

GUIDE FOR EMPLOYERS

What is a learnership?

A learnership is a training programme that combines theory at a college or training center with relevant practice on-the-job. There is no learnership if there is no on-the-job practice. The idea is that people really learn the “in’s and out’s” of an occupation by practicing all its aspects under the guidance of an experienced and qualified person. In order to become qualified themselves, learners will have to be assessed against occupational standards that have been agreed in advance by industry stakeholders.

Learnerships are based on legally binding agreements between an employer, a learner and training provider. This agreement is intended to spell out the tasks and duties of the employer, the learner and the training provider. It is designed to ensure the quality of the training and to protect the interests of each party.

What are the main benefits of a Learnership for employers?

There are a number of reasons why employers should get involved in learnerships. First, they are a way to get more skilled people. Skilled people make better workers as they:

- Are more likely to do the correct thing the first time and make fewer mistakes
- Are more likely to ‘get the best’ out of their machines
- Tend to be more independent workers
- Are more motivated because they know why what they are doing is important to the overall business and might also be less likely to leave their jobs.

Employers can offer learnerships to their own employees or can recruit unemployed people for training. Current employees who are provided with learnerships are referred to as 18(1) learners. Unemployed people who are offered learnerships are known as 18(2) learners. This brochure explains the difference between these two types of learnerships.

What are the costs and what compensation is offered?

Obviously there are costs associated with training. These include: fees for ‘off-the-job’ education and training and the internal costs of providing mentoring and supervision for learners, the assessment of their progress as well as the learner allowance.

However there are incentives to assist in funding learnerships. These take two principal forms:

1. **Cash grants**

Employers who pay the skills levy can claim cash grants when they provide training. These grants can be used to offset learnership costs. Sector Education and Training Authorities (SETAs) may also provide grants for the implementation of learnerships. Employers should get in touch with the SETA to which their skills levies are paid to find out if learnership grants are available. These learnership grants are “discretionary”, so check with your SETA about this grant which can be

paid in addition to the levy repayment for drafting and/or implementing a work place skills plan. **You may thus be able to get back from the SETA more than your levy payments.**

2. Tax incentives

Following the registration of your learnership with a SETA you are eligible to claim a tax incentive from SARS

There are two tax incentives, one at the beginning of the learnership and one at the successful conclusion of the learnership.

At the beginning of the learnership

- ✓ **Learners already employed by you – 18(1):** Once you have entered into a learnership agreement with a learner and have registered the agreement with a SETA, you may deduct 70% of the annual wages paid to that learner up to a maximum of R17 500 during the relevant year of assessment.
- ✓ **Unemployed learners – 18(2):** Once you have entered into a learnership agreement with a learner and have registered the agreement with a SETA, you may deduct 100% of the learnership allowance paid to that learner up to a maximum of R25 000 during the relevant year of assessment.
- ✓ **On completion of the learnership**
You can claim again! Your claim can be up to 100% of the annual wage paid to an employee (18.1) or 100% of the allowance paid to an 'unemployed' learner (18.2) of up to a maximum of R25 00 during the relevant year of assessment.

For further details of the tax incentive please consult the SARS website: www.sars.gov.za (select first Legislation, then Acts, then Act No 30 of 2002.) or contact your SETA.

WHAT ARE WE AS CAPE INSTITUTE FOR AGRICULTURAL TRAINING: (ELSENBURG) LOOKING FOR?

1. Employers willing to put some of their workers [18.1], who passed Grade 9 OR Grade 12, through a learnership with us.

WHAT DO WE OFFER?

- ✓ We offer the **NATIONAL CERTIFICATE IN PLANT PRODUCTION NQF LEVEL 1 AND/OR LEVEL 4** in the following study fields:
 - Viticulture
 - Vegetables
 - Fruit Production
- ✓ We also offer **accommodation** (*if needed*) for the duration of the learnership.

WHEN DO WE WANT APPLICATIONS?

Applications must be in by the end of November 2005. Applicants will be selected and successful candidates will be notified by mail.