

15. How will employers benefit from learnerships?

- **Relevance of training to business needs**
 - LSs are developed *by* the industry *for* the industry, in consultation with all relevant stakeholders, so the learning programme and qualification of the LS are relevant to the specific occupation.
 - The outcomes of the learning programme meet the minimum standards for the industry.
 - Greater credibility of qualifications, as employers have the assurance that the learners can demonstrate the competence reflected in their qualifications.
 - Opportunity to collaborate with training providers in customising learning programmes to meet specific workplace needs.
- **Improved skills and work performance**
 - An LS is a tool for multi-skilling, as it develops the competence of employees in every part of the work processes of an occupation.
 - The learning route of an LS is more effective in promoting the practical application of learning in the workplace than most other routes.
 - Because employees will be acquiring new knowledge and skills and applying these in the workplace, companies will be raising the skills levels of employees while improving work performance.
- **Appropriately trained recruitment pool of potential employees**
 - Employers will be able to select employees from a wider pool of appropriately qualified workers who have developed skills that are relevant to the company's specific work context.
- **Increased return on investment in training**
 - Higher returns from the Skills Levy and investment in training, due to transfer of learning to the job, as well as increased grant disbursements from Skills Levy contributions.
- **Use LSs to achieve organisational objectives**
 - Upgrading the skills of current employees in key performance areas that have been identified as critical in their industry.
 - Providing opportunities for previously disadvantaged employees, who do not have qualifications, to gain nationally recognised qualifications.
 - The advancement of high performers.
 - Fast tracking employees with management potential.
 - Developing the skills of newly employed staff in areas the company needs.
 - Developing the employability of unemployed people as part of the company's social responsibility.

- Contributing towards building the national skills base and stimulating economic growth, by enhancing the employability of the unemployed and pre-employed.
- Increasing the return from their Skills Levy contributions.
- **Achievement of Employment Equity objectives**
 - Progress in meeting Employment Equity targets, since previously disadvantaged employees have opportunities to improve their work-related competence and obtain qualifications.

[Answer to FAQ 15, The NQF and Learnerships, the NQF Gateway]