

## Learnerships

### What is a learnership?

A learnership is a structured learning programme that consists of a theoretical and a practical component and that leads to a qualification that is registered on the National Qualifications Framework (NQF). A learnership provides a learner with an excellent opportunity to gain experience in the labour market while studying towards a qualification.

Learnerships are regulated by a formal contract (learnership agreement) between an employer, a learner and a training provider. This agreement must be registered with the employer's relevant SETA.

An employer can enter into learnership agreements with existing employees or with learners who are not employees. If the employer enters into a learnership agreement with a learner who is not an employee, the employer is not obliged to employ the learner when the learnership ends.

### What is expected of each party?

#### The learner is expected to:

- Sign the learnership agreement with the employer and/or training provider. If the learner is under 21 years of age, the parent or guardian signs the agreement on behalf of the learner;
- Participate in induction programmes;
- Work for the employer as part of the learning process;
- Register with a training provider for the theoretical component of the learnership;
- Participate in all learning and work experience required by the learnership;
- Comply with the employer's workplace policies and procedures;

- Complete any timesheets/log books or written assessment tools supplied by the employer or the training provider;
- Attend all study periods and theoretical learning sessions with the training provider;
- Undertake all learning conscientiously and set aside sufficient time for self-study;
- Undergo all practical and theoretical assessments for the learnership.

#### The employer is expected to:

- Sign the learnership agreement with the learner and the training provider;
- Be accredited as a workplace training provider (if applicable) and registered with the SETA to which he/she pays his/her skills development levy;
- Recruit and select learners for the learnership programme;
- Provide the learners with the necessary workplace experience, supervision and mentorship for the particular learnership;
- Release the learners to attend training at the training provider or, if the learners study through distance education, to work through the relevant study material;
- Ensure that the learners are assessed by a registered assessor.

### How to participate in a Learnership?

- Plan a career path
- Identify the Learnership that supports the chosen career path
- Find out as much information as possible about the Learnership
- Enquire about the applicable criteria for entering the Learnership

- Find an employer willing to provide practical work experience

### The Benefits of a Learnership

- The learner earns whilst he/she learns
- The programme is outcomes-based
- The learner interacts within the working environment and receives valuable practical experience
- Assessment occurs at various stages and is learner centred i.e. it is based on the learner's competence
- The qualification is recognised nationally

### How to Join a Learnership if you are Unemployed

- Unemployed people must register as work seekers at the Department of Labour
- Look for employers in the sectors in which you wish to obtain a learnership i.e. nursing in public and private hospitals, social auxiliary work at the Department of Social Development or Non Government Organisations (NGOs) or social work agencies
- Prepare a concise CV and make sure that your subjects are correct for the learnership that you are interested in
- Find employers that offer learnerships
- Make contact with potential employers by sending a concise CV (address it to the HR Deptment for the attention of the Skills Development Division)

## The Relationship Between Learnerships and Scarce skills

Many of the learnerships offered by the HWSETA take into consideration scarce skills within the health and social development sectors. The term 'scarce skills' refers to a shortage of people with the required attributes to fill positions available in the labour market. The attributes that employers are seeking when they try to fill positions in their organisations are specifically important. These may be qualifications, specific skills and experience, a specific race or gender or a combination of these attributes. Scarce skills are normally expressed in terms of the occupations for which there are not enough candidates available.

*The targets for placement of learners on learnerships as laid out in the National Skills Development Strategy are: 85% Black | 54% Female | 4% Persons with disabilities*

## HWSETA REGISTERED LEARNERSHIPS

LEARNERSHIP TITLE	NQF LEVEL	LEARNERSHIP CODE	SAQA ID AND QUALIFICATION RULES	PROF BODY
Certificate in General Nursing: Auxiliary	4	11Q000008201324	17152	SANC
Certificate in General Nursing: Enrolled	4	14Q000003XX1324	17168	SANC
Diploma in General Nursing: Bridging	5	14Q000004XX2565	17169	SANC
Diploma in Primary Health Care: Post Basic	6	11Q000009233606	17165	SANC
Post Basic Diploma in Medical/ Surgical Nursing: Elective				
– Critical Care	6	11Q000010173606	17165	SANC
– Operating Theatre Nursing	6	11Q000010173606	17165	SANC
Diagnostic Radiography	6	11Q110013003606	65069	HPCSA
Certificate Phlebotomy Technique	4	11Q110006281344	59345	HPCSA
Further Education and Training Certificate: Pharmacist Assistance	4	11Q110020261404	72050	SAPC
National Certificate: Pharmacist Assistance	3	11Q110021341403	72049	SAPC
Certificate in Social Auxiliary Work	4	11Q110012001804	23993	SACSSP
Further Education and Training Certificate: Theology and Ministry	4	11Q110019521204	49057	HWSETA
National Diploma: Occupational Safety	5	11Q110023402425	58786	HWSETA
Further Education and Training Certificate: Occupational Hygiene and Safety	4	11Q110025361454	50063	HWSETA
Further Education and Training Certificate: Public Awareness Promotion of Dread Disease and HIV/AIDS	4	11Q110024321664	74410	HWSETA

## Important Information to Note Regarding Learnerships

The HWSETA does not select, recruit or engage learners directly. This is done through employers. Employers of nurses are mainly hospitals both in the public and private sectors. In the public sector the learnerships are often co-ordinated through the Provincial Health Department. Pharmacies in public and private hospitals and retail pharmacies select and recruit learners directly.

The Human Resources department of an organisation is best to contact as most large organisations have a Skills Development Facilitator who is responsible for skills development and co-ordinates applications to the relevant SETA for the learnerships.

Whilst the HWSETA is the education, training and quality assurance (ETQA) body for several of its learnerships, there are learnerships funded by the HWSETA for which other councils and associations are the ETQA body. In the table that details what learnerships are available from the HWSETA, it is important to note the details on the relevant professional body. The contact details you require for these professional bodies are provided below:

- South African Nursing Council (SANC) 012 420 1060 ([www.sanc.co.za](http://www.sanc.co.za))
- South African Pharmacy Council 012 312 3992 ([www.pharmcouncil.co.za](http://www.pharmcouncil.co.za))
- South African Council for Social Services Professions 012 356 9940 ([www.sacssp.co.za](http://www.sacssp.co.za))
- Health Professions Council of South Africa (HPCSA) 012 338 9352 ([www.hpcsa.co.za](http://www.hpcsa.co.za))