

## Vision

A leader in the provision and management of provincial government land and buildings.

## Mission

Optimal utilization of resources in the provision and management of provincial government land and buildings and the coordination of the implementation of the Expanded Public Work Programme.

## Core Functions

The core functions of the Department of Public Works are:

- Construction Management
- Property and Facilities Management
- Infrastructure Planning and Management
- Expanded Public Works Programme



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LIMPOPO  
PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF  
PUBLIC WORKS

# HUMAN RESOURCE DEVELOPMENT

## LEARNERSHIP PROGRAMMES



*Re a S'ama*

# LEARNERSHIPS

## 1. WHAT ARE LEARNERSHIPS

Learnerships are formal work based Learning Programmes that utilise structured Unit standards geared at acquisition of a professional or vocational qualification. They seek to link theory (30%) with practice (70%) to derive skilled and knowledgeable individuals.

Learnerships are demand led and seek to respond to a demonstrable social or economic need and labour market and or sector realities.

Learnerships are administered by the Sectorial Education and Training Authorities under the Ministerial of Higher Education and Training.

## 2.OBJECTIVES OF LEARNERSHIP PROGRAMMES.

- Prepare employees in formal employment to acquire qualifications in the fields they are already employed in.
- Assist with pre - employment training for specific target groups, so as to provide the skills and knowledge required to perform competently in an occupation.
- Provide the unemployed and out of school with work experience and skills that are accredited by the relevant Sectorial Education and Training Authorities (SETA's).
- They also aim to promote access to employment

and training opportunities (rather than consolidate a worker's ability in his/her current trade).

## 3. TYPES OF LEARNERSHIPS IN THE DEPARTMENT OF PUBLIC WORKS

### • 18.1 Learnership Programmes

**These are for persons already in the employ of the Department.**

### • 18.2 Learnership Programmes

**These are for persons not in the employ of the Department.**

## 2. ADVANTAGES OF A LEARNERSHIP PROGRAMME

- Ability to put to practice what the learner would have learned theoretically.
- Group learning that provides a supportive environment.

## 3. LEARNERSHIP ALLOWANCE

Learners in a Learnership Programme receive an allowance determined in the Learnership Determination and are subject to the presiding Learnership conditions at the time.

Learners will also be expected to enter into a contract with the Department for the duration of the Learnership programme, the contract of which will stipulate other conditions for participation including and not limited to Leave, Sick leave, Overtime etc.

## 4. LEARNERSHIPS FOCUS IN THE DEPARTMENT OF PUBLIC WORKS.

- Construction: Masonry / Bricklaying
- Plumbing
- Air Conditioning and Refrigeration
- Electrical
- Horticulture
- Capentry

## 5. ENTRY REQUIREMENTS

- Employed and or Unemployed
- Grade 10 to Grade 12 with Maths and English.
- Out of school.
- Applicants must be between 18 - 25 years of age.

