URhulumente
weNtshona Koloni

ISebe leMfundo leNtshona Koloni
Alison February
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Inombolo yefayili: 3/3/1/1/3
Isalathiso: 20250305-1228

ISetyhula: 0014/2025
Umhla wokuphelelwa: 30 Novemba 2025

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli (kwaNdlunkulu nakwii-ofisi zezithili), kuBaphathi beeSekethe, nakwiiNqununu nakooSihlalo bamabhunga olawulo

Isishwankathelo esifutshane: *Le setyhula ifakelwe izilungiso inika ingcaciso ngeSigaba V se-Basic Education Employment Initiative.*

ISihloko: I-*Basic Education Employment Initiative* ngaphakathi kwicandelo lemfundo esisiseko – ISigaba V

1. Le setyhula itshitshisa yaye ithathe ngokupheleleyo indawo yeSetyhula 0008/2025, yomhla we-26 Matshi 2025.

2. Iphulo i-*Presidential Youth Employment Initiative (PYEI)* liphunyezwa njengephulo i-*Basic Education Employment Initiative (BEEI)*. URhulumente weNtshona Koloni uqaphele amathuba okudalwa kwemisebenzi ezithuba eziyi-19 329 kwizikolo zikarhulumente ngaphakathi kwi-*BEEI*. Le projekthi iya kuxhaswa ngezimali nguNondyebo kaZwelonke (*National Treausury*) ne-*Unemployment Insurance Fund (UIF*) ngokulandelelana. Izabelo-mali ezivela kwi-*UIF* ziya kulawulwa yi-*Industrial Development Corporation*. I-*BEEI* iya kuyinceda kakhulu iNtshona Koloni ukuphucula iiprogram zezengqesho zikarhulumente ezikhoyo namanyathelo enkxaso ukwandisa izindululo ezisekelwe kubungqina obuthembekileyo ukwenzela ukudalwa kwemisebenzi kwiphondo okungaphezulu.

3. **Iikhrayitheriya zokwabiwa kwamanani**

3.1 Iikhrayitheriya zokwabiwa kwamanani abancedisi bezemfundo kwiSigaba V zezi zilandelayo:

3.1.1 **Izikolo eziziiprayimari ezithatha inxaxheba**

(a) 1 x umncedisi kwiklasi nganye yeSigaba esiSiseko (AmaBakala 1–3) kwizikolo ezithatha inxaxheba kwiphondo.
(b) 1 x umncedisi oncedisa phakathi kweeklasi ezimbini (zeBakala 4) kwisikolo esiyiprayimari ngasinye esithatha inxaxheba
(c) 3–4 x abancedisi abaya kufakwa kwizikolo ezithatha inxaxheba apho kungekho ziklasi zeSigaba esiSiseko kodwa kukho iiklasi zeBakala 4 ezingaphezu kweziyi-5

3.1.2 **Izikolo eziphakamileyo ezithatha inxaxheba**
Abancedisi baya kufakwa ezikolweni ngokusekelwe kwinani labafundi esikolweni:
(a) 1–499 (abafundi) = 2 x abancedisi bekharityhulam
(b) 500–999 (abafundi) = 7 x abancedisi bekharityhulam
(c) 1000–1499 (abafundi) = 8 x abancedisi bekharityhulam
(d) 1500 nabafundi abangaphezulu = 12 x abancedisi bekharityhulam

3.2 Iikhrayitheriya zamanani abancedisi besikolo jikelele kwiSigaba V zezi zilandelayo:

3.2.1 **Izikolo eziziiprayimari nezikolo eziphakamileyo ezithatha inxaxheba**
(a) 2 x abasebenzi abenza imisebenzi yolondolozo lwezakhiwo *(handymen/women)* ngesikolo ngasinye esithatha inxaxheba
(b) 1 x umncedisi wokuphucula umgangatho wezemidlalo omnye *(sport and enrichment assistant)* ngesikolo ngasinye esithatha inxaxheba;
(c) 2 x abancedisi abanika inkxaso abazii-*care and support assistants* ngesikolo ngasinye esenza zonke iinkonzo zokufundisa (*full-service school)*
(d) Amanani abancedisi abelwe izikolo zemfundo eneemfuno ezizodwa ezithatha inxaxheba aya kuhlala engatshintshanga efana nakwiSigaba IV
(e) 2 x abancedisi abazi-*e-Cadre* (ababengabancedisi abazi-*Information and Communication Technology (ICT) assistants)* ngesikolo ngasinye esithatha inxaxheba, nakuba kunjalo izikolo ezinabafundi abangaphantsi kwe-500 ziya kufumana i-1x *eCadre* kuphela.

