

The Relevance and Effectiveness of Learnership Programs in South Africa: A Survey of Trainees from within a SETA

Khalida Akbar, Taahir Vajeth and Henry Wissink

*School of Management, IT and Government, University of KwaZulu-Natal, University Road,
Westville, Private Bag X 54001 Durban 4000, South Africa
E-mail: wissinkh@ukzn.ac.za*

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ABSTRACT The focus of this paper results from a survey undertaken to understand the challenges, which trainees in learnership programs face within a selected South African Sector Education and Training Authority (SETA). In addition, the research evaluates the impact that this has on the ultimate success of learnerships and the progress towards skill development of the labor force in South Africa. The research covered an analysis of responses from a selected cohort in a learnership program, and how incumbents experienced various facets of the learnership training and development activities and interventions. The broad areas that were analyzed were the level of 'organization-fit' during the duration of the program, the content of learning programs, and the recognition of these programs in the appropriate industry.