

# Learnership programme to aid development of young professionals

With South Africa's continued skills deficit being compounded by a lack of technical skills, on-the-job training and mentorship should be a priority in each organisation. In a step to close this skills gap, [REDISA](#) has launched a Learnership Programme at its head office in Cape Town.



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The 12-month programme, valued at R460,507, will provide learners with the opportunity to gain a recognised qualification while gaining work experience. The five selected learners, Dillan Little (19), Litha Plaatjie (22), Melissa Jacobs (19), Aphiwe Gaqa (21) and Nolukhanyo Sibonda (22), all went through an interview process that included Personality Assessment and Learning Style Assessment.

“The launch of this programme is part of our on-going efforts to promote skills development amongst the youth,” said Stacey Davidson, director at REDISA. “Mentoring is something I am passionate about, especially for young people. I think that the economic emancipation of young people cannot remain a song; it has to become a reality. This means that, as a country and as business, we must encourage our youth to prioritise education in order to pull themselves and their families out of poverty and hopelessness,” she said.

The programme will develop young minds by imparting knowledge and skills that further their education and experience across various industries and sectors. In order to gain a certificate, learners will be required to complete both a theory component and a practical component. The programme will follow a strict module plan which includes practical work experience. The learners will perform administrative roles while gaining exposure to key areas across the REDISA business.

In three years, REDISA has already seen 18 interns gain valuable experience, and 10 of them are employed permanently at REDISA and 8 have moved on to formal employment and other projects. “We look forward to continuing to work with our partners in government, business and trade unions, as well as consumers and NGOs, as we continue to create jobs and develop small businesses,” said Davidson.

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