

Employment and Learning Pathways of Learnership Participants in the NSDS Phase II



**EDUCATION, SCIENCE AND
SKILLS DEVELOPMENT
RESEARCH PROGRAMME**

CONTENTS

List of tables and figures.....iv	
List of acronyms.....x	
List of SETAs.....xi	
Acknowledgements.....xii	
Introduction: Researching the Employment Pathways of Learnership Participants.....1	
Technical Report I: Developing a Database of Learnership Participants.....11	
ANNEXURE: Technical Report I.....37	
Technical Report II: A Survey of the Employment and Learning Pathways of Learnership Participants.....55	
ANNEXURE: Technical Report II.....121	
Technical Report III: Learnership Participants' Experiences in Distinct Pathways.....135	
APPENDIX: Survey Instrument.....153	
References.....167	

LIST OF TABLES AND FIGURES

INTRODUCTION

Tables

Table 1: Distribution of learnership registrations by NSDS Phase I and Phase II.....7

Figures

Figure 1: The phases of the study.....5

TECHNICAL REPORT I

Tables

Table 1: Number and percentage of cases where learners were duplicated in the database.....18

Table 2: Number of learners who entered for more than one learnership.....18

Table 3: Distribution of learnership registrations by NSDS Phase I and Phase II.....19

Table 4: Distribution of learnership registrations by NSDS Phase and employment status.....19

Table 5: Learnership numbers at March 2005, DoL data.....20

Table 6: Number of registrations and percentage growth by financial year.....22

Table 7: Number of learners by age group (age as on the year of learnership commencement) and by NSDS Phase.....23

Table 8: Percentage distribution of learners by age group (age as on the year of learnership commencement) and by NSDS Phase.....24

Table 9: Number and percentage distribution of SAQA registered learnership qualifications by SETA as on 6 October 2006.....29

Table 10: Number and percentage distribution of SAQA registered learnership qualifications without enrolments by SETA.....30

Table 11: List of the twenty learnership qualifications with the highest number of enrolments.....31

Table 12: Number and percentage distribution of the NQF level of the learnership by NSDS Phase.....32

Table 13: Number and percentage distribution of the NQF level of the learnership by gender.....33

Table 14: Number and percentage distribution of the NQF level of the learnership by race.....34

Table A1: September 2007 meeting schedule of the HSRC's initial meetings with the SETAs.....	38
Table A2: Names of the SETA representatives who attended the initial meetings.....	39
Table A3: Names of the SETA data contact persons and IT service providers.....	40
Table A4: Field specification of the learner data.....	41
Table A5: Number and dates of submissions, number of files submitted and size of submissions per SETA.....	42
Table A6: Comparison of 18.2 Learnership numbers extracted from the contact database compared to the published DoL figures of March 2005.....	43
Table A7: Number and percentage distribution of learnerships by SETA and NSDS Phase.....	44
Table A8: Number of learnerships per SETA, NSDS Phase and financial year in which learner started with the learnership.....	45
Table A9: Provincial distribution of the learnerships per SETA.....	46
Table A10: Percentage provincial share of learnerships per SETA.....	47
Table A11: Number of learnerships per SETA by age group.....	48
Table A12: Percentage share of learnerships per SETA by age group.....	49
Table A13: Total population by SETA and gender.....	50
Table A14: Total population by SETA and race.....	51
Table A15: Number of learnerships by SETA and NQF Level.....	52
Table A16: Percentage distribution of learnerships by SETA and NQF Level.....	53

