



SEE IMPACT AREA SIX

Employee development and training

Summary

Standard Bank is a major employer in Africa, employing over 52 147 people. We encourage **continuous learning and development** to ensure our people are equipped to meet the demands of a rapidly changing, increasingly digital world of work. We invest in **training and development** at all levels, enabling us to build a strong succession pipeline of future leaders.

5 939 employees across all geographies took part in management and leadership programmes in 2018. Our Standard Bank-ICBC staff exchange programme enables selected employees from both our banks to spend time in headquarters and branches across Africa and China. Our graduate programme provides an entry point into the corporate world, supporting skills development and on-the-job training. We've launched the careers of 1 800 university graduates through our graduate programme

since 1997. Our internship and learnership programmes build a bridge for young people entering the workplace. Since 2007, over 5 600 learners have participated in the programme, many of whom are still with the bank. We encourage our employees to stay up to date with developments in their fields and we continue to develop their professional skills and provide various employee bursary programmes. These were taken up by 1 933 employees across the group.



SDG 4
Inclusive and equitable quality education and the promotion of lifelong learning opportunities for all

MATERIAL ISSUES
Impact of digitisation and automation on workforce requirements

Build and retain local skills and capabilities in countries of operation

