

# Tips for people with disabilities applying for learnerships

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## *Interview*

The first stage of a learnership is to attend an interview with the representative of the training service provider.

## *Documentation*

In preparing for the interview process you will need the following documents:

- **A certified copy of your Identity Document.** If you are not a South African citizen and do **not** have an identity document, you can submit a certified copy of your passport but then you will also need to have a certified copy of your work permit/permanent residency certificate.
- **A certified copy of your highest qualification.** The **highest qualification** is usually the Matric Certificate or anything higher such as a diploma or a degree. If you do not have a Matric, you must produce a certified copy of your last school report e.g. Grade 10 report
- **A Medical certificate/report (and Therapists report if necessary).** The **medical certificate** must clearly identify you and the nature of your disability and must be from a registered medical practitioner. If your disability has been assessed by an Occupational Therapist or a Psychologist then you need a certified copy of the referring doctor's report **and** the therapist's report.

## **Questions you should ask yourself before applying for a learnership**

- What are your INTERESTS and abilities both in the short term and the long term? What are your goals and what is the career path you have in mind for yourself?
- Do you think the learning opportunity is going to be a good fit with your chosen career path?
- Have you thought about other career opportunities that are of interest to you?

If this learnership opportunity is *not* in line with your interests, abilities and chosen career path it may be better to wait for alternative learning opportunities more suited to you.

If you decide that applying for the learnership is in line with your interests, abilities and chosen career path you need to carefully consider what your REALISTIC ABILITIES AND GOALS are. Think about:

- What the actual physical/cognitive requirements of the learning intervention?
- What are the requirements of the work-place learning component?
- What is the career potential of the learning opportunity is and will you realistically be able to pursue such a career either in the short or long term e.g. a learner who has epilepsy will not be able to become a professional driver but could become a freight handler in the transport industry.

An important point to think about is that a learnership takes approximately 12 to 18 months to complete (and this time period could be longer depending on the nature of your disability) so choosing the correct learning intervention is important because it is a big commitment to your development towards your chosen career path.

Ultimately what is the **final outcome** that you are hoping to achieve? Is it education or employment? If the main aim is to get a job then you must carefully consider which learnership opportunities will provide THE BEST EMPLOYMENT OPPORTUNITIES for you, taking into account the nature of your disability.

For more information, please contact Archie Roberts at  
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