## ISIGABA B:

## Izicwangciso zemisebenzi nemisetyenzana

### 10. Umsebenzi 1: uLawulo

### 10.1 Injongo yomsebenzi

Ukubonelela ngolawulo nenkxaso yemfundo ngokubanzi.

Umsebenzi ubandakanya le Misetyenzana ilandelayo:
iOfisi yoMphathiswa wePhondo
- ukuqinisekisa ukuba i-ofisi yoMphathiswa wePhondo (MEC) iyasebenza

iiNkonzo eziManyanisiweyo
- ukubonelela ngeenkonzo zolawulo ezingajoliswanga kwimfundo kuphela

uLawulo lwemfundo
- ukubonelela ngeenkonzo zolawulo lwemfundo

uPhuhliso lwabasebenzi
- ukubonelela abasebenzi abasebenza kwi-ofisi elikomkhulu ngophuhliso

### 10.2 Uvandlakanyo lwemeko

***Uqinisekiso lomgangatho noxanduva lokuphendula***

Imfuno yophuculo locikizeko lwemfundo ifuna ukuba kusungulwe komsebenzi nenkqubo eqinileyo yokwamkelwa koxanduva lokuphendula apha kwiSebe leMfundo leNtshona Koloni. Uvandlakanyo olucwangcisekileyo (Systemic Evaluation), ukuziVandlakanya kweZikolo (School Self-Evaluation (SSE)) noVandlakanyo lweSikolo Sonke (Whole School Evaluation (WSE)), kwakunye naManyathelo okuGcina uMkhondo, ukuNika iNgxelo noXanduva lokuPhendula (Tracking, Reporting and Accountability Measures), zizixhobo ekufuneka zisetyenzisiwe ekukhuthazeni ufezekiso lwenjongo yokwamkelwa koxanduva lokuphendula kwimfundo le yonke.

- uVandlakanyo oluCwangcisekileyo
  UVandlakanyo oluCwangcisekileyo kumabanga 3 nele-6 lluqhutywa liSebe leMfundo kuMzantsi Afrika wonke emva kweminyaka emibini. Olu vavanyo lujoliswe ekukhangeleni ukuba ngaba imfundo ihambe umhlaba ongakanani na ekufezekiseni iinjongo zayo kwezentlalo, kwezoqoqosho nakwinguqu, ngokuthi kuvavanywe inkqubo yomntwana emsebenzini kuloo ndawo yakhe uqhubeka kuyo umsebenzi wokufundisa nokufunda. Iziphumo zolu vandlakanyo zisetyenziselwa ukuqulunqwa kwamanyathelo okulungisa afanele kuthathwa. INgxelo yoVandlakanyo oluCwangcisekileyo lwebanga 3 (2002), lubonisa ukungaxolisi kwezakhono zabafundi kwinkalo yokufunda nokubala, imiqobo esathintela abafundi beendawo ezihlelelekileyo ekufikeleleni kwiinkonzo zemfundo, ukuhamba kakubi kofezekiso lweenjongo zolingano, nokungaxolisi okukhulu kakhulu kwinkalo yomgangatho wemfundo ngokubanzi xa kuthelekiswa neziphumo zomsebenzi ezifana nomgangatho wokufundisa, ukuxinana kwamagumbi okufundela, ukungasetyenziswa ngempumelelo kwamaxesha okudibana nabafundi kumagumbi okufundela neemeko ezingenalukhuseleko ezikolweni. Uvandlakanyo olucwangcisekileyo lwebanga 6 luye lwaqhutywa ngo-2004 kwaye ke iziphumo zalo zilindelekile apha ku-2005.

- Ukuzivandlakanya kwesiko (SSE) novandlakanyo lwesikolo sonke (WSE)
  Izikolo kuza kufunwa ukuba ziqulunqe iZicwangciso zoPhuhliso lweZikolo zazo, ziqale ngokwenza uvandlakanyo olunyanisekileyo lweenkqubo zazo neendlela zazo zokwenza umsebenzi, izicwangciso ezo eziya kuthi zichake amanyathelo aliqili eziya kuwathatha ekuphuculeni ezo ndawo zifumaniseke zingamatyheneba. Umsebenzi we-WSE uya kuthi ke umana ukubeka iliso uvandlakanye impumelelo yezikolo ekufezekiseni izicwangciso zazo eziliqili zophuhliso.

- iNkqubo eManyanisiweyo yoLawulo loMgangatho (IQMS)
  ISivumelwano Sidityanelweyo 8 sika-2003, esatyikitywa ngoAgasti 2003, siyichaka kakuhle imithetho ye-IQMS nendlela yokusetyenziswa kwayo. I-IQMS inxibelelanisa uVandlakanyo lweSikolo Sonke, ukukhangelwa kweemfuno zophuhliso zomntu ngamnye novandlakanyo lwendlela awenza ngayo umsebenzi wakhe utitshala ngamnye. Ngokwesivumelwano esidityanelweyo kufuneka ukuba bonke ootitshala banikwe uqeqesho kule nkqubo.

- UMsebenzi weMpilontle yaBasebenzi (EWP)
  Abaniki-nkonzo bakwaCareways babonelela i-WCED ngenkonzo ye-EWP. Le nkonzo, isikakhulu, yinkonzo yeengcebiso ezinikwa ngefowuni, kanti ke xa umntu ecelile angazinikwa ezi ngcebiso ubuso ngobuso. Le nkonzo ye-EWP isikakhulu ijoliswe kuthintelo; loo nto ke ithetha ukuba abasebenzi kunye nabaphathi bakhuthazwa ukuba basebenzise inkonzo yeziko loqhagamshelwano xa kungathi kuqala iingxaki.

  Abaniki-nkonzo benzela iSebe eli ingxelo qho ngenyanga ebonisayo ukuba mingaphi na iminxeba engeneyo nokuba ngaba zeziphi na iindawo eziphambili ezikhathaza abasebenzi. IKuthenjwa ukuba ubukho benkonzo elolu hlobo buya kuwacutha noko amanani abasebenzi abangeziyo emsebenzini, kuba abasebenzi baza kuncedwa ekukhangeleni izisombululo zeengxaki zabo.

  Njengabasingathi iCandelo loLawulo loPhuhliso lwaBasebenzi liza kusebenza kwezi nkalo zilandelayo ngenjongo yokukhangela ukuba lingakanani na ifuthe lokungenelela xa kusetyenziswa inkonzo ye-:
  - izikolo ezilishumi (10) ezizezona zikhathazwa kakhulu yingxaki yokungaphangeli /yekhefu lendubeko
  - abasebenzi abalishumi (10) abangabona bakholisa ukungaphangeli
  - abasebenzi abalishumi (10) abakholisa ukuba neentsuku ezithile abangaphangeli ngazo (umzkl ngoMvulo, ngoLwesihlanu)

  Iinqununu zezi zikolo ziza kunikwa uqeqesho olulodwa oluza kuzixhobisa ngolwazi lokumelana nezi ngxaki, zize ke aba basebenzi zibadlulisele kwinkonzo ye-EWP.

  - Amanyathelo okunika ingxelo nokwamkelwa koxanduva lokuphendula
    I-WCED ineendidi ngeendidi zeenkqubo zoxanduva lokuphendula. Ezi nkqubo zibandakanya ezi zilandelayo:
    - Uhlolo lweenkqubo zolawulo lwemali oluqhutywa qho ngonyaka, yi-Ofisi yoMhloli-zincwadi Jikelele wephondo
    - Ukuya kuvela rhoqo kwiindibano eziqhutywa neKomiti yeMicimbi yeSebe leMfundo neKomiti eMileyo yeeNkcitho zikaRhulumente kwiPalamente yePhondo;
    - Iintlanganiso (okanye imijikelo) ezimana ukudityanelwa qhonguMphathiswa noNtsumpa-Jikelele (Superintendent-General) namaqela ngamaqela achaphazelekayo kwezemfundo ngeenjongo zokuphefumlelana ngezintsha kwezemfundo okanye yokuva nje ngeengxaki ezifunyanwa ngootitshala neemanejala zezikolo

- I-WCED sele kakade linalo uxanduva lokungenisa ingxelo yalo yonyaka kwiPalamente yePhondo malunga nezinto elizenzileyo kunyaka ngamnye. Uxwebhu lweNgxelo yoNyaka lungafunyanwa luluntu ngokubanzi, kwaye lunceda uluntu ekubeni lukwazi ukubeka iliso kwiindawo eliphumelela kuzo iSebe eli nakwezo lithi lisilele kuzo, ngokuphathelele kumagunya eliwanikwayo yimigaqo-nkqubo nayimithetho nazicwangciso eziliqili zalo.

***Uqhagamshelwano***

Isixhobo solawulo noxanduva lokuphendula esibalulekileyo kumaziko amakhulu afana neli Sebe luqhagamshelwano olukhawulezayo nolunempumelelo. Ngale njongo ke iSebe leMfundo leNtshona Koloni liza kuyandisa liyiphucule iNkonzo yoLuntu ngokusebenzisa iziko loqhagamshelwano elisebenziseka lula, oovimba beenkcukacha zekhompuyutha neesetyhula.

Ezi ndlela zilandelayo zoqhagamshelwano: WCED's ICT Strategy, iKhanya Project, the Dassie Project, iTelecomms Project novimba weenkcukacha zekhompuyutha weSebe eli, obandakanya amagolonxa (sites) eKharityhulam, i-Edulis ne-Edumedia zisekelwe:

- kwiPhepha leNgcaciso yoMgaqo-nkqubo ngeMfundo yeekhompuyutha (White Paper on e-Education) lesizwe;
- iSicwangciso esiliQili sePhondo soQoqosho noLawulo ngekhompuyutha (Provincial Knowledge Economy and e-Governance Strategy);
- nesicwangciso esiliqili se-ICT seSixeko seKapa (City of Cape Town's ICT strategy).

Kambe ke eyona ndawo ibalulekileyo kukuba iSebe leMfundo lentshona Koloni liza kuphuhlisa ulwazi apha ngaphakathi kulo, ngakumbi kootitshala, lokukwazi ukusebenzisa iziqulatho zekharityhulam ekwikhompuyutha (curriculum digital content).

## 10.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Uludwe: Iinjongo ezicwangcisekileyo zoMsebenzi 1: uLawulo

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukukhuthaza ukwamkelwa koxanduva lokuphendula, ngokwamagunya anikwa ngumthetho. | • Ukukhuthaza ulawulo lwentsebenziswano.<br>• Ukungqamanisa umgaqo-nkqubo neenkqubo neenjongo ezicwangcisekileyo zikarhulkumente namagunya anikwa ngumthetho.<br>• Ukukhuthaza iinkqubo zovandlakanyo nolawulo loqinisekiso lomgangatho ezinempumelelo.<br>• Ukukhuthaza ulwazi lwamalungelo noxanduva lwabo bonke abo bachaphazelekayo, ekubandakanywa kubo abafundi, abazali, ootitshala, iziphathamandla zezikolo, izigqeba zolawulo lwezikolo namagosa eSebe leMfundo leNtshona Koloni.<br>• Ukubethelela isiqhelo sokufundisa nokufunda ezikolweni nasezikholejini, nokuzinikezela kuphuhliso lwabasebenzi.<br>• Ukuthatha inxaxheba ebonakalayo ekukhawulelaneni neemfuno zesizwe esi ngokubanzi, ngakumbi ngokuphathelele kuqwalaselo olukhawulezileyo nolucwangcisekileyo lomba we-HIV/AIDS and Life Skills.<br>• Ukusebenzisa ulawulo olunempumelelo kuwo onke amanqanaba emfundo. |

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukukhuthaza ucikizeko nempumelelo yesebe. | • Ukuseka ibutho leziphathamandla ezinobuchule bokuyila neziqinileyo.<br>• Ukuqulunqa iinkqubo zomgaqo-nkqubo eziqinileyo nolwazi apha kwiSebe eli.<br>• Ukuseka iinkqubo zoqhagamshelwano ezifikelelwayo ngabo basebenza kwinkalo yemfundo (abangaphakathi nabangaphandle).<br>• Ukuxhobisa ngolwazi olucacileyo ezithilini, ngenkonzo nangenkxaso.<br>• Ukuqhuba iphulo leBatho Pele.<br>• Ukukhawulelana ngempumeleloneemfuno zabaxhamli beenkonzo zethu.<br>• Ukuseka iinkqubo zolawulo lwemali ezinempumelelo.<br>• Ukufezekisa ulwabiwo olunabileyo lwemali, izinto zokusebenza nabasebenzi kwimfundo le yonke.<br>• Ukuqinisekisa ukuba abafundi abayigqibayo imfundo yabo baninzi kangangoko. |
| Ukuseka umsebenzi woqinisekiso lomgangatho kwiSebe leMfundo leNtshona Koloni. | • Ukubeka iinkalo ezifanele kuphunyelwa ngokuphathelele kuphuhliso lwabasebenzi kwenziwe nengxelo ngendlela ohamba ngayo umsebenzi kwezi nkalo.<br>• Ukuqinisekisa ukuba luyamkelwa uxanduva lokuphendula ngokusebenzisa uVandlakanyo oluCwangcisekileyo. ukuziVandlakanya kweZikolo (SSE), iZicwangciso zoPhuhliso zeZikolo (SDP) noVandlakanyo lweSikolo Sonke (WSE).<br>• Ukuxhobisa ii-ofisi zolawulo ezikolweni ngabantu abanolwazi nezakhono zolawulo.<br>• Ukuqulunqa izimiselo nemigangatho yokunikwa kweenkonzo. |

## 10.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Ukumanyaniswa kwamanyathelo ngamanyathelo ekuqalisiweyo ngawo kuqinisekiso lomgangatho noxanduva lokuphendula kunguwona mngeni mkhulu lijongene nawo iSebe leMfundo leNtshona Koloni. Kubalulekile ukuqinisekisa ukuba la manyathelo akhokelela kuphuculo lokufundisa nokufunda, angabonwa njengezinto eziyimfezeko yeenjongo ngobukho bawo nje.

## 10.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

Amanyathelo asoloko eqhutywa ngokuphathelele kuqeqesho lwamalungelo amaqela olawulo lwezikolo (SMT) abandakanya ikharityhulam, ukuziphatha, amakhosikazi akwiindawo zobunkokeli, izilungiso ezisandula ukwenziwa emithethweni nezigqibo ezityikityiweyo.

## 10.6 Inkcazo ngoncedo olunikwayo

Akukho ikhoyo okwangoku.

## 11. Umsebenzi 2: Imfundo yezikolo zikarhulumente zesiqhelo

### 11.1 Iinjongo zomsebenzi

Ukubonelela ngemfundo karhulumente yesiqhelo ukuqalela kwibanga 1 ukuya kwele-12 ngokwezikhokelo zoMthetho oyiSouth African Schools Act, 1996.