4. **Amathuba engqesho nenkqubo emayilandelwe**

4.1 Ingxowa-mali eyabelwe iSebe leMfundo leNtshona Koloni (ISebe iWCED) iya kusetyenziselwa ezi ndidi zilandelayo kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa ukudala amathuba omsebenzi ayi-19 329 ukwenzela ulutsha (oluphakathi kweminyaka eyi-18 neyi-34 kwizikolo zikarhulumente eziqhelekileyo naphakathi kweminyaka eyi-18 neyi-39 kwizikolo zemfundo eneemfuno ezizodwa) kwezi ndidi zilandelayo:

4.1.1 **Abancedisi bezemfundo**
Abancedisi abaphakathi kweminyaka eyi-18 ukuya kweyi-34 (abaseza kugqiba iminyaka eyi-35 phambi kokuphela kukaMatshi 2026) abanamabanga emfundo e-*National Qualifications Framework (NQF) 4* (imatriki) ubuncinane. Nakuba kunjalo, amabanga emfundo e-*NQF 7 qualification* (isidanga), aya kuthathelwa ingqalelo. Bayi-12 889 bebonke

abancedisi abaya kuqeshwa kolu didi. Abancedisi abenza izifundo bengahambi ziklasi kumaziko emfundo (*distance learning*) (kwicandelo lezemfundo kuphela) banokuqeshwa.

4.1.2 **Abancedisi besikolo jikelele (*General school assistants*)**
Abancedisi abaphakathi kweminyaka eyi-18 ukuya kweyi-34 (abaseza kugqiba iminyaka eyi-35 phambi kokuphela kukaMatshi 2026) benawo okanye bengenawo amabanga emfundo e-*NQF* 4 (imatriki) okanye amabanga emfundo e-*Year 4 Schools of Skills qualifications* okanye amabanga emfundo engaphezulu. Bayi-6 440 bebonke abancedisi abaya kuqeshwa kolu didi. Abancedisi abenza izifundo abafunda bengahambi ziklasi kumaziko emfundo (*distance learning*) (kwicandelo lezemfundo kuphela) banokuqeshwa.

4.2 Ileta yenani elabelwe isikolo (*allocation letter)* iya kukhutshelwa isikolo ngasinye esithatha inxaxheba nebonisa inani labancedisi bezemfundo nabancedisi besikolo jikelele, isikolo esinelungelo lokubafumana. Ileta iya kuthunyelwa kwisithili ngasinye ukwenzela ukuba ihanjiswe ezikolweni engadlulanga uLwesihlanu we-25 Apreli 2025.

4.3 Abo baza kuqeshwa njengabancedisi bezemfundo nabancedisi besikolo jikelele bonokusetyenziswa kwezi ndidi zabancedisi zilandelayo:

4.3.1 **Abancedisi bezemfundo**

(a) Abancedisi abazii-*Reading champions*
(b) Ii-*eCadres*
(c) Abancedisi bekharityhulam (*Curriculum assistants)*
(d) Abancedisi abanika inkxaso abazii-*care and support assistants (abakhethelwe izikolo ezenza zonke iinkonzo zokufundisa nezikolo zemfundo eneemfuno ezizodwa)*.

4.3.2 **Abancedisi besikolo jikelele (*General school assistants)***

(a) Abancedisi bemisebenzi yokuphucula umgangatho wezemidlalo (imisebenzi yasemva kweyokufundisa, o.k.t ezemidlalo, ezobugcisa, kunye nezenkcubeko).
(b) Abasebenzi abenza imisebenzi yolondolozo lwezakhiwo (Handymen/women)

4.4 Kucelwa niqaphele ukuba abancedisi abazii-*care and support assistants* baya kunikwa inkxaso liCandelo leMfundo eneeMfuno eziZodwa neBandakanya bonke aBafundi yaye liya kubabonelela ngeengcebiso, inkxaso noqeqesho lobungcali *(specialist training)*.

4.5 Amagunya okugaywa nokuqeshwa kwabancedisi bezemfundo nabancedisi besikolo jikelele aya kudluliselwa kumabhunga olawulo lo gama iikomiti zolawulo zezikolo kufuneka zilawule iindidi ezahlukileyo zabancedisi. Izicelo ziya kusingathwa kwiziko lewebhu i-*SAYouth.Mobi site.* I-Ofisi kaMongameli *(Presidency)* ibambisene ne-*SA Youth* njengomboneleli-nkonzo okhethiweyo oxhasa ukuqeshwa kolutsha.

