



labour

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Basic Guide to Learnership Agreements

Basic Guide to Learnership Agreements

Learnerships must have an agreement that is signed by the employer, training provider and the learner. This agreement must be registered with a Sector Education and Training Authority (SETA).

See

- [Skills Development Act](#)
Aims to develop and improve the skills of the South African workforce.

Definition

A learnership agreement is a contract for a specific time period between –

- a learner;
- an employer; and
- a training provider.

Based on Legislation in Section 17, of the Skills Development Act

Employer's Duties

The learnership agreement must require the employer to give the learner –

- a job for a specific time period;
- practical work experience; and
- time to go to classes.

Based on Legislation in Section 17, of the Skills Development Act

Learner's Duties

The learnership agreement must require the learner to –

- work for the employer; and
- attend classes.

Based on Legislation in Section 17, of the Skills Development Act

Training Provider's Duties

The learnership agreement must require the training provider to provide –

- education and training, and
- support to the learners.

Based on Legislation in Section 17, of the Skills Development Act

Registration with a SETA

Learnership agreements must be registered with a SETA.

Based on Legislation in Section 17, of the Skills Development Act

Ending a Learnership Agreement

Learnership agreements may not be ended before their end date unless –

- learners –
 - complete all the work before the time;
 - are dismissed because of bad behaviour;
 - are not able to be good workers; or
- the SETA that the learnership is registered with approves it.

Based on Legislation in Section 17, of the Skills Development Act

Related Links

- [Basic Guide to Employment Contracts \(Learnerships\)](#)
Sectoral Determination 5 requires that employers give learner workers certain details of their employment in writing
- [Basic Guide to Sector Education and Training Authorities \(SETAs\)](#)
Sector Education and Training Authorities are required to work out and implement sector skills plans and promote learnerships. They are responsible for handing out funds.
- [Sample - Learnership Agreement](#)
A sample document of a Learnership Agreement contract