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Learnerships

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Company Registration No. 2001/009271/07

Registered with the Department of Higher Education and Training as a private higher education institution under the Higher Education Act, 1997.
Accreditation No. 2004/HE07/003

RESEARCH • DESIGN • EDUCATION



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1. **The Da Vinci Qualifications registered as Learnerships**

- Higher Certificate in the Management of Technology and Innovation
Registration number: 12Q120029001205
- Bachelor of Commerce in Business Management
Registration number: 26Q260082003607
- Master of Science in the Management of Technology and Innovation
Registration number: 12Q120030002408
- Doctor of Philosophy in the Management of Technology and Innovation
Registration Number: 12Q120031002408

2. **What is a Learnership?**

A Learnership:

- Is a structured learning programme that includes both theoretical and practical workplace-based/experiential learning. Experiential Learning is gained at the Learner's place of employment for the duration of the Learnership and the theoretical learning is provided by an accredited training provider
- Leads to an occupational related qualification registered with the South African Qualifications Authority
- Must be registered with the Director-General in the prescribed manner. The Learnership qualification is controlled by the SETA who registers the Learnership with The Department of Higher Education
- Assumes an agreement entered into for a specific period of time between a learner, an employer and training provider.

3. **Why were Learnerships established?**

The Skills Development Act No 97 of 1998 and Skills Development Levies Act No9 of 1999, were devised to implement structures and processes to transform skills development in SA. A critical look at how employers and training providers have provided education, training and work experience in the past suggests that



education and training provision has not always linked theory and practice. Learnerships are intended to address the gap between current education and training provision and the needs of the labour market, and are often seen as the crux of skills upliftment in terms of the Skills Development Act. Learnerships seek to address the following labour market issues:

- The decline in levels of employment in South Africa
- The unequal distribution of income
- Unequal access to education and training, and employment opportunities
- The effects of race, gender and geographical location on advancement
- The skills shortage amongst the labour force.

4. What are the benefits of a Learnership to the Learner?

- The programme is outcomes-based
- The learner interacts within the working environment (professional and practical)
- The learner interacts with clients and obtains an understanding of workplace dynamics
- Assessment occurs at various stages and is based on the learner's competence
- On successful completion the Learner receives an accredited qualification.

5. What are the benefits of a Learnership to an employer?

- *Tax Incentive:* The Department of Labour together with SARS has announced a significant tax concession to encourage job creation and the formalisation of employment by way of a "training incentive" that provides:
 - R30 000 (R50 000.00 for disabled learners) annual tax deduction per learner from SARS (2015) upon Learnership registration
 - R30 000 (R50 000.00 for disabled learners) annual tax deduction per learner from SARS (2015) upon successful Learnership completion



- Opportunity for the organisation to apply for a discretionary grant from the SETA within the organisation sector
- Opportunity for the organisation to earn BBBEE scorecard points.

These financial grants and tax incentives are designed to encourage the employer to provide the learner with the necessary support to complete their studies.

6. Who pays for the Learnership?

- ☞ The employer pays for the education of the learner together with a regulated monthly stipend for the learner
- ☞ If you are employed you can continue to be paid by your employer whilst studying and working towards an agreed accredited qualification (registered Learnership).

7. Where are Learnerships found and for what duration?

Learnerships can be found in various sectors and vary in duration depending on the accredited qualification (registered Learnership).

8. How to participate in a Learnership, if unemployed?

- ☞ Plan a career path
- ☞ Identify the Learnership that supports the chosen career path
- ☞ Find out as much information as possible about the Learnership
- ☞ Enquire about the applicable criteria for entering the Learnership
- ☞ Research the funding options available within the appropriate SETA.

9. How to participate in a Learnership, if employed?

- ☞ Enquire if your organisation funds Learnerships
- ☞ Identify the Learnership that supports your chosen career path



- 🌀 Find out as much information as possible about the Learnership
- 🌀 Enquire about the applicable criteria for entering the Learnership
- 🌀 Research the funding options available within the appropriate SETA
- 🌀 Ensure that your employer is willing to provide the funding, practical work experience as well as mentorship.

10. The Learnership process

Upon successfully registering for a Da Vinci qualification:

- 🌀 The appropriate SETA Learnership Agreement for each learner must be signed by the employer, education provider (Da Vinci) and the learner
- 🌀 A signed copy of the learner's employment contract and certified ID copy must accompany each Learnership agreement
- 🌀 The original Learnership agreement, copy of the learner's employment contract and certified ID copy is then delivered and logged with the appropriate SETA by the employer.

11. Learnership funding information

Contact the appropriate SETA for details regarding the funding application process.