A Simple Guide for

Learnership Hosts with Red & Yellow

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Red & Yellow

CREATIVE SCHOOL OF BUSINESS

HONORIS UNITED UNIVERSITIES

About Red & Yellow

Red & Yellow is South Africa's **leading Creative School of Business and the #1 ranked creative college in Africa and the Middle East.** Over the past 30 years, we've been trusted by top partners in helping their teams stay competitive and thrive in a fast-changing, digital world.

Innovative and creative thinking is crucial for teams to thrive, and is the cornerstone of problem-solving and adaptability. It's the edge your business needs to stay ahead of the competition. We combine **Commercial Logic with Creative Magic** to equip professionals and businesses with future-forward skills. We're here to equip your teams with business acumen, data with design and marketing with meaning, always with a deep respect for values and vision. Because what we teach is not just how to succeed but how to **lead with purpose**.

We partner with corporates to deliver impactful, SETA-accredited and B-BBEE-aligned learning experiences that **develop leaders, elevate key talent, and future-proof your workforce**.

Whether you're seeking to empower teams with strategic thinking, creative problem solving, or digital expertise, Red & Yellow delivers.



Learnerships at Red & Yellow

Red & Yellow's blended and fully-online SETA- and QCTO-accredited Learnerships combine theory, online content, and work-integrated learning (WIL) to deliver world-class education and high-demand skills. Learners gain valuable qualifications, employers benefit from improved B-BBEE ROI, SETA grants, and tax incentives, and hosts enjoy additional workforce support at no extra cost.

In combination, Learnerships play a vital role in Red & Yellow's commitment to improving the lives of young South Africans and contributing to the current and future success of our country.

The purpose of the simple guide is to introduce potential workplace Hosts to the world of Learnerships, the valuable role that Hosts can play in training and mentoring bright young talent, and the benefits, expectations and duties that they can expect from their involvement.

But first things first....



1 | What is a Learnership?

A Learnership is an accredited, structured learning programme that combines academic theory and practical workplace experience.

In short:

- Learnerships are accredited by the Quality Council on Trades and Occupations (QCTO) or SETA (Sector Education and Training Authority) and are registered with the Department of Higher Education and Training (DHET).
- They typically span 12 to 24 months in duration.
- Learners spend part of their time in formal training (with Red & Yellow) and part in the workplace. The combination of theory-driven, academic learning with practical, hands-on training in the workplace is what makes Larnerships as impactful as they are.
- On completion, learners receive a formal qualification (including a certificate from Red & Yellow) and valuable work experience, making them more employable.

It is designed to help young people and employees gain recognised qualifications while developing real-world skills and ultimately give them a much-needed step up into the workplace.

The three primary stakeholders in any Learnership programme are:

- The learner.
- The employer.
- The training provider.

QCTO and SETA oversee the entirety of the programme and ensure that quality standards are met.

Where employers themselves are unable to provide the workplace learning opportunity to the learner, they are permitted to partner with “Hosts” who will do this for them. When this happens, the employer assumes the role of “Sponsor” but remains a critical part of the overall Learnership structure (and remains the employer of the learners from a legal perspective).

2 | What is a Host?

A Host can be any business that provides learners with a real-world work environment where they can apply what they learn in the classroom. Red & Yellow will take care of the overall programme management, formal teaching, student support and assessment of the learners, with the Host essentially looking after the "practical" portion of the Learnership.

The role of the **Sponsor** in contrast with that of the **Host** can be summarised as follows:

Sponsor:

- Funds the entirety of the Learnership (with or without SETA contribution).
- Is the learners' primary employer for the duration of the Learnership and is responsible for the full employment relationship.
- Is responsible for payment of all salaries (or stipends) and remuneration.

Host:

- Contractually agrees to provide the learners with an appropriate and equipped workplace.
- The Host's HR policies and workplace procedures will apply to the learners during this time.
- Provides on-the-job training, mentorship and development to the learners, by involving them in actual work that is relevant to what they are studying.

