



mictseta

Media, Information and Communication Technologies
Sector Education and Training Authority

Accelerating quality skills towards an information savvy society



Information on **Learning Programmes**

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1. MICT SETA's Vision and Mission

To be recognised as the leader in the development of a highly skilled, knowledge based information society.

The MICT SETA generates, facilitates and accelerates the processes of quality skills development at all levels in the MICT sector.

2. Learnerships

2.1 What is a learnership?

A learnership is a work-based path to a qualification. It is a workplace education and training programme comprising structured components in both practical workplace experience and theoretical training. The training is made up of 70% practical skills and 30% is theoretical. The duration of a learnership is twelve months and results in a full qualification.

Learnerships are important as success is measured in terms of the actual skills the learner acquires. A learner is taught why and how things are done and must understand the theory that supports the practice. A learnership programme is an NQF (National Qualifications Framework) aligned programme with a minimum of 120 credits.

Learnerships help learners to improve their basic literacy and numeracy skills and it also provides an opportunity to learn a specialised skill. The learners are assessed at various stages to determine their progression and to ensure that they are able to perform the tasks for which they are being trained.

2.2 Why participate in a learnership?

- To fast track the development of current employees;
- To offer employees an opportunity to obtain a nationally recognised qualification;
- To recognise experience and knowledge acquired by employees through formal training;
- To offer learners much needed work experience; and
- To expose unemployed learners to better job prospects

2.3 Benefits of learner participation

- To gain a nationally recognised qualification;
- To obtain practical workplace experience and exposure to the actual job environment;
- A learnership serves as an entry point for young people into a specific industry; and
- To provide a path to employment or self-employment.

2.4 Who should participate in a learnership?

A learnership involves three main parties:

1. **The learner;**
2. **The training provider; and**
3. **The employer**

2.4.1 Unemployed Learners

The learner enters into a temporary employment contract with the employer for an agreed period, at an agreed allowance, paid by the employer, for the duration of the learnership.

2.4.2 Employed Learners

The existing employment contract and company policy of the employed learner still applies. The employer pays for the training of the learner. An accredited training provider is appointed for the training of the learners.

A learnership agreement is entered into, between the learner, employer and training provider for the duration of the learnership. If the learner is a minor, a parent or legal guardian must sign the agreement on behalf of the learner. The agreement outlines the

rights and responsibilities of each party. The agreement is then lodged with the MICT SETA, assuring the provision of a quality learnership programme. Should any one party not fulfil their responsibilities, an appeal can be made to the MICT SETA.

The MICT SETA formally registers all learnership agreements to maintain a register of learner credits. A mentor/coach is assigned to monitor the learner's progress at the workplace, whilst a registered assessor evaluates the progress of theoretical components.

Unemployed learners receive a monthly allowance, as laid down by the Basic Conditions of Employment of the Department of Higher Education and Training. Also refer to the Sectoral Determination No.5, Skills Development Act and associated regulations. Visit the Department of Higher Education and Training website (www.dhet.org.za). Employed learners will be governed by the Terms and Conditions of their existing employment contract.

Learnerships can be performed at several levels on the NQF, with level 1 being Adult Basic Education and level 8 being the equivalent to a Masters or Doctorate degree.

Learners participating in a learnership programme receive credits for every unit standard successfully completed. There is no minimum entry requirement for learnerships – all learnerships are appropriate for people of all levels of education.

2.5 Who can apply for a learnership?

Only employers can apply for learnerships to be implemented. Individuals can become involved through an employer.

Potential learners interested in taking part in a learnership may apply for an opportunity to be recruited by sending their CVs to tumelo.khoako@mict.org.za or ernest.nemugavhini@mict.org.za.



