



ISEBE LEMFUNDO LENTSHONA KOLONI

**ISICWANGCISO ESILIQILI NESOKWENZIWA KOMSEBENZI
SEMINYAKA EMIHLANU
2005/06 UKUYA KU-2009/10**

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Imbulambethe

Isebe lam liye lalwamkela uxanduva lokukhokela izicwangciso eziliqilima zokuqala zephulo leKapa elihlumayo (elithetha ukukhulisa nokuphuhlisa iPhondo leNtshona Koloni): uPhuhliso lwaBasebenzi, olugxininisa ngakumbi kulutsha.

Kule nkalo ke eyona nto siya kuyibeka phambili ngokubaluleka iya kuba kukuqinisekisa ukuba sibonelela ngemfundo enempumelelo nozinzo kwikharithyulam zesigaba seMfundo noQeqesho Jikelele (General Education and Training (GET)) nakweyeseMfundo yaseSekondari (Further Education and Training (FET)) ezikolweni zethu nasekuqinisekiseni ukuba iziko lemfundo ngalinye lulawulwa ngempumelelo ngokuthi kusoloko kuthiwe ngqolo ngokulinika inkxaso yesebe eli. Into ephambili ngokubaluleka kukuba kubonelelwe ngezakhono, ngolwazi nangeempawu zentsulungeko, izinto ke ezo eziyimfuneko ekuphunyezweni kombono wephondo wokwenza iNtshona Koloni ibe likhaya kumntu wonke aseusebenziseni isicwangciso esiliqili sethu sophuhliso lezoqoqosho, isicwangciso eso ke esiliphulo iKapa elihlumayo. Uhlengahlengiso nlungelaneliso lweekholeji zethu ze-FET okujoliswe ekubeni zikwazi ngokwaneleyo ukubonelela ngezakhono eziyimfuneko kuqoqosho lwephondo eli kubaluleke kakhulu kulo msebenzi. Njengokuba eyona nto iphambili ngokubaluleka ikubonelela ngeekharithyulam ze-GET neze-FET, iMfundo yaBantwana yasekuQaleni (Early Childhood Development (ECD)) neMfundo noQeqesho lwaBantu abaDala (Adult Basic Education and Training (ABET)) ibaluleke kakhulu ekusekweni kwesiseko esomeleleyo seSicwangciso esiliQili soPhuhliso lwaBasebenzi. Phezu kokuqinisekisa ukuba bonke abafundi bakwaGrade R basezikolweni ngo-2010, kukwafuneka nokuba siqinisekise ubuhlakani bethu neSebe lezeMpilo, eleeNkonzo zeNtalo neloLawulo lweeDolophu, ndawonye nobuhlakani bethu nabhlali nemibutho yasekuhlaleni bukhokelela kwisicwangciso esiliqili esinxityelelanisiweyo sokubonelela abantwana abakwiminyaka 0 ukuya ku-4 ngemfundo yabantwana. Ngoko ke ukuqeqeshwa kwabalondolozu/kootitsha beMfundo yaBantwana yasekuQaleni, kunye nokuxhaswa nokuphuhliswa kweekharithyulam zizinto ezintsha eziphambili ngokubaluleka ekuza kufuneka ukuba zibonelelwe ngemali.

Into ephambili ngokubaluleka kukuqinisa izakhono zokubala nezokufunda phaya kwizigaba ezisekuqaleni neziphakathi kwibakala le-GET, ngelixa kuqinisekiswa ukuba siyayijika le meko ikhoyo yokuphuma okothusayo kwabantwana abangena kwiBanga 1 ezikolweni bengayanga kufika kwiBanga 12, okuphantsa kufikelele kwi-50%. Isikakhulu aba bantwana baphuma esikolweni baqalela kwabebanga 9 ukunyuka. Kufuneka ke ngoko ukuba sikhe sibe ngathi siyawaqinisa siwandise amalinge ethu okucebisa abantwana ngezifundo abanokuzilandela ezikhokelela kwimisebenzi ethile, size kananjalo siqinisekise ukuba liyanda inani laba bafundi esilithundezela kwiikholeji zethu ze-. Zininzi ke izinto eziziintsiba ezifunekayo zokusenza sikwazi ukuba sibhengeze siqaqambise i-FET kulutsha lwethu, kunjalo nje sinyuse nenani labafumana iimali-mboleko zokufunda.

Into ephambili ngokubaluleka kukulinyusa kakhulu inani labafundi abaNtsundu nabeBala abakwizikolo ezikwezo ndawo zazifudula zisingelwe phantsi abenza baphumelele iMathematika nezeNzululwazi kuDidi oluPhezulu (Higher Grade). Kwakuyo le nkalo omnye umba obalulekileyo yimfuneko yokuba siphuhlise izakhono zootitshala bethu beMathematika nezeNzululwazi, kunjalo nje siqinisekise ukuba siyalandisa inni lootitshala abatsha esibagayela kwezi zifundo. Isicwangciso esiliqili semfundo sethu siseyeyona nto iphambili ngokubaluleka. Sona ke kufuneka sibandakanye nezibonelelo zezifundo ze-ICT (information and communication technology), kuqinisekise kananjalo ukuba ziyahambelana nekharityulam.

Kuninzi kakhulu ukungalingani ngokuphathelele kwizibonelelo ezizizakhiwo kwizikolo zethu esele zikho, ngelixa enqongophele kakhulu amagumbi okufundela kwiindawo eziphambili ezifanele ukukhuliswa kweli phondo. Indlela elenziwe ngayo ulwabiwo ngale njongo ayanelisi konke. Iphulo lesebe lethu lokukhangela umhlaba wezikolo ongasetyenziswayo nongasetyenziswa ngokupheleleyo onokuthi uthathwe kufuneka ukuba linikwe inkxaso-mali, ngeenjongo zokuqinisekisa ukuba liba nezo ziphumo zifunwayo.

Ukuze sikwazi ukusifezekisa isicwangciso sethu esiliqili kukwafuneka nokuba siqwalasele nombamba woqeqesho lwabantu bokusebenza apha kweli candelo lezemfundo. Amaphulo okuphuhlisa ulwazi nezakhono zamalungu eKhansile yabaMeli babaFundi (Representative Council of Learners (RCL's)) nezeZigqeba zabaLawuli beZikolo (SGB's) kufuneka ukuba anikwe inkxaso-mali, khona ukuze kubekho izigqeba ezisebenza ngokupheleleyo phaya ezingingqini nakwiphondo eli liphela.

CAMERON DUGMORE
UMPHATHISWA WEZEMFUNDO WEPHONDO
31 Matshi 2005

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IShedyuli 1 - Ukuma kweSebe leMfundo leNtshona Koloni

IShedyuli 2 – AMaziko oLawulo noPhuhliso lweMfundo (EMDC)

Isigaba A: Ushwankathelo olucwangcisekileyo

1. Ushwankathelo lweSicwangciso esiliQili

Injongo yesicwangciso esiliqili kukwenza umzobo wendlela esiceba ukuhamba ngayo xa sisiya ekufezekisweni kweenjongo zethu. Ngelixa iinkcazo zombono wethu nezomnqophiso wethu zichaza eyona nkalo yokugqibela sijolise ukuya kuphuela kuyo, kufuneka ukuba indlela yethu simana ukuyihlaziya njengokuba simana sidibana nemingeni ngemingeni apha kuyo, size ke siqulunqe ezinye iindlela ezisebenza ngempumelelo zukuze sikwazi ukulugqiba uhambo lwethu.

Njengokuba isithuba seminyaka elishumi yedemokhrasi saye sachithelwa ekwakheni iziseko, esi sesibini siza kuchithelwa ekusukuleni nasekucikizeni umsebenzi wokwakha ikhaya lokufunda lomntu wonke. Inguqu ayizange ibe yinto elula, kodawa ke iza kuhlala ilolunye lweempawu zobomi bethu de ube ufezekisiwe lo msebenzi ukubaluleka kungaka.

Nakubeni eyona njongo yethu iphambili ikukuqinisekisa ukuba wonke umfundi kweli phondo ufumana imfundo ekumgangatho ophezulu, sikwayigxininisa kakhulu imfuneko yokuba sixhase ukukhula koqoqosho kwiSicwangciso esiliQili sethu sika-2005/06 ukuya ku- 2009/10.

Esi sicwangciso siyicacisa ngokucacileyo into yokuba iinjongo zethu ezicwangcisekileyo sizingqamanisa neenjongo zephulo lephondo, iKapa elihlumayo. Njengokuba eyona ndawo siqala kuyo ingumfundi, sikwazinikezele nasekuqinisekiseni uphuhiso oluzinzileyo nokukhula kwezoqoqosho okukwanjalo ngokuthi sibe noqeqesho olucwangciseke kakuhle lwabantu bokusebenza.

Intlupheko isengomnye weyona mingeni inzima sijongene nayo, kwaye ke imfundo sesona sixhobo siphambili ngokubaluleka ekukhawulelaneni nale ngxaki yentlupheko. Kufuneka ukuba sibambisane ngomsebenzi namahlakani kuwo onke amanqanaba ngeenjongo zokuqulunqa izisombululo ezingunxazonke kwinkalo yophuhliso lwentlalo noqoqosho.

Isiphetho sona kukub abafundi bethu baya kuba nempumelelo kuphela xa ngaba iimeko abafunda phantsi kwazo ngakwinkalo yezentlalo, eyezoqoqosho neyezenkcubeko ziyabavumela ukuba benze njalo.

Ron B Swartz
INTloko yeSebe leMfundo
31 Matshi 2005

2. Umbono

Ikhaya lokufunda lomntu wonke

3. Umnqophiso

Umnqophiso wethu kukuqinisekisa ukuba bonke abafundi bafumana ulwazi abalufunayo, ngookunjalo nezakhono neempawu zentsulungeko:

- Baphuhlise iitalente zabo
- Benze igalelo kuphuhliso lwentlalo noqoqosho
- Bathathe inxaxheba ngokupheleleyo kokuqhubeka kweli lizwe
- Bakwazi ukukhuphisana namanye amazwi, kananjalo
- Bakhe iindawo ezihlalwa ngabahlali abakwaziyo ukulawula ubomi babo ngempumelelo nangendlela enesidima.

4. Iimpawu zentsulungeko

- Iimpawu zentsulungeko zoMgaqo-siseko woMzantsi Afrika
- Izimiselo zephulo iBatho Pele
- Iziphumo ezingundoqo zeKharithulam yeSizwe
- Inguqu, ngokuqinisekisa ufikelelo, ubulungisa nolungiso (lomonakalo wangaphambili)
- Ukuba phambili komfundi ngokubaluleka
- Ulwabiwo lwezinto olutyekele ngasekukhawulelaneni nabahluphekileyo
- Ukwamkela uxanduva lokuphendula nokwenza izinto elubal
- Ukuqaqamba kuko konke esikwenzayo
- Ukuzibeka phantsi kolawulo lwabahlali ngokubanzi, ukuwaxhasa amalinge okuqinisekisa uphuhliso lwezentlalo, ezenkcubeko nezozoqosho

Uxwebu oluyi*Manifesto on Values, Education and Democracy* (iSebe leMfundo, 2001) ludwelisa iimpawu zentsulungeko ezilishumi (10) ezisekelwe kwiimpawu zentsulungeko zoMaqo-siseko, ezizezi: idemokhrasi, ubulungisa entlalweni, ulingano, ukungacalu-caluli ngobuhanga nangesini, Ubuntu, intlalo evulelekileyo, ukwamkela uxanduva lokuphendula, ukuthotyelwa komthetho, imbeko noxolelwano.

Le nto ithi Batho Pele ithetha “ukubeka abantu phambili”. Izimiselo ezisibhozo zephulo i Batho Pele zigxininisa ukubaluleka kothethwano, imigangatho ephuzulu yokunikwa kwenkonzo, uqhuqheko, ufikeleleko, ingcaciso, ukukhululeka nokwenza izinto elubala, ukuziqwalasela izikhalazo nokwenza izinto ngokucikizekileyo.

