

Skills Development Report

For Craies Johannesburg



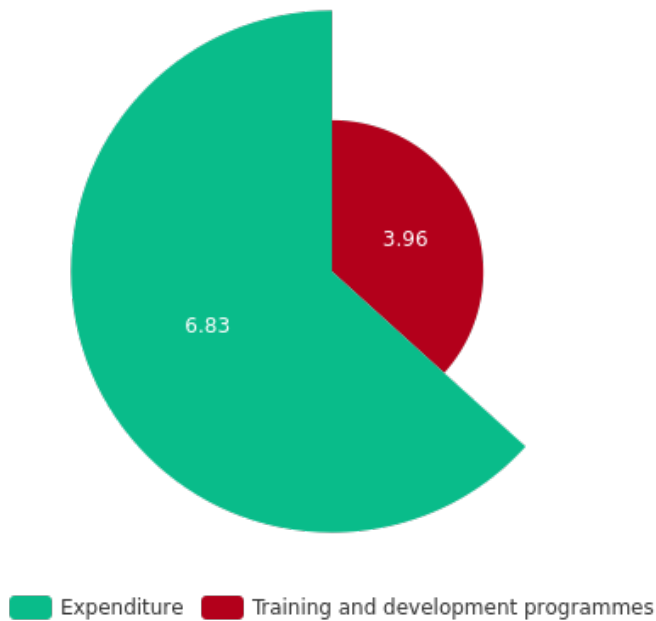
Scorecard Details

Description	FY 2017	Charter	Revised CoGP
Start Date	01 Jan '17	Size	Large Enterprise
End Date	31 Dec '17	Level	Level 7

