



# Magazine EDUCATION

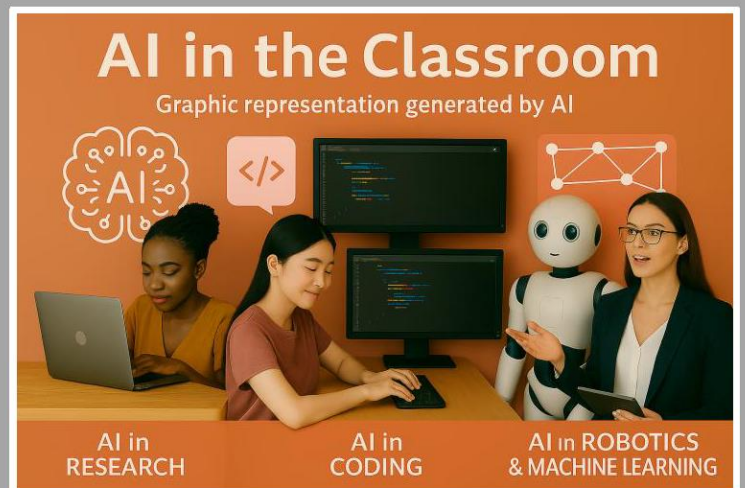
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Subject choice



AI for teaching & learning



The psychology of AI



Money lessons

Knowledge Network®

**From ABC to HTML**

Coding and robotics. Preschool to Grd 12.





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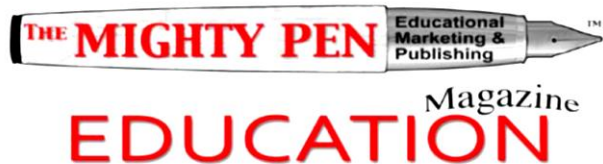
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## **Editor's Column**

### **Beyond pedagogy – teachers play a crucial role in a child's social & emotional development**

As children grow and develop, they will encounter both positive experiences and challenges. Some of these challenges are minor, but others may cause significant stress. To thrive, a child must experience consistent and ongoing care from a loving, nurturing caregiver, whether that person is a parent or a teacher. The security and support that such an adult can provide gives a child the self-confidence and resiliency to cope effectively with stress.

According to a study by Steven D. Blatt, MD, of New York Medical University, interactions with people outside the home help children mature emotionally and socially. These interactions typically occur with close relatives, friends, and people at childcare sites, schools, places of worship, and sports teams or other activities. Most of this, of course, is in the school environment.

By coping with the minor stresses and conflicts inherent in these interactions, children gradually acquire the skills to handle more significant stressors. Children also learn by watching how the adults in their lives handle distress. The main examples being teachers and school managers.

Children's thoughts and beliefs are also shaped by outside influences. Social media is one of the leading influences and the source of much of the news, information and values to which children are exposed. Parents and caregivers are often unaware of the sources of information to which their children are susceptible to, and often do not have the opportunities to control these significant influences.

Similarly, social issues, such as sexual orientation and gender, reproductive rights, racism, poverty, crime, types of hate speech or actions, substance abuse, and restrictions on what can and cannot be taught in school, have a significant impact on child development.

The ongoing solution is awareness and discussion. And often it is the teacher who spends the most time with the child. And many of these issues of discussion can be weaved into learning activities.

Also, never underestimate peer influence. There are always other children in the group who can be role models and mentors.

#### **Blessings in education**

**Janos Bozsik**  
Editor

# Using AI for – integrated teaching & learning

Knowledge Network (K-Net or KN for short) opened in 1994 as a technology centre for ages 4 to 104, catering for those eager to learn how to use computers as tools for school, work, fun and personal growth.

Their first course “How to Do School Projects,” attended by students aged 10 to 16, sold out for weeks. It covered essential digital skills including safe Internet research, proper referencing, graphics, spreadsheet usage, chart creation, video production, sound editing, and presentation.

Students encouraged their schools to partner with Knowledge Network, with the vision of incorporate their centre-based learning into school computer classes. In 1995, interested schools adopted the Progressive Learning Programme (PLP), paving the way for its wider implementation.

Knowledge Network uses ILAMM - Integrated Learning and Mentoring Methodology for technology integration in teaching and learning. The methodology was developed in 1994 by Knowledge Network founder, Jil Hrdliczka. It works for all ages, is positive, results-orientated and teacher-driven, project-based, learner-centred and age appropriate.

