



“ Learning how to learn is life's most important skill.

- Tony Buzan

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Learnerships

Is your organisation playing its role in developing skills for South Africa?

What are the business issues at stake when training of employees is planned?

How will the business and the learner benefit from any intervention?

Overview

Learnerships form a key part of the strategy to develop skills in South Africa and were designed to offer learners the opportunity to achieve a formal SAQA qualification. The first intent was to benefit employees who for several reasons could never afford full time enrollment at a formal training institution. After the completion of a registered learnership the learners leave with a recognised qualification and the organisation is rewarded for playing their role in skills development through a rebate. The intent is that it becomes a cycle of ongoing development of skills.

7% of corporate and HR leaders say their companies have accelerated leadership programs for millennials - deloitte.com

63% of millennials say their leadership skills are not being fully developed - deloitte.com

Business value gained through the solution

30% of learnership training can be considered as theory-based away from the workplace. Business owners were reluctant in the past to implement learnerships for reasons like absence from the workstation and loss of production.

To encourage learnership implementation,

- SARS instilled a tax incentive scheme that allows businesses to save when employed and / or unemployed learnerships, for designated and or non-designated learners are implemented. If done correctly learnership costs can be reduced to zero
- SARS also allows that the Employee Tax Incentive scheme can be applied when learnerships are implemented.
- The BEE codes incentivise learnership implementation by allowing the full salary of employed learners to be recognised as skills code expenditure for at least 12 months.

Though the aggregated cost benefits offer grounds to consider learnership implementation, the decisive consideration should always be the noble intent of training and skills development.

Solution features

- We offer one year learnerships in one of three tracks – Management, Finance or Project Management.
- Our learnerships are delivered through an online e-learning platform.
- We developed a new e-learning methodology called Lateral Scaffolding using a unique e-model. Many educational principles are integrated into this e-model:
 - Assist the learner to constantly see the “big picture”
 - Regular repetitions of work completed
 - Enhanced engagement of learner through a true game-based approach
- Learners can achieve a full national qualification through completion of the program.
- Employed learners can conclude the learnership without compromising their status as full-time employees.
- Unemployed learners can also be registered on a fixed term contract with an employer in order for the organisation to support skills development.
- Through our e-learning platform we are able to accommodate any number of learners, anytime, anywhere.

Process overview

- Once a decision has been taken to implement learnerships in the organisation the employer applies for workplace approval through their own hosting SETA.
- Learners are then registered with the hosting SETA.
- Africa People Advisory Group in conjunction with their partner then register learners with the SETA where accreditation was obtained.

Speak to a
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