4.6 **Izicelo zivulwe ngowe-22 Apreli 2025.** Izikolo mazingazithathi izicelo ezifakwa ngesandla ngokuziswa ezikolweni okanye naziphi na izicelo ngaphandle kwezo zifakwa kwiziko i-

SAYouth.Mobi site. Yile sistim kuphela egunyaziselwe ukusetyenziswa ukukhetha abagqatswa yaye kuya kuhlolwa ukuchaneka kweenkqubo zayo ezimalunga noku.

4.7 Kusungulwa inkqubo yokugaywa kwabasebenzi elolunye uhlobo ukwenzela izikolo zemfundo eneemfuno ezizodwa yaye iCandelo leMfundo eneeMfuno eziZodwa neMfundo eBandakanya bonke aBafundi liya kunika iingcebiso efanelekileyo ngalo mba. Nakuba kunjalo, umhla wokuqeshwa uhlala ungatshintshanga – ungowe-02 Juni 2025.

4.8 **Ukugaywa nokukhethwa kwabagqatswa**

4.8.1 Amabhunga olawulo makamisele iikomiti zokhetho (*selection committee(s))* eziya kwenza iinkqubo zoluhlu olufutshane nodliwano-ndlebe. Kucelwa nifumane iimfuno ezimiselweyo ezizezona zincinane zodidi ngalunye lwabancedisi eziza kusetyenziswa ngethuba lenkqubo yokwenziwa koluhlu olufutshane.

(a) Abancedisi abazii-*Reading champions:* abagqatswa mababe balupasile ulwimi lwesiNgesi njengesifundo kwinqanaba lematriki (*NQF 4*) yaye bayakuthanda ukufunda.

(b) Ii-*eCadres:* abagqatswa mababe bayipasile i-*Information Technology (IT)* njengesifundo kwimatriki OKANYE banebanga lemfundo kwi-*IT* OKANYE ikhosi yesatifikethi kwi-*IT*. Umncedisi oyi-eCadre uya kufumanisa, alungise umonakalo kwizixhobo zekhompyutha ii-*hardware ne-software components* ukuqinisekisa ukusebenza ngaphandle kwamagingxi-gingxi kweesistim zekhompyutha. Umncedisi oyi-eCadre uya kunika inkxaso ootitshala nabafundi ngethuba lezifundo nasemva koko. Okokugqibela, bona baya kuba ngabona kuqhagamshelwana nabo ukufumana inkxaso kwi-*IT* ngaphakathi esikolweni.

(c) Abancedisi bekharityhulam (abaya kunika inkxaso ekufundiseni nasekufundeni eklasini): abagqatswa mababe bayipasile imatriki *(NQF 4*), ngo-40% ubuncinane kwisifundo abaya kufakwa kuso.

(d) Abancedisi abazii-*care and support assistants*: abagqatswa mababe bayipasile imatriki *(NQF 4*) okanye banesatifikethi i-*Level 4 certificate* kumsebenzi wokunonophela abantwana nolutsha kwi-*Child and Youth Care Work* okanye nasiphi na isatifikethi somsebenzi woqeqesho kwezempilo i-*health care profession certificate* (oku makwenziwe kwizikolo ezenza zonke iinkonzo zokufundisa).

(e) Abancedisi abazii-*sport and enrichment assistants:* abagqatswa mababe bayakuthanda kakhulu ukusebenza nabafundi kwezemidlalo, kwezobugcisa nakwezenkcubeko.

(f) Abancedisi abenza imisebenzi yolondolozo lwezakhiwo (*Handymen/women*)*:* abagqatswa mababe bayakuqinisekisa ukuba nomdla kwimisebenzi emalunga neziseko zophuhliso.

4.8.2 Uluhlu olufutshane lwabakhethiweyo olunikwe izikolo luya kuba seluqwalaselwe kwangaphambili ngethuba lokuhlolwa kwabo ukunceda isikolo ekuqeshweni kwabagqatswa bendawo leyo isikolo esikuyo. Iikhrayitheriya zokuhlolwa kwangaphambili zisekelwe kumhlathi 4.8

4.9 **Iikhrayitheriya zokukhethwa**

(a) Ukufezekiswa kwemfuno emiselweyo yeminyaka yobudala.

(b) Ukufezekiswa kweekhrayitheriya zamabanga emfundo kudidi ngalunye nakudidi olunganeno lomncedisi.