Benefits of Being a Host

- **Additional resource:** Hosts benefit from additional resources that can be put to work in the Host's business, paid for by the Sponsor.
- **Talent pipeline:** If the learners prove themselves valuable, they can easily be employed into the Host's business on completion of the programme (although the Host is under no obligation or expectation to do so).
- **B-BBEE recognition:** the Host will be able to recognise all workplace development and related costs that it incurs towards its own Skills Development targets (including recognition of the time invested by mentors in training the learners); the Sponsor will be able to recognise the costs that it incurs (including Red & Yellow's fees and the stipends paid to the learners).
- **Fresh energy and ideas:** Learners bring new perspectives, creativity, and digital-first thinking.
- **Positive brand impact:** Position your organisation as one that invests in youth, education, and South Africa's future.
- **Management development for mentors:** mentoring and developing young talent is one of the primary duties of managers, and a Host's designated mentors stand to benefit from the experience as a development and learning exercise in and of itself.
- **Mentorship Online Short Course:** each of the Host's designated workplace mentors will be entitled to enroll on Red & Yellow's Mentorship online short course free of charge, providing valuable management and mentorship training to the mentor.

3 | What are the Duties and Expectations of Hosts?

Learnerships are dynamic programmes involving multiple parties, and they work best when everyone is aligned and understands what is expected of them.

Sponsor Responsibilities:

- Manage the full employment relationship with the learners. This includes recruitment and all labour relations matters (such as disciplinary matters, grievances and dispute resolution procedures). Should the learner's attendance and behaviour be flagged, the Sponsor is responsible for addressing this, although it will need support and information from the Host where relevant.
- Put in place a formal employment contract with each learner.
- Cover the following costs: the learner's monthly stipend, recruitment costs, host fees and training fees.

Host Responsibilities:

- Provide learners with a safe, supportive workplace.
- Induct and welcome the learners into their workplace, and educate them on workplace policies and procedures.
- Assign meaningful tasks aligned with their Learnership qualification.
- Designate a workplace mentor/supervisor to guide and monitor progress.
- Complete basic reporting/feedback forms as required by Red & Yellow and QCTO/SETA.
- Support the Sponsor where information or documentation is needed to ensure that Sponsor can meet its obligations as the employer.
- Allow learners time to attend Red & Yellow training sessions.

Red & Yellow's Responsibilities:

- Provide dedicated support and assistance to the Host and the learners throughout the progamme.
- Provide clear, easy-to-implement guidance on the types of workplace assignments and projects that Hosts and mentors can provide to learners.
- Deliver accredited training aligned to the qualification.
- Conduct learner assessments and ensure compliance with SETA requirements.
- Provide regular progress updates to both learners and host employers.
- Support learners with academic challenges and personal development.
- Handle all QCTO / SETA administration and reporting.

Learners' Responsibilities:

- Attend training sessions and workplace placements consistently.
- Complete all assignments and assessments on time.
- Participate actively in workplace tasks and maintain professional conduct.
- Take responsibility for their own learning and development.



4 | What Support Will Red & Yellow Provide?

As your partner in this process, Red & Yellow will provide the following support to you and your mentors:

- **Recruitment & Matching**: Help source and match suitable learners to your organisation's needs.
- **Training Delivery:** Provide high-quality, industry-relevant training led by experts.
- **Host and Mentor Support:** Be on hand to answer queries, provide guidance, and resolve issues quickly.
- **Learner Support:** Offer academic, personal, and career coaching to ensure learners succeed.
- **Regular Check-Ins:** Maintain open communication with your appointed mentor/supervisor.
- **Free Mentorship online short course:** For all designated mentors assigned by the Host to mentor learners.
- **Compliance Management:** Manage all QCTO / SETA compliance, administration, and accreditation requirements.

5 | What's the Secret to Learnership Success?

A Learnership is a rewarding, deeply transformative undertaking, but it does require commitment, communication and collaboration. Achieving real impact requires:

- Strong alignment between training provider, Sponsor, and Host, backed by clear agreements.
- Ongoing commitment and dedication from all stakeholders.
- Continuous monitoring, reporting, and learner support.
- Effective project management of the full programme.
- Supportive, structured workplace training and mentoring.
- Clear accountability, with defined roles and responsibilities.

Learner engagement, retention, and completion are driven by several critical factors:

- Selecting the right host and workplace environment.
- Choosing a qualification that aligns with industry and learner needs.
- Recruiting the right learners.
- Designing and implementing a well-structured plan.
- Providing consistent academic, workplace, and personal support.
- Appointing mentors who are dedicated and invested in learner success.

In Summary:

By becoming a Host, you provide learners with opportunity, while gaining fresh (and free) resourcing, talent pipeline, B-BBEE and internal management development benefits, and positioning your business as a driver of positive change in South Africa. Red & Yellow does the heavy lifting on training and compliance, so your role as Host is clear, manageable, and impactful.

Register now to join our network of Host employers or email us to speak to one of our specialist consultants about this opportunity.

Get in Touch

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