Performance Summary

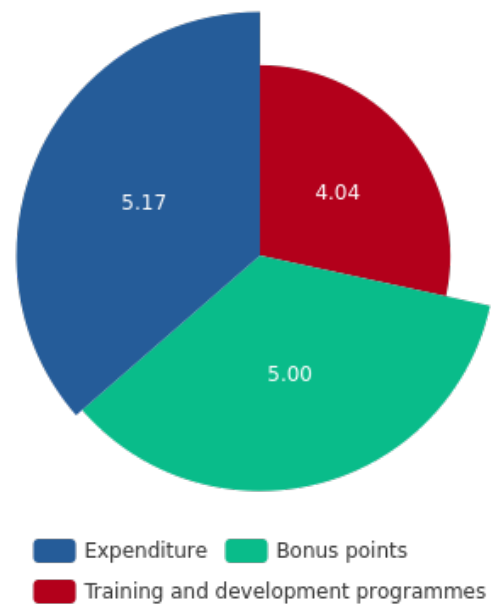
Best Indicators

by points achieved



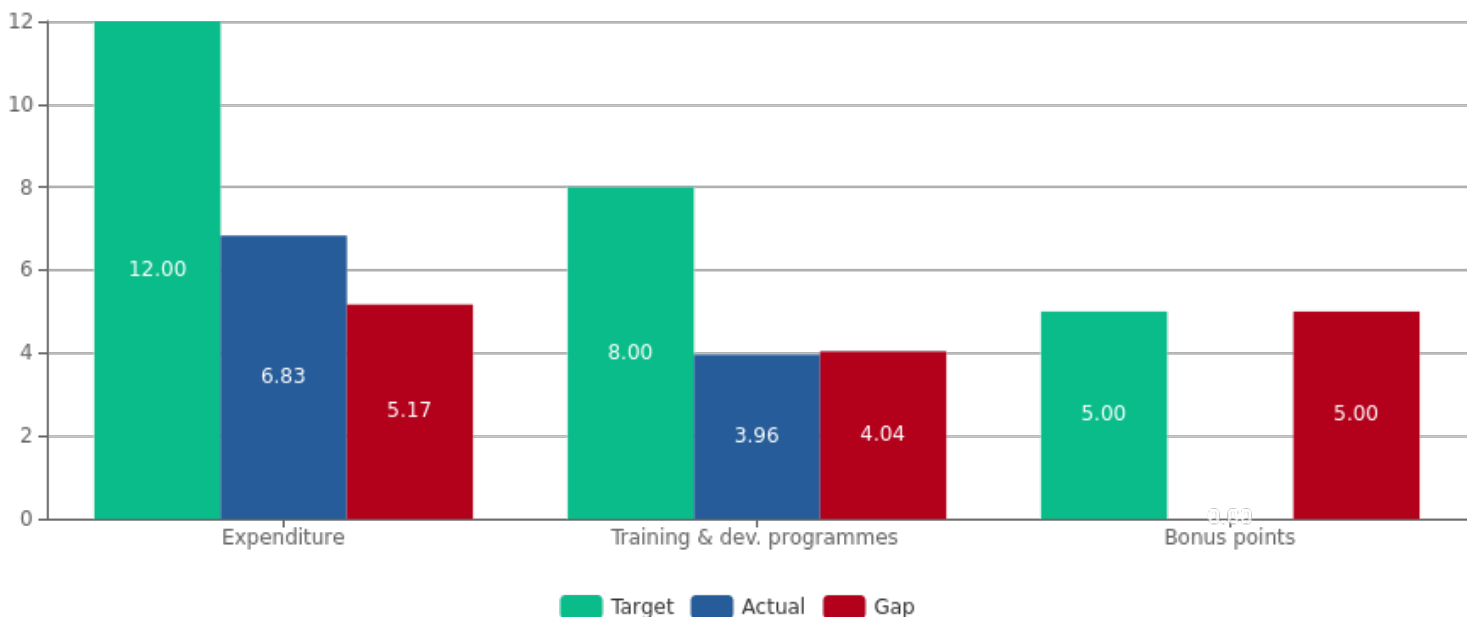
Worst Indicators

by points missed



Performance Summary

by target, actual and missed points



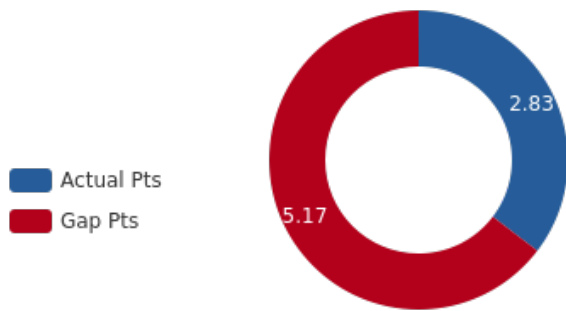
Summary Skills Development Scorecard

	Max	Actual	Gap
Expenditure			
Expenditure on learning programmes for black people	8	2.83	5.17
Expenditure on learning programmes for disabled black employees	4	4	0
Training and development programmes			
Number of black people participating in learnerships, apprenticeships or internships	4	3.96	0.04
Number of unemployed black people participating in learnerships, apprenticeships or internships	4	0	4
Bonus points			
Absorption of black people after learnerships, apprenticeships or internships	5	0	5
Total	20	10.80	14.20

Detailed Skills Development Scorecard

Expenditure on learning programmes for black people

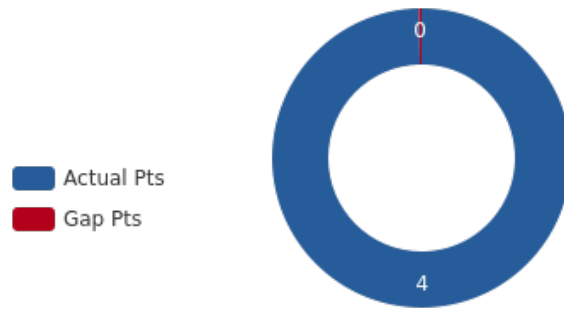
Expenditure



	Max	Actual	Gap
Points	8	2.83	5.17
Percent	6.00%	2.12%	3.88%
Leviable amount	R 214m	R 214m	R 214m

Expenditure on learning programmes for disabled black employees

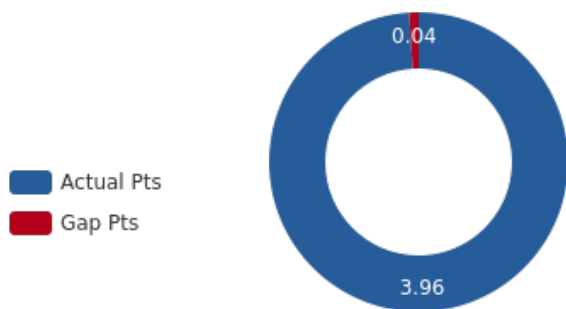
Expenditure



	Max	Actual	Gap
Points	4	4	0
Percent	0.30%	0.41%	0.00%
Leviable amount	R 214m	R 214m	R 214m
Spend on training black employees	R 643k	R 877k	R 0.00

Number of black people participating in learnerships, apprenticeships or internships

