



HUMAN RESOURCES TRAINING

Learnership and Graduate Programme Management

3 day course

Classroom, online or in-house

Course overview

Structured entry programmes are funded, reported on and audited, and they routinely produce administrative compliance alongside participants who learned very little and left within a year. This course covers running ones that work. Delegates work through programme design starting from the roles the organisation will actually need, participant selection that predicts completion rather than only academic result, and the workplace component including host placement, mentoring and the supervisor capability it depends on. Assessment and moderation requirements are covered. Funding, grant claims and the reporting cycle follow. Retention and conversion into permanent roles are addressed, since that is the point. The course closes on measuring programme outcomes honestly.

What you will learn

- Design a programme around roles the organisation will need
- Select participants on predictors of completion, not only results
- Structure workplace placement, mentoring and supervisor support
- Meet assessment and moderation requirements
- Manage funding, grant claims and the reporting cycle
- Convert participants into permanent roles and retain them
- Measure programme outcomes honestly rather than by completion count

Who should attend

- Learning and development practitioners
- Skills development facilitators and coordinators
- Graduate and learnership programme managers
- Line managers hosting participants
- Human resources staff managing statutory reporting

Course outline

- 01 Compliance without capability
- 02 Programme design from workforce need
- 03 Participant selection and predictors of completion
- 04 Workplace placement and host readiness
- 05 Mentoring and supervisor capability
- 06 Assessment and moderation
- 07 Funding, claims and reporting
- 08 Conversion, retention and honest measurement

Upcoming dates

Dates	Venue	Format	Fee per delegate
4 to 6 November 2026	Nairobi, Kenya	Classroom	USD 995
2 to 4 December 2026	Harare, Zimbabwe	Classroom	USD 995
14 to 16 December 2026	Cape Town, South Africa	Classroom	R14,950
30 December 2026 to 1 January 2027	Windhoek, Namibia	Classroom	R14,950



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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