



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
EDUCATION

The Official Internal Newsletter
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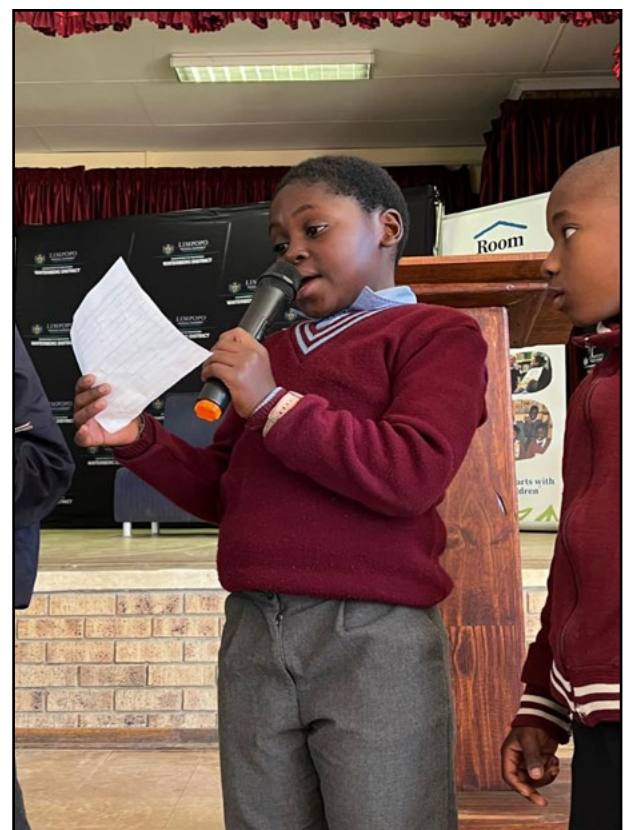
NEWSFLASH

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ADVANCING READING THROUGH TECHNOLOGY

By Conny Mabunda



In a world where knowledge is power, young minds ignited their spark with one page at a time concept. A reading seminar on Traditional and ICT-Based reading strategies took place in Lekkerbreek primary school, Nylstroom Phagameng township in Waterburg education district. This initiative's objective is to revolutionize

the way learners engage in education. 55 Learners from different schools were shown different apps that can better assist them when reading and correct them when a word has been misread.

Learners were divided into a group

of 5 according to the indigenous home languages they're taught in class. The Department of Education's Library and Multi-Media Services partnered with Room to Read for the provision and disbursement of reading materials in different areas and districts. Room to read assist various schools with establishing classroom libraries, provision of books and also the provision of fundamentals that are part of the five strategies that assist learners with reading for comprehension. They also take educator librarians for training to enable them to disburse reading materials and to be able to assist learners by answering any questions they may have. Learners are also encouraged to take books home so that they can get through them with their parents or guardians.

"Room to read has an initiative called QIM which mentors and assist learners with writing and becoming published authors. This is done to encourage learners to become good writers," said Kedibone Tladi.

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Mphafane Patrick Maseema, the director responsible for Library and Multi-Media Services emphasized that the Department chooses a district or area for the hosting of the programme. Director Maseema says they have already covered Sekhukhune District and will soon move to Waterburg, Mopani East to counter learners who can't read for meaning. He urged that there should be reading corners and reading clubs for a wider reach.

"ICT Integration, reading/teaching through ICT should be encouraged. There should be a teacher in each circuit that will head reading clubs so that learners can be able to read and also get time to practice," concluded Maseema



Empowering the young unemployed youth through BEEI

BY Hanedzani Mbedzi

In a country grappling with the highest youth unemployment rate in the world, the Basic Education Employment Initiative (BEEI) popularly known as the Presidential Youth Employment Initiative (PYEI) emerges as a beacon of hope. Launched in 2020, the initiative has already transformed the lives of over 530,000 young South Africans, offering not just job opportunities but a renewed sense of purpose, dignity, and direction. The Basic Education Employment Initiative (BEEI) has placed nearly 300,000 young people as School Assistants in more than 22,000 schools Nationwide.

The BEEI is a Government programme that addresses youth unemployment by offering short-term job placements and skills development programs in all nine provinces of South Africa. Through roles such as Education Assistants (EAs) and General School Assistants (GSAs), the initiative provides young people with valuable workplace experience, boosting their employability and equipping them

with critical professional skills.

Limpopo province alone has approximately 27,366 youth that have benefited from these opportunities since it was initiated. These include placements from previous phases as well as the most recent allocation in May 2025. The program continues to offer young individuals a more stable and promising future.

One such individual is Shivutiso Olpha Ngobeni, a participant who credits the programme with helping her regain stability after a period of joblessness.

"Being an unemployed youth after graduating is actually not a good thing. You don't feel great about yourself and also lose your confidence at some point. This programme is making a difference in young unemployment youth including myself." says Ngobeni.

