

## THE LIBERTY GROUP

### 2016 LEARNERSHIP PROGRAMME

**Question:** My on-line application keeps on being rejected when I try to submit it?

**Answer:** Please ensure that when you input data that you do not “cut” & “paste” into any of the fields. The application has been designed in such a way as to ensure that you type in all of the information so that you do not make any mistakes.

Please remember you only need to complete one application. If more than one is completed the second application will be rejected.

**Question:** Is Math’s a requirement for the learnership?

**Answer:** **Yes**, you must have passed Pure Math’s or Math’s Literacy in order to be considered.

All applicants will be initially screened based on their Mathematics and English Grade 12 marks.

**Question:** Is English a requirement for the learnership?

**Answer:** **Yes**, you must have passed English in order to be considered.

All applicants will be initially screened based on their Mathematics and English Grade 12 marks.

**Question:** I did not pass Math’s but I have good marks in other subjects, can I apply?

**Answer:** **No**. You must have passed Literacy / Pure Mathematics. This is a minimum requirement for the learnership.

All applicants will be initially screened based on their Mathematics and English Grade 12 marks.

**Question:** Does the Learnership cater for 2015 Matriculants only?

**Answer:** **No**. It caters for all previously disadvantaged learners who have completed Grade 12 with Math’s and English and have not been employed by a corporate company prior to the Learnership application.

Liberty encourages those who have completed Grade 12 but have been unable to find employment or further their studies to apply for the Learnership programme.

# FREQUENTLY ASKED QUESTIONS | 2016

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**Question:** If we are currently writing Matric/Grade 12, what marks must we use in the application form?

**Answer:** Please use your Grade 11 exam marks / results and should you be successful during the application process we will contact you later for your end of the year marks / results.

Current Matric / Grade 12 learners are encouraged to apply if they have an interest in the financial services industry.

**Question:** I have a Grade 12 and a tertiary qualification. Do I stand a better chance?

**Answer:** **No.** This Learnership is only available for applicants that have **no post-grade 12 qualifications**. Liberty does offer Graduate programmes for students who have completed a tertiary qualification. The Liberty website will have more information on this programme under Young Talent ([www.liberty.co.za](http://www.liberty.co.za)).

**Question:** I have a Grade 12 and have partially completed a tertiary qualification. Do I stand a better chance?

**Answer:** As long as the studies have not been completed your application will be accepted and considered equally with the rest of the applications.

**Question:** I have a Grade 12 and have started studying at UNISA. Do I stand a better chance?

**Answer:** As long as the studies have not been completed your application will be accepted and considered equally with the rest of the applications.

**Question:** Is it important to disclose all information regarding my studies and bursary applications?

**Answer:** **Yes.** All applicants need to disclose all information regarding their studies (completed, partially completed, bursary applications etc) in order for their application to be screened accordingly. Not disclosing information may result in your application being rejected later in the process. Full disclosure will result in your application being screened in accordance with the criteria. All candidates will have an equal opportunity of success if they disclose all the information.

**Question:** Can I fax or email my CV to One World Human Capital or Liberty?

**Answer:** **No**, you can only apply via the on-line website application form.

**Question:** What is the procedure for applying on-line?

**Answer:** Please go to the One World Human Capital website which is [www.oneworldhc.co.za](http://www.oneworldhc.co.za) and click on **Liberty Learnership 2016**. You will then be required to apply directly on the electronic application form.

**Question:** I don't have a cell phone number, may I use a family members or a friends' cell phone?

**Answer:** **Yes**, as long they are reliable and will inform you if we make contact with you on this cell phone number. All communication will be conducted with you through this cell phone number. You're Identity Number (I.D.) will act as your password if you are fortunate enough to be chosen to go through to further rounds in the application process.

Please use only ONE cell phone number per candidate.

**Question:** How will I be contacted during the recruitment process?

**Answer:** All candidates will be contacted via CELL PHONE only.

Please use only ONE cell phone number per candidate.