Umsebenzi wemfundo yezikolo zikarhulkumente zesiqhelo ubandakanya le misetyenzana ilandelayo:
Izikolo zaseprayimari zikarhulemente
- ukubonelela ngmfundo yamabanga 1 ukuya kwele-7 kwizikolo zaseprayimari zikarhulumente

Izikolo zasesekondari zikarhulumente
- ukubonelela ngmfundo yamabanga 8 ukuya kwele-12 kwizikolo zaseprayimari zikarhulumente

Iinkonzo zobungcali
- ukubonelela izikolo zikarhulumente zesiqhelo ngenkxaso

Uphuhliso lwabasebenzi
- ukubonelela lootitshala nabo bangezozititshala kwizikolo zikarhulumente zesiqhelo

### 11.2 Uvandlakanyo lwemeko

***General Education and Training (GET) (Amabanga 1-9)***

Iinkcukacha ezavela noBalo (Census luka-2001 ne-WCED EMIS zibonakalisa ukuba ubuninzi babantwana ababhalisa ezikolweni ngabakwiminyaka eqalela kwemithandathu ukuya kwelishumi elinesihlanu (Amabanga 1 - 9). Ngaphezulu apha eNtshona Koloni aphezulu amanani abafundi ngokweminyaka namabanga abakuwo. Kambe ke uphando oluqhutyiweyo apha eNtshona Koloni kule minyaka mihlanu idlulileyo lubonakalisa ukuba impumelelo yabafundi kumabanga 1-9 iphantsi kunaleyo ilindelekileyo. Loo nto injalo xa kuthelelkiswa namanye amazwe (kubandakanywa namanye asakhasayo) naxa kuthelekiswa noko kulindelekileyo ngokwekharityhulam yoMzantsi Afrika. Umzekelo,

ngo-2002, eli /sebe laye lenza uvandlakanyo lweziphumo zokufunda nokubala kubafundi bebanga3 kuzo zonke izikolo. Olu vandlakanyo lwaye lwabonisa ukuba yi-36% kuphela abafundi abafikelelayo kwiziphumo ezilindelekileyo ekufundeni nasekubaleni kwibanga 3. Ubuninzi baba bafundi bafumana iziphumo ezingaphantsi ngeminyaka emibini ukuya kwemithathu kwezo zilindelekileyo.

Ngeenjongo zokukhawulelana nale ngxaki kuza kuqhutywa uvavanyo lokubhaqa ingxaki ekupheleni kweSigaba seSiseko (Foundation Phase) neSigaba esiPhakathi (Intermediate Phase), oko kukuthi kumabanga 3 nele-6 qho emva kweminyaka emibini, into leyo eyaqalwa ngebanga 3 ngo-2002. Olu vavanyo aluzi kusetyenziselwa kuphela ukukhangela iindawo ezifuna ukulungiswa, koko luza kusetyenziswa nasekujongeni inkqubo kwimfundo le ngokubanzi ekuhambeni kwexesha. Ezi mvavanyo ziza kusetyenziselwa -

- ukuqulunqa amanyathelo okulungisa nezicwangciso eziliqili
- ukubekela izikolo, izithili nephondo iinkalo ezifanele kufikelelwa.

Imvavanyo zokukhangela ingxaki ezaqhutywa ngo-2002 nango-2003 zibonakalisa ukuba iziphumo zeemvavanyo zihambelana kakhulu neemeko zentlupheko. Ngeso sizathu ke iphondo eli liza kuceba inkqubo ebandakanya konke xa kunikwa abafundi abahluphekileyoinkxaso ngophuhliso. Le nkqubo ibandakanyayo ibandakanya i-PSNP. Ulawulo lwe-PSNP, eyinxenye yonceditso-mali olunemiqathango lwephulo lesizwe lokondliwa kwabantwana bezikolo lwaye lwathathwa kwiSebe lezeMpilo ngo-2004. Oku kuziswa kolawulo kweli Sebe kuza kuwuphucula umsebenzi wocwangciso nonxibelelaniso, kuze ke kube negalelo elikhulu kucikizeko lomsebenzi wokondliwa kwabantwana ezikolweni.

Ibanga 9 libanga lokugqibela kwinqanaba lemfundo ye-GET. Emva kweli banga abafundi baye bakhethe ke iinkalo zemfundo abaza kungena kuzo kwimfundo ye-FET. Ngeenjongo zokukhuthaza abafundi ukuba bakhethe iinkalo ezifanelekileyo phaya kwinqanaba le-FET bonke abafundi bebanga 8 baza kuvavanywa yonke iminyaka.

**Imfundo ye-*FET Amabanga 10 -12***

Inqanaba lemfundo ye-FET linqanaba lokufunda izifundo ezikhethiweyo. Lisisigaba sokuqala apha kwimfundo apho abafundi kufuneka bathathe izigqibo ngezifundo abanqwenela ukuzilandela.

Ikharityhulam ye-FET isekelwe kwiNgxelo 550 yamabanga 10 ukuya kwele-12; iNgxelo 191 (Formal Technical College Instructional Programmes kwi-RSA) neNgxelo 190 (Izimiselo nemigangatho yemisebenzi yokufundisa neemviwo noqinisekiso lwazo kwimfundo yeekholeji zezobugcisa). Le kharityhulam nale misebenzi ziza kutshintshwa kwisithuba esiphakathi kuka-2004 no-2008, endaweni yazo kusetyenziswe isikhokelo esinika abafundi abaphakathi kweminyaka eli-16 ukuya kuma-20 izifundo ezijikeka lula nezikhawulelanayo neemfuno zabo. Isikhokelo se-FET sineendlela ezintathu zokufumana isiqinisekiso se-FET esiyiFurther Education and Training Certificate (FETC) okanye iziqinisekiso zeNqanaba 4 leNational Qualifications Framework (NQF) Level 4, ezizezi:

- imfundo le yesiqhelo
- limfundo yezobugcisa
- ne-Occupational – trade, operational, professional

Le nto ke ithetha ukuba imisebenzi yNgxelo 550 neNgxelo 191 iza kuyekiswa ngezigaba kungeniswe ngezigaba imisebenzi yezifundo ezifanelekileyo. Ezikolweni iKharityhulam yeSizwe entsha iza kungeniswa kumabanga 10 ukuya kwele-12 ukuqalela ngo-2006 ukuya ku-2008. Inani lezifundo ezenziwayo kwikharityhulam yezikolo ze-FET liye lathotywa kakhulu, kodwa ke ezi zenziwayo izifundo zizifundo ezijoliseke kakuhle nezifanelekileyo. Kuza kufuneka ukuba iphondo eli lingene kwiphulo lokulungisa ikharityhulam ngeenjongo zokuqinisekisa ukuba kuzo zonke izithili kufundiswa zonke izifundo ezikhoyo kwikharityhulam.

Umsebenzi wephulo lokulungisa ikharityhulam kufuneka uxhaswe ngumsebenzi wolungiso ocwangcisekileyo nobonelela ngezinto zokusebenza (ngakumbi iikhompuyutha) nagootitshala abanobungcali kwiindawo ezihlelelekileyo. ISebe sele liqalisile ngalo msebenzi wokulungisa kwimathematika nakwezenzululwazi, kwaye ke ezinye izikolo 'ezijolisekileyo' ziza kuphuhliswa kwinqanaba le-FET.

***Izikolo ezinokhuseleko***

Njengokuba kunjalo kwihlabathi lonke, umba wokhuseleko ezikolweni uya umxhalabisa ngokumxhalabisa urhulkumente. INtshona Koloni ibhuqwa ngakumbi yile ngxaki njengoko bugquba kakhulu ubugewu nobudlova bemigewu ezikolweni, buhamba nesihlava esibi kunene esikukusetyenziswa kotywala neziyobisi. Ngobambiswano namanye amahlakani, ngakumbi iSebe loKhuseleko lweNtlalo, esi sihlava kuzanywa shushu ukusinyothula.

UMsebenzi weZikolo ezinoKhuseleko untlangothi-ntathu, ezibandakanya ezi zinto zilandelayo:

- IZiko loQhagamshelwano ngoKhuseleko lweZikolo (Safe Schools Call Centre), apho zinokuxelwa khona iingxaki ngeengxaki eziphathelele kukhuseleo ezikolweni nalapho abo bachaphazelekayo nabaxhwalekileyo ngokwasemphefumlweni banokucela, bafumane uncedo ngeengcebiso.
- Ukubonelela ngeendawo ezikhuselekileyo: lo msebenzi ujolisa ekufakelweni kwezinto eziqinisekisa ukhuseleko, ezibandakanya iingcingo zokhuseleko neentsimbi zokulumkisa (alarms) kwezo zikolo zisemngciphekweni kakhulu. Lo msebenzi ukwabandakanya neendlela ezingamacebo okuzisindisa (survival strategies).

- Imisebenzi yemfundo ejolise kwiimpawu zentsulungeko neengqondo ezihluzeke kakuhle, neziinjongo zazo ikukutsalela umdla wabafundi kwezo zinto zakhayo ezifana nemidlalo, izinto zobugcisa nemidlalo yeqonga, ijolise kwimisebenzi yekamva labo.

## 11.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Iinjongo ezicwangcisekileyos zoMsetyenzana 2.1: Isigaba seeprayimari zikarhulumente

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni. | • Ukubonelela abafundi ngeendawo ezikolweni zaseziprayimari ngokomgaqo-nkqubo<br>• Ukubonelela izikolo zaseprayimari ngezibonelelo eziphambili ngokomgaqo-nkqubo<br>• Ukuphucula amathuba okufikelela emfundweni amaqela ayefudula esingelwe phantsi<br>• Ukubonelela ootitshala ngoqeqesho olucwangcisekileyo kwiKharityhulam yeSizwe<br>• Ukuphucula indlela abasebenza ngayo abantwana ekubaleni nasekufundeni<br>• Ukuphucula ucikizeko lwemfundo ngokubanzi nokuphucula amanani abafundi abagqibayo esikolweni nomgangatho wemfundo ngokubanzi nje.<br>• Ukukhuthaza impumelelo nokubandakanyeka kwabafundi abaneemfuno zemfundo ezizodwa.<br>• Ukubonelela abafundi abahluphekileyo ngezinto zokuhamba nangeehostele<br>• Ukuqhuba iphulo lokondliwa kwabantwana kwizikolo zaseprayimaari (PSNP)<br>• Ukubuyisela iindlela zokuziphatha kakuhle kwabafundi ezikolweni. |
| Ukuqinisekisa ukufunda okunempumelelo ezikolweni | • Ukukhawulezisa ukubonelelwa kwezikolo zonke ngezibonelelo ze-ICT.<br>• Ukuqinisekisa ukufundiswa kwekharityhulam ngokusebenzisa i-ICT.<br>• Ukuqinisekisa ukuba kuqulunqwa kulawulwe iziqulatho zoovimba beenkcukacha zekhompuyutha.<br>• Ukuqinisekisa ukuba ootitshala bayaqeqeshwa ekusebenziseni ii- ICT ekuncediseni imisebenzi yabo yokufundisa |
| Ukuqinisekisa iimeko zokhuseleko kumaziko emfundo eziyimfuneko ekufundiseni nasekufundeni | • Ukukhuthaza imeko yokhuseleko ezikolweni ngkubambisana nabahlali namanye amasebe karhulkumente.<br>• Ukuphelisa iimeko zokudlakazeka kwezakhiwo ezikwiindawo ekufundelwa kuzo.<br>• Ukukhuthaza ukuqondwa kweemeko zentlalo apha kweli phondo nendlela ezizichaphazela ngayo ezikolweni. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 2.2: Izikolo zasesekondari zikarhulumente

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni. | • Ukubonelela abafundi ngeendawo ezikolweni zasesekondari ngokomgaqo-nkqubo<br>• Ukubonelela izikolo zasesekondari ngezibonelelo eziphambili ngokomgaqo-nkqubo<br>• Ukwandisa amanani abafundi be-FET ababhalise kwizifundo ezifanelekileyo ngakumbi abavela kumaqela ayefudula esingelwe phantsi<br>• |

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| | • Ukwandisa amanani abafundi abayigqiba ngempumelelo imfundo yabo kwinqanaba lemfundo ye-FET.<br>• Ukwandisa amanani abafundi abasifumanayo isiqinisekiso sokugqiba esikolweni esibavumelayo ukuba bagqithele kwimfundo ephakamileyo<br>• Ukwandisa amanani abafundi abafunda baphumelele imathematika nezenzululwazi<br>• Ukukhuthaza impumelelo nokubandakanyeka kwabafundi abaneemfuno zemfundo ezizodwa. |
| Ukuqinisekisa ukufunda okunempumelelo ezikolweni zasesekondari zikarhulumente | • Ukukhawulezisa ukubonelelwa kwezikolo zonke ngezibonelelo ze-ICT.<br>• Ukuqinisekisa ukufundiswa kwekharityhulam ngokusebenzisa i-ICT.<br>• Ukuqinisekisa ukuba kuqulunqwa kulawulwe iziqulatho zoovimba beenkcukacha zekhompuyutha.<br>• Ukuqinisekisa ukuba ootitshala bayaqeqeshwa ekusebenziseni ii- ICT ekuncediseni imisebenzi yabo yokufundisa |
| Ukuqinisekisa iimeko zokhuseleko kumaziko emfundo eziyimfuneko ekufundiseni nasekufundeni | • Ukukhuthaza imeko yokhuseleko ezikolweni ngkubambisana nabahlali namanye amasebe karhulkumente.<br>• Ukuphelisa iimeko zokudlakazeka kwezakhiwo ezikwiindawo ekufundelwa kuzo.<br>• Ukukhuthaza ukuqondwa kweemeko zentlalo apha kweli phondo nendlela ezizichaphazela ngayo ezikolweni. |

linjongo ezicwangcisekileyo zoMsetyenzana 2.3: iiNkonzo zobungcali

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso | • Ukusondeza inkxaso ngolawulo nophuhliso ezikolweni ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali.<br>• Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le.<br>• Ukuphucula ulwazi nezakhono zeenqununu zezikolo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulawulo lwekharityhulam neenkqubo zokuvandlakanya.<br>• Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho.<br>• Ukubonelela zonke izikolo zikarhulumente zesiqhelo ngenkxaso yobungcali. |

linjongo ezicwangcisekileyo zoMsetyenzana 2.4: uPhuhliso lwabasebenzi

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo | • Ukubonelela izikolo zaseprayimari nasesekondari zikarhulumente ngootitshala ngokomgaqo-nkqubo<br>• Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqesheke ngokufanelekileyo.<br>• Ukuxhasa amalinge okugaya abafundi beze kumaziko oqeqesho lobutitshala.<br>• Ukuphuhlisa umgangatho wocikizeko lebutho lootitshala ngokusoloko benikwa inkxaso yobungcali.<br>• Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharityhulam. |

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| | • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharityhulam, imfezeko nenkxaso.<br>• Ukusungula imisebenzi yophuhliso lootitshala ngokusebenzisa iCape Teaching Institute (CTI)<br>• Ukubonelela ootitshala ngenkxaso yobungcali. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 2.5: uMsebenzi wokondliwa kwabafundi baseziprayimaari

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukubonelela abafundi ekubonwe ukuba bahluphekile, bayalamba ngento yokutya ebubuncinane obuyimfuneko ukuze bafunde ngempumelelo esikolweni | • Ukubonelela abafundi abangama-149 000 kwizikolo zaseprayimari ezingama-866 ekubonwe ukuba bahluphekile, bayalamba ngento yokutya ebubuncinane obuyimfuneko ukuze bafunde ngempumelelo esikolweni |

## 11.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Ukukhula kwamanani abafundi basezisekondari apha eNtshona Koloni nokusetyenziswa kwezakhiwo zezikolo zaseprayimari ezingenazilabhoratri njengeesekondari, zizinto ezenze ukuba inyuke ipesenti yezikolo zasesekondari ezingenazilabhoratri. Izikolo ezibolekisanayo ngamagumbi nazo ziza kulandisa inani lezikolo ezingenazilabhoratri.

