

### 13. How will learners benefit from learnerships?

- **Quality and relevance of training**
  - Improved quality of the education and training they receive.
  - Acquisition of the theoretical basis relevant to an occupation, as well as the ability to apply learning in the real work situation.
  - Practical relevance of what they are learning.
- **Development of applied competence required in the workplace**
  - They will develop the ability:
    - to perform a set of job-related tasks, i.e. to actually do things,
    - to understand what they are doing and why,
    - to learn from what they are doing, and
    - to adapt what they are doing to changes and unforeseen circumstances.
- **National recognition of competence**
  - National recognition of learning achievements that have wider application than in a single workplace or one employer.
  - Opportunity to obtain nationally recognised qualifications that are portable in the industry, across sectors and internationally.
  - Opportunities to obtain higher levels of competence and certification that will enhance marketability.
- **Improved access to and opportunities for employment or income generation**
  - Opportunities to acquire fixed-term employment contracts for the duration of the Learnerships.
  - Opportunities for gainful employment, either with an employer, through self-employment or in temporary employment.
  - Opportunities for employed learners for job advancement/enrichment, and/or promotion.
  - Opportunities for fast-tracking the development of learners.
- **Access to further learning**
  - Access to further education and training opportunities, either through other Learnerships or learning programmes on a higher level.

[Answer to FAQ 13, The NQF and Learnerships, the NQF Gateway]