Figures

Figure 1: Distribution of data and information submissions by the SETAs by date.....	15
Figure 2: Data gathering, re-formatting and managing processes.....	16
Figure 3: Employment status of total learnership population as in the Learnership Contact Database NSDS Phase I and Phase II).....	19
Figure 4: Number of learnership enrolments per SETA.....	20
Figure 5: Distribution between NSDS Phase I and NSDS Phase II registrations per SETA.....	21
Figure 6: Provincial distribution of learnership population.....	22
Figure 7: Number of learners by age group and NSDS phase.....	24
Figure 8: Percentage distribution of learners by age group and NSDS phase.....	25
Figure 9: Percentage distribution of learners by age group and employment status.....	25
Figure 10: Gender distribution of the total learnership population.....	26
Figure 11: Gender distribution of learners by SETA.....	26

Figure 12: Racial distribution of the total learnership population and the population of the two NSDS phases.....27

Figure 13: Racial distribution of the total learnership population by SETA.....28

Figure 14: Racial distribution of the learnership population of CTFL SETA and FASSET.....28

Figure 15: Percentage distribution of the total population by the NQF Level of the learnership.....31

Figure 16: Percentage distribution of learnerships by NQF level within each NSDS phase.....32

Figure 17: Percentage distribution of learnerships by NQF level within the gender groups.....33

Figure 18: Percentage distribution of learnerships by NQF level within race groups.....34

TECHNICAL REPORT II

Tables

Table 1: Sampling frame.....57

Table 2: Call and contact rate.....58

Table 3: Total learnership enrolments by low-, intermediate and high-skills level categories.....63

Table 4: Gender of learnership participants by SETA.....65

Table 5: Gender of learnership participants by NQF Level.....65

Table 6: Race of learnership participants by NQF Level.....67

Table 7: Mean age of learner participants.....68

Table 8: Highest qualification of learners at enrolment by SETA.....70

Table 9: Age distribution of migrating learners.....93

Table 10: Migration by employment status at enrolment.....94

Table 11: Learner progression by completion status.....99

Table 12: Pathways of 18.2 learners who gained employment after completion or termination.....103

Table 13: Nature of employment for unemployed learners who completed and gained employment.....104

Table 14: Nature of employment for unemployed learners who terminated and gained employment.....105

Table 15: Mean salaries of unemployed learners who completed or terminated and gained employment.....106

Table 16: Unemployed (18.2) learners who gained employment versus learners who did not gain employment.....112

Table 17: Pathway of training for different labour market pathways.....116

Table 18: Impact of learnerships.....	117
Table A1: Total learnership enrolments by province.....	122
Table A2: Total learnership enrolments by NQF Level.....	123
Table A3: Race of learnership participants by SETA.....	124
Table A4: Completion status of learners by SETA.....	125
Table A5: Learnership migrating to destination province, by SETA.....	126
Table A6: Destination of migrant learners.....	127
Table A7: Migration by SETA.....	128
Table A8: Learners enrolled at the same level to their highest qualification by race.....	129
Table A9: Learners enrolled at a higher level to their highest qualification by race.....	130
Table A10: Learners enrolled at a lower level to their highest qualification by race.....	131
Table A11: Progression by race and gender.....	132
Table A12: Progression by SETA.....	133

Figures

Figure 1: Total learnership enrolments by SETA.....	60
Figure 2: Total learnership enrolments by province.....	61
Figure 3: Total learnership enrolments by NQF Level.....	62
Figure 4: Learnership participants by gender.....	64
Figure 5: Gender of learnership participants by skills levels.....	66
Figure 6: Learnership participants by race.....	66
Figure 7: Race of learnership participants by skills levels.....	67
Figure 7: Age distribution of learners.....	69
Figure 8: Highest qualification of learners at enrolment.....	69
Figure 9: Employment status of learners prior to enrolment by highest qualification.....	70
Figure 10: Employment status of learners at enrolment by SETA.....	71
Figure 11: Learners employed at enrolment by gender and race.....	72
Figure 12: Employer type.....	73
Figure 13: Average monthly salary.....	73
Figure 14: Activities of the unemployed.....	74
Figure 15: Sources of survival.....	74
Figure 16: Sources of survival by age.....	75
Figure 17: Completion status of learners.....	76
Figure 18: Time that learners were studying before termination.....	77
Figure 19: Reasons for terminating the learnership programme.....	78