2.6 MICT SETA Learnerships/Qualifications

	Learnership Title	NQF Level	SAQA ID	DHET Registration No.
1	Systems Development (Commerce Development)	5	48872	12Q120025251315
2	FETC: Information Technology: Systems Development	4	78965	12Q120034331654
3	Systems Development (Fourth Generation Language Programming)	5	48872	12Q12002424135
4	GUI-Based Applications for End-User Computing	3	61591	12Q120020401303
5	Masters in Information Engineering	7	49530	12Q120018001807
6	Masters in Telecommunications Engineering	7	49530	12Q120019001807
7	Systems Development (Multi-Media Development)	5	48872	12Q120022281315
8	Systems Development (Object Oriented Programming)	5	48872	12Q120026241315
9	Systems Development (Procedural Programming)	5	48872	12Q120021241315
10	Solutions Development / Programming	5	48872	12Q120015001205
11	Systems Development	4	24294	12Q000017371814
12	Systems Support (Desktop)	5	48573	12Q120014001205
13	Systems Support Engineer	5	48573	12Q120011001205
14	FETC: Information Technology: Technical Support	4	78964	12Q120035301634
15	Telecommunication Network Operations	4	59057	12Q120027581324
16	Website Development	5	48872	12 Q120023251315
17	Diploma: Technology Management and Innovation	6	59450	12Q120028002406
18	National Certificate: Business Analysis Support Practice	5	63769	12Q120033231385

2.6 MICT SETA Learnerships/Qualifications

No.	Learnership Title	NQF Level	SAQA ID	DHET Registration No.
19	Certificate: Technology Management and Innovation	5	59449	12Q120029001205
20	Master of Philosophy: Management of Technology and Innovation (MOTI)	8	59469	12Q120030002408
21	Doctor of Philosophy: Management of Technology and Innovation (MOTI)	8	59489	12Q120031002408
22	National Certificate: Technician in Broadcast Engineering	5	48792	15Q150037381205
23	National Certificate: Interactive Media	5	49121	15Q150039231305
24	National Certificate: Journalism	5	49123	15Q150040311205
25	National Certificate: Radio Station Management	5	49122	15Q150042221575
26	National Certificate: Radio Production	5	49125	15Q150043211455
27	FET Certificate: Film, Television and Video Production Operations	4	61450	15Q150046 521374
28	National Certificate: 2nd AD (film) Floor Manager (video)	5	58394	15Q150050201225
29	National Certificate: Art Department	5	58394	15Q150051201225
30	National Certificate: Commissioning Editor	5	58394	15Q150052211225
31	National Certificate: Editing and Post Production	5	58394	15Q150052211225
32	FET Certificate: Copy and Content Editor	4	57712	15Q150106371504
33	National Certificate: Copywriter	5	62610	15Q150090352405
34	National Certificate: Entrepreneurship	5	58394	15Q150053211225
35	National Certificate: Film Camera Operator	5	58394	15Q150054251225
36	National Certificate: Grips	5	58394	15Q150056181225

2.6 MICT SETA Learnerships/Qualifications

	Learnership Title	NQF Level	SAQA ID	DHET Registration No.
37	National Certificate: Lighting	5	58394	15Q150057201225
38	National Certificate: Production	5	58394	15Q150058211225
39	National Certificate: Production Accounting	5	58394	15Q150059231225
40	National Certificate: Researcher	5	58394	15Q150060211225
41	National Certificate: Script Supervisor	5	58394	15Q150061231225
42	National Certificate: Advertising (Production)	5	58820	15Q150062231245
43	National Certificate: 3D Animation and Visual Effects	5	57607	15Q150064281495
44	National Certificate: 2D Animation (Animation Specialisation)	5	57611	15Q150065141365
45	National Certificate: 2D Animation (Business and Projects Specialisation)	5	57611	15Q150066301365
46	National Certificate: 2D Animation (Performing Arts Specialisation)	5	57611	15Q150067281365
47	National Certificate: Broadcast Engineer (Radio or Television)	5	48792	15Q150069381205
48	National Certificate: Broadcast Engineer (Broadcast Contribution)	5	48792	15Q150070381205
49	National Certificate: Broadcast Engineer (Broadcast Head-end Systems)	5	48792	15Q150071381205
50	National Certificate: Broadcast Engineer (Spectrum Management)	5	48792	15Q150072381205
51	National Certificate: Advertising (Art Director)	5	58820	15Q150073251245
52	National Certificate: Advertising (Client Service)	5	58820	15Q150074171245
53	National Certificate: Advertising (Copywriter)	5	58820	15Q150075231245
54	National Certificate: Advertising (Media)	5	58820	15Q150076241245

