

## 1. What makes a learnership different to any other training programme?

- It must include both theoretical learning and structured practical workplace learning and experience. Learners will be assessed on what they have learned as well as how they can apply that learning in the world of work.
- It is based on a contractual agreement between the learner, the provider and the workplace. The learner works for an employer for an agreed time during the contract.
- Learners can apply their learning continuously in the workplace, rather than only at the end of a course.
- The programme is usually designed jointly between the training provider and the workplace provider.
- The programme must be designed to meet the outcomes of an NQF-registered qualification, and is therefore not simply a random selection of workplace tasks.

[Answer to FAQ1, The NQF and Learnerships, the NQF Gateway]