Figure 20: Completion status of learners by NQF level of learnership.....	78
Figure 21: Completion status of learners by SETA.....	79
Figure 22: Completion status by race.....	80
Figure 23: Completion status by gender.....	81
Figure 24: Completion status by age.....	81
Figure 25: Completion status by highest qualification and skills level of learnership.....	82
Figure 26: Completion status by highest qualification and skills level of learnership for race groups.....	82
Figure 27: Expectations from learners who are still registered.....	83
Figure 28: Reasons why they <i>do not</i> expect to gain employment.....	84
Figure 29: Reasons why they <i>do</i> expect to gain employment.....	84
Figure 30: Expectations by highest qualification.....	85
Figure 31: Expectations by race.....	85
Figure 32: Motivation to enroll for all the learners.....	86
Figure 33: Motivation for enrolment by employment status.....	87
Figure 34: Motivation for enrolment by age group.....	88
Figure 35: Motivation for enrolment NQF Level.....	88
Figure 36: Learner migration.....	89
Figure 37: Home province of migrant learners.....	90
Figure 38: Destination of migrant learners.....	91
Figure 39: Learners who migrated to Gauteng by province of origin.....	91
Figure 40: Migration by SETA.....	92
Figure 41: Migration by age.....	93
Figure 42: Migration by race and gender.....	94
Figure 43: Migration by employment status at enrolment.....	94
Figure 44: Migration by highest qualification.....	95
Figure 45: Learner progression.....	96
Figure 46: Learner progression by race.....	97
Figure 47: Learner progression by gender.....	97
Figure 48: Employment status of all learners after completion or termination.....	100
Figure 49: Employment status of 18.2 learners after completion or termination.....	101
Figure 50: Employment status of 18.1 learners after completion or termination.....	101
Figure 51: Labour market pathways of 18.1 and 18.2 learners who completed or terminated.....	102
Figure 52: Employment related or not.....	104

- Figure 53: Salary scales of unemployed learners who completed and gained employment.....105
- Figure 54: Salary scales of unemployed learners who terminated and gained employment.....106
- Figure 55: Occupational categories of unemployed learners who completed or terminated and gained employment.....107
- Figure 56: Type of employer of unemployed learners who gained employment....107
- Figure 57: Size of employer of unemployed learners who gained employment.....108
- Figure 58: Time before unemployed learners got access to employment.....108
- Figure 59: Comparison of labour market pathways of 18.2 learners by race.....109
- Figure 60: Comparison of labour market pathways of 18.2 learners by gender.....110
- Figure 61: Comparison of labour market pathways of 18.2 learners by skills level of learnership.....110
- Figure 62: Comparison of labour market pathways of 18.2 learners by age.....111
- Figure 63: Comparison of labour market pathways of 18.2 learners by province where learnership was pursued.....111
- Figure 64: Comparison of labour market pathways of 18.2 learners by completion status.....113
- Figure 65: Comparison of labour market pathways of 18.1 learners by race.....114
- Figure 66: Comparison of labour market pathways of 18.1 learners by skills level of learnership.....114
- Figure 67: Comparison of labour market pathways of 18.1 learners by SETA.....115
- Figure 68: Comparison of labour market pathways of 18.1 learners by age.....115

TECHNICAL REPORT III

Tables

- Table 1: Excerpt from OECD matrix.....136
- Table 2: Matrix of learnership pathways.....137

LIST OF ACRONYMS

DoL	Department of Labour
HSRC	Human Sciences Research Council
Jipsa	Joint Initiative on Priority Skills Acquisition
MIS	Management Information System
NLRD	National Learner Record Database
NQF	National Qualifications Framework
NSA	National Skills Authority
NSDS	National Skills Development Strategy
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SETA	Sector Education and Training Authority