## 11.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

ISebe leMfundo leNtshona Koloni liye lasungula amanyathelo okulungisa aliqela neeprojekthi ngeenjongo zokukhawulelana neenkalo ezithile zemfundo esemgangathweni. Kwizinto ezenziwayo ezikolweni ngala manyathelo nezi projekthi kukho nezi zilandelayo:

- Uhlengahlengiso lweendlela zokuziphatha kwabafundi ngeenjongo zokuphucula iimeko zokuziphatha kakuhle kwabafundi: i-WCED isungule iindibano zocweyo ezilungiselelwe ootitshala, khona ukuze bancediswe ekubeni baziqonde izimo zabafundi kwakunye nengxaki yokuminxwa ziimpembelelo zoontangandini, baze kukwazi ukubanceda kwiinzame zokutyhila kwelinye iphepha ngakwicala lezimilo
- Ukukhethwa kwezikolo ezifukamele amaqanda abolileyo: Amaqela aphuma kwiinkalo ezahlukeneyo aqwalasela iingxaki ezithwaxa ezi ziko; ayile izicwangciso eziliqili zokusombulula ezo ngxaki ekwenza oko phantsi kwenkokeli yeprojekthi; kuze ke apho kuyimfuneko kufunwe nenkxaso yemibutho engaphandle; kuqhutywa namaphulo oqeqesho eSebe eli ezikolweni; apho usilelo luthe gqolo kunokubhenelwa kwicebo lokusebenzisa abathantamisi/abasingathi kwezo ziko lwenzeka kuzo olu silelo; xa ngaba usilelo alude luyeke kunokubhenelwa kwiqhinga lokuzimisa ngokutsha ezo zikolo.
- Iimeko zamagumbi adityanelwa ngamabanga ahlukeneyo: Ukunceda izikolo eezifundisela amabanga ngamabanga kwigumbi elinye, ngeendlela ezinokuthi zizisebenzise xa zifundisa; ugxininiso olukhulu lubekwa ekusetyenzisweni kwe-ICT ekuncediseni ukufundisa amabanga amaninzi akwigumbi elinye.
- Iphulo lokubhalisa kwangethuba: Likhuthaza izikolo ukuba ziwuqale kwasekuqaleni konyaka umsebenzi wokubhaliswa kwabafundi uphele unyaka sele ziwusongile, zenziwe neetime-table, zakhethwa nezithuba zootitshala eziza kufuna ukuvalwa, khona ukuze umsebenzi wokufundisa uqale kwangosuku lokuqala lokuvulwa kwezikolo, zibonwe nezo ndawo “ziyingxaki” ngokuphathelelwe ekuthathweni kwabafundi ukuze ke kubonwe izicwangciso ezinokwenziwa ukukhawulelana naloo ngxaki

- Abafundi abadlulileyo kwiminyaka yokuba sesikolweni: Inani labafundi abadlulileyo kwiminyaka yokuba sesikolweni liya licuthwa ngokucuthwa, njengoko kungazange kwamkelwe bafundi badlulileyo kwiminyaka yokuba sesikolweni. Abo sele bekhona ezikolweni bakhuthazwa ukuba baye kubhalisa kumaziko e- ABET. (Makuqatshelwe ukuba aba ngabafundi abaneminyaka engama-20 nangaphezulu)
- Imfundo ebandakanyayo: IPhepha leNgcaciso yoMgaqo-nkqubo 6 licacisa ukuba le nkqubo yemfundo eyodwa ikhoyo ngoku ingaguqulwa njani na ibe yeyemfundo noqeqesho olubandakanyayo. Kwizinto elizicacisayo kukwakho nendlela ezinokuhlengahlengiswa ngayo izikolo ezi zesiqhelo zibe zizikolo ezinika inkonzo epheleleyo eya kubalungiselela nabo bafundi bafuna ukunikwa inkxaso noko; neyokwenziwa kwezikolo ezizodwa zibe ngamaziko ezinokudimbaza kuwo izincedisi-mfundo ezi zesiqhelo izikolo; eyokuphuhliswa kwamaqela enkxaso ezithili; neyokuphuhliswa kwamaqela enkxaso yamaziko.

- Izicwangciso eziliqili zokufunda nokubala kwiSigaba seSiseko neSigaba esiPhakathi ezibandakanya -
  - ukubonelela igumbi leSigaba seSiseko ngasinye (Amabanga 1 - 3) neleSigaba esiPhakathi ngasinye (Amabanga 4 - 6) ngeencwadi ezili-100 kulo lonke eli phondo;
  - ukubonelela bonke abafundi bamabanga 3 ukuya kwele-6 ngeencwadi zemathematika;
  - ukubonelela ngemizekelo yeeshedyuli zomsebenzi weeveki ezingama-36;
  - ukubeka iliso kwinkqubo yomsebenzi qho ngeveki nganye ngokusebenzisa amagosa abekelwe loo msebenzi kwisikolo ngasinye esifundisa amabanga 1ukuya kwele-6;
  - nokubeka iliso indlela abafikelela ngayo abafundi bamabanga 3 – 6 kwikharityhulam nabayifumana ngayo ngokubavavanya ekufundeni nakwimathematika.

Ii-EMDCnezigqeba ngezigqeba zazo zityelela onke amaziko emfundo ziwancedise ngokuxhotyiswa ngolwazi nezakhono kwiinkalo ngeenkalo nangezinto ezifanele kwenziwa, umzkl ukunyulwa kwezigqeba zolawulo ezitsha, imicimbi yemali, ikharityhulam, njl.

### 11.6 Inkcazo ngoncedo olunikwayo

Iinkcukacha zamanani ngokuphathelele kubafundi nootitshala zifumaneka kuVandlakanyo loNyaka lwe-WCED ( WCED's Annual Survey) nakumanani-nkcazo osuku lweshumi (10th day statistics).

Aye enyuka amanani abantwana abafudukela kwiphondo leNtshona Koloni, kodwa ke amagumbi okufundela ongezelelweyo agqitywe ku-2002/03 naku-2003/04 aye anceda ekuwagcineni amanani abafundi kwigumbi ngalinye ingalawa ebeqikelelwe.

Inkcitho yeemali ezikhoyo kwiiprojekthi zolwakhiwo ezintsha ayihambanga ngohlobo ebelucetyiwe. Kambe ke zingaphaya kwama-200 iiprojekthi zolondolozo olongezelelweyo ezithe zagqitywa. Le nto ke iye yaba nefuthe elikhulu kwipesenti yohlahlo-mali lwezibonelelo ethe yachithelwa kulondolozo.

Amabanga 1 – 12 kwizikolo zikarhulumente zesiqhelo zibonelelwa ngootitshala abakhethwa ngokwesikhokelo esiyi*Post Provisioning Model*, nangabasebenzi abangezotitshala nabankxaso-mali yabo ibekwa ngokweZimiselo neMigangatho yokuNikwa kweZikolo iNkxaso-mali (Norms and Standards Funding for Schools), ngokusekelwe kumazinga entlupheko kuzo zombini ezi nkalo.

## 12. Umsebenzi 3: Uncediso-mali lwezikolo ezizimeleyo

### 12.1 Injongo yomsebenzi

Ukuxhasa izikolo ezizimeleyo ngokwezikhokelo zoMthetho South African Schools Act, 1996.

Umsebenzi woncediso-mali lwezikolo ezizimeleyo unale misetyenzana ilandelayo:
iSigaba saseprayimari
- ukuxhasa izikolo kumabanga 1 ukuya kwele-7

iSigaba sasekondari
- ukuxhasa izikolo ezizimeleyo kumabanga 8 ukuya kwele-12

### 12.2 Uvandlakanyo lwemeko

Kungoku nje zili-180 izikolo ezizimeleyo apha eNtshona Koloni. Ezi zikolo zithatha abafundi ngabafundi abasuka kwiimeko zentlalo noqoqosho ezahlukeneyo, kwaye ke zingamahlakani abalulekileyo naxabisekileyo ekunikweni kwenkonzo yemfundo kwiphondo eli.

I-WCED ibonelela izikolo ezizimeleyo ezingama-75 ngoncediso-mali, ezibonelela abantwana abahlelelekileyo ngamathuba okufunda kweli phondo. Indlela abayigqiba ngayo imfundo yabo abantwana kwezi zikolo ibekwa esweni kakhulu, luze ke noncediso-mali lulungi-lungiswe ngokufanelekileyo.

### 12.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Injongo ecwangcisekileyos for Umsebenzi 3: Independent school subsidies

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni. | Ukuxhasa izikolo ezizimeleyo ezikhonza iindawo ezihluphekileyo zincedisa kwimfundo yezikolo zikarhulumente. |

### 12.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Izikolo ezizimeleyo ezimbalwa zinenkqubo embi kakhulu kuvandlakanyo olucwangisekileyo kumabanga 3 ukuya kwele-6 nakwibanga le-12. Kananjalo zininzi izikhalazo ezifikayo ezivela kubafundi nakubazali. I-WCED iceba ukuba iziqwalasele ngqongqo iimeko zezi zikolo, iqinisekise ukuba ziyatshitshiswa ukuba ngaba ziyasilela ekunikeni imfundo esemgangathweni.

### 12.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

Ukugqiba kwabafundi imfundo yabo ezikolweni ezizimeleyo ezifumana uncediso-mali kubekwa iliso elingqongqo, luze ke uncediso-mali luhlengahlengiswe ngokufanelekileyo.

## 12.6 Inkcazo ngoncedo olunikwayo

Zonke izikolo ezizimeleyo ezibhaliswe kwiSebe leMfundo leNtshona Koloni zinelungelo lokufumana uncediso-mali olulingana ne-60% yendleko yomfundi ngamnye okwizikolo zikarhulkumente, ngokuxhomekeke kwiZimiselo neMigangatho yeNkxaso-maal;i yeZikolo eZizimeleyo (Norms and Standards Funding for Independent Schools). Zonke izikolo ezizimeleyo ezifaka izicelo zoncediso-mali ngokomgaqo-nkqubo weZimiselo neMIgangatho ziyalufumana uncediso-mali, ukuba xa ziselungelweni lokulufumana.

## 13. Umsebenzi 4: Izikolo zikarhulumente zemfundo eyodwa

### 13.1 Injongo yomsebenzi

Ukubonelela ngemfundo karhulumente kwizikolo ezizodwa ngokwezikhokelo zoMthetho oyi-South African Schools Act, 1996 nePhepha leNgcaciso yoMgaqo-nkqubo 6 ngemfundo ebandakanyayo.

UMsebenzi wezikolo zikarhulumente zemfundo eyodwa unale misetyenzana ilandelayo:
Izikolo
- ukubonelela ngemfundo yezikolo zikarhulumente zemfundo eyodwa

Iinkonzo zobungcali
- ukubonelela izikolo zikarhulumente zemfundo eyodwa ngenkxaso

Uphuhliso lwabasebenzi
- ukubonelela ngobungcali bophuhliso lootitshala nabo bangezozittishala kwizikolo zikarhulumente zemfundo eyodwa

### 13.2 Uvandlakanyo lwemeko

IPhepha leNgcaciso yoMgaqo-nkqubo weMfundo (Education White Paper) 6 liyacacisa ukuba inkqubo yemfundo eyodwa ifanele kuguqulwa njani na ukuze ibe yeyemfundo noqeqesho ebandakanyayo. Enye yezinto ezicacisa ngokuthe gca yindlela ezifanele kuphuhliswa ngayo izikolo zesiqhelo zibe zizikolo ezinika inkonzo epheleleyo eya kuthi ibabonelele nabafundi abafuna inkxaso ethile; nendlela ezifanele kuphuhliswa ngayo izikolo zemfundo eyodwa zibe ngamaziko ekunokudinjazwa kuwo uncedo zizikolo zesiqhelo; ukusekwa kwamaqela enkxaso ezithilini; nokuphuhliswa kwamaqela enkxaso kumaziko emfundo.

### 13.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Iinjongo ezicwangcisekileyo zoMsetyenzana 4.1: iZikolo zikarhulumente ezizodwa

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni. | • Ukubonelela abafundi ngeendawo ezikolweni zikarhulumente ezizodwa ngokomgaqo-nkqubo<br>• Ukuphucula ukufikelelwa kwezikolo zikarhulumente ezizodwa ngabafundi abavela kwiindawo ezazifudula zisingelwe phantsi.<br>• Ukubonelela abafundi ngenkxaso ngezasemphefumlweni, ezasentlalweni, ezamayeza, ezonyango nokufunda.<br>• Ukukhuthaza imfundo enempumelelo nebandakanyayo kubafundi abaneemfuno zemfundo ezizodwa.<br>• Ukuqinisekisa ukuba liphezulu inani labafundi bezikolo zikarhulkumente ezizodwa abayigqibayo imfundo yabo.<br>• Ukufumana ezona ziphumo zakha zaphezulu kubafundi bezikolo zikarhulumente ezizodwa. |

Iinjongo ezicwangcisekileyo fzoMsetyenzana 4.2: iiNkonzo zobungcali

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso. | • Ukusondeza inkxaso ngolawulo nophuhliso ezikolweni ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali.<br>• Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le.<br>• Ukuphucula ulwazi nezakhono zeenqununu zezikolo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulawulo lwekharityhulam neenkqubo zokuvandlakanya.<br>• Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho.<br>• Ukubonelela zonke izikolo zikarhulumente zesiqhelo ngenkxaso yobungcali |

Iinjongo ezicwangcisekileyo zoMsetyenzana 4.3: uPhuhliso lwabasebenzi

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo. | • Ukubonelela izikolo zikarhulumente ezizodwa ngootitshala ngokomgaqo-nkqubo.<br>• Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqesheke ngokufanelekileyo.<br>• Ukuxhasa amalinge okugaya abafundi beze kumaziko oqeqesho lobutitshala.<br>• Ukuphuhlisa umgangatho wocikizeko lebutho lootitshala ngokusoloko benikwa inkxaso yobungcali.<br>• Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharityhulam.<br>• Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharityhulam, imfezeko nenkxaso.<br>• Ukusungula imisebenzi yophuhliso lootitshala ngokusebenzisa iCape Teaching Institute (CTI)<br>• Ukubonelela ootitshala ngenkxaso yobungcali. |

## 13.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Liya lisanda ngokwanda inani labafundi abathunyelwa kwiziko zikarhulumente ezizodwa ngenxa yokuba benengxaki yezinto ezithintela ukufunda kwabo. Eyona mfuno inkulu kukubekwa kwabafundi kumaziko olutsha nakwizikolo zezakhono. Kuqwalaselwa umcimbi wohlengahlengiso lweenkonzo ngeenjongo zokukhawulelana neemfuno zeSebe leMfundo leNtshona Koloni.

## 13.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

Ii-EMDCnezigqeba ngezigqeba zazo zityelela onke amaziko emfundo ziwancedise ngokuxhotyiswa ngolwazi nezakhono kwiinkalo ngeenkalo nangezinto ezifanele kwenziwa, umzkl ukunyulwa kwezigqeba zolawulo ezitsha, imicimbi yemali, ikharityhulam, ukusetyenziswa kwe-IQMS, njl.

Amanyathelo asoloko ethathwa ngokuphathelele kuqeqesho lwamalungu ee-SMTabandakanya ulawulo lwekharityhulam, uphuculo lweendlela zokuziphatha ezakhayo, amakhosikazi kwizikhundla zobunkokeli, ulawulo lomgaqo-nkqubo, iinguqulelo ezisandula ukwenziwa emithethweni nezigqibo ezityikityiweyo.

Ukuguqulwa kwezikolo zomfundo eyodwa zibe ngamaziko oncedo, ngokwezikhokelo zePhepha leNgcaciso yoMgaqo-nkqubo weMfundo 6, kunegalelo ekwandeni kwenkxaso enikwa abafundi abaneemfuno zemfundo ezizodwa kwizikolo zesiqhelo. Abasebenzi benkxaso kwii-EMDC babonelelwa ngoqeqesho. Ootitshala be-CS kuMaziko oLutsha (Basic Qualification in Secure Care), abonyango noonontlalontle.

### 13.6 Inkcazo ngoncedo olunikwayo

Iphezulu kakhulu impumelelo yabafundi kwizikolo zemfundo eyodwa. Izikolo ezihlanu zifikelele kwizinga le-100% ngempumelelo yabafundi. Eli zinga lingaphaya kwamazinga ezikolo zesiqhelo.