5. Uhlahlelo lwemeko yecandelo

5.1 limeko zokunikwa kweenkonzo nemingeni

Amanani oluntu lwaseNtshona Koloni enyuke ngokukhawuleza kakhulu kule minyaka mihlanu idlulileyo, kwaye asathe gqolo ngoku kunyuka. Ngo-1996 abantu baseNtshona Koloni babe zizigidi ezi-3 956 000, kwaye eli nani laye lenyuka ngaphezu kwesiqingatha sesigidi laya kutsho kwi-4 524 000 ngo-2001. Ubuninzi baba bantu beza eNtshona Koloni ngabantu abamnyama abazingela imisebenzi. Le nto ke iye yakujika ukuma koluntu lwaseNtshona Koloni ngokweminyaka yobudala, ngokweentlanga nangokwemeko yentlupheko.

Esinye seziphumo zoku kunyuka kwamanani oluntu kukuba uhlobo lwemfundo noqeqesho ngalunye kweli phondo luye naba nokunyukelwa ngamanani kule minyaka mihlanu idlulileyo: kwiindawo zemfundo yabantwana yasekuqaleni (ECD sites), ezikolweni, kwiikholeji ze-FET, kumaziko emfundo yabadala nakwabafundela emisebenzini. Iinkcukacha ngamanani ezikolweni ukusukela ku-1995 ukuya ku-2004 zinikwe kuLudwe 1 ngezantsi apha ukubonisa ukwanda kwamanani abafundi apha eNtshona Koloni, kwaye lubonakalisa umngeni wokuqala kwimingeni elijongene nayo iSebe leMfundo leNtshona Koloni ngakwiicala lokunikwa kweenkonzo (WCED). Ngelixa amanye amaphondo anamanani ehlayo, iSebe leMfundo leNtshoni Koloni lona lithe gqolo ukunyukelwa ngamanani. Oku kunyuka kwamanani ke akucingeleki, njengoko inkulu imfuduko yabavela ngaphandle kwephondo eli naleyo yabahlali balapha abafudukela kwiindawo ezikwalapha ngaphakathi. Le nto ke yenza ukuba kube nzima kakhulu ukwenza izicwangciso zokunikwa kweenkonzo, ngakumbi ngokuphathelele kumagumbi okufundela nakootitshala.

Uludwe 1: Abafundi ezikolweni zikarhulumente zesiqhelo 1995 - 2004

nyaka	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	lyonke
1995	99158	84963	80921	79199	76789	72293	68795	67473	61079	50698	41124	34659	817151
1996	99998	84845	81137	79996	77673	74142	69474	72116	62696	54440	43574	36764	836855
1997	97854	84892	80608	81191	76894	74368	70967	73261	64892	57070	44586	38940	845523
1998	99380	90168	85625	85188	80881	76716	73928	76949	67644	61926	46115	40980	885500
1999	87436	92925	88613	88014	83074	78495	74661	79043	69674	63479	49247	40206	894867
2000	64844	81865	92343	91949	85766	80658	75813	80026	70634	63840	48934	40996	877668
2001	81790	62960	81832	94302	89254	83305	77778	82190	71966	67034	50206	39910	882527
2002	86969	77026	64134	83022	93188	86786	80865	75601	80450	69752	51618	40468	889879
2003	86916	82454	75931	66033	82383	92341	84514	81154	73200	81739	51746	39644	898055
2004	104105	82130	81489	76781	66060	82574	89614	85053	78964	80756	54199	39451	921176

Imvelaphi yeenkcukacha: Annual survey for schools (Iziko zikarhulumente zesiqhelo, kubandakanywa nee-Pre-primary)

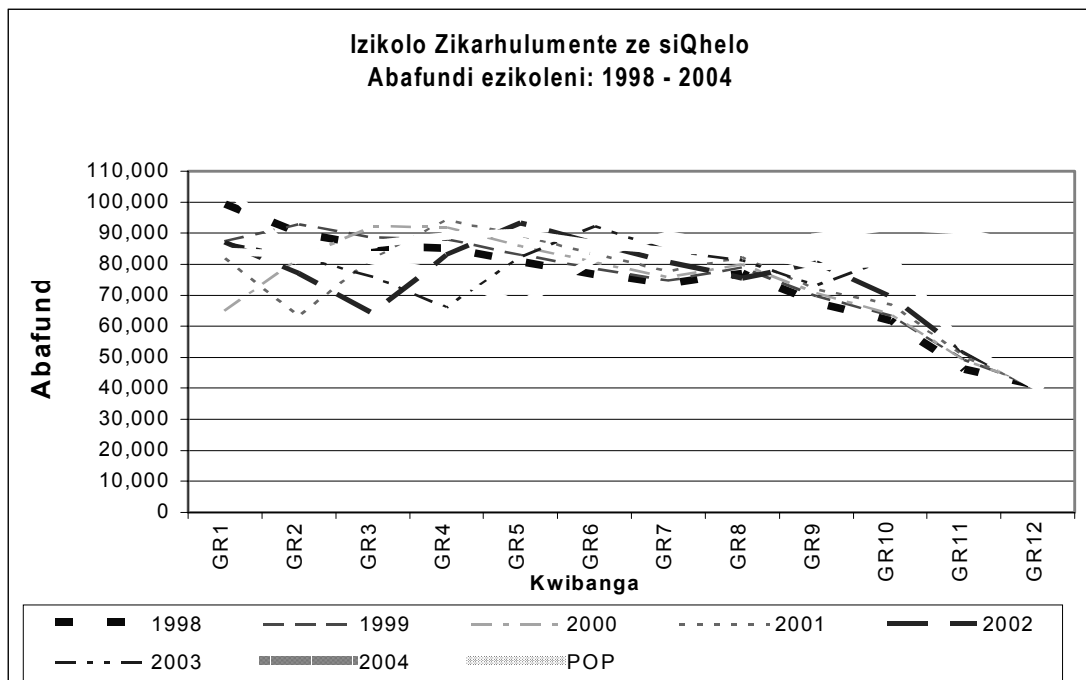
Umngeni wesibini elijongene nawo iSebe leMfundo leNtshona Koloni kukunyusa amazinga emfundo abemi baseNtshona Koloni. While there has been some improvement in the five-year period 1996 to 2001, large numbers of people have not had access to education at the level required for dignified participation in the civic, political and economic life of the province. For example, Table 2 below shows that less than a quarter of the Western Cape population has a Senior Certificate. Detailed analysis of the figures provided in Table 2 indicates that the opportunities to learn have been heavily biased towards white, and to a lesser extent, the coloured population. In this way the Western Cape has not been a Home for All.

Uludwe 2: Ipesenti yoluntu engabafundi kumanqanaba ngamanqanaba emfundo ngo-1996 nango- 2001

Amanqanaba emfundo	1996	2001
Abangafundiyo	6,3%	5,7%
Abaseprayimari	15,0%	15,2%
Abagqibileyo eprayimari	8,4%	7,9%
Abasesekondari	37,2%	36,5%
Grade 12	18,0%	23,4%
Abakwengentla	10,1%	11,2%

Imvelaphi yeenkcukacha: Statistics South Africa Census 1996 no-2001

Amanani abafundi ababhaliswe ezikolweni zikarhulumente zesiqhelo kungoku nje abonakalisa ukuba le meko ixhalabisayo ichazwe ngentla apha ayikazi kutshintsha kuya phi kwangoku. Amanani abafundi ababhalisiweyo kwisithuba esisuka ku-1999 ukuya ku-2004 abonakalisa ukuba yi-50% nje kuphela yabafundi ababhalisa kuGrade 1 abaya kufika kuGrade 12 (SJonga kwiSazobe 1 ngezantsi apha). Amanani abafundi abagqibayo esikolweni angqamana kakhulu nobuhlanga. Ngelixa abantwana abamhlophe ukuya kutsho kwiminyaka elishumi elinesixhenxe abasezikolweni bephantsi bayi-100%, amanani abamnyama ababhalisiweyo angaphantsi kakhulu, aze abe phantsi ngakumbi awabebala akwintanga yokufikisa (adolescents). (Seekings, 2003 ne-WCED EMIS)



iSazobe 1

Imvelaphi yeenkcukacha: EMIS

Uphando olсандul' ukwenziwa apha eNtshona Kkoloni lubonakalisa la manani abafundi abagqibayo ezikolweni ngokweentlanga kufumaniseka ukuba aba lolu hlobo kwakwiminyaka yokuqala yemfundo yezikolo. Iziphumo zeemvavvano zokufunda nezemathematika ezathi zaqhutywa kwibanga 3 nakwibanga 6 zibonakalisa ukuba ubuninzi babafundi abasuka kumakhaya anemivuzo ephantsi bangaphantsi ngeminyaka emibini ukuya kwemithathu ngokwenkqubo elindelekileyo ngokwekharithulam yesizwe.

Le meko ke ayinakho ukuba iyekwe iqhube ilolu hlobo. Urhulumente kufuneka ukuba angenelele ngokuthatha amanyathelo angqongqo nacwangcisekileyo kuphuhliso lwabasebenzi. ISicwangciso esiliQili soPhuhliso lwaBasebenzi seNtshona Koloni (HRDS) sichaza indlela aceba ukuthatha amanyathelo ngayo uRhulumente wePHondo leNtshona Koloni. Ngamanye amazwi esi Sicwangciso sicacisa ngokuthe gca ukuba uyintoni na umbono karhulumente, izintoni na eziphambili ngokubaluleka, sibeka iinkalo ekujoliswe ukuzifikelala namaxesha okuzifizekisa ezi ndawo ziphambili ngokubaluleka, size ke sichaze nokuba uya kungenelela ngokuthatha manyathelo mani na okufizekisa ezi zinto ziphambili ngokubaluleka. ISebe leMfundo leNtshona Koloni liza kuzilandela ezindawo ziphambili ngokubaluleka zomgaqo-nkqubo zichazwe phaya kuMhlathi 7: Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo.

5.2 Isishwankathelo semeko yesebe nemingeni

ISebe leMfundo leNtshona Koloni line-ofisi elikomkhulu yephondo, aMaziko oLawulo noPhuhliso lweMfundo asixhenxe (EMDCs), 6 iikholeji ze-FET, 1 459 izikkolo, 112 aMaziko okuFunda asekuHlalani (Community Learning Centres) namanye ke amaziko emfundo ahlukeneyo. Ezine kwezi EMDC zikummandla weSixeko seKapa, zize ezintathu zibe kwimimandla esemaphandleni. Ukuma kweSebe eli kuboniswe phaya ku**Shedyuli 1** kwaye ke imephu yezithili zolawulo nophuhliso lwemfundo nantsiya ku**Shedyuli 2**.

Imisebenzi ye-WCED - umhlaba nobungakanani

Abafundi *	955 225
Izikolo zikarhulumente zesiqhelo *	1 459
Izithili	7
Izikolo zabafundi abaneemfundo ezizodwa #	70
Amaziko emfundo yasesekondari nasekholejini (iikholeji zezobugcisa)	6 (39 sites)
Amaziko asekuhlaleni emfundo yabantu abaadala	112 (301 sites)
Izikolo ezandulela ezaseprayimari ezinikwa uncediso-mali	446
Ootitshala* (isikhokelo esiyi <i>Post Provisioning Model</i>)	30 080
Abasebenzi bakwarhulumente (izithuba ezamkelweyo)	8 885

* *Imvelaphi yeenkcukacha - 2004 Annual Survey (Zonke izikolo zikarhulumente zesiqhelo, aMabanga Pre-Gr R ukuya kwasemva kwematriki)*

Imvelaphi yeenkcukacha - 2004 Snap Survey

5.2.1 Imeko yangaphakathi

Umsebenzi we-ofisi elikomkhulu lephondo kukunxibelelanisa umgaqo-nkqubo nokulamla nolawulo olucwangcisekileyo, ngelixa zona ii-EMDC isikhulu zinoxanduva lokujongana nokusetyenziswa komgaqo-nkqubo. Kambe ke oku akuthethi ukuba umda phakathi kwezi gqeba zomsebenzi uvalwe ngoqilima lodonga, njengoko ii-EMDC zinenxaxheba ekuqulunqweni nasekuphulisweni komgaqo-nkqubo kumanqanaba ngamanqanaba ngokuphathelele kumgaqo-nkqubo ochaphazela ikharithyulam. Kuyimfuneko ke ngoko ukuba ii-EMDC mazibe nezakhono ezininileyo zokuhlalutya umgaqo-nkqubo, ezokulamla kwakunye nezokuququzelela.

