



T A L E N T
P L A C E M E N T

INTRODUCTION TO LEARNERSHIP

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What is a Learnership?

“A **learnership** is a vocational education and training programme to facilitate the linkage between structured learning and work experience in order to obtain a registered qualification.

It combines theory and workplace practice into a qualification that is registered on the National Qualifications Framework (NQF).”.

Introduction to Learnership

What does it involve?

- 12 Months Learnership Agreement between the Learner, Training Provider and Lead Employer;
- The Agreement is registered with a SETA;
- **Theory component:** covered in classroom sessions, assignments, exercises and assessments (30% of the programme time);
- **Practical component:** covered through work experience, on-the-job coaching and mentoring and on-the-job assessments recorded in LOGBOOK (70% of the programme time)

Introduction to Learnership

What is it meant by PRACTICAL component?

- The following are required to acquire PRACTICAL skills in the workplace:
 - ❖ Sourcing/Finding a company to accommodate the Learner for the period of the contract (this is referred to as obtaining a Host Employer)
 - ❖ Be allocated to a Mentor
 - ❖ Receive induction to company's rules, policies and procedures
 - ❖ Receive guidance and mentoring throughout the contract
 - ❖ Receive feedback on current performance and guidance on improving it
- Learner must track progress of the work experience, on-the-job coaching and mentoring and on-the-job assessments **recorded in LOGBOOK** with mentor support

Role Players in a Learnership programme

Learner

Lead Employer

Host Employer

Facilitator

Assessor

Moderator

External Verifier

SETA

Benefits to complete a learnership programme

- The learner is able to **work** and **study** at the same time and **receive a SAQA recognised certificate** and Statement of Results once declared competent;
- Learner will develop new skills and gain valuable workplace experience
- Learner will receive letter of recommendation from Host/Mentor to support with future employment
- UIF benefits post contractual completion



Learner Responsibilities

- **Show commitment** by participating in all learning and work experience required by the program;
- **Be willing** to do the work allocated – take this experience as a stepping stone to a better future;
- **Show respect** to your employer by complying with the workplace policies and procedures;
- **Attend** daily, be punctual and truthful;
- **Provide** your feedback through online surveys or during site visits.

Take pride in your work

How can I enrol in a Learnership Programme

Our Learnership Programmes are available nationally

Visit our Talent Placement Website and register for a preferred specialisation. You can choose from a large variety and you can choose more than one. If you are uncertain of what to choose please check out our course overviews for guidance on the course content as well as outcomes post completion.

Visit “**View course information**” tab on our website.

Once we have an opportunity available potential candidates that are registered on our database and meet the specific requirements will be pre-selected and invited to apply. **Valid email address** and **cell phone number** are therefore required.

Only those successful will be offered to enrol.