Abafundi beZiko zeZakhono bakholisa ukuyifumana lula imisebenzi kunabo bakwezinye izikolo zemfundo eyodwa, kanti nabo bakwizikolo zesiqhelo. Kambe ke izinto ezifana nemeko ekuyiyo ngoku kwezoqoqosho nokungafumaneki kwengqesho, zinegalelo elikhulu ekudodobaliseni.

Zonke izikolo zikarhulumente ezizodwa zibonelelwa ngenkxaso-mali ngokujonga ulwabelo ngomfundi ngamnye oluthathela ingqalelo amanani abafundi nangobungakanani beendidi ezithile zokhubazeko. Olu lwabelo lubandakanya nenkxaso-mali ye-LTSM, izinto zonceditso kukhubazeko nokulungiswa kwezakhiwo ngeenjongo zokubonelela ukuhamba kwabantu abakhubazekileyo, kwakunye nokubonelela ngezinto zothutho ezilungiselelwe abakhubazekileyo. Kananjalo inkxaso-mali yabancedisa kumagumbi okufundela nabaqhubi beebhasi yabelwa izikolo ngokoncediso-mali ngomfundi ngamnye ngokwemiqathango yomgaqo-nkqubo.

## 14. Umsebenzi 5: Imfundo ye-FET

### 14.1 Injongo yomsebenzi

ukubonelela nge-FET kwiikholeji ze-FET zikarhulumente ngokwezikhokelo zoMthetho oyi Further Education and Training Act, 1998.

Lo Msebenzi we-FET unale misetyenzana ilandelayo:
Amaziko karhulumente
- ukubonelela iikholeji ze-FET zikarhulumente ezithile ngezinto zokusebenza

Iinkonzo zobungcali
- ukuxhasa iikholeji ze-FET zikarhulumente

Uphuhliso lwabasebenzi
- ukubonelela ngophuhliso lobungcali lwabo baziititshala nabangezotitshala kwiikholeji ze-FET zikarhulumentes

### 14.2 Uvandlakanyo lwemeko

Iikholeji ze-FET ezilishumi elinesithathu ziye zadityaniswa zangamaziko amakhulu amathandathu kwaza kwaqeshwa namagosa alawulayo aziintloko (CEOs) okuba alawule la maziko mathandathu. Kufuneka kunikwa inkxaso okoko kumsebenzi wohlengahlengiso. Kuza kufuneka ngakumbi ukuba kuqulunqwe iinkqubo neendlela zokwenziwa komsebenzi nemisebenzi, kwandiswe nezibonelelo ukulungiselela ukunyuka kwamanani abafundi.

Ikharityhulam yeekholeji ze-FET iqulunqwa ngokutsha. Ukusetyenziswa kwekharityhulam entsha kufuna uhlengahlengiso olukhulu kwindlela amiswe ngayo nalawulwa ngayo amaziko e-FET. Amalinge e-WCED kule nkalo onke ajoliswe ekuxhaseni umsebenzi woqulunqo lwekharityhulam nokukusetyenziswa kwayo nohlengahlengiso lwamaziko. Loo malinge ke abandakanya -

- Uphuhliso lootitshala: Ukuze kubonelelwe ngezifundo ezikumgangatho ophezulu kufuneka uphuhliso lootitshala oluya kuphucula ulwazi nezakhono kwimathematika, kunxityelelaniswe ulwazi lweenkcukacha zobungcali nemakwenziwe, kubonelelwe ngamathuba okuya kufumana amava emsebenzini, kuphuculwe amazinga emfundo ephunyelelweyo nobungcali boqeqesho. Iprojekthi eyiSupport to Education and Skills Development (SESD) Project exhaswa yiDANIDA iya kunika inkxaso kwimfundo noqeqesho olungqamene nemisebenzi. Iikholeji ziya kufumana ulwazi nezakhono zokuqulunqa izifundo eziqinisekisiweyo.
- Izibonelelo ezilulwakhiwo: Uqeqesho kwezobugcisa ngumsebenzi ozifuna kakhulu izinto zokusebenza, ngokohlobo olu lwawo. Iindibano zocweyo ezizodwa ekukhutshwa uqinisekiso ngazo ziyimfuneko enkulu kakhulu kuqeqesho lwabasebenzi oluyimpumelelo. IUkuze iikholeji ze-FET zikwazi ukukhula ngokuphinda-phindeke kahlanu kule minyaka isixhenxe okanye isibhozo izayo, kuya kufuneka lube lukhulu utyalomali kwizakhiwo, kwizinto zokusebenza nakubasebenzi.
- Inkxaso yabafundi: lo msebenzi ubandakanya ugayo nobhengezo nokuthathelwa ingqalelo kwamava emfundo yangaphambili, umsebenzi wokufakwa ezikholejini, inkxaso-mali nekxaso ezifundweni nokubekwa emisebenzini nokugcina umkhondo.
- Ekufezekisweni kwale misebenzi kuya kusetyenziswa iindlela ngeendlela zokunika iinkonzo ezifana nemfundo yeekhompuyutha, imfundo ngembalelwano, uqeqesho oluqhutyelwa emisebenzini, imisebenzi yezakhono Iprojekthi iDASSIE sisixhobo esingundoqo ekwandiseni ukusetyenziswa kwezi ndlela.

## 14.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

- Ukukhuthaza ufikeleleko lweekholeji ze-FET
- Unxibelelwano phakathi kwemfundo ye-GET neMfundo ePHakamileyo (Higher Education)
- Ukuqulkunqa isicwangciso esiliqili sekharityhulam yeekholeji ze-FET nezigqeba zenkxaso
- Ukuqulunqa imisebenzi yokufunda emitsha ehambelanayo neemfuno zoqoqosho nezabahlali.

Injongo ecwangcisekileyos for Umsetyenzana 5.1: Public institutions

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abahlala kweli phondo bafumana imfundo ye-FET esemgangathweni. | • Ukubonelela abafundi ngendawo kwiikholeji ze-FET ngokomgaqo-nkqubo.<br>• Ukuphucula ufikeleleko nolwazi ngemfundo yeekholeji ze-FET kubafundi abavela kumaqela awayefudula esingelwe phantsi.<br>• Ukwandisa amanani abafundi ababhalise kwiikholeji ze-FET kwizifundo ezifanelekileyo, ngakumbi abo bafundi bavela kumaqela awayefudula esingelwe phantsi.<br>• Ukukhuthaza uphuhliso lwezifundo ezihambelanayo neemfuno zephondo eli kwezoqoqosho nakwezentlalo.<br>• Ukubonelela abafundi abavela kwiimeko zentlupheko ngemali-mboleko yokufunda kwiikholeji ze-FET.<br>• Ukuseka iiyunithi xenkxaso yabafundi kuzo zonke iikholeji, zize zincede ekugayweni, ekuxhasweni nasekuthathweni kwabafundi |

linjongo ezicwangcisekileyo zoMsetyenzana 5.2: Iinkonzo zobungcali

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso. | • Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le.<br>• Ukuphucula ulwazi nezakhono zamagosa olawulo aziintloko ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulwazi nezakhono zekhansile zeekholeji ze-FET ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulawulo lwekharityhulam neenkqubo zokuvandlakanya.<br>• Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho.<br>• Ukubonelela zonke iikholeji ze-FET zikarhulumente ngenkxaso yobungcali |

linjongo ezicwangcisekileyo zoMsetyenzana 5.3: Uphuhliso lwabasebenzi

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo. | • Ukubonelela iikholeji ze-FET zikarhulumente ngootitshala ngokomgaqo-nkqubo.<br>• Ukuphuhlisa umgangatho wocikizeko lebutho lootitshala ngokusoloko benikwa inkxaso yobungcali.<br>• Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharityhulam.<br>• Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharityhulam, imfezeko nenkxaso. |

## 14.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Isantya sokukhula kwamanani abafundi abafunda isigxina (FTE's) kwiikholeji ze-FET silityaziswa kuphela yingxaki yezinto nabantu bokusebenza, umzkl abasebenzi, izixhobo zokusebenza, imali, njl. Ubungqina obubonakalayo buxela ukuba amanani ekujoliswe kuwo aza kufikelela xa kudityaniswa abafundi abaye babhalisa kunyakamali ka-2004/05. Iikholeji ze-FET ziqhuba izifundo eziqalela kweeyurana ezimbalwa nje ukuya kwezithatha iminyaka, ngokwexesha lokuzigqiba ezilithayo. Ubhaliso lwabafundi ke ngoko luqhuba okoko. Ubalo lwee-FTE zonyaka owandulelayo lufumaneka kuphela ngoApreli wonyaka olandelayo, njengoko olu balo lusenziwa ngeendlela ezingekho lula ngabantu abangabhloli bangaphandle, xa kusenziwa uhlolo lweengxelo zemali zekholeji leyo.

## 14.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

IMisebenzi ekujoliswe kuyoiza kubenza ootitshala basekholejini bakwazi:

- Ukuphucula izakhono zemathematika nokuqonda imathematika
- Ukuphucula amazinga emfundo abayiphumeleleyo
- Ukuvandlakanya ukufunda kwabafundi okuyifezekisayo imigantho ebekwa yi-Umalusi ne-SETA .
- Ukujongana nemiqobo ethintela ukufunda.

Iikholeji ziza kuseka iiyunithi zokuxhasa abafundi abaninzi abaphuma kwiimeko ngeemeko ezahlukeneyo zokufunda namava ahlukeneyo. Ukugcina umkhondo wabafundi kuza kuqhutywa ngenjongo yokuxhasa abafundi ekukhetheni izifundo abafuna ukuzithatha. Iikholeji ziza kuthi kananjalo ziqulunqe izicwangciso eziliqili zokwenza ukuba imfundo yeekholeji ze-FET, izicwangciso ezo ezifana

- neendlela ngeendlela zokufundisa (ukufunda ngeekhomppuyutha, ukufunda ngembalelwano, ukufunda ngoqeqesho lwasemisebenzini, amaphulo ophuhliso lwezakhono, njl.)
- Izibonelelo noqeqesho olukhawulelanayo neemfuno zabafundi abahlukeneyo ngezakhono
- Iindawo ezintsha zokufundela kwiindawo ezihlelekileyo nezisemaphandleni
- Izikim zeebhasari nokuthathelwa ingqalelo yamava okufunda angaphambili (Recognition of Prior Learning (RPL))

Ukwamkeleka nexabiso lezifundo ezigqitywe kwiikholeji ze-FET kuya kuxhomekeka kumgangatho wezifundo ezo ziqhutywayo. Iikholji ziya kuqulunqa zisebenzise iinkqubo zolawulo lomgangatho ngeenjongo zokuvavanya nokuphucula umgangatho wezifundo ezifundiswayo nowezinye izinto eziqhutywayo ezingezozifundo.

## 14.6 Inkcazo ngoncedo olunikwayo

Ukuthabatha kwabantu abadala inxaxheba kuza kwanda njengokuba kusiya kuqaliswa ngoqeqesho lwasemsebenzini olongezelelekileyo nje, xa kuthathwa ukuba wonke umntu ongaphezu kweminyaka yobudala engama-21 ngumntu omdala.

Iikholeji ze-FET zibonelelwa ngokunikwa ootitshala abakhethwa ngokwesikhokelo esiyi*Post Provisioning Model*, abasebenzi abangezotitshala nangoncediso-mali lweentlawulo zobuhlali neerhafu, ngokwuthengwa nokuphuhliswa kwezibonelelo ezilulwakhiwo kwakunye nolunye uncediso-mali nje olujoliswe kwizinto (ezithile).

## 15. Umsebenzi 6: iMfundo noqeqesho lwabadala

### 15.1 Injongo yomsebenzi

Ukubonelela ngemfundo ye-ABET ngokwezikhokelozoMthetho oyi-Adult Basic Education and Training Act, 2000.

Umsebenzi we-ABET unale misetyenzana ilandelayo:
Uncediso-mali lwamaziko azimeleyo
- ukuxhasa amazikoathile azimeleyo e-ABET ngoncediso-m

iiNkonzo zobungcali
- ukuxhasa iindawo eziqhuba imfundo ye-ABET

uPhuhliso lwabasebenzi
- ukubonelela ngobungcali bophuhliso lootitshala nabo bangezozittishala kwiindawo zemfundo ye-ABET

### 15.2 Uvandlakanyo lwemeko

Ngo-2003 bebengama-10 000 ababhalise kwizifundo zenqanaba le-GET. Abafundi abangama-6 000 babebhalise kwizifundo ze-ABET zamanqanaba 1 nele-2, abangama-4 000 kwezamanqanaba 3 nele-4. Kambe ke abantu abangaphaya kwe-1,5 million abahlala apha eNtshona Koloni banemfundo engaphantsi kune-GETC okanye inqanaba elilingana nayo. Ngokucacileyo ke iSebe leMfundo leNtshona Koloni alingekhe likwazi ukukhawulelana neemfuno zemfundo zabantu abangaka lilodwa nje, into ke leyo eethetha ukuthi kuza kufuneka lifune amahlakani.

I-WCED linobuhlakani namasebe nezigqeba zikarhulumente ezahlukeneyo. Ngobu buhlakani abasebenzi bamasebe karhulumente wephondo banikwa amathuba okuba bafumane iziqinisekiso ze-GETC. Izikhokelo eziziqulunqo zokusetyenziswa kobu buhlakani zaye zaqulunqwa ngo-2004. Kwezinye zezinto ezibandakanywa zezi zikhokelo kukho izigaba zokusetyenziswa kobuhlakani, iinxaxheba noxanduva lwabo bababandakanyekayo, iindleko nabasingathi bezo ndleko.

Kananjalo ubuhlakani buye babethelelwa njengobusesikweni ngeZiivumelwano zokuQondana (Memorandums of Understandings). Omabini la maqela, oko kukuthi iSebe leMfundo leNtshona Koloni njengomniki-nkonzo nehlakani (umzkl. isebe likarhulumente wephondo), ayasityikitya esi Sivumelwano sokuQondana.

Ubuhlakani bunegalelo elikhulu kakhulu kwinani labafundi kwii-CLC. Ukuqeshwa kweemanejala zamaziko ezisebenza isigxina (full-time Centre Managers (CM)) nabanxibelelanisi beendawo zokufundela (Site Co-ordinators (SC)) nento yokuba iikhontrakthi zezinye iiManejala zaMaziko nezabaNxibelelanisi beeNdawo zokuFundela ziyahlaziyeka, iya kuqinisekisa uzinzo kwii-CLC ezininzi. Le nto iqinisekisa uphuculo locwangciso, nolawulo lwee-CLC. Inkxaso nesikhokelo esinikwa ngakumbi ngamagosa e- ABET kwii-EMDC ziyazinceda ii-CLC ekubeni zikwazi ukukhawulelana neemfuno zabahlali beendawo ezikuzo nokuqinisekisa ukuba amanani abafundi ayenyuka.

