

WE TRAIN FOR THE FUTURE

We are committed to helping unemployed young adults gain the skills they need to enter the retail industry, benefiting both their communities and our business by ensuring we have a pipeline of talent for future growth.



How do we do this?



1

We run an in-house Retail Varsity

Retail Varsity is a registered private further education and training college offering focused skills programmes and 21 industry-recognised courses. In the 2019 financial year, Retail Varsity trained **143 187 learners**, of which 9 215 received accredited training.

2

We train employees across the continent

We offer easily accessible, ongoing training to our people through **2 863 e-learning kiosks in 15 countries**. During the year, **1.5 million training sessions** were provided through these kiosks.

3

Training is not restricted to employees

Retail Varsity programmes are open to both Group employees and unemployed young people. Our **Retail Readiness Programme** is an accredited eight-week course providing young people with basic skills to work in retail or start their own business. Arguably the largest skills development programme undertaken by a South African retailer, we **trained 5 079 learners and invested R88 million** in the programme in 2019.

Successful participants are awarded a National Qualification Framework level 3 qualification.

We are also part of the national Youth Employment Service (YES) initiative, a partnership between business and government to create 1 million work opportunities for unemployed youth. This year, **we trained 1 851 unemployed young people** under this initiative.

4

We offer bursaries for tertiary study

We have allocated **R18.5 million to retail-related bursaries** for the 2019 academic year. More than R16.1 million of this has already been awarded to 274 students, including 135 women, 129 previously disadvantaged students and 54 students from other African countries.

5

We encourage specialist learning

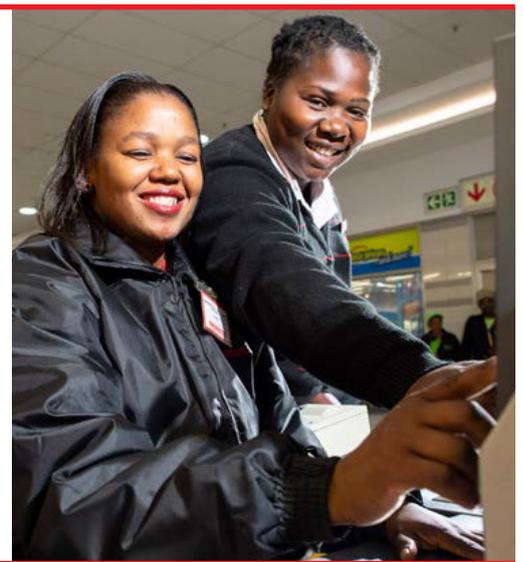
Retail is a competitive and ever-developing industry. We are an accredited provider of a one-year Meat Processing and Production qualification (National Qualification Framework level 3). This training has enabled two of our experienced butchers to qualify for the **prestigious Master Butcher Award** with the Institute of Meat in February 2019. The international award recognises excellence and experience in the meat industry.

Why do we do this?

We are committed to upskilling our employees so that they may enjoy an engaging and prosperous career in the retail sector.

Youth unemployment is a concern in many areas where we operate. Our commitment to education and skills development is

in line with our dedication to being a responsible retailer, the government's development priorities and the United Nations' Sustainable Development Goals, especially Quality Education (SDG 4): "Achieve inclusive, quality education for all, including affordable vocational training and access to quality higher education."



We work with the following partners

International Hotel School | The YES initiative | MSC College

Find out more

Our 2019 Sustainability Report contains more detail on our sustainability approach. For media enquiries, contact media@shoprite.co.za.