Teachers mentor, while students apply knowledge and bring their own insights. Learning is purposeful, integrating technology, life skills, and diverse subjects.

Background information is gathered through e-learning, books, observation, teamwork, and discussions. By lesson's end, students have a complete project showcasing their skills, creativity, critical thinking, understanding and progress.

South African teaching teams are industry experts, encompassing interns, teachers, and principals. Their qualifications range from Honours and Masters degrees to PhDs in education and educational technologies.

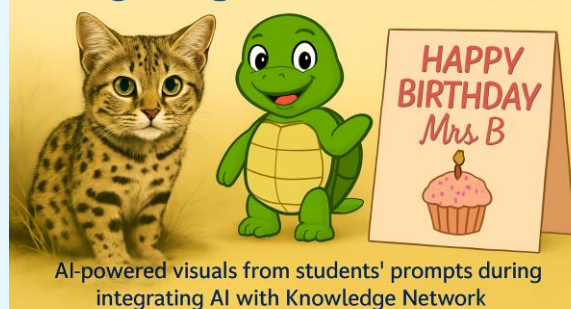
They provide Knowledge Network with feedback across all grade levels.

## Integrating AI

**Integrating AI starts with a foundation - the starting point is using it as a research helper in the classroom. Jil explains:**

“The start project is on the black-footed cat. Our first question for AI: ‘Why does the cat's name have hyphens?’ We learn to be specific or risk the sourcing of non-related information.

## Integrating AI in the classroom



“We identify age groups to accommodate all learners.

“For example, ‘Hello AI, we are in Grade 6, please list facts on the black-footed cat with references.’

“For Grade 11 we ask AI for scientific information on the black-footed cat and global conservation efforts. We incorporate fun and our AI ‘wow’ factor by prompting AI to use accurate appearance data to draw a black-footed cat. Students verify the visual information, reinforcing and advancing their knowledge.

“For young students, learning to be specific is essential, the results and learning are instant. For example: ‘Hello AI, we are Grade 01 students working on microturtle. Please draw a colourful, happy, realistic cartoon turtle on a white background.’

“Or, ‘It is teacher Mrs B's birthday. Please draw a card, she likes pink and cupcakes.’

“Our process of students analysing AI drawings sharpens critical thinking skills. Did AI follow the instructions precisely? This reflective process deepens understanding and fosters analytical reasoning.”

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# Let's make learning easier and fun!

Partner with Knowledge Network® to give your students the best chance to successfully master technology.



This is Marty. Marty can talk, walk, dance, translate, sense and learn.

We use Marty to test code already learned through Knowledge Network for unplugged, ScratchJr, Scratch and Python, and we progress from there. We do machine learning, add microcontrollers and use AI like text-to-speech. Progression per grade is built in.



This is a microcontroller. A micro:bit – a great starter tool to teach how circuits work, how to connect different **robotic** elements, how electricity flows through materials, coding and robotics for indoor and outdoor use. We use it for AI, machine learning, to use with robots like Marty, and for creating **DIY** robotics like windmills, fans, turtles and other. Extensions like sound, recording, servos and microturtle **grids** are excellent teaching tools for little learners too.



**Coding.** We integrate all the different learning areas into coding. Students code stories, games, shape drawing, animation, calculations and data storage like game scores. They **design** characters for animation, use art and graphics to **create** backgrounds, game interfaces and develop websites.

They do research for photos and images, make music for stories and games, edit sound and record voice. They make videos, **invent** new games and code apps. They learn how to manage their files. Little learners improve their vocab, communication and thinking skills through storytelling **coding**.



This looks like AI. A companion for students and teachers learning **Skills for Schoolwork**. AI is a valuable study companion and **research** assistant. AI can help with full APA-style **referencing** and proper citing.

AI can support writing, provide math help and study guides, and assist students with revision by helping with translations, grammar checks and language conversational practice.

Let's teach students how to use it correctly and safely. Teachers also use it during class to make learning easier.



**Skills for schoolwork:** we all need excellent skills in all areas of computer use, from writing, drawing, layout, research and referencing to charting, number crunching, animation, sound, video, presenting data for projects using business-standard and newly released tools.

**Integrating technology** in teaching and learning is the key to mastering all these new skills for schoolwork, coding and robotics. It also develops **computational** thinking, **creativity**, **problem-solving**, **teamwork** and collaboration - key abilities students also need to prosper in the digital age.

