

Skills Development Information

What is a learnership?

Presented by: Lindy Login
 Kerry Koen





The ultimate goal of Love Africa is:

- to make sustainable changes to members of the South African society
- Education – focus vocational skills
- Remember!! The sustainability in skills development relates to employed, unemployed, able bodied and disabled people alike.

“Education is the most powerful weapon which you can use to change the world” – Nelson Mandela

Learnerships, amongst other programmes (such as skills programmes, apprenticeships, work-integrated learning; artisans) focus on

PIVOTAL TRAINING: Professional; vocational; occupational and technical learning

This is an alternative to the pure academic type of training that is offered at Private Training Colleges and Universities county-wide



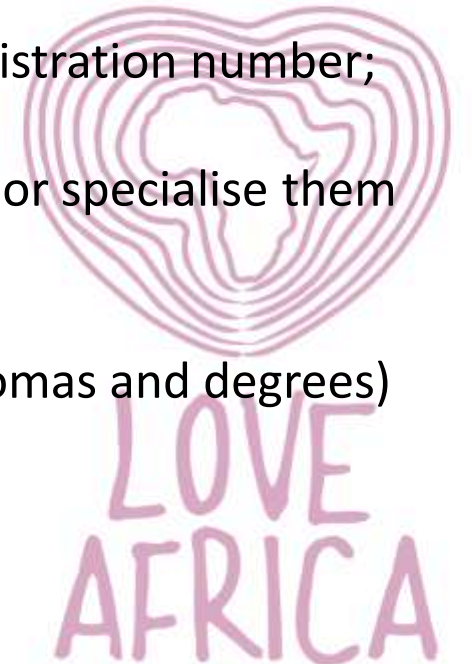
Building blocks of a learnership

- A Unit Standard is a **stand alone** topic, that is allocated a certain number of credits and has its own **unique SAQA** (South African Qualification Authority) number;
- Each Unit Standard is has its individual ranking according to its level of difficulty and its requirements of learner application. The ranking is according to a standardised framework called the National Qualifications Framework (**NQF**);
- A single Unit Standard may be taught on its **own**; such as a First Aid in the workplace; or it may be clustered into a couple of Unit Standards covering a topic that encompasses information of a single theme. For example: a Occupational Health and Hygiene **Skills programme** may be made up of a number of different US, which together may tally 40 credits



A learnership

- Made up of approximately 20 different Unit Standards and when complete the credits from all the different Unit Standards equal about **120 credits**;
- The Unit Standards making up the learnership are made up of three different groups of Unit Standard types namely – **CORE, FUNDAMENTALS and ELECTIVES**;
- Like the individual unit standards, every learnership has its own **unique SAQA** registration number;
- There are **generic** types of learnerships and then there is the ability to customise or specialise them to suit the target audience
- There are different levels of learnerships ranging from **NQF 1 – 6** (higher are diplomas and degrees)



Where does learnership facilitation take place

- The emphasis of the learnership facilitation is that it is vocational – learning in the **workplace**;
- The breakdown of time allocated to learning for the vocational training is approximately **30% classroom** time and **70% workplace** learning;
- The number of credits allocated for each of the Unit Standards making up the full learnership indicates the number of **notional hours** (learning hours) that should be spent on each of the unit standards.
- For example, if the Unit Standard is allocated 5 credits = 50 notional hours of which 30% (15 hours) are spent in the classroom and 70% (35 hours) are spent in the workplace

What is a SETA?

SECTOR EDUCATION AND TRAINING AUTHORITY

- There are 21 different sectors making up our economy – each one has its own education and training authority.
- The SETA is mandated to **ensure life-long learning** and skills development of South African employees. The SETA's identify difficult to fill occupations within their sector and focus training in these domains (**scarce and critical skills**)
- How do we apply for the **funding subsidies**?
- What **type of training** do they help us with?
- How do they choose who to **support** and who to turn away?
- How **much** can we claim?



RPL (Recognition of prior learning)

- Initially brought about to address **inequalities** of the past;
- Learners who are skilled workers and would not benefit by sitting in a classroom to re-learn concepts they are already capable of doing are **rewarded for their ability** to do that skill
- These learners are **still “tested”** in performing the skill they want to be RPL’ed against, but they may be excused from the theoretical and practical learning that a novice may have to do

Different types of Seta funding available (only on submission of WSP/ATR)

Mandatory Grant: This refers to all the training companies have to do to comply to various regulatory bodies.

Bodies include: Department of Labour – Occupational Health and Safety Act

Construction regulations

Mine Health and Safety Act

Etc...

Discretionary Grant: Funding is made available at the discretion of the SETA during applications on your discretionary grants annually.

Pivotal Training: *Professional, vocational, technical and academic learning* programmes that result in qualifications or part qualifications registered on the National Qualifications Framework (NQF) that address critical and scarce skills needs.

Special Grants/ Project: Funding windows open annually for companies to apply for Special funding. The rules for special funding is usually announced when the windows open. Historically these grant are awarded to companies who shape their application towards sustainable employment through education.

Thank you for inviting Love Africa to
join you

We would love feedback and any
questions