

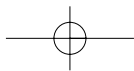
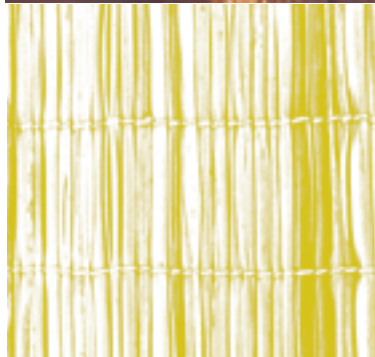
Department of Labour



# Learnerships



Transforming people  
Transforming  
South Africa



## What is a learnership?

Learnerships are new paraprofessional and vocational education and training programmes. They combine theory and practice and culminate in a qualification that is registered on the National Qualifications Framework(NQF). A person who successfully completes a learnership will have a qualification that signals occupational competence and which is recognised throughout the country.

## What makes a learnership different?

Learnerships will include traditional apprenticeships, but will also go beyond them in important ways. As in a number of other countries, traditional training programmes are not proving to be sufficiently flexible to changing needs.



Learnerships are important because:

- The emphasis of the programme is on its outcomes. The success of a learnership is whether at the end the learner can practically **use** the skills that she/he has been taught.
- A learnership combines both theory and practice. A learner is trained in **how** things are done, and this training must be undertaken in normal workplace conditions. But a learner is also taught the "**why**" and must understand the theory that lies beneath the practice. The learnership should also help people to improve basic literacy and numeracy, where this is necessary, assist them to acquire computer skills and cover team working, problem solving and communication.
- At various stages the learner is **assessed** to see if she/he is progressing and is able to perform the tasks for which they have been trained. Unlike some previous qualifications this assessment will have a strong practical

element.

- Learnerships are intended to help us meet the skill shortages that our country faces. Therefore learnerships will be planned and made available in occupations that employers and those involved in social development actually need. There is no point in training people if there are no jobs or self-employment opportunities.
- Apprenticeships tended to be for younger people starting their working lives. Although learnerships will be available for young people, they will also provide training for more mature people as well. Learnership programmes will also be designed at different levels on the National Qualifications Framework, and will range from introductory to paraprofessional levels.
- A learnership is a nationally recognised qualification.

## How will the new training programmes work in practice?

Employers will enter learnership agreements with learners and providers. They can be both large and small employers and a group of employers might join together to provide learnerships.

An employer need not just be in the private sector. Any public entity, for example a government department, can provide learnerships. So can a Non - Governmental Organisation(NGO).

In most cases an employer will provide the practical part of the learnership and a training and education provider, for example a technikon or technical college, will offer the learning part of the total programme. Some employers, especially larger ones, may be able to offer both elements of the learnership.

The **Learnership Agreement**, which employers enter with each learner, will spell out the duties and obligations of the employer, the learner and the training provider.

## How are learnership programmes developed?

Sector Education and Training Authorities (SETAs) must approve every learnership programme before it can be forwarded to the Department of Labour. The SETAs have been given this role since they are well placed to assess if an intended learnership programme will meet a need and if this is an occupation where there are likely to be jobs or self-employment opportunities.

The Department of Labour will register learnerships that



meet criteria laid out in regulations.

It will be open to any employer, group of employers, trade association, professional body, training provider and community group to design and develop a learnership in close liaison with the relevant SETA.

The development of a learnership has a number of stages and these will include:

- Scanning the labour market to identify areas of skills shortage or opportunity
- Defining the occupation and skills areas to be covered by the learnership
- Developing skills profiles
- Identifying the outcomes of the programme and its different stages
- Liaising with a Standards Generation Body if there is one, or if not forming one
- Working on unit standards and the qualification
- Developing programme learning materials
- Designing assessment arrangements
- Securing agreement to the registration of the intended learnership and making sure that the provisions of the Skills Development Act and the Learnership Regulations have been complied with.

This may seem to be a complex process, but a number of booklets and guidelines have been prepared.

The Department of Labour has also established a **Learnership Support Service**. This provides assistance to SETAs and it is these bodies that are taking the lead role in the design and development of learnerships.

Anyone who is interested in developing a learnership, or assisting to plan and design or implement – one of these new learning programmes should contact a SETA. The SETAs are able to advise about the processes but they will also know about the full range of learnerships being developed in each sector.

## Funding learnerships

Private sector employers who are up to date with their levies can qualify for learnership grants and tax breaks.

Learnership grants are paid to employers from the SETAs. The amount of the grant paid by SETAs to employers depends on a number of things – like the level of complexity of the learnership, (grants for lower levels learnerships tend to be smaller), the input costs (the cost of consumables), the difficulty of encouraging employers to take on learners, (the demand constraint) and other things. The SETAs set the size of the grant.

The grant is expected to cover all or some of the learner allowance, the course fees when the learner goes for off-the-job training and other associated costs.