## Knowledge Network®

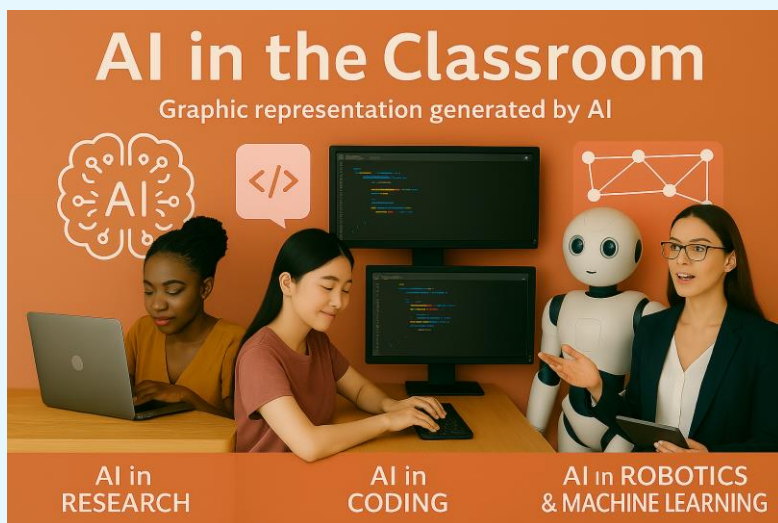
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## Training the teachers

Teachers receive training in using AI to source background information on technologies like text-to-speech and machine learning. They also utilise AI to evaluate students' code against AI-generated solutions for each level and troubleshoot code that does not work.

During a project, students code their own calculator. By analysing AI-generated code, teachers deliver learning about coding error handling, such as division by zero.

"Robotics lessons start with AI input to confirm and expand knowledge," says Jil. "For instance, we ask, 'We are a team of four working on a micro:bit project. What safety considerations should we note, and which jumper wire colours should we use?'"

"We have a beta programme to evaluate lesson content, timing, infrastructure, technology, student responses, and teaching ease before full rollout. Teachers attend training, either with me in person or via zoom where necessary. Last year, we beta-tested AI integration in preparation for the 2025 implementation."

## Teacher feedback

Ann Clark, director of Knowledge Network, led the rollout of AI integration in research and referencing. A respected presence in South Africa's most innovative schools, she mentors teachers in technology integration. Through zoom, she conducts live, interactive training sessions, fostering discussions, knowledge sharing, and real-time feedback.

Ann's leadership is widely recognised. One teacher shared, "She is a gem. We value her as a mentor, without her mentoring, we would be lost."

*A teacher who participated in the Knowledge Network AI Integration rollout in May 2025 shared their perspective on the training:*

"The training helped me learn how to develop nuanced prompts that are appropriate for an educational setting, which improved the quality and focus of my research on the black-footed cat. I also gained a clearer understanding of how to appropriately reference information sourced from AI, ensuring academic integrity throughout my work."

*Knowledge Network prioritises full transparency in all AI usage and the feedback from a teacher highlights the importance of this:*

"The most useful thing for me was the way in which we use AI, so it is ethical. The idea of being transparent. Also, the idea of being very accurate in your requests, for instance, for the drawings."

**All teachers can attend the Knowledge Network AI Integration training events.**

- AI in Research and Referencing – The Black-footed Cat
- Text-to-speech Coding and Robotics Project
- Integrating AI in the classroom

For overall integration of technology in teaching and learning, teachers should attend the ILAMM – Integrated Learning and Mentoring Methodology® course.

"Coding and robotics training begins with a foundational overview establishing both purpose and content," concludes Jil. "Through a series of live, interactive projects, teachers develop expertise, enabling them to confidently complete tasks, adapt instruction for different grade levels, and effectively assess student progress."

# 5 Pieces of Advice for Teachers, Tech Coaches, and Principals to Increase Student Engagement

## Honor student and teacher voices

allow students and teachers to share what's working and what's not working

## Bring hope into your school and classroom

emphasize importance of empathy, the importance of optimism as a leader

## Remain positive

the motto during this time is "this too shall pass."

## Reestablish norms

educational instruction will move back to the classroom and students will have to readjust to the new environment.