Ezi EMDC zinika iinkonzo ngeenkonzo, iinkonzo ezo ezivela kumaqela eengcali, zincipiswa yi-ofisi elikomkhulu yeSebe leMfundo leNtshona Koloni eseKapa. Ezi nkonzo zibandakanya:

- Uqulunqo nenkxaso yekharithulam;
- Inkxaso yobungcali yabafundi nootitshala;
- Inkxaso kulawulo lwamaziko; kunye
- neenkonzo zenkxaso kumsebenzi we-ofisi ekubandakanywa kuwo uphuhliso lwamaziko nenkxaso yezikolo eziqhutywa ngenkqubo yeCandelo 21 nezo zingaqhutywa ngenkqubo yeCandelo 21, uncediso ngemiba ephathelele kubudlelane basemsebenzini nakumsebenzi wolawulo lwangaphakathi.

Ii-EMDC zikwakhuthaza nenxaxheba yabazali ezikolweni ngokubabandakanya kulawulo lwezikolo emance, ngokuthatha inxaxheba kwiphulo leSebe leMfundo leNtshona Koloni leZikolo ezinoKhuseleko (Safe Schools Project), nesiqhelo sokufundisa nokufunda ezikolweni nakwiindawo ezikuzo.

Indlela elilikhulu ngayo eli Sebe leMfundo leNtshona Koloni nayo ibeka uxanduva olukhulu emagxeni alo lokuba liqinisekise ukuba abasebenzi balo basoloko belungiselelwa amaphulo okubaphuhlisa. Loo nto ke kufuneka injalo kwicala labasebenzi becandelo lakwarhulumente apho iza kuya inyuka ngokunyuka minyaka le imfuneko yokunikwa kweenkonzo okunempumelelo nocikizeko, nakwicandelo lootitshala apho kuthi ngenxa yokukhawuleza kweenguqu kwinkalo yemfundo, kulawulo lolwazi nakwitheknoloji yezemfundo, kufuneka ukuba ootitshala mabahlale beqinisekisa ukuba abasali ngasemva bashiywe zizinto ezilulwazi olutsha naziindlela ezintsha zokwenziwa komsebenzi. Iphulo leSebe leMfundo leNtshona Koloni lokuphuhlisa izakhono zabasebenzi kwakunye nemisebenzi yalo yokuqhuba ngoqeqesho lokusukula ootitshala asele besebenza, liya kuba nenxaxheba enkulu kule nkalo. Njengokuba iimfuno zophuhliso noqeqesho zowona msebenzi uphambili weSebe eli ziza kuya zisanda ngokwanda kule minyaka ilishumi izayo, kuza kuba njalo nokushokoxeka kohlahlo-mali lwalo lokukhawulelana nophuhliso. Kuyimfuneko ke ngoko ukuba kuyiwe kwimithombo emitsha ekunokufunyanwa kuyo inkxaso ngemali nangezinye izinto zokusebenza, imithombo leyo ekunokubandakanywa kuyo i-EDTP ne-SETA kwakunye necandelo lezoshishino nemveliso, kucelwe ukuba mayinike iSebe leMfundo leNtshona Koloni inkxaso kwizicwangciso eziliqili zalo ezijoliswe kuphuliso.

5.2.2 Ucikizeko lomsebenzi weSebe

Ukunikwa kwezikolo inkxaso kumsebenzi we-ofisi ubaluleke kakhulu kwiSebe leMfundo leNtshona Koloni. Njengoko izikolo kulindeleke ukuba amandla azo ziwajolise kakhulu kumsebenzi wofezekiso lwekharithulaam kumagumbi okufundisela, iSebe leMfundo leNtshona Koloni liya kuqinisekisa ukuba izikolo ziyayinikwa inkxaso ngomsebenzi we-ofisi, kwaye ziyinikwa ngokukhawuleza, ngocikizeko nangokuchanekileyo.

Xa iziphathamandla zezikolo zingachithi xesha lininzi kwiingxaki zomsebenzi we-ofisi ezifana nokuqeshwa kootitshala, imivuzo yootitshala neminye imicimbi ephathelele kwimiqathango yengqesho, ziya kukwazi ukuba zibe nexesha elaneleyo lokujongana nemisebenzi ephathelele ekufundiseni nasezifundweni. Loo nto ke ithetha ukuthi iinkqubo zenkxaso yezikolo zeSebe eli kwinkalo yomsebenzi we-ofisi kufuneka zibe kumgangatho ophezulu kakhulu.

- I-ofisi elikomkhulu iza kuyiphucula i-ofisi yeenkonzo zoluntu ngeenjongo zokuqinisekisa ukuba iinqununu nootitshala bafumana inkonzo ekumgangatho ophezulu, nokuba imibuzo engenisiweyo iqwalaselwa ngokukhawuleza kangangoko

Kukho izinto ngezinto ekufuneka zenziwe, nezenziwayo ukuzama ukufezekisa le njongo. Ezi zinto ke zibandakanya:

- Ukunyusa isantya sokujika kwezikolo zibe ngamaziko eCandelo (Section) 21 . Loo nto ke ithetha ukuba kuya kusungulwa amaphulo ngamaphulo ophuhliso lweZigqeba zoLawulo lweZikolo (School Governing Bodies (SGBs)) neziphathamandla zezikolo ngenjongo yokuqinisekisa ukuba bakhona abantu abanezakhono zokulawula izikolo abaya kuthi bathathele kubo uxanduva lokulawula imisebenzi ethile ephambili
- Ngokuyisa ezikolweni imisebenzi ephambili yolawulo, ubukhulu boxanduva lokwenza iintengo nolweenkonzo zezinto zokusebenza buya kuba semagxeni ezikolo, into ke leyo eya kwenza ukuba i-ofisi elikomkhulu nee-EMDC zikwazi ukuba nexesha elaneleyo lokuqwalasela imiba yocaciso lomgaqo-nkqubo, eyokunikwa kwenkxaso neyokubekwa kweliso;
- I-ofisi elikomkhulu iza kuyiphucula i-ofisi yeeNkonzo zaBaxhamli ukuqinisekisa ukuba iinqununu zezikolo nootitshala bafumana inkonzo ekumgangatho ophezulu kakhulu nokuba imicimbi iqukunjelwa ngokukhawuleza kangangoko;
- IZiko leeNkonzo loqhagamshelwano leSebe leMfundo leNtshona Koloni liye laqalisa ukusebenza ngo-2004. Eli Ziko loQhagamshelwano libonelela abakwezemfundo noluntu ngokubanzi ngeenkonzo ezinabe kakhulu nangeengcaciso eziphathelele kkulawulo lwemfundo kweli phondo. Le ndlela yokwenza ukuba iSebe leMfundo leNtshona Koloni lifikeleleke iqiniswa ngakumbi nangakumbi nguvimba weenkukacha zekhompuyutha (oyiWCED Online), apho abantu banokudimbaza khona iinkukacha, ukusukela ezindabeni ngokusandul' ukwenzeka, ukuya kwezeemiwi nakwezekharithulam.

6. Amagunya anikwa ngumthetho namanye

6.1 Amagunya anikwa nguMgaqo-siseko nayeminye imithetho

Iinjongo ezicwangcisekileyo zisekelwe phezu kwala magunya alandelayo anikwa ngumgaqo-siseko nayeminye imithetho:

Amagunya	Inkcazelo emfutshane
uMthetho oyiConstitution of South Africa, 1996 (uMthetho 108 oka-1996)	ufuna ukuba kuziswe inguqu kwimfundo nokuba imfundo mayiqhutywe ngedemokhrasi ngokweempawu zentsulungeko zesidima somntu, ezolingano, ezamalungelo oluntu nenkululeko, ezokungabikho kwamkhethe ngokobuhlanga nangokwesini. Uqinisekisa ukufikeleleka kwemfundo yokuqala kumntu wonke ngokommiselo wokuba wonke ubani unelungelo lokufikelela kwimfundo yokuqala, ekubandakanywa kuyo imfundo yabantu abadala. Isikhokelo somgaqo-nkqubo weSebe leMfundo sicaciswe kwiPhepha leNgcaciso yoMgaqo-nkqubo wezeMfundo: iMfundo noQeqesho kuMzantsi Afrika oLawulwa ngeDemokhrasi: aManyathelo okuQala oPhuhliso lweNkqubo eNtsha (Febhuwari 1995). Emva kothethwano noboniswano nohlaziyo oluthe gabalala, waye wamkelwa yiKhabhinethi, kwaye ke uye wasebenza njengesiseko ekusekelwe phezu kwaso uqulunqo olulandelayo lwemigaqo-nkqubo nemithetho.
uMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho 1 ka-1998)	Phantsi koMgaqo-siseko wesizwe, lo ngowona mthetho ulawula yonke imithetho kwiPhondo leNtshona Koloni

Amagunya	Inkcazelo emfutshane
uMthetho oyiSouth African Schools Act (SASA), 1996 (uMthetho 84 ka-1996) njengoko wenziwe izilungisonjengoko wenziwe izilungiso.	Unika isikhokelo sendlela nenkqubo efanayo yokumiswa nokulawulwa kwezikolo nokunikwa kwazo inkxaso-mali. Ukhuthaza ufikeleleko, umgangatho nolawulo lwentando yesininzi, idemokhrasi, kwinkqubo yezikolo. Uqinisekisa ukuba bonke abafundi banalo ilungelo lokufikelela kwimfundo ekumgangatho ophezulu kungekho licalu-calulo, kwaye unyanzelisa nokuba abantwana abaneminyaka esixhenxe (7) ukuya kwelishumi elinesine (14) mabaye esikolweni. Ulungiselela iintlobo ezimbini zezikolo— iizikolo ezizimeleyo nezikolo zakwarhulumente. Isibonelelo esikulo Mthetho sokuba ulawulo lwezikolo mayibe lolwedemokhrasi oluqhutywa ngezizigqeba zolawulo lwezikolo sele sisebenza kwizikolo zikarhulumente kulo lonke eli. Inkqubo zokunikwa kwezikolo inkxaso-mali ezityetyeshwe kulo Mthetho, i-SASA, zikhokelisa phambili umba wokulungiswa komonakalo owenzeka ngaphambili, kunjalo nje zijolisa kwintlupheko xa kufikelelwa kwinkalo yokwabiwa kweemali zezikolo zikarhulumente.
uMthetho oyiNational Education Policy Act, 1996 (uMthetho 27 ka-1996)	Ulungiselela ukubekwa komgaqo-nkqubo wesizwe wemfundo, obandakanya nowokubekwa kwemivuzo yootitshala kwakunye nemiqathango yengqesho yabo. Walungiselelwa ukumiselwa kwemithetho engomgaqo-nkqubo kwakunye nokubeka emagxeni oMphathiswa wezeMfundo uxanduva lokuwisa imithetho nokubeka iliso, kwakunye nokumisela ngokusesikweni amakhonkco onxibelelwano phakathi kweziphathamandla zemfundo zesizwe kwakunye nezamaphondo. Waye wabeka nesiseko sokumisela iKhansile yabaPhathiswa bezeMfundo (Council of Education Ministers (CEM)) kwakunye neKomiti yeeNtloko zezeMfundo (Heads of Education Departments Committee (HEDCOM)) njengezigqeba zoqhagamshelwano loorhulumente eziya kuthi zingqubane iintloko malunga noqulunqo lwenkqubo entsha yemfundo. Ngoko ke, ulungiselela noqulunqo lwemigaqo-nkqubo yesizwe ngokubanzi, imfundo noqeqesho, ejolise kwikharithulam, kwiimviwo, kumgaqo-nkqubo weelwimi, kanti nakuqinisekiso lomgangatho. Lo Mthetho i-NEPA ukwaqulathe nesimiselo solawulo lwentsebenziswano, necaciswe ngakumbi kuShedyuli 3 woMgaqo-siseko.
uMthetho oyiFurther Education and Training Act, 1998 (uMthetho 98 ka-1998)	ukulawula imfundo noqeqesho kwizikolo eziphakamileyo; ukulungiselela ukusekwa, ukulawulwa nokuxhaswa ngemali kwamaziko emfundo ephakamileyo noqeqesho; ukulungiselela ubhaliso lwamaziko emfundo noqeqesho azimeleyo; ukulungiselela uqinisekiso lomgangatho nokukhuthazwa komgangatho kwimfundo yamaziko emfundo ephakamileyo noqeqesho. Ukunye nePhepha leNgcaciso yoMgaqo-nkqubo weMfundo 4 kwiMfundo ePhakamileyo noQeqesho (Education White Paper 4 on Further Education and Training (1998) neSicwangciso esiliQili seMfundo ePhakamileyo noQeqesho seSizwe, (National Strategy for Further Education and Training (1999-2001)), ubeka isiseko soqulunqo lwenkqubo yemfundo noqeqesho enxityelelaniswa ngurhulumente wesizwe, kubandakanywa inkqubo yezikolo zasasekondari eziphezulu kunye neekholeji zezobugcisa. Ufuna ukuba amaziko emfundo ephakamileyo noqeqesho asekwephantsi kwemiqathango yemithetho emitsha, aqulunqo izicwangciso zawo, ngelixa ukwalungiselela nokubonelela ngenkxaso-mali ejoliswe kwimisebenzi ethile nangekharithulam yesizwe yokufundisa nokufunda.
uMthetho oyiGeneral and Further Education and Training Quality Assurance Act, 2001 (UMthetho 58 ka-2001)	ukulungiselela ukusekwa, ukumiswa nokusebenza kweKhansile yoQinisekiso loMgangatho kwiMfundo ePhakamileyo noQeqesho (General and Further Education and Training Quality Assurance Council) ukuqwalasela umgangatho kwimfundo ngokubanzi nakumaziko emfundo ephakamileyo; ukulungiselela ulawulo lweenkqubo nemigangatho kwikharithulam neemviwo; ukulungiselela ukukhutshwa kwezinqinisekiso zokuphunyelwa kwamabanga okugqibela; ukulungiselela iindlela zokuqhutywa kweemviwo nokutshitshisa uMthetho oyiSouth African Certification Council Act ka-1986.