A SETA is not obliged to pay the learnership grant – they must agree to pay it **BEFORE** the learner is taken on.

Employers can also claim tax breaks when they take a learner.

The rules are different for the public sector.

## What are the benefits of learnerships?

Effective learnerships that flow smoothly and produce learners who are well trained and qualified will contribute immensely to the economic growth and development of the country.

Without learnerships the skill shortages that currently exist, and which are likely to get worse, will not be overcome. Organisations benefit from learnerships by being able to employ people with qualifications that are high quality and relevant.

Workers are trained to the exacting South African Qualifications Authority approved standards. Staff development within an organisation is enhanced because the workers have a recognised, measurable qualification that they are proud of and wish to maintain.

There are also benefits for workers. A good qualification will provide a basis for further personal development. Work standards and job satisfaction are improved as the learner

has a greater self-image and self-esteem.

For more information about learnerships contact a SETA or the Learnership Support Service at the Department of Labour.

## Contact details of SETAs:

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| <p><b>1 Financial &amp; Accounting Services SETA (FASSET)</b><br/>Tel: (011) 476 8570<br/>Fax: (011) 4765756</p> <p><b>2 Banking SETA (BANKSETA)</b><br/>Tel: (011) 805 9661<br/>Fax: (011) 8058348</p> <p><b>3. Chemical Ind. (CHIETA)</b><br/>Tel: (011)7264026/7<br/>Fax: (011) 7267777</p> <p><b>4 Clothing Textiles Footwear &amp; Leather SETA (CTFL)</b><br/>Tel: (031) 7024482<br/>Fax: (031) 7024113</p> <p><b>5 Construction E &amp; T Authority (CETA)</b><br/>Tel: (011) 265 5900<br/>Fax: (011) 3121747</p> <p><b>6 Diplomacy, Intel, Defence, and Trade &amp; Industry SETA (DIDTETA)</b><br/>Tel: (012) 663 6983<br/>Fax: (012) 6634878</p> <p><b>7 Education Training &amp; Dev. Practices SETA (ETDP SETA)</b><br/>Tel: (011) 8075621<br/>Fax: (011) 8077490</p> <p><b>8 Energy SETA (ESETA)</b><br/>Tel: (011) 8380117<br/>Fax: (011) 8380119</p> <p><b>9 Food &amp; Beverages Man Ind SETA (FOODBEV)</b><br/>Tel: (011) 802 1211<br/>Fax: (011) 8021518</p> <p><b>10 Forest Ind SETA (FIETA)</b><br/>Tel: (011) 712 0600<br/>Fax: (011) 7120601</p> <p><b>11 Health &amp; Welfare SETA (HWSETA)</b><br/>Tel: (011) 622 6852/622 4460<br/>Fax: (011) 6168939</p> <p><b>12 Information Systems, Elect. &amp; Telecom Tech. Ins SETA (ISETT)</b><br/>Tel: (011) 805 5115<br/>Fax: (011) 805 6833</p> | <p><b>13 Insurance SETA (INSETA)</b><br/>Tel: (011) 4840722<br/>Fax: (011) 4840862</p> <p><b>14 Local Government Water &amp; Related Services SETA (LGWSETA)</b><br/>Tel: (011) 4568579<br/>Fax: (011) 4504948</p> <p><b>15 Media, Advert, Publ. Printing and Packaging Seta ( MAPPP)</b><br/>Tel: (021) 9491463<br/>Fax: (021) 9491468</p> <p><b>16 Seta for Mining and Minerals Sector (MQA)</b><br/>Tel: (011) 403 7946<br/>Fax: (011) 4038424</p> <p><b>17 Man. Eng and Related Services (MERSETA)</b><br/>(011) 4921533<br/>(011) 4921542</p> <p><b>19 Police, Private Security, Legal and Correctional Serv. SETA (POSLEC)</b><br/>(011) 8050071<br/>(011) 8056630</p> <p><b>20 Primary Agriculture SETA (PAETA)</b><br/>(012) 3251655<br/>(012) 3251677</p> <p><b>21 Public Service Sector SETA (PSETA)</b><br/>(012) 3147208/7493<br/>(012) 3232386</p> <p><b>22 Secondary Agriculture SETA (SETASA)</b><br/>(012) 3652827<br/>(012) 3481445</p> <p><b>23 Services SETA (SERVICES)</b><br/>(011) 4821520<br/>(011) 726 4416</p> <p><b>25 Tourism and Hospitality SETA (THETA)</b><br/>(011) 8036010<br/>(011) 8036702</p> <p><b>26 Transport SETA (TETA)</b><br/>(011) 781 1280<br/>(011) 7810200</p> <p><b>27 Wholesale &amp; Retail SETA (W&amp;RSETA)</b><br/>Tel: (012) 452 9208<br/>Tel: (012) 452 9229</p> |
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