

Human Resources Workplace-based Learning Programme (WLP)

ProudAfrique Human Capital and Academy of York developed a series of Accredited Human Resources & Labour Relations Work Place Based Learning Programmes

The Academy of York is accredited by FASSET SETA, SABPP, PMSA, the Institute of Certified Bookkeepers (ICB), and is provisionally registered with the Department of Higher Education and Training as a Private College.

Workplace-based Learning Programmes

Introduction

ProudAfrique Human Capital is proud to announce the latest addition to our skills portfolio. Together with the modules that make up the Higher Certificate in Management Development (HCert) offered by the University of the Free State Business School, we now offer the skills programmes that form part of the Diploma in Human Resource Management or the Diploma in Labour Relations offered by the Academy of York.

This is a fusion of academic learning and practical work. The learning is directly applied to the workplace by using client-based mentors and extensive workplace-based portfolio work and assignments. The selection of WLPs will help companies to stay competitive by bridging the gap between existing skills and competencies and those required.

It is becoming increasingly difficult for companies and individuals to survive in today's volatile and highly competitive global and domestic business environment.

The only absolute in this environment is that radical innovation and change is inevitable. The new business order demands new ways of thinking, managing and working. Thus, of utmost importance in this new order is the extent to which companies invest in their capacity to innovate and change (aligning the current state with future expectations) that is, making their human capital and business models "revolution-ready"

Programme Description

These skills programmes focus on Labour Relations and Human Resource Management and are aimed at developing employees, especially focused within these industries.

BEE Scorecard

Apart from the obvious benefit of a workplace directed qualification, each WLP qualifies for recognition as a Category B programme in the Learning matrix of the Amended BEE Codes, which allows for the salaries of participants to be recognised as part of the Skills Development Expenditure.

Registration

The enrolment on any of these specific individual programmes can be done at any time during the month.

Tuition & Assessment

WLPs involve resource-based learning for adults. This means self-study with the aid of programme guides. No class attendance is required. Assessments include assignments and open-book tests. These programmes are hosted by Academy of York on an On-Line learning platform.

Admission Requirements

Grade 12.

Acknowledgement and Accreditation

After successful completion of any of the skills programmes, the participant will receive an Academy of York accredited Skills Programme Certificate. The credits obtained for each of these programmes can be used towards either the Diploma in Labour Relations or the Diploma in Human Resources Management accredited by SABPP. The sought after National Diploma can be obtained by passing the Final Integrated Summative Assessment exam when all of the modules are completed.

Recognition

The Skills Programmes are accredited by SABPP and recognition to the Diploma in Labour Relations or the Diploma in Human Resource Management is available through RPL.

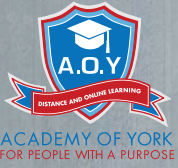


WLP Scope and Duration

The duration of a typical WLP varies from one two to eight months

Scope	Qualification	Duration Months	Credits
Fundamental Business Communication	Diploma in Human Resources Management	4	23
HR Administration		2	13
Understanding the Legal Framework within the Workplace		5	32
An introduction into Labour Relations		4	26
Advanced Human Resource Management		6	34
Learning to Manage Teams		6	37
Understanding Skills Development		5	30
Workplace Education and Training		5	30
Business Management		4	24
Fundamental Business Communication		Diploma in Labour Relations	4
SA Legal Framework	6		35
Labour Relations Statutes	6		35
Introduction to Labour Dispute Forums	3		16
Statutory considerations within labour Disputes	5		28
Litigation Skills for Labour Relations	8		47
Conciliations & Arbitrations	8		49
CCMA Processes & Awards	4		25

Separate programme sheets are available for each WLP.



ProudAfrique Human Capital is perfectly positioned to assist your business with all aspects of Skills Development and its related BEE Compliance.

It is our mission to provide a choice of leveraged skills programmes for any person at any level in any department of any company in any industry

Inside Images from Freepik

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