### 15.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Kuza kubonelelwa abafundi abangama-2 500 abatsha ngonyaka ukuba babhalise kwimfundo ye-ABET. Loo nto iza kwenziwa ngokubonelela ngezi zinto zilandelayo:

- likharityhulam zamanqanaba 1, 2 nele-3 e-ABET – ezibandakanya imisebenzi emibini, ukubala nokufunda, eziqhutywa kuwo onke amaziko okufunda asekuhlaleni

- Amaziko eNqanaba 4 asekelwe ukuba abonelele ngeenkalo ngeenkalo ezahlukeneyo zokufunda ezikhokelela ekufunyanweni kwe-GETC ngumfundi kuloo ndawo ahlala kuyo
- Ukubonelela ngezakhiwo neemali zokuxhasa ikharityhulam ye-ABET
- Zonke ii-CLC zifumana ikhompuyutha neprinta
- Bonke ootitshala abakhoyo bayalufumana uqeqesho ekujoliswe kulo nokuba bonke ootitshala abatsha bafumana uqeqesho loqhelaniso, uqeqesho nophuhliso
- Bonke oomanejala bee-CLC bafumana uqeqesho olufanelekileyo (izakhono zobungcali nezicwangciso zokuziphuhlisa) noluqhutywa okoko

Iinjongo ezicwangcisekileyo zoMsetyenzana 6.1: uNcediso-mali lwamaziko oluntu

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuphucula ufikeleleko lwe-ABET nophuhliso lwezakhono zabantu abadala ngokomgaqo-nkqubo. | • Ukwandisa amanani abafundi, ngakumbi ababhinqileyo, abafundi basemaphandleni, ababhalise kwizifundo ze-ABET neze-AFET kwii-CLC ngama-2 500 ubuncinane ngonyaka ngamnye.<br>• Ukuqulunqa imfundo ye-ABET ne-AFET esekelwe kwiinjongo ezithile.<br>• Ukuseka ubuhlakani namanye amasebe karhulumente, izigqeba zemfundo noqoqosho (ii-SETA) nemibutho engeyoyakwarhulumente (NGOs) ekuqhutyweni kwezifundo ze-ABET ne-AFET.<br>• Ukunyusa amanani aabafundi abangabantu abadala abazigqiba ngempumelelo izifundo izifundo zabo kumanqanba e-ABET nawe-FET. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 6.2: iiNkonzo zobungcali

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso. | • Ukusondeza inkxaso ngolawulo nophuhliso kwii-CLC ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali.<br>• Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le.<br>• Ukuphucula ulwazi nezakhono zeemanejala zee-CLC ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulawulo lwekharityhulam neenkqubo zokuvandlakanya.<br>• Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho.<br>• Ukubonelela onke amaziko e-ABET ngenkxaso yobungcali. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 6.3: uPhuhliso lwabasebenzi

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo. | • Ukuphuhlisa umgangatho wocikizeko lebutho lootitshala ngokusoloko benikwa inkxaso yobungcali.<br>• Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharityhulam.<br>• Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharityhulam, imfezeko nenkxaso. |

### 15.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Abafundi bee-CLC abafani nabafundi abasezikolweni okanye ababhala iimviwo zesiqhelo kuba bona abakwazi ukuba bafumane iziqinisekiso ze-GETC ngokuhlalela uviwo olunye nje kuphela kwinqanaba 4 le-ABET. Abafundi baye baqinisekiswe impumelelo kwizifundo abazigqibileyo kwisithuba esiyiminyaka emibini ukuya kwemithathu ubuncinane. Uthi ke umfundi asakuba ezifezekisekile iimfuno ezili-120 abe nokukwazi ukunikwa i-GETC sisigqeba UMALUSI. Ngeso sizathu ke amanani eziqinisekiso ze- GETC ezikhutshiweyo (abona bagqibileyo) aphantsi xa kuthelekiswa neenkalo ebekujoliswe kuzo. Kananjalo, iziqinisekiso zokuphumelela izifundo ezithile zikhutshwa kuphela basakuba abafundi bezigqibile ezo zifundo.

### 15.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

- Ukuqulunqa ikharityhulam yamanqanaba 1 – 4 e-ABET esekelwe kwiinjongo ezithile nenika amathuba okuvavanywa rhoqo.
- Amaziko eNqanaba 4 asekelwe ukuba abonelele ngeenkalo ngeenkalo ezahlukeneyo zokufunda ezikhokelela ekufunyanweni kwe-GETC ngumfundi kuloo ndawo ahlala kuyo.
- Imisebenzi yeekholeji ze-FET, ngokufanelekileyo, iyenziwa kuMaziko okuFunda asekuHlaleni aqhuba imfundo ye-FET.
- Isikhokelo soqeqesho nophuhliso blwabasebenzi bamaziko e-ABET siza kuqulunqwa sisetyenziswe. Esi sikhokelo siza kuqinisekisa ukuba bonke ootitshala abakhoyo bayalufumana uqeqesho ekujoliswe kulo nokuba bonke ootitshala abatsha bafumana uqeqesho loqhelaniso, uqeqesho nophuhliso.
- Amaziko asezikolweni ayafikelela kwizibonelelo zezakhiwo eziyimfuneko ekuqinisekiseni ukuqhutywa kwekharityhulam ngempumelelo (makuqulunqwe ubuncinane bemiqathango yesivumelwano phakaathi kwesikolo eso ne-CLC leyo).
- Indawo yokufundisela nganye inayo ikhompuyutha enye ubuncinane, enemodem nekwaziyo ukuqhagamshelwa emnxebeni.
- Kuza kuqulunqwa iindlela ezifanelekileyo zokubeka abafundi kwizifundo ezibafaneleyo zize ke zisetyenziswe. Kananjalo, abafundi baza kunikwa amathuba okufumana iingcebiso (imisebenzi abanokuyilandela, iinzima zasekuhlaleni nezokufunda) neenkqubo ze-RPL ziza kusetyenziswa ngee-CLC eziphambili.
- I-CLC ye-ABET nganye iza kutyelelwa ngeenjongo zokuya kuqinisekisa umgangatho qho emva kweminyaka emithathu. Ujoliso lwalo msebenzi woqinisekiso lomgangatho luya kuba semgangathweni nasekufanelekeni kwezifundo eziqhutywayo, nakumazinga okugqitywa kwezifundo zamanqanaba 1 – 4 e-ABET nawokufunyanwa kwe-FETC.

### 15.6 Inkcazo ngoncedo olunikwayo

Inkxaso-mali enikwa amaziko okufunda asekuhlaleni emfundo noqeqesho lwabadala (ABET CLCs) ibalwa ngokusebenzisa indlela yokubekwa kweemfuno zolawulo nolwabelo lwe-LTSM, kuthathelwa ingqalelo amanani abafundi benqanaba le-ABET nele-FET kwimimandla yasezidolophini nakwimimandla yasemaphandleni.

## 16. Umsebenzi 7: iMfundo yabaNtwana yasekuQaleni (Early childhood development)

### 16.1 Injongo yomsebenzi

Ukubonelela nge-ECD kwiBanga R ngokwezikhokelo zePhepha leNgcaciso yoMgaqo-nkqubo 5.

Umsebenzi we-ECD unale misetyenzana ilandelayo**:**
iBanga R kwizikolo zikarhulumente
- ukubonelela izikolo zikarhulumente ezithile ngezincedisi-mfundo eziyimfuneko kwiBanga R

iBanga R kumaziko asekuhlaleni
- ukuxhasa amaziko asekuhlaleni athile kwinqanaba leBanga R

Iinkonzo zobungcali
- ukuxhasa izikolo ze-ECD

Uphuhliso lwabasebenzi
- ukubonelela ngophuhliso lootitshala nabo bangezotitshala kwizikolo ze-ECD

### 16.2 Uvandlakanyo lwemeko

Nangona bebaninzi apha eNtshona Koloni abantwana abaphakathi kweminyaka 6 ukuya kwi-15 abasezikolweni, asingabo bonke abantwana abaneminyaka emihlanu abakwaziyo ukufikelela kwimfundo yakwaGrade R. Injongo yephondo eli ngokuphathelele kuGrade R kukuba afike u-2010 bonke abantwana abaneminyaka emihlanu kwiPhondo leNtshona Koloni bebonelelwe ngemisebenzi yemfundo ekumgangatho ophezulu kwaphaya kwinqanaba lokuqala lemfundo yasesikolweni, kwa Grade R.

Xa kunokusetyenziswa uqikelelo olungekho phezulu lwamanqanaba enxaxheba ango-2004 eNtshona Koloni, olungama-45 000 kubafundi abangama-80 000, oko kungaxela ukuba kungalindeleka ukuba kongongezeleka abafundi abangama-35 000 kwisithuba esiphakathi kuka-2005 no-2010. Loo nto ke ithetha ukubhaliswa kwabantwana abaneminyaka emihlanu abangama-4 000 ukuya kuma-6 000 ngonyaka ngamnye kwisithuba esiphakathi kuka-2005 no-2010. Kambe ke aba bafundi kufuneka ukuba babhaliswe kwizifundo ezikumgangatho ophezulu, kuba kaloku ukubonelelwa kwabantwana abancinane ngemfundo yakwa Grade R kusekelwe kwinkolelo yokuba le mfundo ibeka isiseko esiqinileyo nesiluncedo ekufundeni esikolweni. Le nkkolelo ixhaswa ziziphumo ngeziphumo zophando olwenziweyo, ekubandakanywa kuzo uphando ngovavanyo lwabafundi bakwaGrade 3 olwaqhutywa ngo-2001. Olu phando lubonisa ukuhambelana okukhulu phakathi kolwazi lokufunda nokubala kwaGrade 3 namathuba okufikelela kwizifundo ezandulela imfundo yaseprayimari.

### 16.3 Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo

Umgaqo-nkqubo wephondo eli kukubonelela abantwana ukuya kwabaneminyaka emihlanu ngemfundo yeBanga R esemgangathweni ophezulu. Le mfundo kufuneka ikhuthaze ukukhula kwabantwana abaneminyaka emihlanu ngokwasentlalweni, engqondweni, emphefumlweni nasemzimbeni, iqinisekise ngakumbi ukuba aba bantwana bakwiindawo zemfundo ezikhuselekileyo nezinika umdla. Le ndawo ke ibaluleke kakhulu kwezo ndawo apho abazali bangafundanga namakhaya engenazo izinto zokufunda nezokuncedisa izifundo.

Ikharityhulam yeBanga R yeNkcazo yeKharityhulam yeSizwe (National Curriculum Statement (NCS) izicacisa ngokuthe gca izakhono nolwazi elufanele kufunikwa abantwana abaneminyaka emihlanu.

Umngeni elijongene nawo ke iphondo eli kukuba liqinisekise ukuba iziphumo zemfundo yebanga R NCS, ngakumbi ekufundeni nasekubaleni ziyagxininiswa zifunyanwe ngabo bonke abafundie kwiindawo ezinebanga R ngo-2010.

Iinjongo ezicwangcisekileyo zoMsetyenzana 7.1: iBanga R kwizikolo zikarhulumente

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abahlala kweli phondo bafumana imfundo esemgangathweni | • Ukubonelela ngendawo yamabanga R kwizikolo zikarhulumente zesiqhelo ngokomgaqo-nkqubo nobukho bendawo yokufunda yokufundisa.<br>• Ukuphucula ufikeleleko lwemfundo kubanfundi abavela kumaqela awayefudula esingelwe phantsi.<br>• Ukwandisa amanani abafundi abakwizifundo zebanga R khona ukuze bonke abafundi abaneminyaka emihlanu abahlala eNtshona Koloni babhaliswe kwizifundo zebanga R.<br>• Ukuqinisekisa ukuba iziphumo zemfundo ze-NCS ziyafundiswa kwaye ziyafikelelwa kuwo onke amabanga R (kuya kuqhutywa iimvavanyo zokukhangela ukukulungela kwabantwana ukuya kuqala isiko)<br>• Ukubonelelwa kweendawo zonke ngezincedisi-mfundo zokuxhasa ukufundiswa kwe-NCS kwibanga R<br>• Ukuqeqesha bonke ootitshala bebanga R kwi-NCS<br>• Ukukhangela abantwana abasokolayo nokuqwalasela ezo zinto zizizithintelo kwimfundo yabo. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 7.2: iBanga kumaziko asekuhlaleni

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ukuba bonke abahlala kweli phondo bafumana imfundo esemgangathwen | • Ukubonelela ngendawo yebanga R kumaziko asekuhlaleni axhaswa ngurhu lumente ngokwezikhokelo zomgaqo-nkqubo, kodwa isikakhulu ngokwezePhepha leNgcaciso yoMgaqo-nkqubo 5 (White Paper)<br>• Ukuphucula ufikeleleko lwemfundo kubanfundi abavela kumaqela awayefudula esingelwe phantsi.<br>• Ukuqinisekisa ukuba iziphumo zemfundo ze-NCS ziyafundiswa kwaye ziyafikelelwa kuwo onke amabanga R (kuya kuqhutywa iimvavanyo zokukhangela ukukulungela kwabantwana ukuya kuqala isikolo)<br>• Ukubonelelwa kweendawo zonke ngezincedisi-mfundo zokuxhasa ukufundiswa kwe-NCS kwibanga R<br>• Ukuqeqesha bonke ootitshala bebanga R kwi-NCS<br>• Ukukhangela abantwana abasokolayo nokuqwalasela ezo zinto zizizithintelo kwimfundo yabo. |

Injongo ecwangcisekileyos for Umsetyenzana 7.3: Professional services

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso. | • Ukusondeza inkxaso ngolawulo nophuhliso kwiindawo zebanga R ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali.<br>• Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le.<br>• Ukuphucula ulwazi nezakhono zootitshala bebanga R ngokusebenzisa inkxaso neqeqesho olujolisekileyo.<br>• Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. |

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| | • Ukuphucula ulawulo lwekharityhulam neenkqubo zokuvandlakanya.<br>• Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho.<br>• Ukubonelela zonke iindawo zebanga R ngenkxaso yobungcali. |

Injongo ezicwangcisekileyo zoMsetyenzana 7.4: Uphuhliso lwabasebenzi

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo. | • Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqeshwe ngokufanelekileyo.<br>• Ukuphuhlisa umgangatho wocikizeko lebutho lootitshala ngokusoloko benikwa inkxaso yobungcali kwi-RNCS.<br>• Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharityhulam, imfezeko nenkxaso.<br>• Ukubonelela ootitshala ngenkxaso yemfundo eyodwa. |

### 16.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Ukunqongophala kwemali yeyona ngxaki inkulu. Kwamanye amaphondo ukuhla kwamanani abafundi baseziprayimari aza kuvumela ukuba ukunyuka kwamanan kwibanga R. Ukufudukela kwabantu kwiPhondo leNtshona Koloni kuthetha ukuba eli Sebe lona alinakuba nakho ukuthatha le ndlela.

Ukufikeleleka kweendawo ezisemaphandleni nezikude kuseyingumngeni ezijongene nawo ii-EMDCs.

### 16.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

Urhulumente wephondo, kwisithuba esiphakathi kuka-2005 – 2010 uza -

- kuqinisekisa ukuba bonke abantwana abaneminyaka emihlanu kweli phondo leNtshona Koloni babhalisile kwiBanga R
- kuqinisekisa ukuba iziphumo zemfundo ze-NCS ziyafundiswa kwaye ziyafikelelwa kuwo onke amabanga R (kuya kuqhutywa iimvavanyo zokukhangela ukukulungela kwabantwana ukuya kuqala isikolo)
- kubonelela ngezincedisi-mfundo zokuxhasa ukufundisa amabanga R e-NCS kuzo zonke iindawo ezinebanga R
- kuqinisekisa ukuba bonke ootitshala be-ECD bayaqeqeshwa banikwe nenkxaso ekufundiseni ibanga R le-NCS
- kuqinisekisa ukuba bonke abafundi “abasokolayo” bayabonwa, zize nezo zinto zizizithintelo zemfundo yabo zinikwe ingqwalaselo ngamaqela enkxaso asezikolweni nasezithilini
- kuqinisekisa ukuba zonke iindawo ziza kutyelela kuqinisekiswe ukhuseleko lwabafundi nomgangatho wenkonzo abayinikwa, qho emva kweminyaka emithathu

### 16.6 Inkcazelo Inkcazo ngoncedo olunikwayo

Ukubonelelwa kwemfundo yakwaGrade R ngezinto zokusebenza kungoku nje kwenziwa ngokobonelelo kwabasebenzi ngenkxaso-mali nangokobonelelo ngonceditso-mali lwe-LTSM. Kambe ke indlela esekelwa kuyo inkxaso-mali iguqulelwa kwisikhokelo soncediso-mali kuphela. Ngale ndlela imfundo yakwaGrade R iza kubonelelwa ngokukhupha uncediso-mali ngokomfundi ngamnye, olubalwa ngokokushiyana kwamazinga entlupheko. Olu ke luza kusetyenziselwa ukuhlawula ootitshala nokuthenga izincedisi zokufundisa nokufunda (LTSM) nokufuna iindawo zokufundisela.