Amagunya	Inkcazelo emfutshane
uMthetho oyi-Employment of Educators Act, 1998 (UMthetho. 76 ka-1998)	Ukulungiselela ukuqeshwa kootitshala ngurhulumente wesizwe nolawulo lwemiqathango yenkonzo (yengqesho), indlela yokuziphatha, ukuthathwa komhlalaphantsi nokukhutshwa kootitshala emsebenzini. Ucacisa uxanduva lootitshala ngokuphathalele kumsebenzi abawuqeqeshelweyo, kwindlela yokuziphatha ngentsulungeko kwakunye neemfuneko yocikiziko lolwazi lomsebenzi lootitshala. Ibutho lootitshala ebelifudula liziintsali ngoku lilawulwa ngoMthetho wePalaamente omnye nangesigqeba sabaqeqeshiweyo esinye esiyiKhansile yooTitshala boMzantsi Afrika (South African Council of Educators (SACE)).
uMthetho oyiWestern Cape Provincial School Education Act, 1997 (UMthetho 12 ka-1997)	Ukulungiselela indlela nenkqubo efanayo yokumiswa nokulawulwa kwezikolo zonke nokunikwa kwazo inkxaso-mali nokukhawulelana neemfuno zemfundo zePhondo eli.
uMthetho oyiPublic Finance Management Act, 1999 (UMthetho 1 ka-1999) njengoko wenziwe izilungiso.	Ululawula indlela yokuphathwa kwemali kurhulumente wesizwe nakwabamaphondo, ukuqinisekisa ukuba zonke iimali, nenkcitho, nezinto eziziimpahla kwakunye nezo zingamatyala, zilawulwa ngendlela efanelekileyo nenempumelelo, nokubeka imisebenzi yabo bantu bathe basingathiswa uxanduva lolawulo lwezemali kwabo rhulumente.
eeyi-Annual Division of Revenue Acts	Ukulungiselela ukwabiwa ngokulinganayo kwemali efunyenwe ngurhulumente wesizwe phakathi kukurhulumente wesizwe, abamaphondo nowolawulo lweedolophu kunyakamali ngamnye, ukulungiselela ukubekwa kweemfuneko zokunikwa kweengxelo ngokuphathalele kolo lwabiwo, ukulungiselela ukubanjwa kweentlawulo okwethutyana nokulungiselela uxanduva lweendleko ekuthe kwangenwa kuzo xa bekuthathwa amanyathelo omthetho malunga notyeshelo lwezimiselo zolawulo lobambiswano nobudlelane obuphakathi koorhulumente.
uMthetho oyiPublic Service Act, 1994 njengoko wenziwe izilungiso [uMpoposho No 103 ka-1994]	Ukulungiselela ukumiswa nokuqhutywa kwenkonzo yakwarhulumente weRiphabliki kwakunye nokulawulwa kwemiqathango yengqesho, ubude bamaxesha okuhlalala ezikhundleni, indlela yokuziphatha, ukuthathwa komhlalaphantsi nokukhutshwa kwamalungu (kwabasebenzi) kwinkonzo yakwarhulumente .
uMthetho oyiSouth African Qualifications Authority Act, 1995 (UMthetho 58 ka-1995)	ukulungiselela ukuphuhlisa nokusetyenziswa kweSikhokelo seSizwe soQinisekiso lwaManqanaba eMfundo aFikelelweyo esiyiNational Qualifications Framework, nokuthi ngale njongo kumiselwe uGunyaziwe woMzantsi Afrika woQinisekiso lwamanqanaba eMfundo aFikelelweyo oyiSouth African Qualifications Authority. Esi Sikhokelo siyi-NQF yindlela efanelekileyo yokubonisa nokuqinisekisa inkqubo yemfundo yesizwe apho imfundo noqeqesho izizinto ezibaluleke ngokufanayo kuxhobiso loluntu ngezakhono. Usungulo lweSicwangciso esiliQili soPhuhliso lwaBasebenzi olwaqhutywa kunye nguMphathiswa wezaBasebenzi noMphathiswa wezeMfundo ngomhla wama-23 Apreli 2001 lukubethelela ngakumbi ukuzimisela ekusekweni kwesicwangciso esiliqili esimanyanisiweyo semfundo, uqeqesho nophuhliso, esiya kuthi sizikhongozele izakhono ezihleli ezingqondweni zabafundi abalulutsha kwanabangabantu abadala.
uMthetho oyiAdult Basic Education and Training Act, 2000 (UMthetho 52 ka-2000)	ukulungiselela ukulawulwa kwemfundo noqeqesho lwabadala; ukulungiselela ukusekwa kwamaziko emfundo yabadala, ukulawulwa kwawo nokunikwa kwawo inkxaso-mali; ukulungiselela ukubhaliswa kwamaziko azimeleyo emfundo yabadala; nokulungiselela uqinisekiso lomgangatho kwimfundo noqeqesho lwabadala.

6.2 Amanye amagunya

6.2.1 Isicwangciso esiliqili sephondo, iKapa elihlumayo

6.2.2 ISicwangciso esiliQili soPhuhliso lwaBasebenzi

6.2.3 IiNkcazo zeKharithulam yeSizwe eHlaziyiweyo

6.2.4 iPhepha leNgcaciso yoMgaqo-nkqubo 5 we-ECD

6.2.5 iPhepha leNgcaciso yoMgaqo-nkqubo 6 weMfundo eBandakanya Konke

7. Imigaqo-nkqubo ngokubanzi, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo linkalo ekujoliswe kuzo liSebe leMfundo leNtshona Koloni zezi -

1. Ukunika bonke abafundi abahlala kweli phondo ukuya kutsho kwabaneminyaka emine inkxaso ngenkqubo emanyanisiweyo yokubakhulisa ngokwasemzimbeni, ngokwasentlaweni nangokwasengqondweni.
2. Ukubonelela bonke abantwana abaneminyaka emihlanu ngemfundo esemgangathweni ophezulu ebonisa bakulungele ukuqala isikolo
3. Ukuqinisekisa ukuba bonke abafundi bebanga 1 ukuya kwele-6 bayakwazi ukufunda nokubhala nokubala ngokwemigangatho ebekwa kwiKharithulam yeSizwe
4. Ukuqinisekisa ukuba bonke abafundi bebanga 7 ukuya kwele-9 babonelelwa ngemfundo yesiqhelo esmgangathweni ophezulu
5. Ukubonelela bonke abafundi bebanga 9 ngeengcebiso malunga nezifundo amabazikhethe nangemisebenzi abanokuyilandela, khona ukuze bakhethe izifundo eziya kufaneleka kwimfundo yabo yasesekondari
6. Ukwandisa amazinga abafundi okuthatha inxaxheba nawokuphumelela, ngakumbi abafundi abamnyama, abakwinqanaba le-FET, ezikolweni nasezikholejini
7. Ukwandisa amanani abafundi be-FET abakulungeleyo ukugqithela kumaziko emfundo ephakamileyo
8. Ukwandisa amathuba okufikelelwa kwemfundo yephakamileyo, ngakumbi ngabafundi abaphuma kumakhaya ahlophekileyo
9. Ukwandisa amalinge okubonelelwa kwabafundi ngoqeqesho oluqhutywa emisebenzini nolungqamanayo namathuba engqesho
10. Ukwandisa amanani abafundi abangabantu abadala abakwimfundo yesiqhelo ngamaphulo ezoqoqosho nezentlalo afana nephulo eliyi-*Expanded Public Works Programme*.

Xa sele kusetyenzwa ke yonke le nto ithetha ukuba iSebe eli kufuneka ukuba lithi libambisene namahlakani alo asekuhlaleni, liqinisekise ukuba ayakhawuleza ukunyuka amanani abantu abatsha abafunda kwinqanaba le-FET baphumelele, bagqithele kumaziko emfundo ephakamileyo, befunda izifundo ezinegalelo ekukhuleni kweli phondo. Ngale ndlela ke iSebe eli liya kukwazi ukukhawulelana nengxaki yokuphuma kwabafundi esikolweni liqinisekise ukuba ayenyuka amanani abafundi abahlalayo bagqibe esikolweni, bagqithele kumaziko emfundo ephakamileyo. Kambe ke impumelelo kwimfundo yasesikolweni nakumaziko emfundo ephakamileyo ixhomekeka ekubeni abantwana abancinane bakhulela kwiimeko ezifanelekileyo nezinika umdla nenkuthazo, nakwimfundo ecikizekileyo. Ukuze ke iSebe eli likwazi ukuqinisekisa ukuba ezi njongo ziyafezekiseka, liya kuzama -

- ukuqinisekisa ukuba wonke umntwana ufundela kwigumbi lokufundela elinokhuseleko, nelikhanyiswe kakuhle nekuhlaleka kakuhle kulo;
- ukuxhobisa nokuxhasa ootitshala kwimizamo yabo yokunika imfundo enempumelelo;
- ukuqinisekisa ukuba zonke iindawo ekufundelwa kuzo nazo zonke izigqeba ezinika inkxaso zinolawulo olunempumelelo;
- ukuqhuba iphulo lokondliwa kwabantwana kwizikolo zaseprayimari (Primary School Nutrition Programme (PSNP));
- nokusebenzisa elo gcuntswana lezinto zokusebenza likhoyo ngendlela enempumelelo nolingano.

Imigaqo-nkqubo emihlanu ephambili iyazichaphazela zonke ezi ngongoma zilishumi zingentla apha:

1. Ulwazi olufanelekileyo, izakhono neempawu zentsulungeko

Yonke imisebenzi yemfundo noqeqesho kwakunye nezifundo kufuneka ukuba zikhuthaze ukufunyanwa kolwazi olukumgangatho ophezulu kakhulu, izakhono neempawu zentsulungeko. INkcazo yeKharithulam yeSizwe (National Curriculum Statement (NCS)) ye- GET nekharithulam ye-FET (imfundo yesiqhelo) yezikolo zikharithulam ezisekelwe kwiimpawu zentsulungeko nogkucacileyo. Le nkqubo iza kukhuthazwa kuyo yonke imisebenzi yemfundo noqeqesho.