## Self-care

teachers are unable to fully educate students without taking care of themselves first

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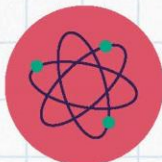
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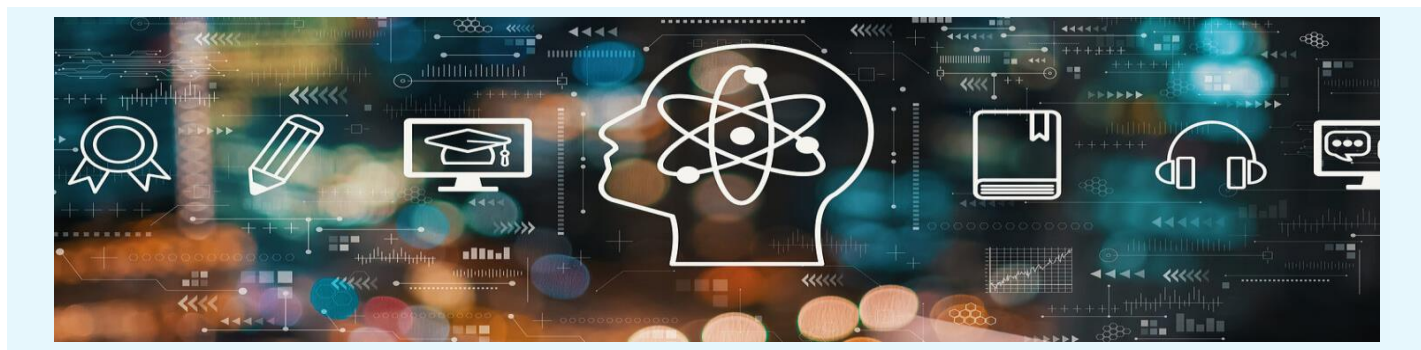


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# The psychology of – AI in education



**AI has been used in classrooms for years, quietly powering learning management tools, such as Google Classroom, Canvas, and Turnitin. But the recent democratisation of generative AI tools, and the rush to commercialise similar technologies across sectors, is providing new challenges and opportunities for students and educators alike.**

In a growing movement to find out how to safely and effectively use AI to enhance learning, educational psychologists are playing a critical role. They are studying how AI tools can lighten the workload on teachers - without interfering with the social aspects of learning - as well as how intelligent tutoring systems can personalise education while keeping students motivated. They are also exploring whether educators can leverage tools such as ChatGPT without hindering the broader goals of learning.

“One question should always be at the forefront,” said educational psychologist Ally Skoog-Hoffman, PhD, senior director of research and learning at the Collaborative for Academic, Social, and Emotional Learning (CASEL): “How are we using AI and technology as tools to elevate the conditions and the experiences of education for students without sacrificing the human connection that we absolutely know is integral to learning?”

Intelligent tutoring systems are another major focus for researchers, developers, and education technology companies.

These AI-powered systems promise to help personalise the learning experience for each student, tailoring style, pace, and assessment to the individual and making lessons more accessible to students learning English or those with disabilities.

As an alternative to commercial offerings, which are expensive and difficult to customise, some researchers are working on open-source intelligent tutoring systems. OATutor uses generative AI to learn from an instructor’s own teaching style and materials, then creates new and improved worksheets and lesson plans.

This bespoke learning tool can allow teachers to replace textbook homework questions with interactive exercises that cater to each student’s mastery level and do not require grading.

Teachers can now spend less time adapting to the technology, so it feels more like an extension of their class, rather than another professional development task.

A key task for psychologists will be to study how using AI tools relates to students’ motivation to learn. Intelligent tutoring systems still lag far behind human teachers in their ability to detect whether a student is feeling frustrated, anxious, or uncertain about the content they’re learning.

These systems often treat responses as black and white, but the reality is far more nuanced. Every answer elicits an emotional response from students, whether positive or negative. Teachers detect these nuances and adjust instruction accordingly, while existing AI tutors do not.

Future intelligent tutors are poised to collect more nuanced data on students as they learn - including everything from the heart rate to facial expressions - and know when to call on a teacher to step in. That could ultimately shift teachers into more of a facilitator role.

# Tradition & innovation – a balanced education

In an era where technological advancements are transforming every aspect of our lives, the educational sector is no exception. While innovation and technology have the potential to revolutionise learning, it is crucial to remember that not all change is inherently good, and tradition plays a vital role in maintaining the integrity and effectiveness of education, an education expert says.

“Despite the rapid evolution of educational technologies, certain foundational skills and knowledge remain indispensable. Reading, writing, critical thinking, and problem-solving are timeless components of education that transcend technological advancements. These skills are essential for students to navigate a complex and ever-changing world,” says Dr Andre Abrahams, Deputy Dean: Academic Development and Support at The IIE.