**Question:** Is it possible to check to see if I have completed the application correctly?

**Answer:** When you complete the on-line application form correctly, the website will confirm that your application has been submitted and then you will know that you have submitted your application correctly.

There is no need to check the application. Only fully completed applications will be accepted.

**Question:** Will my chances be better if I apply more than once?

**Answer:** **No**, you will not be able to apply more than once as your ID number will inform us immediately that you have already applied.

**Question:** Is there any form of payment during the learnership?

**Answer:** **Yes**, Liberty pays all successful learners a monthly "Stipend" for the duration of the program.

**Question:** Is there any chance of employment with Liberty after the Learnership is completed?

**Answer:** Liberty does not guarantee permanent or any other kind of employment at the end of the Learnership programme.

However, in previous years Liberty has employed a high percentage of the learners. Future employment is determined by the business needs and vacancies in the available in the different departments.

**Question: Does Liberty provide accommodation?**

Answer: **No**, Liberty does not provide accommodation during the Learnership programme. All learners accepted on the programme will need to live in Johannesburg and be able to commute to work each day.

Learners accepted on the programme will need to ensure their accommodation needs are met before the start of the Learnership programme.

**Question: How long does the Learnership last?**

Answer: The Learnership starts in January 2016 and ends in December 2016. This is a period of 12 months.

**Question: What are the benefits to being on the Learnership programme?**

Answer: At the end of the year the learner will have an NQF Level 4 qualification which has been subsidised by Liberty. The learner would have gained exposure to the corporate environment and 8 months valuable work experience.

**Question: What is the recruitment process going forward for the Learnership programme?**

Answer: **Individual Assessments (Phase 2)**

1. All on-line applications will be screened in JULY 2015.
2. The top 1,000 candidates who meet the criteria will be invited to attend an assessment day which will take place in AUGUST. Assessments will cover:
  - Numeracy Test and
  - English Capability Test (Verbal & Written).
3. Candidates who reach this phase will have a 1 in 5 chance of being accepted onto the programme.

**Interview Process (Phase 3)**

1. After the assessments the top candidates from the assessments will be invited to a one on one interview.
2. Interviews will take place in OCTOBER 2015.
3. Candidates that reach this phase will have a 1 in 2 chance of being selected onto the programme.

**Question: How will I know if I have been successful with my online application?**

Answer: The top 1000 successful candidates will receive an SMS by 07 AUGUST 2015 inviting them to attend the assessments. If you have not received an SMS by this date then your application was unsuccessful.

Please remember only ONE cell phone number per candidate applying.

**Question: Will a rejection message be sent after the ONLINE APPLICATION?**

Answer: **No.** If you have not heard from us by 07 AUGUST 2015 then your application was not successful.

**Question: How will I know if I have been successful after the individual assessments?**

Answer: The top 300 successful candidates will receive an SMS by 18 SEPTEMBER 2015 inviting them to attend the INTERVIEWS.

Interview dates and times are fixed and candidates are unable to change these.

**Question: Will a rejection message be sent after the individual assessments?**

Answer: **YES.** All 1 000 candidates will receive a sms notifying them of the success of the assessments.

The sms will either be to invite them to an interview or a regret notification.

**Question: How will I know if I have been successful after the individual INTERVIEWS?**

Answer: All candidates that attend an individual interview will receive feedback on their success by the 7 December.

The top 120 candidates will be offered a position on the 2016 Learnership programme. There will be 60 short listed learners.

The above 180 learners will receive a telephonic phone call as well as a message confirming the above.

**Question: Will a rejection message be sent after the individual interviews?**

Answer: **YES.** All learners that attend an individual interview will receive notification of their success by the 6 December.

**Question: What date does the 2016 Learnership programme commence?**

Answer: The Learnership programme will start on the 11 January 2016.

**Question: Do I need to have my own bank account?**

Answer: **YES.** All successful candidates will need to have their own bank account by the start of the 2016 Learnership programme.