LIST OF SETAs

- AgriSETA: Agricultural Sector Education and Training Authority
- CHIETA: Chemical Industries Education and Training Authority
- CTFL SETA: Clothing, Textiles, Footwear and Leather Sector Education and Training Authority
- CETA: Construction Education and Training Authority
- BankSETA: Banking Sector Education and Training Authority
- ESETA: Energy Sector Education and Training Authority
- ETDP SETA: Education, Training and Development Practices Sector Education and Training Authority
- FASSET: Financial and Accounting Services Sector Education and Training Authority
- FoodBev SETA: Food and Beverages Sector Education and Training Authority
- FIETA: Forestry Industries Education and Training Authority
- HWSETA: Health and Welfare Sector Education and Training Authority
- ISETT: Information Systems, Electronics and Telecommunication Technologies Sector Education and Training Authority
- INSETA: Insurance Sector Education and Training Authority
- LGSETA: Local Government Water and Related Services Sector Education and Training Authority
- MerSETA: Manufacturing, Engineering and Related Services Sector Education and Training Authority
- MAPPP: Media, Advertising, Publishing, Printing and Packaging Sector education and Training Authority
- MQA: Mining Qualifications Authority
- PSETA: Public Service Sector Education and Training Authority
- SASET: Safety and Security Sector Education and Training Authority
- Services SETA: Services Sector Education and Training Authority
- THETA: Tourism and Hospitality Education and Training Authority
- TETA: Transport Education and Training Authority
- W&RSETA: Wholesale and Retail Sector Education and Training Authority

ACKNOWLEDEMENTS

The study was conducted by the Human Sciences Research Council, as part of the Department of Labour's Research Monitoring and Evaluation: Critical Research Projects, from June 2006 to March 2008.

The Human Sciences Research Council thanks the following institutions and people who played a role in conducting this study:

- The SETA Performance Management team of Department of Labour for their valuable advice at the inception of the project
- Department of Labour officials, especially the Sector Liaison Officers for their efficient facilitation of the contact between the HSRC research team and the SETAs
- All the personnel from the SETAs who were involved in meetings with the HSRC team and who attended the SETA workshop conducted by the HSRC
- The data base managers of SETAs and their data providers who worked with the HSRC team to build the contact database
- The telephone operators and managers at Prodigy Business Services whose perseverance in conducting the telephonic survey determined the response rate
- All the learners who enthusiastically took part in the survey and the in-depth interviews sharing their experiences of the learnership system with the interviewers of the service provider and the HSRC research team

Appreciation goes to Dr André Kraak for his excellent leadership as overall programme manager and his specific insights in terms of the conceptual framework of the study.

RESEARCH TEAM

The study was conducted by a large team drawn from the Education Science and Skills Development research programme at the Human Sciences Research Council:

Andre Kraak	Department of Labour Programme leader and project adviser
Glenda Kruss	Project leader and manager
Rènette Du Toit	Co-project leader of all phases, leader of Phase 3 and 4, participant in all phases
Lesley Powell	Leader of Phase 5 and 6, participant in all phases
Elizabeth Earle	Leader of Phase 1, participant in all phases
Mariette Visser	Leader of Phase 2, co-leader in Phase 6, participant in all phases
Joan Roodt	Researcher in Phase 5
Fabian Arends	Researcher in Phase 5
Maseabata Molefe	Researcher in Phase 5
Jeffy Mukora	Researcher in Phase 5
Michael Cosser	Adviser on instruments

CONTRIBUTORS TO THE REPORT

The report has multiple authors, working individually on a specific section or in teams. The following must be credited:

Introduction:	Glenda Kruss and Renette Du Toit
Technical Report I:	Mariette Visser
Technical Report II:	Lesley Powell, Mariette Visser, Renette Du Toit and Glenda Kruss
Technical Report III:	Lesley Powell and Renette Du Toit, with Fabian Arends, Joan Roodt and Maseabata Molefe