## 17. Umsebenzi 8: Iinkonzo zoncediso nezinxulumene nazo

### 17.1 Injongo yomsebenzi

Ukubonelela amaziko emfundo ngokubanzi ngenkxaso.

Umsebenzi weenkonzo zoncediso nezinxulumene nazo unale misetyenzana:
iiNtlawulo ze-SETA
- ukubonelela ngophuhliso lwabasebenzi ngokwemiqathango yoMthetho oyiSkills Development Act

iiProjekthi zoncediso-mali olunemiqathango
- ukubonelela ngeeprojekthi ezichongwe liSebe leMfundo lesizwe ezichaphazela imisebenzi engaphezulu kumsebenzi omnye nezinikwa inkxaso-mali ngoncediso-mali olunemiqathango

iiMviwo zangaPhandle
- ukubonelela ngeenkonzo zeemviwo ezilawulwa liSebe eli

uQeqesho lootitshala
- ukuncedisa ngootitshala abaqeqesheke ngokufanelekileyo nabawaziyo umsebenzi wabo

iKapa elihlumayo
- ukuncedisa ekusekeni ibutho labantu bokusebenza

### 17.2 Uvandlakanyo lwemeko

Inkulu kakhulu inxaxheba negalelo le-WCED kwidabi lokulwa nentlupheko nasekwandiseni uqoqosho, njengoko iyiyo ehamba phambili kuphuhliso lwabasebenzi apha eNtshona Koloni. Lo mngeni ke uya kuxhaswa zezi zinto zilandelayo:

- uMthetho oyiSkills Development Act;
- uNcediso-mali olunemiqathango lwe-HIV/AIDS lokubonelela ngenkxaso yemfundo ye-HIV/AIDS Life Skills ezikolweni, nokuqinisekisa ufikeleleko olufanelekileyo kwinkqubo emanyanisiweyo efanelekileyo nenempumelelo yothintelo, ulondolozo nenkxaso (jonga kuMthetho oyiDivision of Revenue Act);
- ukubonelela ngoqinisekiso olugunyazisiweyo noluthembekileyo ngokusebenzisa iimviwo;
- ukugaywa kootitshala;
- nokubonelela ngesiseko sophuhliso lwazo zonke izakhono

### 17.3 Imigaqo-nkqubo, iindawo eziphambili ngokubaluleka neenjongo ecwangcisekileyo

Inkulu kakhulu inxaxheba negalelo le-WCED ekucebeni nasekuqhubeni iSicwangciso esiliQili soPhuhliso lwaBasebenzi, njengoko libonelela ngale misebenzi mibini:
- I-GET esisiseko ekumiselwa phezu kwaso lonke uphuhliso lwabasebenzi (HRD) kweli phondo; kunye
- ne-FET ebonelela ngamathuba okuphucula izakhono nolwazi oluyimfuneko yomsebenzi nokuthatha inxaxheba kuqoqosho.

Imfuno ephambili yeSicwangciso esiliQili soPhuhliso lwaBasebenzi (HRDS) bubukho bootitshala abaqeqesheke ngokupheleleyo nangokufanelekileyo, ngakumbi abo bafundisa imathematika nezenzululwazi. Abafundi abanqwenela ukungena kulo msebenzi wobutitshala bayazinikwa iibhasari ezichongiweyo zokuqhuba izifundo zabo. Ezo bhasari ke zinikwa abafundi abanqwenela ukungena kwezo nkalo zithe zafunyaniswa ngophando ukuba zezona zifuna ukongezelwa ootitshala.

Enye yezinto eziyimiqobo emibi kuphuhliso lwabasebenzi apha eMzantsi Afrika ngubhubhani i-HIV /AIDS pandemic. I-WCED iya kuthi ithathe inxaxheba ebaluleke kakhulu ekuqinisekiseni ukuba bonke ootitshala nabafundi banalo ulwazi neenkcukacha nge-HIV/AIDS.

- Intlupheko ngomnye umqobo ombi olubeka emngciphekweni uphuhliso lwabasebenzi. Ngenjongo yokukhawulelana nezinye zeziphumo zentlupheko i-WCED iye yasungula isikim smali-mboleko yemfundo yeekholeji ze-FET (FETCollege Loan Scheme).

Iinjongo ezicwangcisekileyo zoMsetyenzana 8.1: iiNtlawulo ze-SETA

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukubonelela ngophuhliso lwabasebenzi ngokwezikhokelo zoMthetho oyiSkills Development Act. | Ukuxhasa iphulo eliyi- Education Training and Development Practices (ETDP) ne-SETA ngokuphathelele kulawulo lwecandelo eli. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 8.2: iiProjekthi zoncedo-mali olunemiqathango

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukubonelela ngemfundo ye-HIV/AIDS Life Skills ezikolweni ngenjongo yokuqinisekisa ukuba inkqubo enxityelelanisiweyo yothinteloulondolozo nenkxaso iyafikeleleka kwaye inempumelelo | • Ukuqeqesha nokuxhasa ootitshala khona ukuze bakwazi ukufundisa nge-HIV/AIDS Life Skills kwizikolo zaseprayimari nezasesekondari ngokusebenzisa iKharityhulam: Life Skills/Life Orientation nokubandakanywa kwemfundo nge-HIV/AIDS kuzo zonke izifundo.<br>• Ukubonelela ngoqulunqo, ukhetho, uguqulo, ukuthengwa nokuhanjiswwa kwezincedisi-zifundo zokunika inkxaso ekufundiseni nge-HIV/AIDS kumagumbi okufundela.<br>• Ukuqulunqa nokuqhuba umsebenzi wokufundisana onempumelelo nocwangciseke kakuhle wanxityelelaniswa phakathi kolutsha ezikolweni nakwiikholeji ze-FET<br>• Ukuqinisekisa ukuba amaqela olawulo lwezikolo (SMTs) nezigqeba zolawulo lwezikolo (SGB) nabameli babahlali banikwa uqeqesho olufanelekileyo lokulawula indlela akhawulelana ngayo amaziko nengxaki ye- AIDS (indlela leyo ebandakanya uqulunqo lomgaqo-nkqubo we- AIDS ofanelekileyo kwakunye neSicwangciso soLawulo (Management Plan) – xa kuquluknqwa iSicwangciso soPhuhliso lweSikolo - SDP).<br>• Ukuqinisekisa ukuba izikolo zithatha inxaxheba kwiziyunguma zokwandisa ulwazi (ezifana neSchool AIDS Month, World AIDS Day, njl.)<br>• Ukuqulunqa nokusebenzisa iphulo lolondolozo nenkxaso elifanayo kwizikolo zonke, kubekho nezincedisi-mfundo ezifanelekileyo, ngendlela eqinisekisa ukuba abantu beendawo bayaxhasana kwaye bayaphefumlelana.<br>• Ukuqinisekisa ukuba iphondo eli lineYunithi yePhondo yoLawulo lwe-HIV/AIDS (Provincial HIV/AIDS Management Unit) esebenza ngempumelelo phaya kwi-ofisi elikomkhulu, kwakunye namaqela olawulo ezithili anabantu bokusebenza.<br>• Ukuqinisekisa uqulunqo lomgaqo-nkqubo wolondolozo, ubhengezo, abaqeqeshi, uphuhliso lootishala, inkxaso yezithili, intsebenziswano nobuhlakani phakathi kwamacandelo, uqinisekiso lomgangatho (ngokubeka iliso nangokwenza uvandlakannyo), ukuqhutywa kwemisebenzi enempumelelo nocikizeko nolawulo lwezemali. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 8.3: Iimviwo zangaphandle

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukukhuthaza impumelelo nocikizeko kumaziko | Ukulawula iimviwo zeMatriki nezeNqanaba 4 le- ABET kwakunye nokukhutshwa kweziqinisekiso zazo. |

Iinjongo ezicwangcisekileyo for zoMsetyenzana 8.4: Uqeqesho lootitshala

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuxhobisa nokuxhasa ootitshala kwiinzame zabo zokunikaiimfundo enempumelelo | • Ukuqinisekisa ukuba iphondo eli liqesha ootitshala abaneleyo abaqeqesheke ngokuqokoshekileyo.<br>• Ukuncedisa ngokubonelela ngootitshala abaqeqeshiweyo nabawaziyo umsebenzi wabo.<br>• Ukuxhasa amalinge okugaya abafundi bokufundela ubutitshala baye kumaziko okuqeqeshela lo msebenzi. |

Iinjongo ezicwangcisekileyo zoMsetyenzana 8.5: iKapa elihlumayo

| Inkalo ekujoliswe kuyo | Injongo ecwangcisekileyo |
|---|---|
| Ukuzhasa iinjongo zephulo lephondo iKapa elihlumayo:<br>▪ ukwanda kokukhula koqoqosho<br>▪ iukwanda kwamathuba emisebenzi nokuthathwa kwenxaxheba kuqoqosho<br>▪ ukucuthwa kokungalingani okukhoyo kwezentlalo noqoqosho nangokweendawo ekuhlalwa kuzo<br>▪ ukuqhutywa komsebenzi wokhuseleko olunozinzo | • Ukuvavanya izakhono nengqondo yabafundi bebanga 8<br>• Ukuqulunqa izifundo zocebiso ngemisebenzi nezifundo ezinokulandelwa zabafundi bebanga Grade 9 nabe-FET<br>• Ukuqeqesha ootitshala be-GET nabe-FET bokuqhuba izifundo zocebiso<br>• Ukukhuthaza uqulunqo lwezifundo ze-FET ezihambelanayo neemfuno zephondo kwezoqoqosho nakwezentlalo.<br>• Ukubonelela abafundi abaphuma kwiindawo ezihluphekileyo ngemali-mboleko yokufunda xa befuna ukuya kufunda kwiikholeji ze-FET. |

## 17.4 Uvandlakanyo lweengxaki namanyathelo acetywayo okuzisombulula

Kuya kusiba nzima ngokuba nzima ukutsala ootitshala abasemgangathweni ophezulu naabazinikelayo emsebenzini wabo ukuba bangene kulo msebenzi wobutitshala. Izizathu zale meko akukho lula ukuzichaza kwaye zidibanisa izinto ezininzi eziphathelele kwindlela ebonwa ngayo imfundo nakumathuba elunawo ulutsha olugqibileyo ukufunda, apha eMzantsi Afrika nakwamanye amazwe. ISebe eli liye lasungula iphulo lokugaya ootitshala ngobambiswano naMaziko eMfundo ePhakamileyo alapha. Eli phumelelo liye laba nempumelelo, kwaye ke kule minyaka mihlanu izayo aza kuqiniswa amalinge eli phulo.

Bambalwa kakhulu ootitshala bezifundo zocebiso ngemisebenzi nezifundo ezinokulandelwa abaseleyo kweli Sebe. Loo nto ke ithetha ukuba kufuneka kuqalwe ekuqaleni ukugaya ootitshala ukuba bangene kulo msebenzi ubaluleke kangaka ufuna abantu abanezakhono. Akuzi kuba lula ukuyenza le nto. ISebe leMfundo leNtshona Koloni liye laqulunqa iphulo leminyaka emithathu lokuphuhlisa izakhono zootitshala bokufundisa ngeendlela zokuziphilela kwizifundo zocebiso ngemisebenzi nezifundo ezinokulandelwa.

IAkubanga lula ukusekwa kweenkqubo ezifanelekileyo nolawulo lwesikim semali-mboleko yokufunda kwiikholeji ze-FET (FET College Loan Scheme). ISebe eli liye laba nothethwano nentsebenziswano ne-NSFAS, kwaye sele libusebenzisa ubuninzi bezi nkqubo. Kananjalo, abafundi abahluphekileyo baye baba nokuyikrokrela le nto yokukhutshwa kwemali-mboleko

yokufunda. ISebe eli ke liye lanyanzeleka ukuba lilijike igama lesi sikim lithi sisikim soncediso ngemali ngemali, nokuba lingene kwiphulo eliqinileyo lokwazisa nokucacisa ngesi sikim.

### 17.5 Inkcazo yamanyathelo acetywayo ophuculo lomgangatho

Akukho akhoyo okwangoku.

### 17.6 Inkcazo ngoncediso olunikwayo

Imfundo yobutitshala:

- Kubanjwa iintlanganiso naMaziko eMfundo ePhakamileyo (Higher Education Institutions (HEI)) kabini ngonyaka ngenjongo yokuqinisekisa ukuba iikharityhulam zezifundo eziqhutywa kula maziko ziyahambelana neemfuno zeSebe leMfundo leNtshona Koloni. Abafundi abafundela ubutitshala banikwa iibhasari zezo zifundo zinokunqongopphala kootitshala.

IKapa Elihlumayo:

- Ukusekwa kwesikim semboleko-mali yabafundi ukwenzela ukuba bakwazi ukuya kwiikholeji ze-FET .
- Iikholeji ze-FET ezintandathu ziye zangenisa izindululo malunga nezifundo ezifanele kuqulunqwa ezizifezekisayo iimfuno zephondo eli. Ezi zindululo ziye zaqwalaselwa zaphicothwa zaphuculelwa ukusetyenziswa ngo-2005.
- Kweli phondo kuye kwaqulunqwa isifundo socebiso ngemisebenzi nezifundo ezinokulandelwa. Esi sifundo siye saguqulelwa esiXhoseni nasesiBhulwini, kwaye siza kufakwa ezikhompuyutheni kwisikolo saasesekondari ngasinye apha kweli phondo. NgoFebhuwari 2005 kuza kuqeqeshwa ootitshala abangama-800 abakhethiweyo ekusebenziseni iimpokhwe (software) zesi sifundo. The Esi sifundo sibonisa indlela eluhamba ngayo uqoqosho kweli phondo sinike neenkcukacha malunga ngezifundo esele zikhona kwi-FET.

## 18. Utyalo-mali kulwakhiwo, ulawulo nolondolozo lweempahla

### Izibonelelo ezizizakhiwo

Ngomhla wama-31 Matshi 2005 laa nkqubo yokuba uhlahlo-mali lolwakhiwo lwezibonelelo nolondolozo olucetyiweyo luvele kwiincwadi zeSebe lezoThutho neMisebenzi yakwaRhulumente iye yafikelela esiphelweni. Ukusukela kumhla we-1 Apreli 2005 uhlahlo-mali lweSebe leMfundo leNtshona Koloni luza kubonakalisa nohlahlo-mali lolwakhiwo okanye lolondolozo lwalo nyaka. Ngoko ke iSebe eli liza kuthwalela emagxeni alo ngokupheleleyo lonke uxanduva lohlahlo-mali lwalo (ukuqalela kuthethwano ngohlahlo-mali nokuqinisekisa ukutyikitywa kwesivumelwano somgangatho wokunikwa kweenkonzo esiya kucacisa uhlobo lobudlelane phakathi kweli Sebe neleMisebenzi yakwaRhulumente, ngokuphathelele kumgangatho wokunikwa kweenkonzo ofunwayo, ukunikwa kweengxelo, amaxesha okugqitywa kwemisebenzi nolawulo lweeprojekthi.