Technology, particularly artificial intelligence (AI), has the potential to significantly enhance learning outcomes. AI tools can automate administrative tasks, provide personalised learning experiences, and make education more interactive and engaging. For instance, AI-powered adaptive learning platforms can identify knowledge gaps and offer customised content to students, improving their learning outcomes.

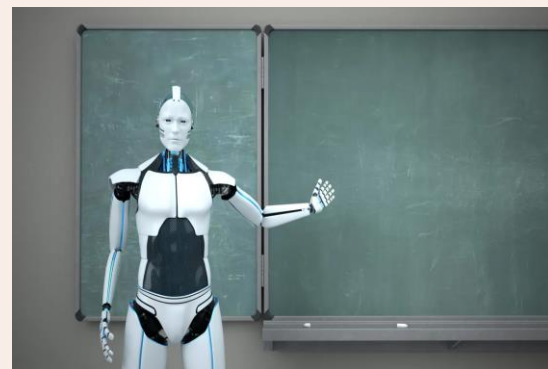
“But while technology can replicate and supplement traditional methods, it cannot replace the human touch that is essential for holistic education. Good pedagogy, which includes building positive relationships with students, providing emotional support, and fostering critical thinking, remains at the core of effective teaching.

“Activities like read-aloud with physical books, for instance, continue to hold a special place in education, promoting a unique connection with literature and fostering a sense of community among students,” says Dr Abrahams.

*“On the other hand, traditional educational practices do have their limitations.”*

They often fail to engage students with varied learning preferences, leading to a one-size-fits-all approach that can leave some students behind. Additionally, traditional methods can sometimes hinder the discovery of new information and solutions to fundamental issues, and they may control who is allowed to produce ideas and what is considered scholarly knowledge.

These shortfalls highlight the need for innovation and adaptation in the educational system.



Blended learning environments, which combine traditional teaching methods with modern technological tools, are showing promising results. These environments allow teachers to focus on complex teaching duties and direct student interaction while leveraging AI to handle repetitive tasks such as grading and tutoring.

By leveraging the best of both worlds, we can create an educational system that is both modern and inclusive, ensuring that students receive the foundational knowledge and skills they need to thrive in a rapidly changing world.

“Tradition is not a hindrance to progress but a guiding light that helps us navigate the complexities of modern education with wisdom and caution. As we embrace technological advancements, it is crucial to do so with caution to promote equity, fairness, and inclusion. Development and progress should be accessible to all, not just a select few,” says Dr Abrahams.

By designing technology with diverse students in mind, we can ensure that digital fairness and inclusion are prioritised. This approach emphasises that the goal should not be to be the first or the fastest but to create a system that is equitable and beneficial for everyone.



# Putting pen to paper – in a digital world

As the world becomes increasingly digital, many young adults grapple with mental health challenges aggravated by long periods of screen time and continuous digital interactions. Dealing with the pressures of social media, academic expectations, and the transition to adulthood are contributing to a mental health crisis.

Multiple studies have shown that journaling is a powerful and effective tool for navigating the complexities of modern life, particularly for young adults.

A study by the *National Library of Medicine* suggests that adolescents who spend more time online tend to report more symptoms of depression and anxiety, while conditions such as anxiety, depression, and stress are alarmingly prevalent among young adults. And the number of teens experiencing depression and anxiety has significantly increased in recent years, according to a 2024 study by the *Harvard Graduate School of Education*.

## How journaling helps improve mental health

*Healthline* asserts that journaling provides a much-needed pause to help individuals deepen their self-discovery, and get to know themselves a whole lot better, including their preferences, pain points, fears, and dreams. The act of journaling also offers a host of psychological benefits, including helping young adults process emotions and reduce stress, making it a lifeline for those facing mental challenges.

Self-identity and emotional regulation are a common struggle for young adults and the *World Health Organization (WHO)* highlights the exploration of identity as a stress factor during adolescence. Regular journaling promotes self-reflection, leading to self-awareness. This heightened awareness helps individuals identify behavioral patterns, make informed decisions, and cultivate healthier habits. A 2024 *WebMD* article on the Mental Health Benefits of Journaling considers journaling an effective tool in helping individuals attain self-awareness and regulate and control their emotions more effectively.

Journaling provides a safe, private space for expressing thoughts and feelings without judgement. Writing about experiences helps young adults process complex emotions and gain clarity, ultimately leading to better emotional health.

