

Thrive's Learnership Optimisation Solution



Learnerships are notoriously *difficult* to implement successfully. Learner drop out, competition price-war, complex delivery & assessment and Seta reporting compliance, all make for a product easy to sell, but tricky to deliver. At Thrive, we believe Learnerships can be done well and that success can indeed be measured and celebrated:

- **Meaningful competency** – ideal recruitment, high-quality training, assessment and workplace support measured by percentage of learners successfully found **competent**.
- **Benefits realised** – structured, integrated, resourced and costed accurately to ensure a solid business case with smooth execution, maximization of client benefits and **lucrative** roll outs.
- **Learner entry into the economy** – holistic workplace knowledge, skills and attitude that helps ensure learner retention and offers of **employment**.
- **Reporting and Seta compliance** done accurately and timeously, by members of a skilled and dedicated support team. Measured by timeous **certification** of learners.

With these primary success indicators in mind, Thrive has developed our **Learnership Optimisation Solution** to assist accredited providers to deliver their learnerships successfully. These offerings are customised to your learnership, clients, challenges and Seta and are delivered by a specialist Seta compliance consultant with extensive moderation and provider support experience.

There is no doubt that we can improve the way your learnerships are rolled out!

But how do we do this? Thrive offerings include:

1. Bird's Eye Workshop:

A brainstorming, informative, interactive 3-hour workshop, held with your team at your premises:

Learnership overview:

- Seta, accreditation, NQF, materials, assessor/moderators, BEE & tax benefits.

Where are we now:

- Our clients and industries;
- Current accreditation and delivery structures;
- Marketing strategies, approaches and differentiators;
- Resources and workflows – project managers, facilitators, assessors, moderators & support team;
- Compliance and reporting;
- Challenges experienced – inside and outside our scope of influence.

Where could we be:

- Improvements....ideas.....ambitions.

Implementation plan & action steps:

- Where to from here – who, what, where and by when.

Cost: Once off **R4 500** (ex VAT) for a team of up to 10 people. Travel outside 30km radius not included.

2. On-going monthly support – effect the change and improvements identified *(optional)*

Support offered ensuring on-going, regular assistance and monitoring for a systematic change process towards a better learnership implementation. To the value of 6 hours per month which can be used to:

- Quality assurance and compliance checks of workflows and deliverables;
- Team touch base meeting to cross check implementation plan and smooth out any challenges;
- Specialist training and assistance – e.g. details of learner uploads;
- Telephonic and electronic support throughout.

Cost: Monthly **R5 700** (ex VAT) for a period of 12 months – optional renew monthly after that.

3. Thrive learnership delivery team – allow us to do the implementation for you!

We have complete, holistic Thrive teams just waiting to deliver your learnership for you! We can be contracted and measured and accountable for your complete successful learnership delivery.

Thrive teams include:

- Learnership project managers;
- Expert, entertaining facilitators;
- Registered constituent assessors;
- Registered constituent moderators.

Separate, individual roles can also be offered, if you prefer.

Cost: depends on number of learners, where learnership will be implemented, delivery curriculum and the like. Chat to me to scope and cost this service for you.

Isn't it time we explored how we can make the most of this learnership opportunity for you?!?

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