(c) Abenzi-sicelo mababe ngabangekho kuqeqesho, ngabangafundiyo (ngaphandle kokuba bakwicandelo lezemfundo) okanye ngabaphangeliyo okanye ngabangafumani naluphi na uhlobo lomvuzo/lomrholo.

(d) Ukuhlala kumgama okufutshane nesikolo (malunga neekhilomitha ezintlanu kwizikolo ezisezidolophini, nakumgama weekhilomitha eziyi-30 kwizikolo zasezifama/zasemaphandleni).

(e) Izicelo zivuleleke kubenzi-sicelo ababekhe beyinxenye yezigaba ze-*PYEI* zangaphambili kwakunye nakubenzi-sicelo abatsha.

4.10 **Amaxwebhu afunekayo**

La maxwebhu alandelayo makeze nawo umncedisi akuba emenyiwe kudliwano-ndlebe**:**

(a) Ikopi eqinisekisiweyo yesazisi (iD)/ye-*smart ID* yakhe yaseMzantsi Afrika.

(b) Ikopi eqinisekisiweyo yesatifikethi sematriki (apho kufanelekileyo) okanye eyesinye isatifikethi se-*NQF 4* okanye amabanga emfundo angaphezulu.

(c) ISivi (*Curriculum Vitae)*

(d) Incwadi ebhaliweyo engqina ngesimilo somgqatswa, umzekelo, evela kutitshala weklasi/kwinqununu apho wayefunda khona, kwinkokeli yecawa/kwinkokeli yasekuhlaleni okanye kumqeshi wangaphambili.

4.11 Makuqatshelwe ukuba uMongameli waseMzantsi Afrika uwuvumile uMthetho i-*Criminal Law (Sexual Offences and Related Matters) Amendment Act Amendment Act, 2021 (Act 13 of 2021*), ngowe-28 Januwari 2022. Ngokusekelwe kwezi zilungiso zivunyiweyo, iSebe i-*WCED* libambisene neSebe i-*Department of Justice and Constitutional Development* neSebe i-*Department of Social Development*, liqalise inkqubo **yokuqinisekisa ukuba bonke abantu abadibana nabantwana, makutshekishwe yaye makungqinisiswe iinkcukacha zabo kuthelekiswa neRejista kaZwelonke yaBanamaTyala ezeSondo (i-*National Register for Sex Offenders* (NRSO)) ne-*National Child Protection Register* (NCPR. Ngoko ke, makutshekishwe yaye makungqinisiswe ukuchaneka kweenkcukacha zabo <u>bonke abancedisi</u> yaye mabangenise la maxwebhu alandelayo <u>phambi kokuqalisa umsebenzi</u>:**

(a) Isatifikethi sokucoca konke (*Police Clearance Certificate*) okanye ubungqina besicelo

(b) Isatifikethi i-*NRSO clearance certificate* okanye ubungqina besicelo

(c) ISatifikethi i-*NCPR clearance certificate* okanye ubungqaina besicelo

4.12 Onke amaxwebhu makagcinwe ukwenzela iinjongo zophicotho-zincwadi yaye aya kuba yinxalenye yeefayili zemicimbi yezabasebenzi *(employee files*) zabagqatswa abaqeshiweyo.

4.13 Ziyakhunjuzwa izikolo ukuba akuvumelekanga yaye akukho mthethweni ukuqesha amalungu osapho asondele nokuba kukumalungu ebhunga lolawulo okanye kubasebenzi besikolo kwezi zikhundla.

5. **Imihla emiselweyo**

Imihla emiselweyo yokugaywa, ukukhethwa nokuqeshwa, ukwaziswa umsebenzi kunye nomhla wokuqala kweprojekthi, imi ngolu hlobo lulandelayo (kungabandakanywanga izikolo zemfundo eneemfuno ezizodwa):

