

Section 5: Skills Development and Training

Learning and development provides occupationally directed learning activities to enable and enhance people to obtain knowledge, practical skills and workplace experience and behaviour for optimal organisational performance and sustainability. Learning and development interventions are informed by four training clusters aligned with the organisational competencies, which include organisational (legislative compliance), functional, generic, and managerial competencies.

Implementation of the 2016/2017 WSP

In the 2016/2017 financial year, a total amount of R2 022 032.16 was spent on training and development.

Description	Total Expenditure
Staff Training	R1 147 300.65
Staff Bursaries	R476 482.00
Seminars And Conferences	R398 249.51
Total	R2 022 032.16

In order to achieve the organisational strategic objectives and improve employees' skills, employees and managers jointly completed the individual learning plans (ILPs), identifying competencies to be addressed and the types of interventions required to improve job performance. The identified interventions formed part of the WSP.

The planned interventions commenced on 4 July 2016 to address competence gaps in facilities management, property management and asset management.

The interventions shown in the table were implemented successfully.



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