



THREE

# EDUCATION, LEARNING AND DEVELOPMENT



SDG 4 calls for inclusive, quality education and the promotion of lifelong learning opportunities for all. At Standard Bank, we invest in developing our employees.

Our people development programmes drive continuous learning and development, to ensure we're equipped to meet the demands of a rapidly changing, increasingly digital world of work. We create opportunities for learners and graduates to build careers with us. Our corporate social investment (CSI) programmes prioritise education, from early childhood development to tertiary level. We are working with clients in the education sector to address the challenge of affordable and accessible student finance.

## CONTINUOUS DEVELOPMENT OF OUR PEOPLE

**Standard Bank has developed an online learning system, through which employees develop their skills and knowledge at the pace they choose.**

**LEARNING CONTENT** is available to all employees, on their own devices, and can be accessed at any time. It offers easy access to more than 13 000 industry-leading e-learning, virtual and classroom training courses.

We offer skills development that is accredited and recognised within the group and outside the financial service sector.





Education,  
learning and  
development



SKILLS DEVELOPMENT  
INVESTMENT IN 2017

**R925 million**



NUMBER OF COURSES  
OFFERED ON OUR  
**ELECTRONIC LEARNING  
PLATFORM** IN 2017

**13 425**

UPTAKE OF COURSES  
BY JOB GRADE IN 2017

EXECUTIVE

5%

MANAGERIAL

44%

GENERAL

85%