

TRAINING



Skills Development

- The **Skills Development Act** aims to **develop** the **skills** of the South African workforce and to improve the quality of life of workers and their prospects of work. To improve productivity in the workplace and the competitiveness of employers and to promote self-employment. Sep 8, 2009
- JCDecaux realises that we need to reduce inequality through skills development.

Training Interventions

- We train Managers in the following skills:
 - How to manage diverse teams
 - How to proactively manage change and relationships in the changing environment
 - How to be sensitive toward woman's needs
 - Understand the Skills Development Act, its process and implications
- We train and develop employees as per their KPAs
- We identify people from designated groups with the potential for accelerated development

<u>TRAINING INTERVENTIONS</u>		
Duration	Total Employees Trained	Total Spent
2012-2013	182	R 900 000
2013-2014	187	R 1 200 000
2014-2015	195	R1 300 000
2015-2016	218	R1 700 000

Learner-ship- Disabled -eDEAF

- During 2015/2016 year we introduced a disabled learner-ship with 6 participants. The program was facilitated by Edeaf.
- eDeaf offers training courses and learner-ship programs to “Empower Deaf communities for business”.
- The Deaf community is one of the most marginalized groups in South Africa. Because of the fact that they cannot communicate freely with the hearing world, they are often regarded as incompetent or not intelligent, and not fit to be employed. This is far from the truth!
- eDeaf was JCDecaux vehicle to unleash the social and economic empowerment of the Deaf community, through a diversity of talents and skills, thereby adding value to the economy.
- **JCDecaux contributed R238K on this initiative.**

Learners

