



FP&M SETA

Insider

Maximising skills development for  
a sustainable future

## **ARANDA LEARNERSHIP COLLEGE PROVIDES BUILDING BLOCKS FOR SUSTAINABLE FUTURE**

*Information supplied by: Dr Chris Ayres, Principal, Aranda Learnership College*

Aranda Learnership College (ALC), situated in Randfontein has implemented several skills development interventions for people with disabilities. The interventions include learnerships and skills programmes in Clothing Manufacturing Processes at NQF Level 1.

The work of ALC with people with disabilities supports national as well as sectoral skills development priorities. Providing employable skills to people with disabilities not only contributes to the development of their capabilities but also mitigates potential vulnerability and encourages participation in the productive and social life of communities. This helps create building blocks for future resilience of people with disabilities.

In 2013, ALC partnered with the Ikaheng Self-Help Group for People with Disabilities Centre, situated in the rural area of Orkney in the North West Province. The aim of the partnership was to offer the Clothing Manufacturing Processes learnership at NQF Level 1 to 40 disabled learners. The project, which was funded by Sizimisele – SESTO JV, commenced in August 2013 and completed successfully in October 2014.

The objectives of the project with the Ikaheng Self-Help Group for People with Disabilities Centre were:

- i. To afford the people at the Centre the opportunity to gain knowledge and portable skills by providing practical skills in clothing manufacturing as

well as entrepreneurial skills through the NQF Level 1 Clothing Manufacturing Processes learnership; and

- ii. To capacitate the staff of the centre where the training took place by training one of the staff members (train-the-trainer) while training the learners;

The project was implemented in two phases, providing training to two groups of 20 learners at a time. The learnership, while designed to provide the learners with practical skills relating to the manufacturing of garments, also provided core skills training in numeracy and literacy and a theoretical understanding of the basic principles of Small/Medium Enterprise Business Practice in relation to clothing manufacturing.

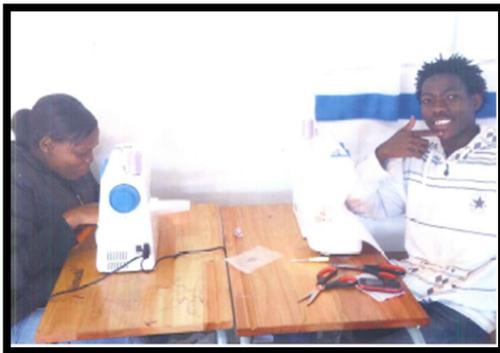


To facilitate the practical component of the learnership, a new sewing machine was given to each learner. Any modifications and/or adjustments that were needed enable the learners with physical disabilities to utilise the machines effectively were done in advance.

Special emphasis was placed on teaching the learners how to safely operate their sewing machines and other appliances that they will use during the process of making garments.

The project also resulted in internal capacity-building for the Centre. The manager of the Centre (also a person with disabilities and dependent on her wheelchair) joined the first group of 20 learners and completed her learnership successfully. During the training of the second group she was able to assist the learners with their challenges – a strength indeed – and a big advantage for the centre during future interventions.

In order to maximise the results of the learnership, the disability of each learner was taken into consideration and learners were accommodated accordingly to



ensure that they perform at their optimum level. Timeframes of the training programme were also adapted accordingly.

The learners were encouraged to assist each other within their groups when a specific disability would limit them from performing certain activities.

The progress of the learners was closely monitored throughout the theoretical and practical parts of the training programme. Sadly, one learner passed away before he could complete the programme.

At the end of the project, a 100% completion rate was reported and all the learners were found competent.

ALC gave each learner his/her own sewing machine and sewing kit to keep after the training was completed. This was very important as it enabled them to continue to apply their skills within the self-help centre or in their own small businesses and as a result earn a living from the skills that they have acquired.

The project made an enormous difference to the learners' self-esteem and had a major impact on their livelihood

**Gauteng**

Forum 1B, 2<sup>nd</sup> Floor, Braampark Office Park,  
33 Hoofd Street, Braamfontein, Johannesburg, 2001  
P.O Box 31276, Braamfontein, 2017  
Tel: 011-403 1700; Fax: 011-403 1718

**KwaZulu-Natal**

2<sup>nd</sup> and 3<sup>rd</sup> Floor, Umdoni Centre,  
28 Crompton Street, Pinetown, 3601  
PO Box 935, Pinetown, 3600

**Western Cape**

3<sup>rd</sup> Floor, West Wing, Palms Centre, 145 Sir Lowry Road,  
Woodstock, Cape Town, 7925  
PO Box 351, Woodstock, 7915