Kananjalo imisebenzi yemfundo noqeqesho kufuneka ihambelane neemfundo zabafundi. Loo nto ke ithetha ukuthi kufuneka kuthathelwe ingqalelo indawo neemeko ekuqhubeka kuzo ukufundisa nokufunda, kuze ke kukhethwe ezona ndlela zokufundisa iikharithulam. Imfundo yesiqhelo yabafundi abakwiminyaka ekunyanzelekileyo kuyo ukuba bahambe isikolo kufuneka iluthathele ingqalelo ulwimi, ukhuseleko, iimeko zemimandla yasezidolophini nezemimandla yasemaphandleni neemeko zentlalo nezozoqosho. Imfundo yasezisekondari neyamaziko emfundo ephakamileyo kufuneka iwuthathele ingqalelo umba wamandla engqondo abafundi nowezinto abanomdla kuzo. Kula macandelo amava omsebenzi adla ngokuba ngundoqo kumsebenzi wokufunda. Kule ke inkalo uphuhliso lwezakhono ngoqeqesho oluqhutyelwa emisebenzini lunenxaxheba ebaluleke kakhulu ekuphuhliseni kwabasebenzi.

2. Ukufunda nokubala

Uphuhliso lwamazanga aphezulu okusebenzisa ulwimi nokubala angundoqo kuzo zonke iinkalo zokufunda. Ngesi sizathu ke ulwimi nokubala/nemathematika ziyinxenye yako konke ukufunda kwasezikolweni apha eNtshona Koloni.

- Grades R – 3: kuqhutywa izifundo ezithathu. Ukufunda nokubala zithatha i-75% yexesha elichithwa esikolweni
- Grades 4 – 9: kuqhutywa izifundo ezisibhozo. Kwakhona ulwimi nemathematika zithatha elona xesha lininzi kwi*time table* yesikolo
- Grades 10 – 12: lilwimi ezimbini nemathematika okanye ulwazi lwemathematika zizifundo ezinyanzelekileyo kubo bonke abafundi abanomnqweno wokufumana isiqinisekiso semfundo yasesekondari.
- Izifundo zeekholeji ze-FET nezemfundo yabantu abadala (Adult Basic Education): zonke zibandakanya ulwimi nemaathematika njengezona zifundo zingundoqo

3. Ukufikeleleka kweenkcukacha

I-WCED iceba -

- Ukufakwa kwezifundo ze-Information and Communication Technology (ICT) kuzo zonke izikolo nakwezinye iindawo ezingamaziko okufunda kwesi sithuba sichongiweyo sisuka ku- 2005 ukuya ku-2010. Loo nto ke ithetha ukuba utitshala ngamnye nomfundi ngamnye apha eNtshona Koloni baza kukwazi ukufikelela kwizibonelelo ze-ICT nakuqeqesho ngenjongo yokuxhasa umsebenzi wokufundisa nokufunda
- Amaziko ezincedisi-mfundo namathala eencwadi aza kwakhiwa kwisikolo ngasinye apho kuza kufumaneka iindidi ngeendidi zezincedisi-mfundo zokuxhasa abafundi nootitshala, nolawulo lwazo olunempumelelo
- Ufikeleleko lweenkcukacha nemfundo nge-HIV/AIDS-Life Skills

4. Ucebiso ngezifundo nemisebenzi

Bonke abafundi bebanga 8 ezikolweni baya kubonelelwa ngocebiso ngezifundo abanokuzithatha nemisebenzi abanokuyilandela khona ukuze bakwazi ukunikwa inkxaaso ekukhetheni izifundo ezifanelekileyo kwimfundo ye-FET. Ucebiso ngezifundo nemisebenzi luya kuqhuba, lubekwe ngokusemthethweni kuzo zonke izikolo zasesekondari nakuzo zonke iikholeji ze-FET namaziko okufunda asekuhlaleni (Community Learning Centres (CLCs)) kweli phondo.

5. 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.

8. Iinkqubo zeekompuyutha zokubeka iliso emsebenzini

I-WCED isebenzisa inkqubo yeekompuyutha yolawulo lwemfundo eyi-Education Management Information System (EMIS) ekuncediseni nasekunikeni izikhokelo kuqulunqo lwezicwangciso eziliqili, ekuthathweni kwezigqibo nasekuqulunqeni umgaqo-nkqubo. Ubuninzi beenkcukacha ngabafundi namaziko iqokelelwa ngokusebenzisa iifomu zophando ezicwangciseke kakuhle. Iindlela ngeendlela zokuqinisekisa ziqinisekisa ukuba iinkcukacha ezi zisemgangathweni ophezulu kwaye zithembekile. Oovimba beenkcukacha nabo bacwangciseke ngendlela efanayo, khona ukuze amacandelo ngamacandelo alapha kwi-WCED (umzkl izikolo zikarhulumente zesiqhelo, ABET, LSEN, ECD) onke aneenkcukacha ezisoloko zicwangciseke ngokufanayo. Ezi nkcukacha zikwabalulekile nakulwabiwo lwezinto zokusebenza apha kwiSebe eli, umzkl iZimiselo neMigangatho nokubonelela ngezithuba. Iinkcukacha eziqokelelwe yi-WCED zenziwe ukuba zifikeleleke kubantu abaninzi, zizifikelele lula zonke iimanejala ezikwezemfundo, ngokuthi zihanjiswe nge-*intranet*.

Kungoku nje iSebe leMfundo leNtshona Koloni liceba indlela yokusetyenziswa kwenkqubo yokugcina umkhondo wabafundi eyi *Learner Tracking System*. Ngokusebenzisa le nkqubo kuza kukwazeka ukuba kugcinwe umkhondo wabafundi, babekwe iliso kuzo zonke izikolo zikarhulumente. Indlela eliza kuncedeka ngayo iSebe leMfundo leNtshona Koloni kukuba liza kuba neenkcukacha zabafundi ezichanekileyo, into ke leyo eya kuthi incede nakulwabiwo lwezinto zokusebenza ezabelwa amasebe. Enye into eza kuba luncedo kukuba iSebe eli liza kukwazi bhetele ukuziqonda izinto ezinefuthe elibi kubafundi kwizinto ezifana nenkqubo yabo emsebenzini, ukuyeka isikolo, ubudala obudlulileyo, njl.

I-WCED linesicwangciso esiphuculiweyo esiyiMaster Systems Plan (MSP) ekuthi ngaso kujongwe zonke iimfuno zeenkqubo ze-IT, zize ke zilandelelaniswe ngokubaluleka kwazo ukulungiselela ukuziphucula, ziphuhlise ngokutsha. Zithi ke zithelekiswe nezinto ze-IT esele zikhona kunyaka lowo nesikhokelo sohlahlo-mali se-MTEF.

ISebe leMfundo leNtshona Kkoloni lisoloko liziphucula iinkqubo zalo zeekompuyutha ukuze zilungele ukusetyenziswa kangangoko. Loo nto ke ixhaswa ngokuqhutywa koqeqesho lwabo bazisebenzisayo. Kukwaqhutywa nolawulo lwezi nkqubo ngokuthi inkqubo nganye ibe nomnini nomlawuli khona ukuze ikwazi ukulawuleka ngempumelelo ngenjongo yokuqinisekisa ukuba iyahmbelana neemfuno zomsebenzi kwaye futhi iyakwazi nokuwuphucula.

9. Inkcazo yomsebenzi woqulunqo lwesicwangciso esiliqili

Umsebenzi weli Sebe woqulunqo lwesicwangciso oye wakhokelela ekuyilweni kwezindululo ezitsha zokusetyenziswa kwemali kwi-2005 MTEF kwaye kwazithathela ingqalelo izinto zomgaqo-nkqubo eziphambili ngokubaluleka zeSigqeba esiLawulayo (Executive Authority), iinjongo zephulo iKapa elihlumayokwakunye noMbono osiSiqukunqo ka-2020 (Draft Vision 2020) weSebe leMfundo leNtshona Koloni (WCED) ekuye kwathethwana ngobuchulekazi ngawo nawo onke amaqela anenxaxheba nachaphazelekayo kulo lonke iPhondo eli.

Kunyakamali ka-2005/06 uqulunqo lwesicwangciso esiliqili luye lwajoliswa kakhulu ekusukuleni esi sele sikho ngenjongo yokuba singqamaniseke neSiqukunqo seSicwangciso esiliQili soPhuhliso lwaBasebenzi seNtshona Koloni, nezinto zokusebenza ezikhoyo kwakunye neenkukacha ezintsha malunga neemfuno zephondo eli. Indlela esimiswe ngayo yile imiselwe liSebe lezeMali lesizwe neSebe leMfundo lesizwe ifanayo kuwo onke amasebe emfundo amaphondo.

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 ngeenkono zolawulo ezingajoliswanga kwimfundo kuphela uLawulo lwemfundo
- ukubonelela ngeenkono zolawulo lwemfundo uPhuhliso lwabasebenzi
- ukubonelela abasebenzi abasebenza kwi-ofisi elikomkhulu ngophuhliso

10.2 Uvandlakanyo lwemeko

Uqinisekiso lomgangatho noxanduva lokuphendula

Imfundo 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 ezihlelekileyo 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 weMpilonhle 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 ngecebiso 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 yokukhangelwa 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 nazizicwangciso 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 weenkukacha 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 ngekompuyutha (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 iziqukatho 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.	<ul style="list-style-type: none"> • Ukukhuthaza ulawulo lwentsebenziswano. • Ukungqamanisa umgaqo-nkqubo neenkqubo neenjongo ezicwangcisekileyo zikarhulumente namagunya anikwa ngumthetho. • Ukukhuthaza iinkqubo zovandlakanyo nolawulo loqinisekiso lomgangatho ezinempumelelo. • Ukukhuthaza ulwazi lwamalungelo noxanduva lwabo bonke abo bachaphazelekayo, ekubandakanywa kubo abafundi, abazali, ootitshala, iziphathamandla zezikolo, izigqeba zolawulo lwezikolo namagosa eSebe leMfundo leNtshona Koloni. • Ukubethelela isiqhelo sokufundisa nokufunda ezikolweni nasezikholejini, nokuzinikezela kuphuhliso lwabasebenzi. • Ukuthatha inxaxheba ebonakalayo ekukhawulelaneni neemfuno zesizwe esi ngokubanzi, ngakumbi ngokuphathelele kuqwalaselo olukhawulezileyo nolucwangcisekileyo lombha we-HIV/AIDS and Life Skills. • Ukusebenzisa ulawulo olunempumelelo kuwo onke amanqanaba emfundo.

