

# **Local Government, Water and Related Services SETA**

***COMMUNITY DEVELOPMENT  
WORKER'S***

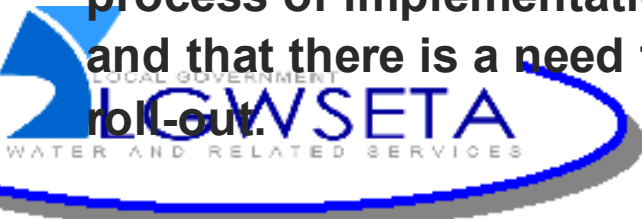
***LEARNERSHIP***

***PRESENTED BY: R. NGWENYA***



# BACKGROUND

- The President, in his State of the Nation Address in February 2003, stated that “Government will create a public service echelon of multi-skilled community development workers who will maintain direct contact with the people. It is wrong that government should oblige people to come to government even in circumstances in which the people do not know what services the government offers and have no means to pay for the transport to reach government offices.”
- The July 2003 Cabinet Lekgotla also reiterated the need for community development workers to ensure effortless access to government services. Four provinces were identified at the July 2003 Cabinet Lekgotla to pilot this programme, namely, Eastern Cape, Gauteng, Limpopo and the North West. The President also emphasised that the process of implementation of the project should be a learning process and that there is a need to be flexible to accommodate changes during roll-out.



# WHY LEARNERSHIP?

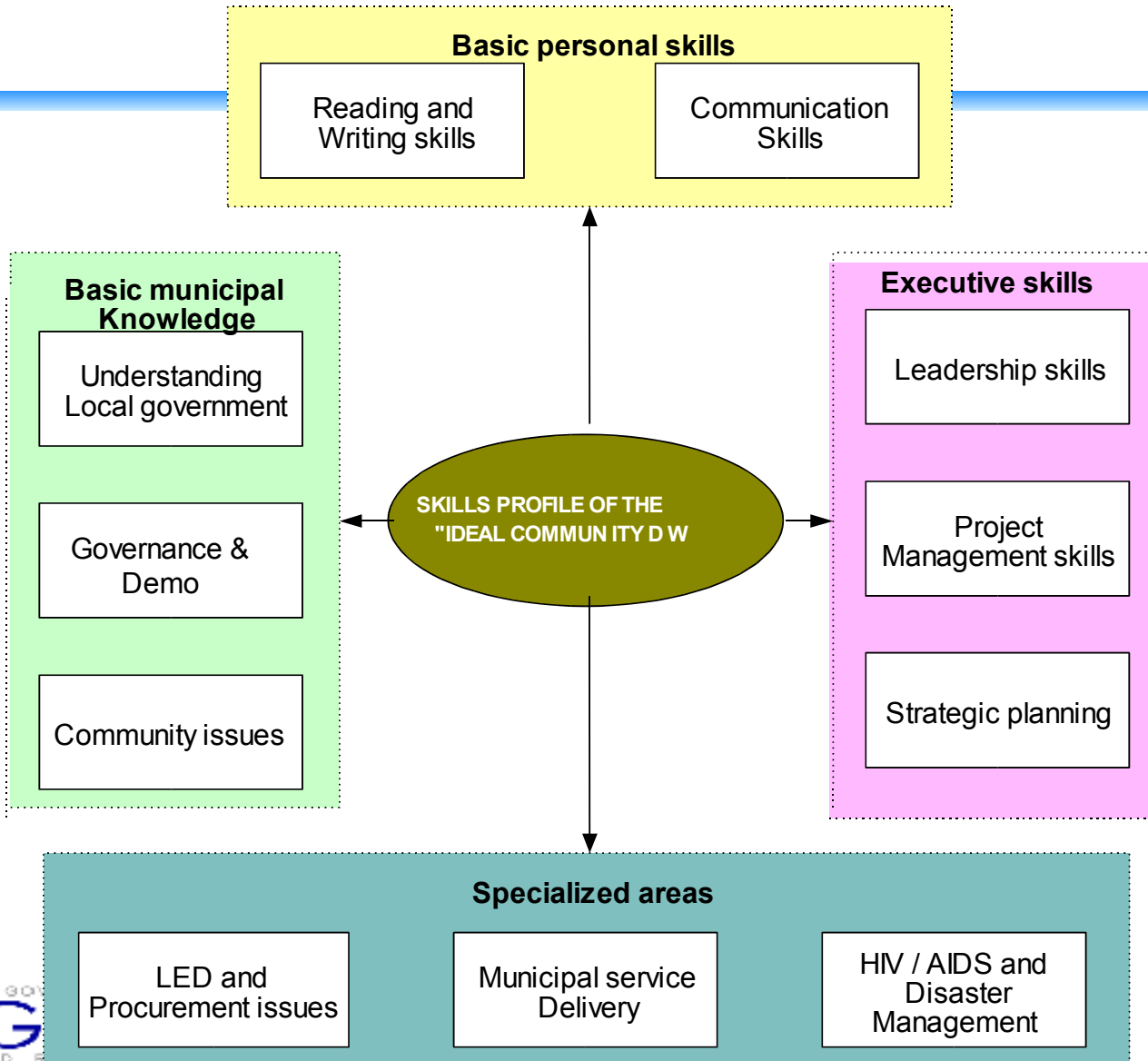
- **To ensure the transfer of skills and knowledge. The Learnership will provide the necessary supporting skills together with practical exposure that are required in order to attain a fully-fledged and qualified Community Development Worker.**
- **To inculcate a culture of professionalism and commitment to learners by ensuring that those who are determined to succeed will complete the qualification.**

