayina "umnqophiso" ngo-2000 apho zathi zazibophelela ekukhonzeni uluntu njengowona mthombo wophuhliso kulo mmandla, nasekuqulunqeni imigaqo ezazisa kuhamba ngayo xa zifezekisa oku kuzibophelela kwazo kwintsebenziswano. Mininzi imizekelo ebonisa amaphulo ophando aqaliswa ngamaziko emfundo ephakamileyo, neyokuhlaziya kwawo izifundo aziqhubayo kunye nokuqalisa kwawo izifundo ezitsha ngeenjongo zokukhawulelana neemfuno eziguqu-guqukayo apha kummandla lo, ukwenzela ukuba abafundi bafumane izakhono nolwazi oluyimfuneko ukuze bakwazi ukwenza igalelo kuphuhliso lwentlalo noqoqosho.

Xa kujongwa okwakufudula kusenzeka mandulo, kufunyaniswa ukuba amaziko emfundo ephakamileyo norhulumente, kuqukwa norhulumente wephondo, incinane, okanye ayikho kwa-ukubakho imbali yentsebenziswano phakathi kwabo ngeenjongo zokuqinisekisa uphuhliso. Ngokwemeko ekuyiyo ngoku, imfundo ephakamileyo iluxanduva lukarhulumente wesizwe, kwaye ke ngokwesiqhelo amaziko emfundo ephakamileyo ebethande ukuzibona njengamaziko karhulumente wesizwe, engengomaziko amaphondo. Kambe ke ngoku lifikile ixesha lokuba amaziko emfundo ephakamileyo, esebenzisa i-CHEC, makaseke amakhonkco obuhlakani noomasipala kunye norhulumente wephondo, ngeenjongo zokuba kuphuhlise iphondo eli.

Oku kuthiwa "lucwangciso lwezifundo" kumaziko emfundo ephakamileyo makube lulutho kummandla lo wonke. Umngeni olindekileyo phaya phambili uya kuba kukungqamanisa imigaqo-nkqubo yamaziko emfundo ephakamileyo obukhulu nokuma kwakunye nezifundo aziqhubayo nokuxubana kwemisebenzi efundelwayo kunye nesikhokelo sephondo eli semvumelwano ngokukhula kunye nophuhliso nothethwano ngezintlalo esiya *Framework Agreement for Growth and Development and Social Dialogue*"

Ngokufanele kwenzeka ke, le nto ithetha ukuba kukhe kuphinde kubuyelwe kwiindlela ezimiswe ngazo izicwangciso, kujongwe ukuba ngawaphi na amaphulo okuncedisana nala maziko abaluleke ngokukodwa kwinkalo yokukhula nokuphuhlisa. Ngamanye amazwi izicwangciso zethu kwixa elizayo mazingajoliswa kwimfezeko kunye nempumelelo kuphela, koko, njengokwenzeka kwiilabathi liphela, mazisekelwe kwimbono "yothatho-nxaxheba" "nokhawulelwano" kunye neemfuno zokukhula nophuhliso zommandla lo nangaphaya kwemida yawo. Kusenokwenziwa into enjalo nakwinkalo yophando ngokuphathelele kucwangciso lweemfuno ngokokushiyana kwazo ngokubaluleka.

Njengokuba ukhe watsho kutshanje umbutho oyi Association of Commonwealth Universities, kuxwebhu lothethwano olunesihloko esithi *Engagement as a Core Value for the University*, kule mihla ihlabathi "liya lixhomekeka ngokuxhomekeka kwiyunivesithi kwinkalo yolwazi, eyempumelelo, kwezempilo nakwiingcinga ezingundoqo zokumisela imigaqo-nkqubo ...ngoko ke kufuneka zibe ziinjini zokuhambisa uphuhliso ... ukubandakanyeka ngenxaxheba kususiseko sotyekelo lwemigaqo-nkqubo kunye neenkqubo zeyunivesithi."²²