Journaling also significantly reduces stress. *Purdue University* notes that journaling has long been a method to outwardly express thoughts and emotions and in this way, reducing stress and anxiety. Additionally, journaling serves as a creative outlet for young adults exploring and discovering new things.



## Writing by hand vs digital journaling

Despite the proliferation of digital tools and apps designed to facilitate journaling, the act of writing by hand offers unique benefits that digital journaling cannot replicate. One reason pen and paper writing still holds significant value is that it promotes physical connection. The tactile experience of writing by hand can enhance the emotional connection to words. This is because the physical act of writing slows down thought process and allows for deeper reflection and a more meaningful engagement with one's thoughts and feelings. This physical connection can make the journaling process more impactful.

The benefits of journaling with pen and paper are also directly related to how much it reduces the screen time of young adults, who spend a significant amount of time on screens for both academic and social purposes. Digital devices are rife with distractions, from social media notifications to email alerts. Taking a break from screens to journal can provide a much-needed respite from digital overload.

Ultimately, incorporating journaling into daily routines equips young adults to navigate modern life with greater resilience and mental clarity. Reducing screen time to embrace writing in a physical journal eliminates distractions and allows for a more focused and uninterrupted journaling session which leads to more productive and meaningful writing.

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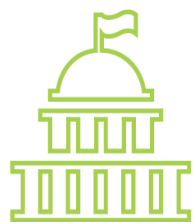


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# Map your Matric path – Grade 10 subject choice

Grade Nine students are currently nearing a critical milestone in their educational journey: selecting the subjects they'll study from Grade 10 through to their final Matric exams. This choice is a foundational step in shaping their academic journey and future career opportunities.

The subjects you select for Grade 10 to 12 will influence your performance in the National Senior Certificate (NSC) exams. These choices will also affect your eligibility for further studies and certain career paths.

The transition from Grade 9 to Grade 10 is significant because your subject combination lays the groundwork for your future academic and professional opportunities. By choosing wisely, you can position yourself for success in Matric while maintaining flexibility for your post-school plans.

## Factors to consider

Select subjects you enjoy and where you perform well. Choosing subjects that spark your curiosity will keep you motivated, even when the work gets tough. Reflect on your academic strengths - do you excel in logical subjects like Mathematics or creative ones like Dramatic Arts?

For instance, if you're skilled at problem-solving, subjects like Accounting or Information Technology might be a good fit.

If you're uncertain about your future career, prioritise subjects that provide versatility. Broadly applicable subjects like Mathematics, Physical Sciences, or Geography equip you with skills like critical thinking and numeracy, which are valued across many university programmes and industries.

Avoid choosing subjects solely because they seem easier, as this could limit your opportunities later. For example, many science and engineering degrees require Mathematics and Physical Sciences, not Mathematical Literacy.

## Looking ahead

Even without a clear career goal, research the subject requirements for fields you might consider. For instance, medicine demands Mathematics, Physical Sciences, and Life Sciences, while careers in law benefit from subjects like History or English for their focus on analysis and communication.

Check university admission criteria for programmes that interest you. Consulting with a career advisor or attending university open days can also clarify which subjects align with in-demand fields.



The job market is evolving at an unprecedented pace, with growing opportunities in technology, healthcare, and sustainability. Subjects like Mathematics, Physical Sciences, or Information Technology can prepare you for these high-demand areas. Thinking about future industries can guide you toward subjects that position you for long-term success.

## The Math choice

Choosing between Mathematics and Mathematical Literacy is a pivotal decision. Mathematics is required for fields like engineering, science, or commerce, while Mathematical Literacy suits humanities or vocational paths. If you're unsure, Mathematics is the safer choice, as it qualifies you for a wider range of university programmes. If Mathematics feels challenging, discuss with your teacher whether extra effort or support could help you succeed over the next three years.

Consult teachers, career counsellors, or student advisors at universities, both public and private, for tailored guidance.

Also consider going to university Open Days. Although you don't yet have to decide what to study, you are almost certain to gain highly valuable insights into your options after school, as well as gaining helpful advice and insights from professionals on campus.

# Money lessons – teach children early

June is **Youth Month** in South Africa – a time to celebrate young people and reflect on how to build a brighter, more inclusive future.

Comprehending the concept of financial risk is a key skill that helps young people avoid money pitfalls and thrive later in life.

“Just as we teach children to cross the road safely, we should also help them to recognise and navigate financial dangers, such as impulse spending, scams, debt, and a lack of savings,” says Sarah Nicholson, operations manager of JustMoney.co.za.

