



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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How To Join a Learnership if you are a Worker

How To Join a Learnership if you are a Worker

Workers should ask their employers if they offer learnerships. They should encourage their employers to start learnerships. If workers want to join learnerships, they must make sure they know everything before they apply.

Joining a learnership

If workers want to join a learnership they must use the following steps:

Step 1: Find out if your employer offers learnerships

Ask your supervisor, training or personnel manager or trade union representative if your employer offers learnerships. If they do not, go to Step 2, if they do, go to Step 3.

Step 2: Encourage your employer to start learnerships

There are many financial rewards for employers who start learnerships. Speak to your supervisor or training or personnel manager and encourage them to start learnerships. They can get more information from the Department.

Step 3: Find out what learnerships are available

Find out what learnerships your employer offer and how you can apply. Discuss this with your supervisor. You should find out what –

- will be asked of you; (e.g. will you have to study in the evenings?)
- qualification you will get;
- level the qualification will be;
- kind of tests there will be;
- happens if you fail; and whether
- you will be able to cope with the classroom and practical work; and
- there will be future promotion or training.

Step 4: Apply for the learnership

If you think this is right for you, apply for the learnership.

Related Links

- [Basic Guide to Learnership Agreements](#)

Under the Skills Development Act, an agreement must be signed by the learner (a type of apprentice), employer and training provider

[Basic Guide to Learnership Contracts](#)

The Skills Development Act requires all new learners to sign an employment contract with their employer

- [Basic Guide to Learnership Disputes](#)

The Skills Development Act provides procedures for resolving disputes about learnerships (a type of apprenticeship)

- [Basic Guide to Learnership Requirements](#)

The Skills Development Act allows Sector Education and Training Authorities (SETAs) to start learnerships only if certain conditions are met

- [Contact Us](#)

How to contact the Department of Labour

- [Labour Centres](#)

Short description