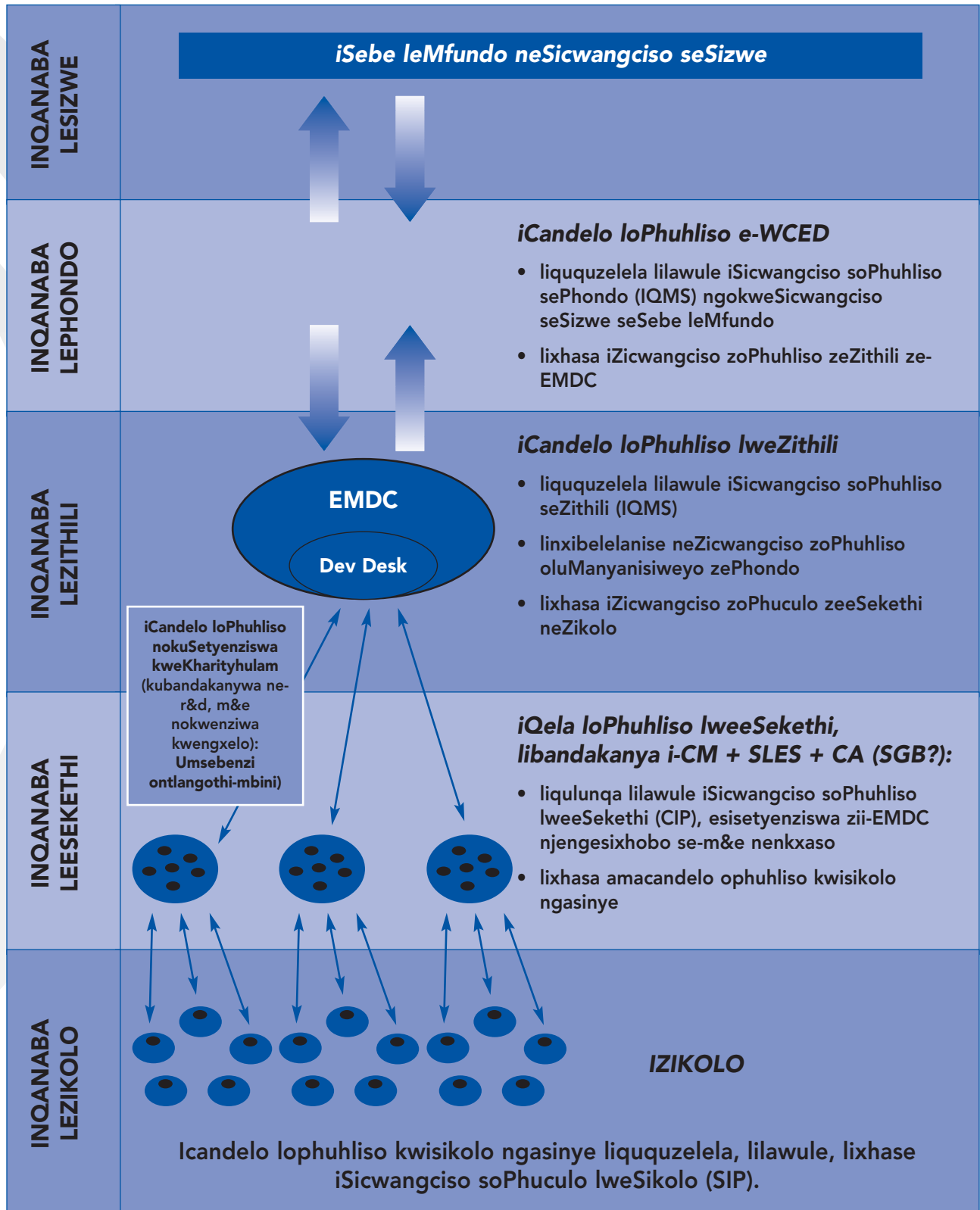
Kungoku nje i-OECD isungule iprojekthi yokuncedisa amaziko emfundo ephakamileyo ekuphononongeni inxaxheba yawo kuphuhliso lwemimandla. Uluvo oluvakaliswa kolu xwebhu lolokuba "kumsebenzi wokunatyiselwa koqoqosho lolwazi kwiilabathi liphela amaziko emfundo ephakamileyo nophando anenxaxheba ebaluleke kakhulu afanele kuyithatha. Ngoku azotywa njengemithombo yolwazi ebaluleke kakhulu, njengezigalelo zoyilo nanjengeenjini zokukhulisa, zisenza igalelo elikhulu kuphuhliso loqoqosho, intlalo nenkcubeko kwezo ndawo zikuzo ... Enye inkqubo elandelwayo kuninzi lwamazwe e-OECD kukomeleza inxaxheba negalelo lamaziko emfundo ephakamileyo kwimimandla yawo, inxaxheba leyo negalelo elo elisekelwe kwintsebenziswano nobuhlakani kunye namanye amaqela ngamaqela achaphazelekayo kummandla lowo".

Oonobhala be-CHEC

²² Jonga iinkcukacha kwiziko lewebhu le-OECD/IMHE <www.oecd.org.edu/higher>

ISihlomelo E

Ukufakwa kwemisebenzi yophuhliso nenkcubeko phantssi kweSebe Amakhonkco oqhagamshelwano phakathi kwezikolo, iiSekethi nee-EMDC – iSixhobo



Isicwangciso soPhuhliso seMinyaka eMihlanu Sokuqhutywa koMsebenzi Esingabandakanyi noQulunqo loMgaqo-nkqubo