2.6 MICT SETA Learnerships/Qualifications

No.	Learnership Title	NQF Level	SAQA ID	DHET Registration No.
55	National Certificate: Unit Assistant	5	58394	15Q150080431225
56	National Certificate: Video Camera Operator	5	58394	15Q150081261225
57	National Certificate: Vision Controller	5	58394	15Q150082211225
58	National Certificate: Vision Mixer	5	58394	15Q150083201225
59	National Certificate: Location Scouting and Assisting Location Manager	5	58394	15Q150084191225
60	National Certificate: Copy and Content Editor	5	58977	15Q150086411435
61	Certificate: Information Technology: Database Development	6	71850	12Q120038001206
62	FETC: Information Technology: End User Computing	4	71853	12Q120039001324
63	Certificate: Information Technology: Database Administration	6	71869	12Q120037001206

For a full listing of all registered learnerships, from all SETAs is available from www.dhet.org.za or at www.labour.gov.za. Navigate to "Registered Learnerships by SETAs" on the website.

3. Skills Programmes

3.1 What is a skills programme?

A skills programme is a set or cluster of unit standards gathered from a qualification that is combined to form a short course with credits.

3.2 Why should learners participate in a skills programme?

A skills programme is often implemented to meet the skills requirements of an employer to enhance an employee's knowledge for a particular skill.

A skills programme can culminate in a qualification when an interested learner continues to pursue the completion of the remaining unit standards. Training is offered by an accredited provider.

At the end of the training, learners receive a Statement of Results. Like learnerships, skills programmes are implemented by employers for both employed and unemployed learners.

Potential learners interested in taking part in a skills programme may apply for an opportunity to be recruited by sending their CVs to tumelo.khoako@mict.org.za or ernest.nemugavhini@mict.org.za.



4. Internships

4.1 Graduate Internship

An internship is a programme designed to give all FET College and university graduates an opportunity to extend their academic qualifications through workplace exposure and specialised training.

Participants are placed on a full-time basis, for a period of eight to twelve months, in stakeholder companies and government organisations. The purpose of this is to provide the learner with workplace experience that enhances their qualification.

4.2 Work integrated learning internship

This training is offered to students from the universities of technology who are required to complete their P2 activities in a workplace, following an institution-prescribed logbook. Participants are employed on a contract basis for workplace integrated learning, to ensure they are able to complete their diplomas.

4.3 Why should learners participate in an internship?

The primary benefit for the graduate learner includes obtaining real-world workplace experience and:

- To fast track high-level skills development;
- To offer unemployed graduates with needed work experience; and
- To empower graduates with practical experience, appropriate to their qualification.

4.4 Benefits of participating in an internship

Graduates receive valuable workplace experience.

4.5 Who participates in an internship?

Either employed or unemployed people can get involved in an internship, but the MICT SETA focuses on unemployed graduates. The internship usually involves just the learner as a potential employee to a company; and the potential employer. Taking note of the learner's level of education, capabilities and

experience, the employer defines the workplace programme that must be completed in order for the learner to obtain the required skills for the work to be performed within the company. This workplace programme is reviewed with the learner and both parties agree to the final programme.

There may be instances where the learner has to undergo some additional specialised training. In this case, the training provider could become a third party to the internship agreement.

On completion of the learnership, the intern will receive a certificate of recognition.

4.6 Who can apply for an internship?

The employer applies for an internship. Interns can only participate in internships through an employer.

Potential learners interested in taking part in an internship may apply for an opportunity to be recruited by sending their CV to tumelo.khoako@mict.org.za or ernest.nemugavhini@mict.org.za.



5. Difference Between Learnerships and Internships

	Leanship	Internship
Focus:	Two distinct components: theoretical and practical.	Focused on practical training.
Training Content:	Determined by NQF levels	Determined by employer
Outcome Measurement:	Credits are awarded for every unit standard successfully completed.	Specific outcomes not defined or regulated.
Minimum Entry Requirement:	None – anyone can participate in a learnership, regardless of level of education.	Appropriate for those with degrees or diplomas.
Parties involved:	Agreement between a SETA, learner, employer and a training provider.	Agreement between a SETA, employer and an intern.

6. Contact the MICT SETA

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