



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

Urgent media statement:

Caution against bogus apprenticeship/learnerships recruitment processes

20 November 2015

It has come to the attention of the Manufacturing, Engineering and Related Services SETA (merSETA) that a scam is presently underway in which unsuspecting learners looking for apprenticeship or learnership opportunities are asked to deposit money at a Shoprite or Spar supermarket as well as a bank in order to access training. The matter had been reported to the South Africa Police Service.

The merSETA wishes to state that a learner wishing to undergo merSETA-funded training does not need to pay to undertake their apprenticeship or learnership.

Sector Education and Training Authorities (SETAs), the merSETA in this case, may fund the training and, in return, the employer pays wages or an allowance to the learner undergoing training. The merSETA member companies or merSETA-accredited training providers provide apprenticeship/learnership training.

Please note that the following are the correct application processes for apprenticeship and learnerships.

Apprenticeship process

- The apprentice is registered in a listed trade in terms of the prescribed training provisions;



- An agreement is signed by the employer and the apprentice (guardian if under 18 years of age);
- The apprentice is indentured in a designated trade in terms of the Training Act provisions;
- A four-subject N2 certificate with the relevant trade theory has to be completed at a TVET college. Employers pay for classes and assessment fees at the TVET college;
- A Trade Test application is made to the merSETA once all relevant training has been completed;
- A trade test/assessment is conducted at a merSETA-accredited trade test centre; and
- If successful, the learner is awarded a National Trade Certificate and deemed to be a qualified artisan.

Apprenticeship wages

A percentage of the artisan minimum rate is determined by the relevant industry bargaining council per level (4 levels).

Admission requirements are chamber-specific, whilst the duration of apprenticeship programmes is determined by each trade and level. For chamber-specific admission requirements and programme duration, visit the merSETA website or call your nearest merSETA Regional Office.

Learnership process

- Training providers are accredited to provide the chosen learnership by the merSETA ETQA;
- Application by the learner is made to the training provider registered with merSETA against qualifications;
- The learner is selected;
- A tripartite learnership agreement is signed between the employer and the learner if the learner is unemployed;
- The learning programme and process is discussed and agreed to with the training provider;



- The employer funds the learnership, which may be through grants obtained from the merSETA;
- Upon successful completion of the learnership, a National Qualification is awarded to the learner;
- The learner receives a statement of results for unit standards achieved if the learnership is not successfully completed; and
- Once the learnership is completed, the employer can decide whether to sign the learner on for a new learnership, employ the learner or release the learner for future employment by another organisation if he/she was originally unemployed.

Learner allowance

The unemployed/pre-employed learner is paid an allowance. The minimum allowances for learners are regulated.

Please note that merSETA only pays for apprenticeships and learnerships registered with the organisation and NOT for internships outside the merSETA.

The merSETA cautions all learners that any other application process that deviates from these as noted above could potentially be a bogus scam and should be investigated before engaging in the process.

Issued by: Neil Lewis;

Marketing & Communications Office

The merSETA House, 95 7th Avenue, Cnr Rustenburg, Melville, Johannesburg

010 219 3000

E-mail: nlewis@merseta.org.za

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