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukukhuthaza ucikizeko nempumelelo yesebe.	<ul style="list-style-type: none"> • Ukuseka ibutho leziphathamandla ezinobuchule bokuyila neziqinileyo. • Ukuqulunqa iinkqubo zomgaqo-nkqubo eziqinileyo nolwazi apha kwiSebe eli. • Ukuseka iinkqubo zoqhagamshelwano ezifikelelwayo ngabo basebenza kwinkalo yemfundo (abangaphakathi nabangaphandle). • Ukuxhobisa ngolwazi olucacileyo ezithilini, ngenkonzo nangenkxaso. • Ukuqhuba iphulo leBatho Pele. • Ukukhawulelana ngempumeleloneemfuno zabaxhamli beenkonzo zethu. • Ukuseka iinkqubo zolawulo lwemali ezinempumelelo. • Ukufezekisa ulwabiwo olunabileyo lwemali, izinto zokusebenza nabasebenzi kwimfundo le yonke. • Ukuqinisekisa ukuba abafundi abayiqibayo imfundo yabo baninzi kangangoko.
Ukuseka umsebenzi woqinisekiso lomgangatho kwiSebe leMfundo leNtshona Koloni.	<ul style="list-style-type: none"> • Ukubeka iinkalo ezifanele kuphunyelwa ngokuphathelele kuphuhliso lwabasebenzi kwenziwe nengxelo ngendlela ohamba ngayo umsebenzi kwezi nkalo. • Ukuqinisekisa ukuba luyamkelwa uxanduva lokuphendula ngokusebenzisa uVandlakanyo oluCwangcisekileyo. ukuziVandlakanya kweZikolo (SSE), iZicwangciso zoPhuhliso zeZikolo (SDP) noVandlakanyo lweSikolo Sonke (WSE). • Ukuxhobisa ii-ofisi zolawulo ezikolweni ngabantu abanolwazi nezakhono zolawulo. • 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 ikharithulam, 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 zikarhulumente zesiqhelo ubandakanya le misetyenzana ilandelayo:

Izikolo zaseprayimari zikarhulumente

- o ukubonelela ngemfundo yamabanga 1 ukuya kwele-7 kwizikolo zaseprayimari zikarhulumente

Izikolo zasesekondari zikarhulumente

- o ukubonelela ngemfundo yamabanga 8 ukuya kwele-12 kwizikolo zaseprayimari zikarhulumente

Iinkonzo zobungcali

- o ukubonelela izikolo zikarhulumente zesiqhelo ngenkxaso

Uphuhliso lwabasebenzi

- o 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 kuthelekiswa namanye amazwe (kubandakanywa namanye asakhasayo) naxa kuthelekiswa noko kulindelekileyo ngokwekharithulam 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 abahluphekileyo inkxaso ngophuhliso. Le nkqubo ibandakanyayo ibandakanya i-PSNP. Ulawulo lwe-PSNP, eyinxenye yoncediso-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 abanqwanela 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
- imfundo 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 ezihlelekileyo. ISebe sele liqalisile ngalo msebenzi wokulungisa kwimathematika nakwezizukululwazi, kwaye ke ezinye izikolo 'ezijolisekileyo' ziza kuphuhlisa kwinqanaba le-FET.

Izikolo ezinokhuseleko

Njengokuba kunjalo kwihlabathi lonke, umba wokhuseleko ezikolweni uya umxhalabisa ngokumxhalabisa urhulumente. 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 kukhuseleko ezikolweni nalapho abo bachaphazelekayo nabaxhwalekileyo ngokwasemphefumleni 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

linjongo ezicwangcisekileyo zoMsetyenzana 2.1: Isigaba seeprayimari zikarhulumente

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni.	<ul style="list-style-type: none"> • Ukubonelela abafundi ngeendawo ezikolweni zaseziprayimari ngokomgaqo-nkqubo • Ukubonelela izikolo zaseprayimari ngezibonelelo eziphambili ngokomgaqo-nkqubo • Ukuphucula amathuba okufikelela emfundweni amaqela ayefudula esingelwe phantsi • Ukubonelela ootitshala ngoqeqesho olucwangcisekileyo kwiKharithulam yeSizwe • Ukuphucula indlela abasebenza ngayo abantwana ekubaleni nasekufundeni • Ukuphucula ucikizeko lwemfundo ngokubanzi nokuphucula amanani abafundi abagqibayo esikolweni nomgangatho wemfundo ngokubanzi nje. • Ukukhuthaza impumelelo nokubandakanyeka kwabafundi abaneemfundo zemfundo ezizodwa. • Ukubonelela abafundi abahluphekileyo ngezinto zokuhamba nangeehostele • Ukuqhuba iphulo lokondliwa kwabantwana kwizikolo zaseprayimaari (PSNP) • Ukubuyisela iindlela zokuziphatha kakuhle kwabafundi ezikolweni.
Ukuqinisekisa ukufunda okunempumelelo ezikolweni	<ul style="list-style-type: none"> • Ukukhawulezisa ukubonelelwa kwezikolo zonke ngezibonelelo ze-ICT. • Ukuqinisekisa ukufundiswa kwekharithulam ngokusebenzisa i-ICT. • Ukuqinisekisa ukuba kuqulunqwa kulawulwe iziqulatho zoovimba beenkcukacha zekhompuyutha. • Ukuqinisekisa ukuba ootitshala bayaqeqeshwa ekusebenziseni ii- ICT ekuncediseni imisebenzi yabo yokufundisa
Ukuqinisekisa iimeko zokhuseleko kumaziko emfundo eziyimfuneko ekufundiseni nasekufundeni	<ul style="list-style-type: none"> • Ukukhuthaza imeko yokhuseleko ezikolweni ngokubambisana nabahlali namanye amasebe karhulumente. • Ukuphelisa iimeko zokudlakazeka kwezakhiwo ezikwiindawo ekufundelwa kuzo. • Ukukhuthaza ukuqondwa kweemeko zentlalo apha kweli phondo nendlela ezizichaphazela ngayo ezikolweni.

linjongo ezicwangcisekileyo zoMsetyenzana 2.2: Izikolo zasesecondari zikarhulumente

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ukuba bonke abantwana abahlala kweli phondo bafumana imfundo esemgangathweni.	<ul style="list-style-type: none"> • Ukubonelela abafundi ngeendawo ezikolweni zasesecondari ngokomgaqo-nkqubo • Ukubonelela izikolo zasesecondari ngezibonelelo eziphambili ngokomgaqo-nkqubo • Ukwandisa amanani abafundi be-FET ababhalise kwizifundo ezifanelekileyo ngakumbi abavela kumaqela ayefudula esingelwe phantsi •

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
	<ul style="list-style-type: none"> Ukwandisa amanani abafundi abayigqiba ngempumelelo imfundo yabo kwinqanaba lemfundo ye-FET. Ukwandisa amanani abafundi abasifumanayo isiqinisekiso sokugqiba esikolweni esibavumelayo ukuba bagqithele kwimfundo ephakamileyo Ukwandisa amanani abafundi abafunda baphumelele imathematika nezenzululwazi Ukukhuthaza impumelelo nokubandakanyeka kwabafundi abaneemfundo zemfundo ezizodwa.
Ukuqinisekisa ukufunda okunempumelelo ezikolweni zasesecondari zikarhulumente	<ul style="list-style-type: none"> Ukukhawulezisa ukubonelelwa kwezikolo zonke ngezibonelelo ze-ICT. Ukuqinisekisa ukufundiswa kwekharithulam ngokusebenzisa i-ICT. Ukuqinisekisa ukuba kuqulunqwa kulawulwe iziquatho zoovimba beenkcukacha zehompuyutha. Ukuqinisekisa ukuba ootitshala bayaqeqeshwa ekusebenziseni ii- ICT ekuncediseni imisebenzi yabo yokufundisa
Ukuqinisekisa iimeko zokhuseleko kumaziko emfundo eziyimfuneko ekufundiseni nasekufundeni	<ul style="list-style-type: none"> Ukukhuthaza imeko yokhuseleko ezikolweni ngkubambisana nabahlali namanye amasebe karhulumente. Ukuphelisa iimeko zokudlakazeka kwezakhiwo ezikwiindawo ekufundelwa kuzo. Ukukhuthaza ukuqondwa kweemeko zentlalo apha kweli phondo nendlela ezizichaphazela ngayo ezikolweni.

linjongo ezicwangcisekileyo zoMsetyenzana 2.3: iNkonzo zobungcali

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso	<ul style="list-style-type: none"> Ukusondeza inkxaso ngolawulo nophuhliso ezikolweni ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali. Ukufezekisa inkqubo ephelileyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le. Ukuphucula ulwazi nezakhono zeenqununu zezikolo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. Ukuphucula ulawulo lwekharithulam neenkqubo zokuvandlakanya. Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho. 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	<ul style="list-style-type: none"> Ukubonelela izikolo zaseprayimari nasesekondari zikarhulumente ngootitshala ngokomgaqo-nkqubo Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqesho ngokufanelekileyo. Ukuxhasa amalinge okugaya abafundi beze kumaziko oqeqesho lobutitshala. Ukuphuhlisa umgangatho wocikizeko lebutsho lootitshala ngokusoloko benikwa inkxaso yobungcali. Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yehompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharithulam.

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
	<ul style="list-style-type: none"> • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharithulam, imfezeko nenkxaso. • Ukusungula imisebenzi yophuhliso lootitshala ngokusebenzisa iCape Teaching Institute (CTI) • Ukubonelela ootitshala ngenkxaso yobungcali.

linjongo 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	<ul style="list-style-type: none"> • 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 zootangandini, 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 lutho gqolo kunokubhenelwa kwiicebo lokusebenzisa abathantamisi/abasingathi kwezo ziko lwenzeka kuzo olu silelo; xa ngaba usilelo alude luyeke kunokubhenelwa kwiqhinga lokuzimisa ngokutsha ezo zikolo.
- limeko zamagumbi adityanelwa ngamabanga ahlukene: 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 nalo 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 1 ukuya kwele-6;
 - nokubeka iliso indlela abafikelela ngayo abafundi bamabanga 3 – 6 kwikharithulam nabayifumana ngayo ngokubavavanya ekufundeni nakwimathematika.

li-EMDC nezigqeba ngezigqeba zazo zityelela onke amaziko emfundo ziwancedise ngokuxhotyiswa ngolwazi nezakhono kwiinkalo ngeenkalo nangezinto ezifanele kwenziwa, umzkl ukunyulwa kwezigqeba zolawulo ezitsha, imicimbi yemali, ikharithulam, njl.

11.6 Inkcazo ngoncedo olunikwayo

linkcukacha 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 kwipresenti 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

- o ukuxhasa izikolo kumabanga 1 ukuya kwele-7

iSigaba sasekondari

- o ukuxhasa izikolo ezizimeleyo kumabanga 8 ukuya kwele-12

12.2 Uvandlekanyo 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 abahlelekileyo 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 ecwangcisekileyo 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 zancedisa kwimfundo yezikolo zikarhulumente.

12.4 Uvandlekanyo lweengxaki namanyathelo acetywayo okuzisombulula

Izikolo ezizimeleyo ezimbalwa zinenkqubo embi kakhulu kuvandlekanyo olucwangcisekileyo 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 zikarhukumente, ngokuxhomekeke kwiZimiselo neMigangatho yeNkxaso-maali 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

o ukubonelela ngemfundo yezikolo zikarhulumente zemfundo eyodwa linkonzo zobungcali

o ukubonelela izikolo zikarhulumente zemfundo eyodwa ngenkxaso

Uphuhliso lwabasebenzi

o 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.	<ul style="list-style-type: none">• Ukubonelela abafundi ngeendawo ezikolweni zikarhulumente ezizodwa ngokomgaqo-nkqubo• Ukuphucula ukufikelelwa kwezikolo zikarhulumente ezizodwa ngabafundi abavela kwiindawo ezazifudula zisingelwe phantsi.• Ukubonelela abafundi ngenkxaso ngezasemphefumleni, ezasentlalweni, ezamayeza, ezonyango nokufunda.• Ukukhuthaza imfundo enempumbelelo nebandakanyayo kubafundi abaneemfundo zemfundo ezizodwa.• Ukuqinisekisa ukuba liphezulu inani labafundi bezikolo zikarhulumente ezizodwa abayigqibayo imfundo yabo.• Ukufumana ezona ziphumo zakha zaphezulu kubafundi bezikolo zikarhulumente ezizodwa.

linjongo ezicwangcisekileyo fzoMsetyenzana 4.2: iiNkonzo zobungcali

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso.	<ul style="list-style-type: none"> • Ukusondeza inkxaso ngolawulo nophuhliso ezikolweni ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali. • Ukufezekisa inkqubo ephelileyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le. • Ukuphucula ulwazi nezakhono zeenqununu zezikolo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulawulo lwekharithulam neenkqubo zokuvandlakanya. • Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho. • Ukubonelela zonke izikolo zikarhulumente zesiqhelo ngenkxaso yobungcali

linjongo ezicwangcisekileyo zoMsetyenzana 4.3: uPhuhliso lwabasebenzi

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo.	<ul style="list-style-type: none"> • Ukubonelela izikolo zikarhulumente ezizodwa ngootitshala ngokomgaqo-nkqubo. • Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqesheke ngokufanelekileyo. • Ukuxhasa amalinge okugaya abafundi beze kumaziko oqeqesho lobutitshala. • Ukuphuhlisa umgangatho wocikizeko lebutsho lootitshala ngokusoloko benikwa inkxaso yobungcali. • Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharithulam. • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharithulam, imfezeko nenkxaso. • Ukusungula imisebenzi yophuhliso lootitshala ngokusebenzisa iCape Teaching Institute (CTI) • 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, ikharithulam, ukusetyenziswa kwe-IQMS, njl.