Whether it’s peer pressure to have the latest gadget, being targeted by online scammers, or taking on a student loan without budgeting for repayments, choices made when you are young can have lasting consequences.

“The earlier young people understand how to manage money, the better equipped they will be to make smart, confident decisions when they start earning, saving, and spending on their own,” says Nicholson.

## SA Youth Month

Youth Month offers the perfect opportunity to talk about financial wellbeing as a family. It’s not about having all the answers. It’s about starting the conversation, making learning practical and fun, and showing young people that money is a tool they can learn to use with confidence.

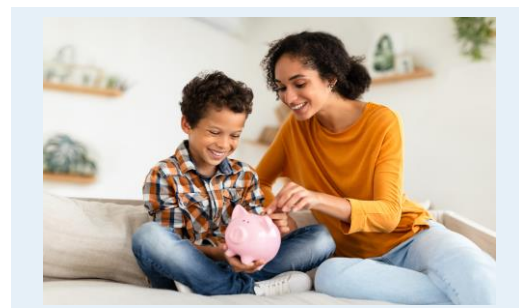
Teaching young people how to manage money can begin with everyday chats at the dinner table, at the till, or when discussing family expenses. Money lessons work best when they are practical, relatable, and suited to your child’s stage of development.

## Young children - start with the basics

Children as young as five can begin learning the difference between what they need (food and school shoes) and what they want (sweets or a toy).

You can make this lesson real by involving them in a shopping trip. Before heading out, show them a list: “We need bread, milk, and fruit. We don’t need coffee today – it’s not on the list.”

To encourage saving, use a clear jar or a labelled tin and let your kids contribute coins towards something small they want, such as a colouring-in book. Seeing the coins grow over time helps them grasp delayed gratification, a valuable lesson in today’s instant-gratification culture.



## Tweens and teens - budgeting

As children grow older, they can start earning a small allowance or pocket money and learning how to manage it.

Letting teens help plan a family purchase also builds confidence. Discuss quality versus price, warranties, and delivery costs.

## Older teens and young adults - explore real-world financial tools and risks

This is a good time to go deeper into concepts like credit, interest, debt, and scams. If your 17-year-old is applying for tertiary education, use the opportunity to walk through a student loan agreement and explain repayment terms and interest.

You can also teach them how to spot common scams by reviewing typical examples that circulate via WhatsApp or social media.

“Even if money is tight, these conversations can be powerful opportunities to build understanding and resilience, and can protect youngsters from serious financial harm later,” says Nicholson. “Explaining why you’re saying no to a purchase, how interest works with debt, and the importance of saving for emergencies, can leave a lasting impression.”

Equipping the next generation with financial skills strengthens not only individual households, but entire communities.





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# Expanding access – to quality higher education

Higher education in South Africa continues to face challenges rooted in the country's history and is exacerbated by economic, social, and systemic barriers. While initiatives in recent decades show promise in making quality higher education more accessible, affordable, and inclusive, several factors must be addressed with urgency, an expert says.

"Key to recent improvements are the efforts of both public and private institutions, including government programmes, and partnerships that collectively aim to meet the needs of underserved communities. It is time for a concerted effort to build on the foundation that was laid in this regard," says Taryn Migatchev, Deputy Registrar: Operations and Certification at The IIE.

Migatchev notes that despite progress, access to quality higher education remains one of the primary challenges facing young South Africans, especially those from economically disadvantaged backgrounds.

"The high cost of tuition, lack of financial resources, and the competitive nature of university admissions make it close to impossible for hundreds of thousands of prospective students every year to gain access to a quality education," she says.

## Funding and capacity

Migatchev notes that while initiatives such as the National Student Financial Aid Scheme (NSFAS) are meant to break down the financial barriers to entry, it only applies to study at public universities with their limited capacity.

Private higher education institutions may offer bursary programmes and scholarship funds targeted at marginalised and underserved students, but these are limited.

## The need for flexible entry pathways and greater support

One significant difference between public and private higher education in South Africa is the more supportive and flexible admission policies often found in private institutions.

Prospective public university students are, due to limited space, subject to meeting stringent admission criteria even where a more holistic view of the candidate would demonstrate their ability to successfully pursue higher education studies.

Additional support is given by private institutions that often offer smaller class sizes, which enable more personalised instruction and support for students.



## Using public-private partnerships

Private higher education institutions are playing an increasingly important role in expanding access to quality education in South Africa.