According to Dr. Mmako ET, Project Manager of BEEI and an expert in institutional governance within

the Limpopo Department of Basic Education, the project plays a vital role in transforming lives.

"The Basic Education Employment programme plays a pivotal role in empowering young South Africans. By offering them work experience within educational institutions, we are not only addressing immediate unemployment but also building a more skilled and employable youth population for the future." Says Dr. Mmako.

Though the programme is a contract-based and short-term, the BEEI leaves a lasting impact not only in the lives of its participants but in the broader economy by stimulating growth, reducing dependency, and enhancing workforce readiness.

As South Africa continues to confront the pressing challenge of youth unemployment, the Presidential Youth Employment Initiative continues to be a model of innovation and hope to the country's young people.



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2026 LEARNER ADMISSIONS: FIRST TIME ADMISSION

Grades R, 1 and 8 registration forms must be collected from the school:

2 June 2025 -31 July 2025

DOCUMENTS REQUIRED

- Birth certificate or acceptable proof of birth date
- Immunization card
- Transfer card
- Last report card

If one is not a South African citizen, the following documents are important:

- Study/work permit
- Temporary or permanent residence permit from the South African Department of Home affairs
- Evidence to show that there is application for permission to stay in RSA

The Department will monitor the learner admissions process very closely to ensure that the rights of learners are protected at all times.

"Every Child is a National Asset"



**MEC Mavhungu
Lerule-Ramakhanya.**



Human Resource Development for Education staff.



Human Resources Development within the context of the Department of Basic Education is a strategic process that focuses on enhancing the skills, knowledge, and abilities of employees (Institution – based Educators across all levels School Management Teams & Educators including Novice Teachers , Office – Based Educators at all levels include Circuit Managers ; Administrators at Provincial, District, Circuit and School level, Junior, Middle and Senior Management Members) to improve individual and organizational performance. It is about equipping employees to be more productive in their current jobs while preparing and sharpening their skills for future job opportunities.

The role of HRD, which is linked to Performance Management and Development System (Employee Performance Management) is to oil the system through fostering education, training, development, and lifelong learning of employees for all the systems to go and deliver results. Included is opportunities for their current jobs, opportunities to learn new skills and upgrade to enhance their performance and capacity development for employees to meet organisational goals in the current and emerging turbulence as well as supporting employees in their career growth and advancement.

There are various activities in HRD such as training, career

development, and organizational development, aiming to create a more skilled, capable, and engaged workforce that will help the Department deliver on the expected mandates. These activities are aimed at creating a skilled, capable, and engaged workforce that supports the department in fulfilling its mandates.

The Department has demonstrated over the years to be prioritizing HRD & PMDS by institutionalizing the functions and ensuring that the proper governance structures for the functions are in place and functional in line with the legislative requirements and relevant government framework which has been embraced and devolved to the 10 Districts. Performance Management System policy has been put in place. The Policy is dependent on the National and Provincial framework which is coordinated by the Department of Public Service and Administration and the Office of the Premier. The Department implements Performance Management and Development System across all levels using different tools applicable for different salary levels. In terms of compliance, the Department is above 95% at salary level 1- 12 and managed to reach 100% compliance in filing performance contracts at Senior Management level, Mid – term and Annual Performance assessment which confirms that the system is maturing properly by

getting the head not to rot and serve as a great foundation for ensuring compliance at lower level.

Skill gaps are identified through the Performance Management Systems, skills audit forms and training needs analysis. In addition to this, sectorial issues are also considered as well as National and Provincial direction that may require infusing skills that may be needed to execute such mandates and goals. It must be emphasized that this is a bit rocky however, the department offers bursaries for the unemployed youth who qualify to pursue a teaching career given the fact that the core business of the department is providing “Quality Basic Education – hence investing in Initial Teacher Education” supplemented by the Funza Lushaka Bursary programme and funding from ETDPSETA & other Sector Education Training Authorities. The focus of the bursary programme is primarily on upskilling to improve job performance and productivity hence It is given to officials/employees who want to pursue their qualification in areas relevant to their current jobs because of limited financial resources versus the number of employees in the department. In strengthening the model, the department is enforces the alignment of Individual Development Plans that are embedded in the different Performance Management and Development Systems including Quality Management System for Educators and EPMDS for Office – based Educators.

Employees are offered Support systems which are available at both the Provincial and District level HRD Units. The province actively assists Districts to ensure that beneficiaries of Education, Training, and Development receive support before, during and after their training. “HRD improves performance by improving employee productivity and efficiency. Increase competitiveness such that when employees are deployed or placed in distinct roles, they can adapt because they are skilled to navigate any role given to them and to support organisational growth by aligning employee education, training, and development with Departmental objectives”. Said Suzan Malima, The Director of Human Resource Development.