Amanyathelo asoloko ethathwa ngokuphathelele kuqeqesho lwamalungu ee-SMTabandakanya ulawulo lwekharithulam, 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 abaneemfundo 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 zoncediso 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 linkonzo zobungcali

○ ukuxhasa iikholeji ze-FET zikarhulumente

Uphuhliso lwabasebenzi

○ ukubonelela ngophuhliso lobungcali lwabo baziitshala 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.

Ikharithyulam yeekholeji ze-FET iqulunqwa ngokutsha. Ukusetyenziswa kwekharithyulam entsha kufuna uhlengahlengiso olukhulu kwindlela amiswe ngayo nalawulwa ngayo amaziko e-FET. Amalinge e-WCED kule nkalo onke ajoliswe ekuxhaseni umsebenzi woqulunqo lwekharithyulam nokusetyenziswa 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. Ikuze 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 neinxaso 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 lweekhohleji ze-FET
- Unxibelelwano phakathi kwemfundo ye-GET neMfundo ePHakamileyo (Higher Education)
- Ukuqulungqa isicwangciso esiliqili sekharithulam yeekhohleji ze-FET nezigqeba zenkxaso
- Ukuqulungqa imisebenzi yokufunda emitsha ehambelanayo neemfuno zoqoqosho nezabahlali.

Injongo ecwangcisekileyo for Umsetyenzana 5.1: Public institutions

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ukuba bonke abahlali kweli phondo bafumana imfundo ye-FET esemgangathweni.	<ul style="list-style-type: none"> • Ukubonelela abafundi ngendawo kwiikhohleji ze-FET ngokomgaqo-nkqubo. • Ukuphucula ufikeleleko nolwazi ngemfundo yeekhohleji ze-FET kubafundi abavela kumaqela awayefudula esingelwe phantsi. • Ukwandisa amanani abafundi ababhalise kwiikhohleji ze-FET kwizifundo ezifanelekileyo, ngakumbi abo bafundi bavela kumaqela awayefudula esingelwe phantsi. • Ukukhuthaza uphuhliso lwezifundo ezihambelanayo neemfuno zephondo eli kwezoqoqosho nakwezintlo. • Ukubonelela abafundi abavela kwiimeko zentupheko ngemali-mboleko yokufunda kwiikhohleji ze-FET. • Ukuseka iyunithi xenkxaso yabafundi kuzo zonke iikhohleji, zize zincedo ekugayweni, ekuxhasweni nasekuthathweni kwabafundi

Injongo ezicwangcisekileyo zoMsetyenzana 5.2: Iinkonzo zobungcali

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso.	<ul style="list-style-type: none"> • Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le. • Ukuphucula ulwazi nezakhono zamagosa olawulo aziintloko ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulwazi nezakhono zekhansile zeekhohleji ze-FET ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulawulo lwekharithulam neenkqubo zokuvandlakanya. • Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho. • Ukubonelela zonke iikhohleji ze-FET zikarhulumente ngenkxaso yobungcali

Injongo ezicwangcisekileyo zoMsetyenzana 5.3: Uphuhliso lwabasebenzi

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo.	<ul style="list-style-type: none"> • Ukubonelela iikhohleji ze-FET zikarhulumente ngootitshala ngokomgaqo-nkqubo. • Ukuphuhlisa umgangatho wocikizeko lebuthe lootitshala ngokusoloko benikwa inkxaso yobungcali. • Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharithulam. • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharithulam, 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. Ikholeji 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 ngoAprili 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.

Ikholeji 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. Ikholeji 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. Ikholeji 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 lwasemisebenzini olongezelelekileyo nje, xa kuthathwa ukuba wonke umntu ongaphezu kweminyaka yobudala engama-21 ngumntu omdala.

Ikholeji ze-FET zibonelelwa ngokunikwa ootitshala abakhethwa ngokwesikhokelo esiya *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

o ukuxhasa amazikoathile azimeleyo e-ABET ngoncediso-m iiNkonzo zobungcali

o ukuxhasa iindawo eziqhuba imfundo ye-ABET

uPhuhliso lwabasebenzi

o ukubonelela ngobungcali bophuhliso lootitshala nabo bangezozittishala kwiindawo zemfundo ye-ABET

15.2 Uvandlakanyo lwemeko

Ngo-2003 bebengama-10 000 abafundi 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 neemfundo 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 kwini 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 neemfundo 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:

- likharithyulam 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 ikharithulam 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

linjongo ezicwangcisekileyo zoMsetyenzana 6.1: uNcediso-mali lwamaziko oluntu

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuphucula ufikeleleko lwe-ABET nophuhliso lwezakhono zabantu abadala ngokomgaqo-nkqubo.	<ul style="list-style-type: none"> • Ukwandisa amanani abafundi, ngakumbi ababhinqileyo, abafundi basemaphandleni, ababhalise kwizifundo ze-ABET neze-AFET kwii-CLC ngama-2 500 ubuncinane ngonyaka ngamnye. • Ukuqulunqa imfundo ye-ABET ne-AFET esekelwe kwiinjongo ezithile. • Ukuseka ubuhlakani namanye amasebe karhulumente, izigqeba zemfundo noqoqosho (ii-SETA) nemibutho engeyoyakwarhulumente (NGOs) ekuqhutyweni kwezifundo ze-ABET ne-AFET. • Ukunyusa amanani aabafundi abangabantu abadala abazigqiba ngempumelelo izifundo izifundo zabo kumanqanba e-ABET nawe-FET.

linjongo ezicwangcisekileyo zoMsetyenzana 6.2: iiNkonzo zobungcali

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso.	<ul style="list-style-type: none"> • Ukusondeza inkxaso ngolawulo nophuhliso kwii-CLC ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali. • Ukufezekisa inkqubo ephelileyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le. • Ukuphucula ulwazi nezakhono zeemanejala zee-CLC ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulawulo lwekharithulam neenkqubo zokuvandlakanya. • Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho. • Ukubonelela onke amaziko e-ABET ngenkxaso yobungcali.

linjongo ezicwangcisekileyo zoMsetyenzana 6.3: uPhuhliso lwabasebenzi

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuxhobisa nokuxhasa ootitshala kumalinge abo okubonelela ngemfundo enempumelelo.	<ul style="list-style-type: none"> • Ukuphuhlisa umgangatho wocikizeko lebutsho lootitshala ngokusoloko benikwa inkxaso yobungcali. • Ukuphuhlisa uncedo olunokunikwa ngamajelo eendaba nayitheknoloji (imfundo yekhompuyutha ne-ICT) ngenjongo yokuphucula umsebenzi wokufundisa nokufunda nokuxhasa ikharithulam. • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharithulam, 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 ezifzekisekile iimfuno ezili-120 abe nokukwazi ukunikwa i-GETC sisigqeba UMALUSI. Ngeso sizathu ke amanani eziqinisekiso ze- GETC ezikhutshiweyo (abona bagqibileyo) aphantsi xa kuthlekiswa neenkalo ebekujoliswe kuzo. Kananjalo, iziqinisekiso zokuphumelela izifundo ezithile zikhutshwa kuphela basakuba abafundi bezigqibile ezo zifundo.

15.5 Inkcazo yamanyathelo acetywayo okuphucula umgangatho

- Ukuqulunqa ikharithulam 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 asekuHlalani aqhuba imfuno 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 kwekharithulam 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 kutyelwa 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 emfuno 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

- o ukubonelela izikolo zikarhulumente ezithile ngezincedisi-mfundo eziyimfuneko kwiBanga R

iBanga R kumaziko asekuhlaleni

- o ukuxhasa amaziko asekuhlaleni athile kwinqanaba leBanga R

linkonzo zobungcali

- o ukuxhasa izikolo ze-ECD

Uphuhliso lwabasebenzi

- o 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 angu-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 nkolelo 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

Umgqaqo-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.

Ikharithyulam yeBanga R yeNkcazo yeKharithyulam yeSizwe (National Curriculum Statement (NCS) izicacisa ngokuthe gca izakhono nolwazi elufanele kufunika 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.

linjongo ezicwangcisekileyo zoMsetyenzana 7.1: iBanga R kwizikolo zikarhulumente

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ukuba bonke abahlala kweli phondo bafumana imfundo esemgangathweni	<ul style="list-style-type: none"> • Ukubonelela ngendawo yamabanga R kwizikolo zikarhulumente zesiqhelo ngokomgaqo-nkqubo nobukho bendawo yokufunda yokufundisa. • Ukuphucula ufikeleleko lwemfundo kubanfundi abavela kumaqela awayefudula esingelwe phantsi. • Ukwandisa amanani abafundi abakwizifundo zebanga R khona ukuze bonke abafundi abaneminyaka emihlanu abahlala eNtshona Koloni babhaliswe kwizifundo zebanga R. • Ukuqinisekisa ukuba iziphumo zemfundo ze-NCS ziyafundiswa kwaye ziyafikelelwa kuwo onke amabanga R (kuya kuqhutywa iimvavanyo zokukhangela ukukulungela kwabantwana ukuya kuqala isiko) • Ukubonelelwa kweendawo zonke ngezincedisimfundo zokuxhasa ukufundiswa kwe-NCS kwibanga R • Ukuqeqesha bonke ootitshala bebanga R kwi-NCS • Ukukhangela abantwana abasokolayo nokuqwalasela ezo zinto zizizithintelo kwimfundo yabo.

linjongo ezicwangcisekileyo zoMsetyenzana 7.2: iBanga kumaziko asekuhlaleni

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ukuba bonke abahlala kweli phondo bafumana imfundo esemgangathweni	<ul style="list-style-type: none"> • Ukubonelela ngendawo yebanga R kumaziko asekuhlaleni axhaswa ngurhu lumente ngokwezikhokelo zomgaqo-nkqubo, kodwa isikakhulu ngokwezePhepha leNgcaciso yoMgaqo-nkqubo 5 (White Paper) • Ukuphucula ufikeleleko lwemfundo kubanfundi abavela kumaqela awayefudula esingelwe phantsi. • Ukuqinisekisa ukuba iziphumo zemfundo ze-NCS ziyafundiswa kwaye ziyafikelelwa kuwo onke amabanga R (kuya kuqhutywa iimvavanyo zokukhangela ukukulungela kwabantwana ukuya kuqala isikolo) • Ukubonelelwa kweendawo zonke ngezincedisimfundo zokuxhasa ukufundiswa kwe-NCS kwibanga R • Ukuqeqesha bonke ootitshala bebanga R kwi-NCS • Ukukhangela abantwana abasokolayo nokuqwalasela ezo zinto zizizithintelo kwimfundo yabo.

Injongo ecwangcisekileyo for Umsetyenzana 7.3: Professional services

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuqinisekisa ulawulo olunempumelelo kuzo zonke iindawo ekufundelwa kuzo nakwizigqeba ezinika inkxaso.	<ul style="list-style-type: none"> • Ukusondeza inkxaso ngolawulo nophuhliso kwiindawo zebanga R ngomsebenzi wee-EMDCs nangezinye iinkonzo zobungcali. • Ukufezekisa inkqubo epheleleyo nenolingano yokwabiwa kweemali, kwezibonelelo zezakhiwo nabantu bokusebenza kuyo yonke imfundo le. • Ukuphucula ulwazi nezakhono zootitshala bebanga R ngokusebenzisa inkxaso neqeqesho olujolisekileyo. • Ukuphucula ulwazi nezakhono zezigqeba ezilawulayo ngokusebenzisa inkxaso neqeqesho olujolisekileyo.

