

SKILLS DEVELOPMENT

The group secured Wholesale and Retail SETA accreditation for its Red Cap Academy, thus obtaining the BBBEE points for training conducted while offering associates the opportunity to secure qualification credits.

The e-learning platform maximises reach to geographically dispersed associates, offering a range of skills programmes through point-of-sale technology. The learnership programmes continue to be well used, offering associates the opportunities to obtain qualifications at NQF levels 2, 3 and 4. The majority of trainees and learners are from previously-disadvantaged communities. Refer to the report on our people (page 116 to 120) for more learning programme information.

A new talent acquisition role focuses efforts on the search and attraction of young graduates to Mr Price Group. The group has extensively used social media to successfully engage large pools of potential new associates and to facilitate increased business exposure. The group offers and co-ordinates retail internships.

Sound relationships with numerous colleges, schools, technikons and universities have been established through which the group contributes programme expertise and direct learning support to students. The group is excited by its collaborative relationship with the University of Pretoria's Consumer Sciences faculty through which it advises on the structure and content of the retail curriculum and offers students career retailing opportunities in the group.



SOCIO-ECONOMIC DEVELOPMENT

Social investment is important as the group understands that a healthy business depends on a healthy society and making this contribution ultimately reflects positively on the bottom line.

	2011	2010	% change
Cash donations (R'm)	10.9	7.0	56
RedCap Foundation	79%	74%	
Sports Development	21%	26%	
Merchandise donations (R'm)	0.5	0.4	25
Total social investment (R'm)	11.4	7.4	56
Total social investment as % of group's net profit after taxation	1%	1%	