# WHY LEARNERSHIP?

## Cont/...

- **During the Learnership process of 12 months, there will be very limited theoretical work (30%) and more practical exposure (70%) for the Learner Community Development Worker.**

# SUPPORTING SKILLS



# RECRUITMENT AND SELECTION

- **A total of 2804 learners being recruited nationally**
- **Provincial spread as follows:**

<b>Western Cape</b>	<b>300</b>
<b>Gauteng</b>	<b>354</b>
<b>Eastern Cape</b>	<b>350</b>
<b>KwaZuluNatal</b>	<b>350</b>
<b>Northern Cape</b>	<b>200</b>
<b>Limpopo</b>	<b>350</b>
<b>Mpumalanga</b>	<b>300</b>
<b>North West</b>	<b>300</b>
<b>Free State</b>	<b>300</b>
<b>Total</b>	<b>2804</b>

# CURRENT SITUATION

- **GAUTENG** = 166
- **EASTERN CAPE** = 180
- **NORTH WEST** = 60
- **NORTHERN CAPE** = 112

**TOTAL**

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**518**

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# BEING RECRUITED

- **Western Cape** = **150**
- **Mpumalanga** = **100**
- **Free State** = **100**
- **Limpopo** = **350**
- **KZN** = **150**

**TOTAL**

**850**





# LEGAL REQUIREMENTS

- **Learnership Agreement**
- **Service Level Agreement**
- **Contract**
- **Learnership grant application**
- **Proof of banking details**
- **Learner contract**

# OBLIGATIONS

## ■ THE EMPLOYER

- Must employ the learner for the period defined in the agreement. Provide practical work experience. Allow the learner to attend off-the-job education and education sessions.

## • THE LEARNER

- Work for the employer.
- Attend any education & training programmes that are specified.
- Must be committed to self development.
- Comply with workplace procedures.

## • THE PROVIDER

- To ensure learner attend theoretical training as specified.
- Must offer the education & training that is specified.
- Must provide reports to the employer on the learners performance.

# ASSESSOR AND MODERATORS

**Assessor may be people within your organization or external to your organization. Consider the following factors when selecting for within your organization to be assessors:**

- **Technical competence**
- **Interpersonal skills**
- **Commitment to staff development**

## ASSESSOR AND MODERATORS cont/...

**Moderators** monitor the quality of the assessments, the competence of the assessors and the competence of the learners. They ensure that assessment is fair. Moderators can be described as the referee for learners, assessors and LGWSETA. Moderators must be registered assessors before they can be trained as moderators.

There are two type of moderators:

- There is the **internal moderator** who will moderate the quality of assessments completed by assessors
- There is also an **external moderator**, called a **verifier**, who will be sent to accredited organizations by the LGWSETA at regular intervals to conduct a quality audit of your training and education, which will include the moderation of the internal assessment process of the organization.



# **ROLE OF MENTORS AND COACHES**

**Mentors and coaches will play a vital role in the learnership process. If you are a small organization, one person maybe able to fulfill both roles.**

**Mentors should have decision-making powers within the organization**



# **ROLE OF MENTORS/ COACHES Cont/...**

**The role of the Mentor/Coach is to:**

- **Show the learner new tasks**
- **Help the learner to learn effectively in the workplace**
- **Give feedback on learners performance**
- **Support the learner throughout the learning programme**
- **Guide the learner towards achieving the learning outcomes**

# FUNDING AVAILABLE

**LGWSETA budget R4 Million**

- **Assessor/Mentor training**
- **Curriculum Development**
- **Learnership Development**
- **Provider costs – first block**
- **Certification**

## **FUNDING AVAILABLE Cont/..**

**NSF budget – R70 Million:**

- **Learner Allowance/Stipends**
- **Provider costs**
- **Western Cape budget – R7, 500.00**



# EXIT STRATEGY

- **Placement with DPLG**
- **Career pathing/further studies**
- **Project Management – Career path**
- **SMME**

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**QUESTIONS!!!**