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
	<ul style="list-style-type: none"> • Ukuphucula ulawulo lwekharithulam neenkqubo zokuvandlakanya. • Ukuphucula ulawulo lweemali nophuculo lomgangatho kuwo onke amanqanaba ngokwezikhokelo zomgaqo-nkqubo wephondo nangokwesikhokelo somthetho. • 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.	<ul style="list-style-type: none"> • Ukuqinisekisa ukuba iphondo eli liqesha inani elaneleyo lootitshala abaqeqeshwe ngokufanelekileyo. • Ukuphuhlisa umgangatho wocikizeko lebutsho lootitshala ngokusoloko benikwa inkxaso yobungcali kwi-RNCS. • Ukuxhobisa ootitshala ngenjongo yokuqinisekisa uphuhliso lwekharithulam, imfezeko nenkxaso. • 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 kwamanani 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 ngezincedisimfundo 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 kutyelwa kuqinisekise 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 ngoncediso-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 izincedisimfundo zokufundisa nokufunda (LTSM) nokufuna iindawo zokufundisela.

17. Umsebenzi 8: linkonzo zonediso nezinxulumene nazo

17.1 Injongo yomsebenzi

Ukubonelela amaziko emfundo ngokubanzi ngenkxaso.

Umsebenzi weenkono zonediso nezinxulumene nazo unale misetyenzana:

iiNtlawulo ze-SETA

- o ukubonelela ngophuhliso lwabasebenzi ngokwemiqathango yoMthetho oyiSkills Development Act

iiProjekthi zonediso-mali olunemiqathango

- o ukubonelela ngeeprojekthi ezichongwe liSebe leMfundo lesizwe ezichaphazela imisebenzi engaphezulu kumsebenzi omnye nezini kwa inkxaso-mali ngoncediso-mali olunemiqathango

iiMviwo zangaPhandle

- o ukubonelela ngeenkono zeemviwo ezilawulwa liSebe eli

uQeqesho lootitshala

- o ukuncedisa ngootitshala abaqeqesheke ngokufanelekileyo nabawaziyo umsebenzi wabo

iKapa elihlumayo

- o 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 ekucebini 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 neenkukacha 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).

linjongo 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.

linjongo ezicwangcisekileyo zoMsetyenzana 8.2: iiProjekthi zoncendo-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	<ul style="list-style-type: none"> • Ukuqeqesha nokuxhasa ootitshala khona ukuze bakwazi ukufundisa nge-HIV/AIDS Life Skills kwizikolo zaseprayimari nezasesekondari ngokusebenzisa iKharithulam: Life Skills/Life Orientation nokubandakanywa kwemfundo nge-HIV/AIDS kuzo zonke izifundo. • Ukubonelela ngoqulunqo, ukhetho, uguqulo, ukuthengwa nokuhanjisiwa kwezincedisizifundo zokunika inkxaso ekufundiseni nge-HIV/AIDS kumagumbi okufundela. • Ukuqulunqo nokuqhuba umsebenzi wokufundisana onempumelelo nocwangciseke kakuhle wanxityelelaniswa phakathi kolutsha ezikolweni nakwiikholeji ze-FET • Ukuqinisekisa ukuba amaqela olawulo lwezikolo (SMTs) nezizigqeba 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 kuqulunqwa iSicwangciso soPhuhliso lweSikolo - SDP). • Ukuqinisekisa ukuba izikolo zithatha inxaxheba kwiziyunguma zokwandisa ulwazi (ezifana neSchool AIDS Month, World AIDS Day, njl.) • Ukuqulunqo nokusebenzisa iphulo lolondolozo nenkxaso elifanayo kwizikolo zonke, kubekho nezincedisimfundo ezifanelekileyo, ngendlela eqinisekisa ukuba abantu beendawo bayaxhasana kwaye bayaphefumlelana. • 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. • Ukuqinisekisa uqulunqo lomgaqo-nkqubo wolondolozo, ubhengezo, abaqeqeshi, uphuhliso lootishala, inkxaso yezithili, intsebenziswano nobuhlakani phakathi kwamacandelo, uqinisekiso lomgangatho (ngokubeka iliso nangokwenza uvandlakanyo), ukuqhutywa kwemisebenzi enempumelelo nocikizeko nolawulo lwezemali.

linjongo 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.

linjongo ezicwangcisekileyo for zoMsetyenzana 8.4: Uqeqesho lootitshala

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuxhobisa nokuxhasa ootitshala kwiinzame zabo zokunikaiimfundo enempumelelo	<ul style="list-style-type: none"> • Ukuqinisekisa ukuba iphondo eli liqesha ootitshala abaneleyo abaqeqesheke ngokuqokoshekileyo. • Ukuncedisa ngokubonelela ngootitshala abaqeqeshiweyo nabawaziyo umsebenzi wabo. • Ukuxhasa amalinge okugaya abafundi bokufundela ubutitshala baye kumaziko okuqeqeshela lo msebenzi.

linjongo ezicwangcisekileyo zoMsetyenzana 8.5: iKapa elihlumayo

Inkalo ekujoliswe kuyo	Injongo ecwangcisekileyo
Ukuzhasa iinjongo zephulo lephondo iKapa elihlumayo: <ul style="list-style-type: none"> ▪ ukwanda kokukhula koqoqosho ▪ iukwanda kwamathuba emisebenzi nokuthathwa kwenxaxheba kuqoqosho ▪ ukucuthwa kokungalingani okukhoyo kwezintlo noqoqosho nangokweendawo ekuhlalwa kuzo ▪ ukuqhutywa komsebenzi wokhuseleko olunozinzo 	<ul style="list-style-type: none"> • Ukuvavanya izakhono nengqondo yabafundi bebanga 8 • Ukuqulunqa izifundo zocebiso ngemisebenzi nezifundo ezinokulandelwa zabafundi bebanga Grade 9 nabe-FET • Ukuqeqesha ootitshala be-GET nabe-FET bokuqhuba izifundo zocebiso • Ukukhuthaza uqulunqo lwezifundo ze-FET ezihambelanayo neemfuno zephondo kwezoqoqosho nakwezintlo. • 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 iikharithulam zezifundo eziqhutywa kula maziko ziyahambelana neemfuno zeSebe leMfundo leNtshona Koloni. Abafundi abafundela ubutitshala banikwa iibhasari zezo zifundo zinokunqongophala 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 neenkukacha malunga ngezifundo esele zikhona kwi-FET.

18. Utyalo-mali kulwakhiwo, ulawulo nolondolozo lweempahla

Izibonelelo ezizakhiwo

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 neMisebenzi 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 kwamagumbi 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 zongezelekileyo, 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, ELSN.

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 wophuculo 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 ziipjekthi eziqhutywayo okanye esezifakelwe izicelo zongcethezelo okanye ezicetywayo:

liprojekthi ezintsha	2005/06 (Ezabiweyo)	2006/07 (MTEF)	2007/08 (MTEF)	2008/09 (Eqikelelwayo)	2009/10 (Eqikelelwayo)
Umsebenzi 2 – Izikolo zikarhulumente zesiqhelo					
Umsetyenzana 2.1 – Izikolo zaseprayimari zikarhulumente zesiqhelo					
Amagumbi okufundela aziiprefebhu	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 zasasesekondari zikarhulumente zesiqhelo					
Amagumbi okufundela aziiprefebhu					
Amagumbi okufundela angoonosukehlala	471				
Amagumbi okufundela asisigxina	1 000				

Iiproyekthi 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					
Ulonolozo	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					
Ulonolozo				11 000	13 000
Iimali ze-PIT					
Iimali ezizezeSebe eli					
Iyonke eyezikolo zikarhulumente ezizodwa	500			19 000	21 883
Amagumbi okufundela asemva ngolwakhwiwo	20 000	40 000	40 000		
Iyonke eyeeproyekthi 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 eyeeproyekthi ezintsha nemisebenzi yophuculo	188 213	237 476	271 037	268 000	310 883

19. Izicwangciso zonzibelelaniso, 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 ukungayiswa 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 nombala woPhuhliso oluNabileyo oluManyanisiweyo (Integrated Holistic Development).

19.2 Amakhonkoco 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 kuphuhlise 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 zakwarhulumente

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

19.4 Ubuhlakani bukarhulumente nabecandelo lezoshishino

Ubuhlakani bukarhulumente nabecandelo lezoshishino (PPPs) iya kuba yinkalo engundoqo kumanyathelo ongenelelo e-WCED, ngakwicala lohlengahlengiso lweeprojekthi esele ziqhuba kwizikolo zethu nasekugayeni ezinye izinto zoncediso zokuba zinqwqwadelwe 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 lijqikelela ukuba uthethwano luya kuqunjelwa appha kunyakamali ka-2005/06.

Uluhlu lwezishunqulelo

ABET	Adult basic education and training	LTSM	Learning and teaching support materials
AFET	Adult further education and training	MSP	Master systems plan
CEM	Council of Education Ministers	MST	Maths, science and technology
CEO	Chief Executive Officer	MTEF	Medium-term expenditure framework
CLC	Community learning centre	NCS	National Curriculum Statements
CTI	Cape Teaching Institute	NDE	National Department of Education
ECD	Early childhood development	NGO	Non-governmental organisation
EMDC	Education Management and Development Centre	NQF	National qualifications framework
EMIS	Education Management Information System	PSNP	Primary school nutrition programme
ETDP	Education, training and development practices	RCL	Representative Council of Learners
EWP	Employee Wellness Programme	RNCS	Revised National Curriculum Statements
FET	Further education and training	RPL	Recognition for Prior Learning
FETC	Further education and training certificate	SACE	South African Council of Educators
FTE	Full-time equivalent	SAQA	South African Qualifications Authority
GET	General education and training	SASA	South African Schools Act
GETC	General education and training certificate	SDIP	Service delivery improvement plan/programme
HEDC	Heads of Education Departments' Committee	SDP	School development plan
HEI	Higher education institution	SETA	Sectoral Education and Training Authority
HRD	Human resource development	SGB	School governing body
HRDS	Human Resource Development Strategy	SMT	School management team
ICT	Information and communication technology	SPMS	Staff performance management and development system
IQMS	Integrated Quality Management System	SSE	School self evaluation
LOGIS	Logistics Information System	WCED	Western Cape Education Department
LSEN	Learners with special education needs	WSE	Whole school evaluation

**UMphathiswa weMfundo,
uGqw. Cameron Dugmore**

**INTsumpa Jikelele
Mnu. Ron Swartz**

Umlawuli:
WezoNxibelelwano
Mnu. Paddy Attwell

Umlawuli: WokuGcinwa
kwemMigangatho
asinamntu

**USekela-Mlawuli Jikelele:
WezoLawulo lweNkqubo
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

Umlawuli oyiNtloko:
WezoCwangciso
lweMfundo
**Nks. Penny
Vinjevod**

Umlawuli oyiNtloko:
WeNkxaso
yezeMfundo
noCwangciso
lwezoPhuhliso
Gqr. Frans Boooyse

Umlawuli oyiNtloko:
WezoPhuhliso
lwaBasebenzi
Mnu. Jan Hurter

Umlawuli oyiNtloko:
WezoLawulo
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
zeThekhnoloji
**Mnu. Mike
Chiles**

Umlawuli:
WezoLawulo
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**

Umlawuli:
Kwi-EMDC
kwiKaroo
eseMzantsi
**Nks. Bonny
Sesenyamotse**

Umlawuli:
WezeMfundo
noQeqesho
oluQhubekayo
**Mnu. Zozo
Siyengo**

Umlawuli:
WeeNkonzo
zeNkxaso yeMfundo
eneeMfundo
eziZodwa
**Gqr. Matthi
Theron**

Umlawuli:
WezoPhuhliso
lwaBasebenzi
**Nkskz. Linda
Rose**

Umlawuli:
WezoLawulo
lweziBonelelo
noKwenziwa
kweeNkonzo
**Mnu. Willie
Carelse**

Umlawuli:
KwiMetropoli ye-
EMDC eseMzantsi
**Mnu. Eugene
Daniels**

Umlawuli:
WezeeMviwo
**Mnu. André
Clausen**

Umlawuli:
WezoPhando
**Mnu. Peter
Present**

Umlawuli:
WezoBudlelane
eMsebenzini
asinamntu

**SKEDULE 2 - Onderwysbestuurs-en-ontwikkelingsentrums (OBOS'e)
SCHEDULE 2 - Educational Management and Development Centres (EMDC)
iSheduli 2 - aMaziko oLawulo noPhuhliso lweMfundo (EMDC)**

Rural EMDCs / Landelike OBOSe / ii-EMDC zemimandla yasemaphandleni