ISebe lezoThutho neMisebenzi yakwaRhulumente, ngoko ke, liya kuba ngumgunyaziswa obaluleke 1akhulu ekuqhutyweni kwemisebenzi ye-WCED (ngokulawulwa sisivumelwano somgangatho wokunikwa kweenkonzo), kwaye ke liya kungenisa neengxelo zokuqhuba komsebenzi nezemali. Kusenokuthi kungenwe kuthethwano nangezinye izivumelwano zomgangatho wokunikwa kweenkonzo namanye amaqela aneenkonzo azinikayo, afana nezigqeba zolawulo lwezikolo, oomasipala okanye i-CSIR.

Umyinge wabantwana kumagumbi okufundela umalunga ne-27,3% kungoku nje. Ukuba sezantsi kwalo myinge bubonakalisa ukuba apha eNtshona Koloni amagumbi okufundela agqithisile. Kambe ke ubuninzi bala magumbi okufundela akwiindawo apho kungekho kunqongophala kwamagumbi okufundela kwaye ke akaloncedo ekukhawulelaneni nengxaki yokunqongophala kwamgumbi okufundela kwezo ndawo zinengxaki enkulu yokunqongophala kwamagumbi okufundela okubangwa kukufika kwabantu abavela kwezinye iindawo.

Njengokuba kuqikelelwa ukuba ngama-48 000 abantu abeza kweli phondo leNtshona Koloni ngonyaka bevela kwamanye amaphondo, kucacile ukuba imfuneko yolongezo lwamagumbi okufundela iza kuya isiba nkulu kwezi ndawo.

Kucacile futhi nokuba icandelo lemfundo eli liza kusokola ekukhawulelaneni nezi mfuno zongezelelekileyo, ngaphandle kokuba kunokongezwa imali kwixeshana elikufutshane.

Kubaluleke kakhulu ukuba amagumbi okufundela agqithisileyo kwimfuneko makapheliswe ngokuthi ngokuthi indawo ezikolweni isetyenziswe ngobuchule kangangoko nangokuthi ezo zikolo zingasetyenziswayo zisetyenziselw eminye imisebenzi yeSebe leMfundo leNtshona Koloni, efana na: ECD, FET, ABET, ELSEN.

Kananjalo amagumbi okufundela akhiwe ngezinto zokwakha ezingafanelekanga ezifana namaplanga, i-*asbestos* okanye i*chipboard*, onakaliswa lula, kwaye kufuneka atshitshiswe nawo, abuyiselwe kwiSebe lezoThutho neMisebenzi yakwaRhulumente, athengiswe. Imali efunyenweyo ngawo kufuneka ukuba isetyenziselwe ukwakha ezinye izibonelelo.

Enye indawo ebalulekileyo, ukuphuculwa kweendawo zasematyotyombeni eNtshona Koloni, kuza kubeka umthwalo onzima kakhulu emagxeni eli Sebe kwixa elizayo. Umsebenzi wophuclo uba nesiphumo sokuba xa sele luqhutyiwe uphuculo lomhlaba obuhlala iintsapho ezilishumi ukuya kwezingamashumi amabini, kuye kubuyele kuwo usapho olunye nje kuphela ukuza kuhlala kuwo. Ezinye ezi iintsapho zilishumi elineethoba zingabuyelanga kuwo kuza kufuneka ukuba ziye kuhlaliswa kwindawo engenazikolo okanye kwindawo esele inengxaki yokunqongophala kwamagumbi

okufundisela. Ngokwexesha eliqikelelwayo lokuphuhliswa kweengingqi zeGreenfields (iingingqi eziza kusiwa kuzo iintsapho), izindlu ziya kugqitywa ukwakhiwa kwangaphambili kakhulu kokuba zigqitywe zona izibonelelo zezikolo. Loo nto ke ingenza ukuba ube mkhulu kakhulu umthwalo emagxeni eSebe leMfundo wokuba lithi, ngendleko enkulu, libonelele abafundi ngezinto zokuhamba ukuya kwezo zikolo zinayo indawo. Kananjalo izikolo ezikufuphi neendawo zasematyotyombeni ziza kulahlekelwa ngabafundi, zingaxinani. Kambe ke kukho ingozi yokuba ezinye zazo zingaba zizikolo ekuyinkcitha-mali ukuziqhuba.

Kubalulekile ukuba kuqatshelwe ukuba igumbi lokufundela ngalinye kula magumbi okufundela matsha liya kuba liphinda-phinda igumbi lokufundela elinye elidlulileyo elikwenye indawo. Kubalulekile ke ngoko ukuba apho kunokwenzeka oko, izikolo zidityaniswe, zize izakhiwo zisetyenziselwe eminye imisebenzi ye-WCED.

I-WCED kunye neSebe lezoThutho neMisebenzi yakwaRhulumente zinembono yokuba ukunqongophala kwamagumbi okufundela kufuneka kukhawulelwane nayo ngokuthi kwakhiwe amagumbi okufundela asisigxina kuphela xa ngaba isikolo sivumelekile ukuba sande siye kutsho kubafundi abali-1 120 esaseprayimari okanye abali-1 200 esasesekondari. Imvume yokuba isikolo singayekwa singakhula ngaphezu koku kufuneka ukuba ivandlakanywe, kusetyenziswa imiqathango equlunqwayo yezikolo ezingoobhaza-bhaza.

Ukunqongophala kwexeshana, okufana nokunqongophala okufunyanwa zizikolo ezikufuphi neendawo zasematyotyombeni, akufuneki ukuba kusonjululwe ngokwakha amagumbi okufundela asisigxina, koko ngokuzibonelela ngamagumbi okufundela aziiprefab ezisemgangathweni.

**Ezi zilandelayo ziiprojekthi eziqhutywayo okanye esezifakelwe izicelo zongcethezelo okanye ezicetywayo:**

| **Iiprojekthi ezintsha** | **2005/06 (Ezabiweyo)** | **2006/07 (MTEF)** | **2007/08 (MTEF)** | **2008/09 (Eqikelelwayo)** | **2009/10 (Eqikelelwayo)** |
|---|---|---|---|---|---|
| **Umsebenzi 2 – Izikolo zikarhulumente zesiqhelo**<br>**Umsetyenzana 2.1 – Izikolo zaseprayimari zikarhulumente zesiqhelo** | | | | | |
| Amagumbi okufundela aziiprifebhu | 50 | | | | |
| Amagumbi okufundela angoonosukehlala | 530 | | | | |
| Amagumbi okufundela asisigxina | 270 | | | 8 000 | 10 000 |
| Ukuthathwa kwamagumbi okufundela asiwe kwezinye iindawo | 750 | 750 | 750 | 1 000 | 1 000 |
| Izikolo ezitsha | 49 950 | 28 100 | 1 500 | 25 000 | 55 000 |
| Amagumbi angasese | 1 900 | 200 | | 5 000 | 3 000 |
| Izibonelelo zolawulo (zomsebenzi we-ofisi) | | | | 8 000 | 4 000 |
| Ulwandiso lwezakhiwo esele zikhona | | | | 10 000 | 10 000 |
| iiForum | 150 | | | 15 000 | 11 000 |
| Ulondolozo | 42 051 | 57 987 | 66 739 | 75 000 | 77 000 |
| Iimali ze-PIT | | 10 829 | 39 381 | | |
| Iimali ezizeZeSebe eli | | 15 402 | 22 483 | | |
| **Iyonke eyezikolo zaseprayimari** | **95 651** | **113 268** | **130 853** | **147 000** | **171 000** |
| **Umsetyenzana 2.2 –Izikolo zasesekondari zikarhulumente zesiqhelo** | | | | | |
| Amagumbi okufundela aziiprifebhu | | | | | |
| Amagumbi okufundela angoonosukehlala | 471 | | | | |
| Amagumbi okufundela asisigxina | 1 000 | | | | |

| liprojekthi ezintsha | 2005/06 (Ezabiweyo) | 2006/07 (MTEF) | 2007/08 (MTEF) | 2008/09 (Eqikelelwayo) | 2009/10 (Eqikelelwayo) |
|---|---|---|---|---|---|
| Ukuthathwa kwamagumbi okufundela asiwe kwezinye iindawo | 750 | 750 | 750 | 1 000 | 1000 |
| Izikolo ezitsha | 37 716 | 29 184 | 4 200 | 15 000 | 50 000 |
| Amagumbi angasese | 1 200 | 750 | | 15 000 | 13 000 |
| Izibonelelo zolawulo (zomsebenzi we-ofisi) | | | | 5 000 | 2 000 |
| Ulwandiso lwezakhiwo esele zikhona | | | | | |
| iiForum | | | | | |
| Ulondolozo | 21 025 | 28 993 | 33 369 | 40 000 | 42 000 |
| Iimali ze-PIT | | 10 829 | 39 381 | | |
| Iimali ezizeZeSebe eli | | 15 402 | 22 484 | | |
| **Iyonke eyezikolo zasesekondari** | **62 162** | **85 908** | **100 184** | **76 000** | **108 000** |
| **Umsebenzi 4 –Izikolo zikarhulumente ezizodwa** | | | | | |
| Amagumbi okufundela aziiprifebhu | | | | | |
| Amagumbi okufundela angoonosukehlala | | | | | |
| Amagumbi okufundela asisigxina | 500 | | | | |
| Ukuthathwa kwamagumbi okufundela asiwe kwezinye iindawo | | | | | |
| Izikolo ezitsha | | | | 8 000 | 8 883 |
| Amagumbi angasese | | | | | |
| Izibonelelo zolawulo (zomsebenzi we-ofisi) | | | | | |
| Ulwandiso lwezakhiwo esele zikhona | | | | | |
| iiForum | | | | | |
| Ulondolozo | | | | 11 000 | 13 000 |
| Iimali ze-PIT | | | | | |
| Iimali ezizeZeSebe eli | | | | | |
| **Iyonke eyezikolo zikarhulumente ezizodwa** | **500** | | | **19 000** | **21 883** |
| Amagumbi okufundela asemva ngolwakhiwo | 20 000 | 40 000 | 40 000 | | |
| **Iyonke eyeeprojekthi ezintsha** | **178 313** | **239 176** | **271 037** | **242 000** | **300 883** |

| Imisebenzi yophuculo | 2005/06 (Voted) | 2006/07 (MTEF) | 2007/08 (MTEF) | 2008/09 (Projected) | 2009/10 (Projected) |
|---|---|---|---|---|---|
| **Umsebenzi 2 – Izikolo zikarhulumente zesiqhelo** Umsetyenzana 2.1 – Izikolo zaseprayimari zikarhulumente zesiqhelo | | | | | |
| Ukugqitywa kweforum | 670 | 140 | | | |
| Uphuculo lwamagumbi okufundela | | | | 10 000 | 5 000 |
| **Umsetyenzana 2.2 – Izikolo zasesekondari zikarhulumente zesiqhelo** | | | | | |
| Uphuculo lwehosteli | 6 500 | | | | |
| Ukugqitywa kweforum | 2 730 | 160 | | | |
| Uphuculo lwamagumbi okufundela | | | | 10 000 | 3 000 |
| **Umsebenzi** 4 **–Izikolo zikarhulumente ezizodwa** | | | | | |
| Uphuculo lwamagumbi okufundela | | | | 6 000 | 2 000 |
| **Iyonke eyomsebenzi wophuculo** | **9 900** | **300** | | **26 000** | **10 000** |
| **Iyonke eyeeprojekthi ezintsha nemisebenzi yophuculo** | **188 213** | **237 476** | **271 037** | **268 000** | **310 883** |

## 19. Izicwangciso zonxibelelaniso, intsebenziswano nokunikelwa kwemisebenzi kwabangaphandle

### 19.1 Amakhonkoco oqhagamshelwano phakathi kwamasebe

ISebe leMfundo leNtshona Koloni liza kukhokela kuxanduva lokuqulunqwa, ukusetyenziswa nokubekwa iliso kweSicwangciso esiliQili soPhuhliso lwaBasebenzi sephondo. Kambe ke indlela omkhulu ngayo lo msebenzi ifuna ukuba onke amasebe karhulumente, kumaphondo nakulawulo lweedolophu, akuxhase, afake igxalaba ekusetyenzisweni kwesi Sicwangciso siliQili. AMasebe aphambili abandakanya iSebe lezeMpilo, iSebe lezeNtlalo noNciphiso lweNtlupheko, uKhuselekololuntu neSebe lezoThutho neMisebenzi yakwaRhulumente. Ngaphezulu, amahlakani asekuhlaleni, ayimibutho yabezoshishino neyasekuhlaleni, ngeKhansile yoPhuhliso yePhondo (Provincial Development Council), anenxaxheba enkulu kakhulu ekusukulweni nasekusetyenzisweni kwe-HRDS.

Zibanjwa qho iintlanganiso neengxoxo neSebe lezeMfundo leSizwe kwakunye namanye amasebe emfundo amanye amaphondo ngokuphathelele kumba womgaqo-nkqubo wemfundo.

Zikwaqhutywa qho iingxoxo namanye amasebe karhulumente (angengowemfundo) kuxulushwa umcimbi wentsebenziswano, ngakumbi neSebe lezeMpilo (HIV/AIDS and lifeskills), eloKhuseleko loLuntu (iProjekthi yeZikolo Ezinokhuseleko neProjekthi yaMagosa Okuxhasa Abafundi yokunciphisa ukungayiwa kwesikolo nezenzo zobunjubaqa), eloPhuhliso loQoqosho noKhenketho (ifestivali eyi Learning Cape Festival namacandelo okukhuliswa koqoqosho) elezoThutho neMisebenzi yakwaRhulumente (iiprojekthi zolwakhiwo ezinkulu nolondolozo).

Qho ngekota kuhlalwa iintlanganiso nekomiti yonxibelelaniso ye-ISLP malunga nokubonelelwa kwezikolo ngezakhiwo kwezo ndawo zazifudula zisingelwe phantsi.

Kananjalo zihlalwa qho iintlanganiso namanye amasebe akwarhulumente malunga nomba woPhuhliso oluNabileyo oluManyanisiweyo ( Integrated Holistic Development).

### 19.2 Amakhonkco oqhagamshelwano noomasipala

I-WCED iyasebenzisana neSixeko seKapa ngokuphathelele kuMsebenzi woPhuculo lweMimandla yaseZidolophini (Urban Renewal Programme (URP)) noMasipala woMbindi Karoo malunga noMsebenzi woPhuhliso oluManyanisiweyo lweMimandla yaseMaphandleni (Integrated Sustainable Rural Development Umsebenzi (ISRDP)). Injongo yayo yomibini le misebenzi kukusebenza ngobambiswano nangendlela enxibelelanisiweyo namanye amasebe karhulumente noerhulumente kwiphulo lokulwa nentlupheko ngokuthi kuphuhliswe kuphuculwe izakhono zabantu abangaphangeliyo.

Ziye zaqhutywa iingxoxo phakathi kwe-WCED neSixeko seKapa ngokuphathelele kule miba –

- ungqamaniso lwephulo le-HIV/AIDS and Lifeskills.
- ungqamaniso lwamalinge eli Sebe e-ICT namalinge eSmart Cape.
- ukwamkelwa kwezicwangciso zozinziso (iCandelo loCwangciso lweeDolophu -Town Planning).

### 19.3 Amaziko azizigqeba zakqwarhulumente

Kungoku nje akukho maziko azizigqeba zakwarhulumente asingathwe liSebe leMfundo leNtshona Koloni.

## 19.4 Ubuhlakani bukarhulumente nabecandelo lezoshishino

Ubuhlakani bukarhulumente naabecandelo lezoshishino (PPPs) iya kuba yinkalo engundoqo kumanyathelo ongenelelo e-WCED, ngakwicala lohlengahlengiso lweeprojekthi esele ziqhuba kwizikolo zethu nasekugayeni ezinye izinto zoncediso zokuba zinqwnqwadelwe kwicala lophuhliso lwemfundo.