Many private institutions have specialised in high-demand fields, such as business, engineering, law and information technology, which offer promising career prospects. Furthermore, they often operate with greater flexibility, providing better support and learning options to students.

"The presence of private institutions, in addition to the public system in the higher education landscape, not only offers students additional choices but also fosters a competitive environment that can drive improvements in educational quality and accessibility across the sector," Migatchev says.

While much has been achieved, further work is urgently needed to ensure equitable access to quality higher education in South Africa within years – not decades. This can be achieved through stepped-up collaboration between government and private institutions.

By addressing financial barriers, promoting flexible admission routes, and leveraging partnerships to reach underserved communities, the country can continue to improve the personal and career prospects of more young South Africans.





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# Temporary employment – post-matric learners

**By Donné Niemann, Sales Director at Workforce Staffing**



**In a country grappling with high youth unemployment, matriculants and school leavers face significant barriers to entering the job market. Without relevant work experience, young people often struggle to find their footing in the professional world.**

Temporary Employment Services (TES) provide a practical and effective solution by acting as a gateway to meaningful employment. These services offer school leavers the opportunity to gain work experience, receive on-the-job training, and develop industry-relevant skills, while simultaneously earning an income in a supportive environment.

## Building experience, skills, and confidence

The path to securing employment for school leavers can be overwhelming. With no experience, they are often left to apply to hundreds of companies, all while hoping their Curriculum Vitae (CV) will stand out among thousands. However, TES companies offer a more streamlined approach.

By acting as intermediaries between job seekers and employers, TES providers can connect school leavers to a wide network of potential employers, giving them access to opportunities they may otherwise miss. Instead of submitting applications to numerous companies individually, school leavers can rely on a TES company that already works with a range of employers in different sectors.

This significantly reduces the time and effort required to find a job, enabling school leavers to focus on gaining experience rather than navigating the complexities of the job search.

## Matching candidates to the right opportunities

One of the biggest challenges that matriculants face is knowing where to look for jobs and how to match their skills and interests to the right opportunities. TES providers are uniquely suited to help with this challenge, as they collaborate closely with employers across various sectors and industries. By partnering with a TES company, school leavers gain access to a wide range of job opportunities, many of which are closer to where they live.

TES professionals understand the job market and are committed to helping candidates find the right fit, ensuring that both the employee and the employer are satisfied. This not only increases the chances of finding a suitable job but also improves the likelihood of long-term employment.

TES companies also offer guidance on CV building and interview preparation, further equipping young job seekers for success.

## Working while studying

For some matriculants, the desire to study further may be strong, but the financial means to do so might be lacking. In this case, TES provides a solution by allowing young people to earn an income while simultaneously pursuing part-time or online studies.

This dual approach not only enables young people to gain work experience but also ensures they have the means to fund their further studies.

## The road to sustainable careers

In South Africa, where youth unemployment remains a significant issue, the role of TES companies in helping matriculants enter the workforce is more important than ever. By offering entry-level jobs that lead to further opportunities, TES providers help young people transition smoothly from school to work, giving them the chance to earn an income, build essential skills, and begin their career journey.

For many young South Africans, TES represents a crucial first step in their journey toward sustainable careers. TES companies are uniquely positioned to bridge the gap between education and employment by equipping youth with essential workplace skills and exposing them to diverse industries. While matriculants often lack direct experience in the job market, TES is an invaluable resource. It is not just a gateway to a job - it is an investment in the future of young South Africans.





# Magazine EDUCATION

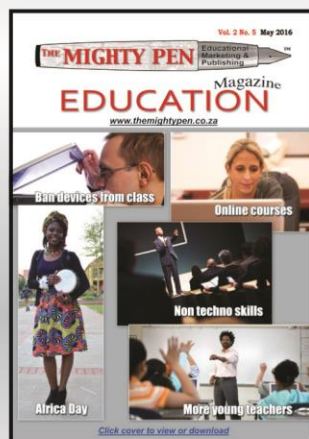
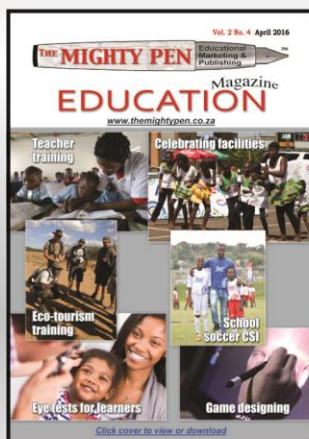
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