

Learnership Application Terms and Conditions

Introduction

A learnership is a structured learning program that combines theoretical knowledge with practical experience within a workplace. To ensure fair and transparent processes, it is essential that applicants understand the terms and conditions governing learnership applications. These guidelines ensure mutual accountability and compliance.

Eligibility Requirements

Learnership applications are subject to strict criteria to ensure that candidates meet the minimum standards required by Katlego Compliance Training and relevant governing bodies.

Age Criteria

Applicants must typically be between the ages of 18 and 35, unless otherwise specified. This age range aligns with the primary objective of empowering youth through skills development.

Educational Qualifications

Depending on the nature of the learnership, candidates may need to meet specific educational standards. Common requirements include:

- A minimum of a Grade 12 certificate or equivalent qualification.
- Proficiency in the language of instruction, often verified through competency tests.

Residency and Citizenship

Most learnerships are open exclusively to individuals who are citizens or permanent residents of the country in which the program is offered. Proof of residency, such as identification documents or utility bills, may be required.

Special Requirements

Some learnerships may have additional prerequisites, such as prior experience in a related field or physical fitness for roles that demand physical labor.

Application Process

The application process is designed to identify candidates who demonstrate both potential and commitment. It generally includes the following steps:

Submission of Documentation

Applicants are required to submit several documents, including:

- A completed application form.
- Certified copies of educational qualifications.
- An up-to-date résumé or curriculum vitae (CV).
- Copies of identity documents.

Application Deadlines

All applications must be submitted by the specified deadline. Late or incomplete applications will not be considered, emphasizing the importance of timely submission.

Selection Process

After the initial screening of applications:

- Shortlisted candidates may be invited for an interview or assessment.
- In some cases, aptitude or psychometric tests may be conducted.
- Applicants who pass all stages will be offered a place in the learnership program.

Commitments of the Applicant

By applying for a learnership, candidates agree to adhere to the following commitments:

Attendance and Participation

Successful applicants must attend all theoretical and workplace training sessions. Frequent absenteeism without valid justification may lead to termination from the program.

Completion of Assignments

Participants are expected to complete all assignments, projects, and assessments within the stipulated timeframes. Failure to do so may result in disqualification.

Code of Conduct

Candidates must adhere to the code of conduct set by Katlego Compliance Training and employer. This includes maintaining professionalism, respecting colleagues, and abiding by workplace policies.

Obligations of the Training Provider

Katlego Compliance Training has the following obligations to ensure a successful learning experience:

Provision of Learning Materials

Katlego Compliance Training must supply all necessary learning materials, such as study guides, workbooks, and tools.

Monitoring and Support

A dedicated mentor or supervisor should be assigned to each participant to monitor their progress and provide guidance.

Certification

Upon successful completion of the program, learners will receive a nationally recognized qualification in their field of training.

Stipends and Financial Support

During the learnership, participants are entitled to a stipend to cover travel, meals, and other incidental expenses. The amount and frequency of stipend payments will be disclosed in the program offer.

Termination and Withdrawal

Both the applicant and the Katlego Compliance Training have the right to terminate the learnership under certain conditions.

By Katlego Compliance Training

The program may be terminated if the participant:

- Fails to meet attendance or performance requirements.
- Engages in misconduct or violates the code of conduct.

By the Applicant

Participants wishing to withdraw must provide written notice and may be liable for any costs incurred up to that point.

Equal Opportunities and Non-Discrimination

Learnership programs are committed to providing equal opportunities to all eligible individuals. Discrimination based on race, gender, disability, or any other protected attribute is strictly prohibited.

Data Protection and Confidentiality

All personal information provided during the application process will be handled in compliance with data protection laws. Applicants' data will only be used for purposes related to the learnership.

Dispute Resolution

In the event of disputes or grievances, both parties agree to seek resolution through internal mechanisms before pursuing legal action.

Conclusion

By applying for a learnership, candidates agree to abide by the terms and conditions outlined above. These principles ensure a fair, transparent, and enriching experience for all participants while upholding the integrity of the program.

Signatories

By Katlego Compliance Training:

_____	_____
Name and Surname	Date

By Applicant:

_____	_____
Name and Surname	Date