INTO EZA KWENZIWA	IMIHLA
Ukwaziswa umsebenzi ngamagosa ezithili, ngabaphathi beesekethe, iinqununu, abacebisi *(mentors)* namagosa achaphazelekayo e-*BEEI* ezikolweni.	10 Apreli 2025 – 15 Meyi 2025
Ukugaya inkxaso nezibhengezo	22 Apreli 2025 – 09 Meyi 2025
Ixesha elimiselweyo kwizicelo zomsebenzi kwi-*SA Youth*	22 Apreli – 09 Meyi 2025
Uluhlu lwabantu abaza kuqeshwa oluvela eHarambee luthunyelwe kwi-*WCED*	16 Meyi 2025
Ukwenziwa koluhlu olufutshane nodliwano-ndlebe	17–28 Meyi 2025
Izikolo zifaka abagqatswa abaphumeleleyo kwi-*WCED BEEI Data Management System* yaye zifake iilisti ezisayiniweyo zabagqatswa abavunyiweyo kwisistim.	Kufuneka igqitywe nge-28 Meyi 2025
Ukwaziswa umsebenzi kolutsha jikelele	02–06 Juni 2025
Uqeqesho lolutsha oluqhelekileyo	02 Juni 2025 – 30 Novemba 2025
Abagqatswa banikwa iimvumelwano *(contracts)* ukwenzela ukuba bazisayine	02 Juni 2025
Abagqatswa banikwa iinkcazo zomsebenzi ukwenzela ukuba bazisayine.	02 Juni 2025
Umhla omiselweyo wokuqala emsebenzini kwiSigaba V	**02 Juni 2025**

6. Izikolo ziya kubanako ukufikelela kwi-*WCED BEEI Data Management System* nakwezinye iisistim ezisebenza kwiSigaba V ukwenzela ukuba zifake *(capture)* iinkcukacha yaye zisingate inkqubo yokutyunjwa kwabagqatswa abaphumeleleyo. Izithili ziya kuqinisekisa umgangatho wabatyunjiweyo kwi-*WCED BEEI Data Management System* elungiselelwe oku.

7. Imathiriyeli yokugaya inkxaso kwiSigaba V kwakunye nepekhi yezibonelelo ezingamaxwebhu (*resource pack)* ukuncedisa kwinkqubo yokugaya nokukhetha abasebenzi, iqhotyoshelwe kule setyhula.

8. Kucelwa niqaphele ukuba umncedisi ngamnye oqeshwe ngokuyimpumelelo makanike ikopi yeenkcukacha zakhe zebhanki, nemazifakwe kwi-*WCED BEEI Data Management System.*

9. Isitayiphendi esiza kuhlawulwa kubo bonke abancedisi bezemfundo nakubancedisi besikolo jikelele siya kuba yi-**R4000,00 ngenyanga** (kutsalwe i-1% yentlawulo ye-*UIF*) **ukususela ngowe-02 Juni 2025 yaye siphela ngowe-30 Novemba 2025**.

10. Izikolo kufuneka ngokomthetho ukuba zibhalise kwi-*Unemployment Insurance Fund (UIF)* yaye zenze iintlawulo kwingxowa-mali yabancedisi abaqeshwe sisikolo. Izikolo zingalandela le linki ilandelayo ukuba zifuna uncedo malunga nendlela yokubhalisa kwi-*UIF*: http://www.labour.gov.za/uif_how_toregister-with-the-uif

11. UMthetho i-*Unemployment Insurance Act, 2001 (Act 63 of 2001)* ne-*Unemployment Insurance Contributions Act, 2002 (Act 4 of 2002)*, isebenza kuzo zonke izikolo (ukulungiselela injongo yale projekthi, ezithathwa njengomqeshi) kunye nabancedisi. Zonke izikolo KUFUNEKA zihlawule isixa se-*UIF* se-2% yexabiso lentlawulo yomncedisi ngamnye ngenyanga. Isikolo kunye nomncedisi ngamnye banegalelo lentlawulo ye-1%. Isikolo (njengomqeshi) sinoxanduva lokuhlawula i-1% esiyitsalayo kubancedisi, kunye ne-1% njengoko ibonelelwe ngenkxaso-mali yeprojekthi (njengenxenye yentlawulo eyenziwa ngomatshini) ukwenzela isahlulo *(portion*) somqeshi, kwi-*UIF* phambi komhla wesi-7 wenyanga nganye.

12. Kucelwa ukuba abancedisi bezemfundo nabancedisi besikolo jikelele bavunyelwe bafumane amathuba oqeqesho lo gama besemsebenzini *(on-the-job training opportunities)*. Kuya nikwa ingcaciso engaphezulu ngokumalunga noku.

13. Imbalelwano engaphezulu emalunga nengcaciso echaphazelekayo neengcebiso iya kukhutshelwa zonke izikolo ngalo lonke ithuba lokuqhutywa kweprojekthi.

14. Iyathakazelelwa kakhulu inkxaso yenu ngokuphunyezwa kwe-*BEEI*.

ISAYINWE: NGU-BJ LORISTON
IBAMBELE NTLOKO YESEBE LEMFUNDO
UMHLA: 2025-04-23