ISebe leMfundo leNtshona Koloni lisungule amanyathelo ngamanyathelo neeprojekthi ngeenjongo zokukhawulelana neenkalo ngeenkalo zemfundo esemgangathweni ezikolweni. Ezi projekthi nalal manyathelo alawulwa ngqo liSebe eli (ngee-EMDCs) okanye ngemibutho engeyoyakwarhulumente (NGOs) ejongene nezemfundo.
ISebe eli likwasebenzisana nabaphuhlisi abazimeleyo abathandathu (6) ekuqulunqweni kweenkqubo ezinokusetyenziswa kwiprojekthi yeenkqubo zolawulo lwezikolo (School Administration and Management Systems (SAMS) Project).

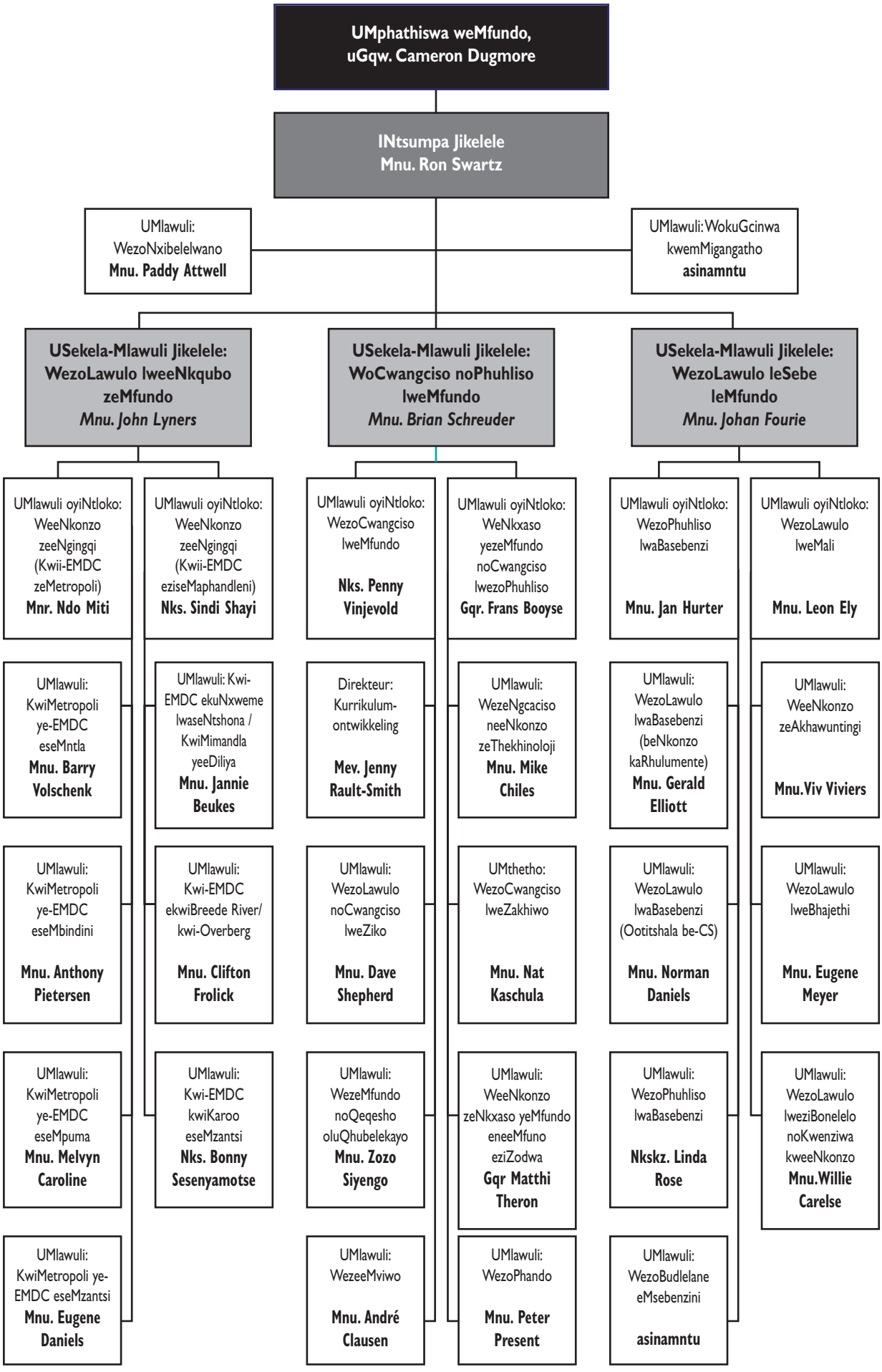
Kananjalo iSebe eli likwasebenzisana nala maqela alandelayo –

- PETRO SA – Baye bagqiba isikolo esidle i-R12m, iRietvlei Primary School, eMossel Bay, kwaye babonelela zonke izikolo ezine ezazifudula ziphantsi kwe-DET eMossel Bay ngeekhompuyutha zale mihla neelabhoratri zezenzululwazi
- Chamber of Commerce – ukhuphiswano lwakwa- Grade 10 oluyiTechnopreneur Competition
- SANTAM – Ukunika inkxaso-mali yeenkqubo zolawulo lwemfundo eziqaqambileyo (EMS)
- Cape Town Holocaust Centre – Kumabanga 9 – 12 kumsebenzi wezeembali oyiFacing History and Ourselves.

Isiqulunqo sokuqala seSicwangciso seNdawo zokuHlala neZibonelelo (Strategic Accommodation and Infrastructure Plan) se-WCED sikhankanya into yokuba i-WCED kunye neSebe lezoThutho neMisebenzi yakwaRhulumente kufuneka enze iinzame ezinxityelelanisiweyo zokudala amaphulo adityanelwe nabecandelo loshishino ajoliswe ekuncediseni kwiindleko zolwakhiwo nolondolozo ezikolweni, ukuze ke njalo kukhawulelwane nale ngxaki yokunqongophala kwezibonelelo ezikolweni. ISebe lezoThutho neMisebenzi yakwaRhulumente kungoku nje likhangela i-PPP yokwakha isikolo esisodwa esitsha. ISebe leMfundo leNtshona Koloni liqikelela ukuba uthethwano luya kuqukunjelwa appha kunyakamali ka-2005/06.

**Uluhlu lwezishunqulelo**

| | |
|---|---|
| ABET | Adult basic education and training |
| AFET | Adult further education and training |
| CEM | Council of Education Ministers |
| CEO | Chief Executive Officer |
| CLC | Community learning centre |
| CTI | Cape Teaching Institute |
| ECD | Early childhood development |
| EMDC | Education Management and Development Centre |
| EMIS | Education Management Information System |
| ETDP | Education, training and development practices |
| EWP | Employee Wellness Programme |
| FET | Further education and training |
| FETC | Further education and training certificate |
| FTE | Full-time equivalent |
| GET | General education and training |
| GETC | General education and training certificate |
| HEDCOM | Heads of Education Departments' Committee |
| HEI | Higher education institution |
| HRD | Human resource development |
| HRDS | Human Resource Development Strategy |
| ICT | Information and communication technology |
| IQMS | Integrated Quality Management System |
| LOGIS | Logistics Information System |
| LSEN | Learners with special education needs |
| LTSM | Learning and teaching support materials |
| MSP | Master systems plan |
| MST | Maths, science and technology |
| MTEF | Medium-term expenditure framework |
| NCS | National Curriculum Statements |
| NDE | National Department of Education |
| NGO | Non-governmental organisation |
| NQF | National qualifications framework |
| PSNP | Primary school nutrition programme |
| RCL | Representative Council of Learners |
| RNCS | Revised National Curriculum Statements |
| RPL | Recognition for Prior Learning |
| SACE | South African Council of Educators |
| SAQA | South African Qualifications Authority |
| SASA | South African Schools Act |
| SDIP | Service delivery improvement plan/programme |
| SDP | School development plan |
| SETA | Sectoral Education and Training Authority |
| SGB | School governing body |
| SMT | School management team |
| SPMS | Staff performance management and development system |
| SSE | School self evaluation |
| WCED | Western Cape Education Department |
| WSE | Whole school evaluation |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Mnu. Paddy Attwell
UMlawuli: WokuGcinwa
kwemMigangatho
asinamntu
USekela-Mlawuli Jikelele:
WezoLawulo lweeNkqubo
zeMfundo
Mnu. John Lyners
USekela-Mlawuli Jikelele:
WoCwangciso noPhuhliso
lweMfundo
Mnu. Brian Schreuder
USekela-Mlawuli Jikelele:
WezoLawulo leSebe
leMfundo
Mnu. Johan Fourie
UMlawuli oyiNtloko:
WeeNkonzo
zeeNgingqi
(Kwii-EMDC
zeMetropoli)
Mnr. Ndo Miti
UMlawuli oyiNtloko:
WeeNkonzo
zeeNgingqi
(Kwii-EMDC
eziseMaphandleni)
Nks. Sindi Shayi
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WezoCwangciso
lweMfundo
Nks. Penny
Vinjevold
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WeNkxaso
yezeMfundo
noCwangciso
lwezoPhuhliso
Gqr. Frans Booyse
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WezoPhuhliso
lwaBasebenzi
Mnu. Jan Hurter
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lweMali
Mnu. Leon Ely
UMlawuli:
KwiMetropoli
ye-EMDC
eseMntla
Mnu. Barry
Volschenk
UMlawuli: Kwi-
EMDC ekuNxweme
lwaseNtshona /
KwiMimandla
yeeDiliya
Mnu. Jannie
Beukes
Direkteur:
Kurrikulum-
ontwikkeling
Mev. Jenny
Rault-Smith
UMlawuli:
WezeNgcaciso
neeNkonzo
zeThekhinoloji
Mnu. Mike
Chiles
UMlawuli:
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lwaBasebenzi
(beNkonzo
kaRhulumente)
Mnu. Gerald
Elliott
UMlawuli:
WeeNkonzo
zeAkhawuntingi
Mnu.Viv Viviers
UMlawuli:
KwiMetropoli
ye-EMDC
eseMbindini
Mnu. Anthony
Pietersen
UMlawuli:
Kwi-EMDC
ekwiBreede River/
kwi-Overberg
Mnu. Clifton
Frolick
UMlawuli:
WezoLawulo
noCwangciso
lweZiko
Mnu. Dave
Shepherd
UMthetho:
WezoCwangciso
lweZakhiwo
Mnu. Nat
Kaschula
UMlawuli:
WezoLawulo
lwaBasebenzi
(Ootitshala be-CS)
Mnu. Norman
Daniels
UMlawuli:
WezoLawulo
lweBhajethi
Mnu. Eugene
Meyer
UMlawuli:
KwiMetropoli
ye-EMDC
eseMpuma
Mnu. Melvyn
Caroline
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Kwi-EMDC
kwiKaroo
eseMzantsi
Nks. Bonny
Sesenyamotse
UMlawuli:
WezeMfundo
noQeqesho
oluQhubelekayo
Mnu. Zozo
Siyengo
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WeeNkonzo
zeNkxaso yeMfundo
eneeMfuno
eziZodwa
Gqr Matthi
Theron
UMlawuli:
WezoPhuhliso
lwaBasebenzi
Nkskz. Linda
Rose
UMlawuli:
WezoLawulo
lweziBonelelo
noKwenziwa
kweeNkonzo
Mnu.Willie
Carelse
UMlawuli:
KwiMetropoli ye-
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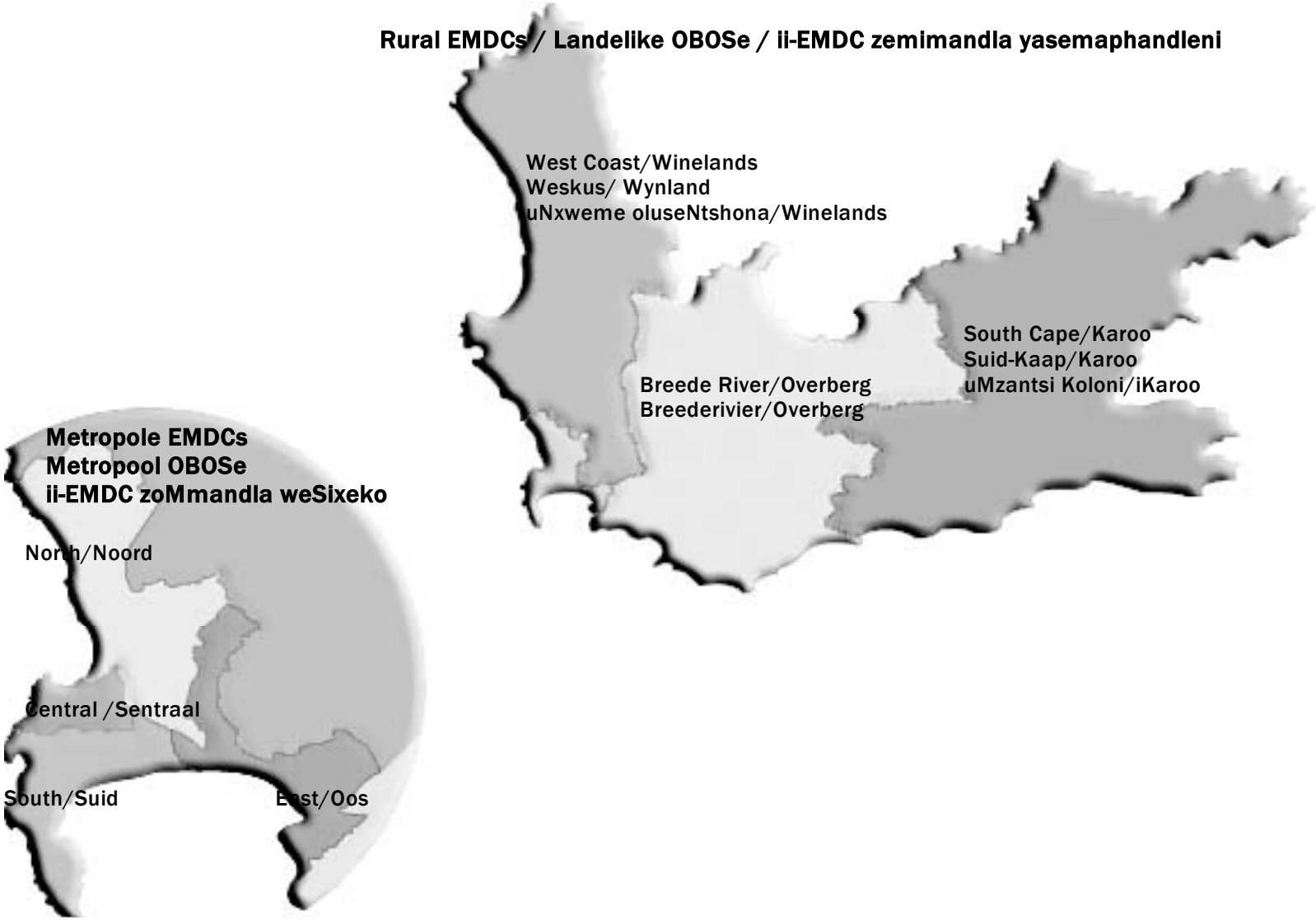
**SKEDULE 2 - Onderwysbestuurs-en-ontwikkelingsentrums (OBOS'e)**
**SCHEDULE 2 - Educational Management and Development Centres (EMDC)**
**iSheduli 2 - aMaziko oLawulo noPhuhliso lweMfundo (EMDC)**