

## LEARNERSHIPS PRESENTED BY THE CAPE INSTITUTE FOR AGRICULTURAL TRAINING: ELSENBURG

# GUIDE FOR LEARNERS

Government has introduced a new training programme called learnerships. These training programmes are open to people who are unemployed and people who are employed.

### What is a Learnership?

A learnership is a learning programme that leads to an occupational qualification. Learnerships include classroom-based learning at the college and on-the-job training in the workplace. For you to participate in a learnership the key thing to be in place is that there must be an employer willing and able to provide the work experience.

### Who can apply for a Learnership?

Anyone can apply for a learnership. This means that it should be available for young people leaving schools and colleges and for unemployed people, as well as for people already in jobs. Learnerships are not restricted to any age group.

### How much will it cost?

There is no charge for a person to go on a learnership. Everyone selected for a learnership programme must be paid a learner allowance by the employer.

### How long does it take?

The length of a learnership will differ but will normally not be less than one year. The learnership will start in April 2006 and end in April 2007.

### What does it mean for me if I go on a learnership?

If you are accepted for a learnership you will have to sign a legal agreement with the employer. The person or organization that provides the theory part of the training also has to sign this agreement. This will spell out what is expected of you and what you will have to do.

### Who are involved in the learnership and what are their roles?

- The **learner** is placed in a learnership, signs a legal agreement with an employer, stating the rights and responsibilities of the learner, and follows the learning programme
- The **employer** provides the work experience part of the learnership and signs the same legal agreement stating the employer's rights and responsibilities, including agreements on the level of the learnership allowance
- **Training providers** provide the training on behalf of the employer and sign the same legal agreement stating the training provider's rights and responsibilities
- **A Sector Education and Training Authority (SETA)** organizes and facilitates the funding of learnerships in a specific area of the economy (for example transport or

tourism and hospitality or agriculture), and ensures that the training is up to industry standard (quality assurance)

- **The Department of Labour** recruits, selects and refers unemployed people who meet the minimum criteria for a particular learnership to employers looking for learners. The employer makes the final decision.

### **What will I get at the end of the Learnership?**

If the learnership is completed successfully you will have a qualification that is recognized throughout the country. To prove that you have the qualification you will be given a certificate. This certificate will describe the skills that you will have learnt.

### **Will I get a job after completing the Learnership?**

If you are unemployed when the learnership begins, there is no guarantee of a job at the end. The employer who provides you with training does not have to offer you a job. But with a qualification and work experience you will be in a better position to get a job than before. You might also want to think about getting more qualifications or starting up a business on your own.

## **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.