



What is a Learnership Programme?

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A learnership is a programme that combines **theoretical** training with relevant **work place experience** that leads to an NQF registered qualification.

The general rule of thumb is that a learner spends **30%** of their time doing theoretical training and **70%** doing work place experience.

What is a Learnership programme (book)?

A Learnership Programme can be compared to a book.

- ◆ Each programme (book) has several Modules (chapters);
- ◆ Each Module (chapter) has either one or more-unit standards (Paragraphs).

Combined these form the programme Curriculum.

Each Learnership Programme has a minimum number of required credits linked to it e.g. 121.

Each credit equates to Notional Hours i.e. average time spend doing both theoretical and workplace experience. 1 credit = 10 notional hours.

How many Modules (chapters) are there per programme?

This varies from one programme to another e.g. 8 or 11

Each Module consists of 1 or more Unit Standards.

What is a Unit Standard (paragraphs) and how many are there per programme?

A Unit Standard is the smallest unit that can be credited to a learner. A cluster of Unit Standards, including core, fundamental, and elective learning, form a full Qualification. Each unit standard has a minimum number of required credits linked to it e.g. 3 or 7.

Summary Example: The Business Practice NQF1 Learnership Programme requires 121 credits (1210 notional hours) made up of 8 Modules and 29 unit standards, each with their own number of assigned credits, the total sum of which will add up to 121 credits. $30\% \times 1210 = 363$ hours spent doing theoretical training and $70\% \times 1210 = 847$ hours spent doing work place experience i.e. 70 hours / month, 17 hours / week = 2 to 3 days per week.

What is the duration of a Learnership Programme?

- ◆ 12 months for unemployed learners;
- ◆ 18 months for employed learners.

What is an NQF registered qualification?

The **National Qualifications Framework (NQF)** records the credits assigned to each level of learning achievement in a formal way to ensure that the skills and knowledge that have been learnt are recognised and with the objective of applying a single integrated national framework for learning achievements.

There are currently 10 NQF levels ranging from a General Certificate (NQF1) to Doctoral Degree (NQF10).

What are the benefits of a Learnership to the Employer?

- ♦ B-BBEE: 100% recognition on spend, pro-rata points for absorption, increased recognition level;
- ♦ Tax Allowance (12H/IT180): Reduction on taxable income
NQF1 – 6 Learnerships:
 - Abled Learners: R40,000 on commencement, R40,000 on completion
 - Disabled Learners: R60,000 on commencement, R60,000 on completion;
- ♦ Employment Tax Incentive (ETI/EMP201): R1000 / learner / month;
- ♦ Discretionary Grants from SETA (**not guaranteed**).

What are the benefits of a Learnership to the Learner?

- ♦ Provides a qualification which can be obtained in the workplace;
- ♦ Provides a learner with practical, on the job experience.

What is the role of a Facilitator?

The facilitator is not the same as a trainer. Unlike the trainer, the facilitator is not a one-sided delivery of learning material. A facilitator helps a group of people to understand their common objectives and **assists** them to plan how to achieve these objectives, to ease the process for the learner. The bulk of the work required for **theoretical** training is the responsibility of the learner.

What are the main responsibilities of the Learner?

- ♦ To attend ALL structured learning classes;
- ♦ To attend ALL workplace experience activities;
- ♦ To participate and complete ALL assessment activities.

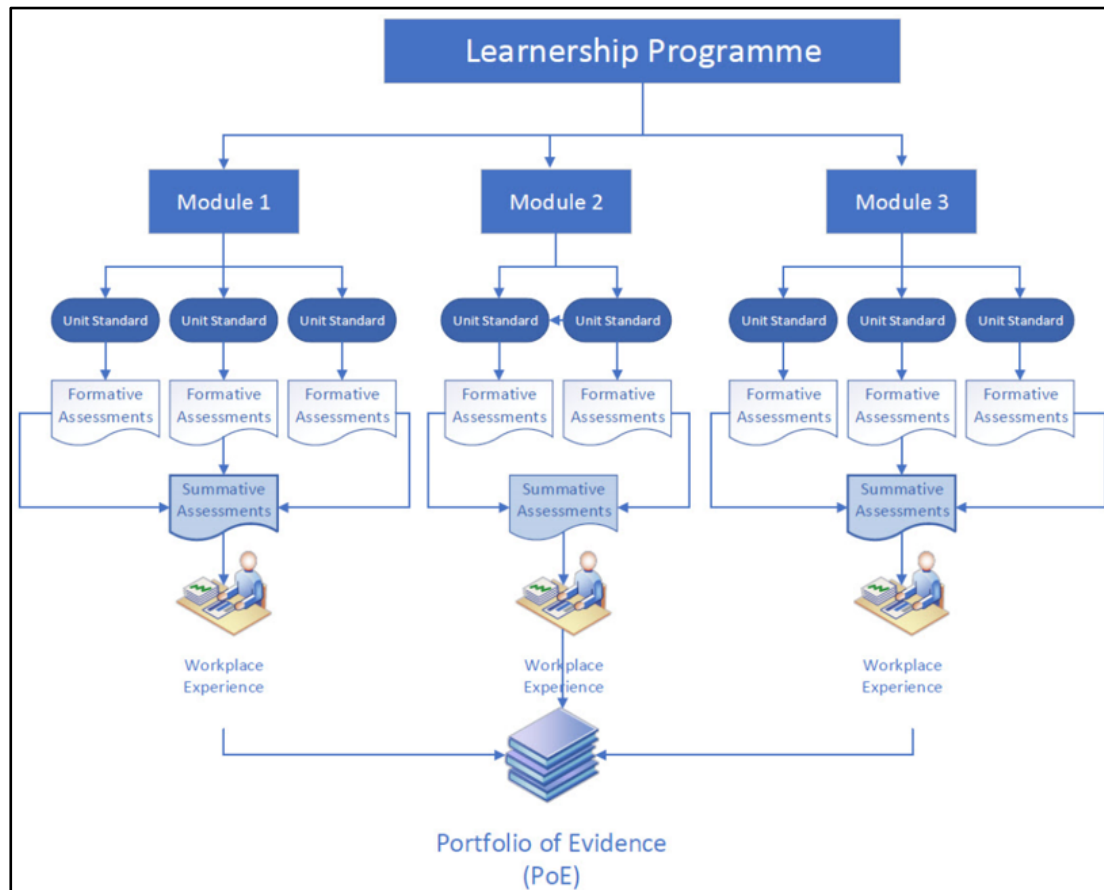
What are the main responsibilities of the Employer?

- ♦ To be the Lead Employer (or elect a Host Employer);
- ♦ To release the learner to attend the required training (1 x day / week);
- ♦ To provide the learner with practical work experience (2 to 3 days per week);
- ♦ Co-Ordinate all workplace experience activities.

What are the main responsibilities of the Training Provider?

- ♦ To provide a safe and structured education and training environment;
- ♦ To appoint qualified facilitators;
- ♦ To appoint accredited assessors and internal moderators;
- ♦ To submit the learners Portfolio of Evidence (POE) to the relevant SETA for external moderation.

Learnership Programme in summary



Learnership Programme Process in summary