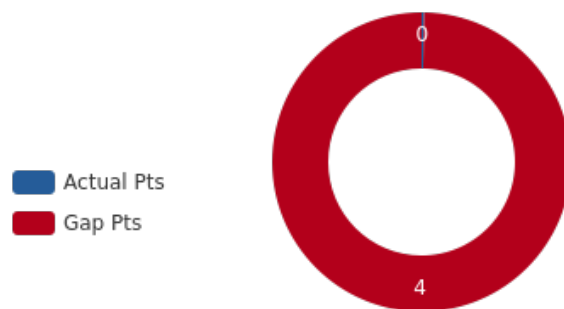
Training and development programmes



	Max	Actual	Gap
Points	4	3.96	0.04
Percent	2.50%	2.48%	0.02%
Total employees	399.00	399.00	399.00

Number of unemployed black people participating in learnerships, apprenticeships or internships

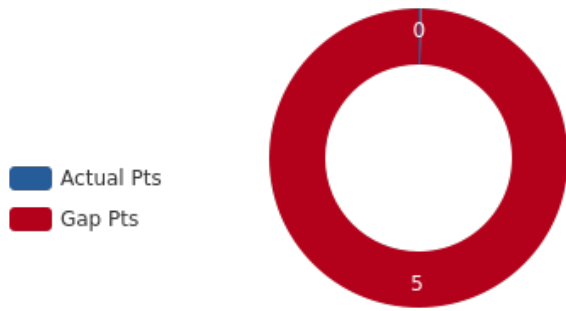
Training and development programmes



	Max	Actual	Gap
Points	4	0	4
Percent	2.50%	0.00%	2.50%
Total employees	399.00	399.00	399.00

Absorption of black people after learnerships, apprenticeships or internships

Bonus points



	Max	Actual	Gap
Points	5	0	5
Percent	100.00%	0.00%	100.00%
Total black unemployed people that completed training	0.00	0.00	0.00
Total black unemployed people absorbed after training	0.00	0.00	0.00

Detailed Gap Margin

	Target			Actual			Gap			Gap Margin
	%	Amount	Pts	%	Amount	Pts	%	Amount	Pts	
Expenditure										
Expenditure on learning programmes for black people	6.00%	R 12.9m	8.00	2.12%	R 8.17m	2.83	3.88%	R 4.7m	5.17	
African males	3.13%	R 6.71m	4.17	1.11%	R 2.38m	1.48	2.02%	R 4.33m	2.69	
African females	2.46%	R 5.27m	3.28	0.60%	R 1.29m	0.80	1.86%	R 3.99m	2.48	
Coloured males	0.12%	R 255k	0.16	1.03%	R 2.21m	0.16	-0.91%	-R 1.96m	0.00	
Coloured females	0.09%	R 195k	0.12	0.29%	R 617k	0.12	-0.20%	-R 422k	0.00	
Indian males	0.13%	R 270k	0.17	0.52%	R 1.11m	0.17	-0.39%	-R 838k	0.00	
Indian females	0.08%	R 165k	0.10	0.26%	R 560k	0.10	-0.18%	-R 395k	0.00	
Expenditure on learning programmes for disabled black employees	0.30%	R 643k	4.00	0.41%	R 877k	4.00	-0.11%	-R 234k	0.00	
Training and development programmes										
Number of black people participating in learnerships, apprenticeships or internships	2.50%	9.98	4.00	2.48%	29.00	3.96	0.02%	-19.03	0.04	
African males	1.30%	5.20	2.09	2.51%	10.00	2.09	-1.20%	-4.80	0.00	
African females	1.02%	4.09	1.64	1.00%	4.00	1.60	0.02%	0.09	0.04	
Coloured males	0.05%	0.20	0.08	2.01%	8.00	0.08	-1.96%	-7.80	0.00	
Coloured females	0.04%	0.15	0.06	0.50%	2.00	0.06	-0.46%	-1.85	0.00	
Indian males	0.05%	0.21	0.08	0.75%	3.00	0.08	-0.70%	-2.79	0.00	
Indian females	0.03%	0.13	0.05	0.50%	2.00	0.05	-0.47%	-1.87	0.00	
Number of unemployed black people participating in learnerships, apprenticeships or internships	2.50%	9.98	4.00	0.00%	0.00	0.00	2.50%	9.98	4.00	
African males	1.30%	5.20	2.09	0.00%	0.00	0.00	1.30%	5.20	2.09	
African females	1.02%	4.09	1.64	0.00%	0.00	0.00	1.02%	4.09	1.64	
Coloured males	0.05%	0.20	0.08	0.00%	0.00	0.00	0.05%	0.20	0.08	
Coloured females	0.04%	0.15	0.06	0.00%	0.00	0.00	0.04%	0.15	0.06	
Indian males	0.05%	0.21	0.08	0.00%	0.00	0.00	0.05%	0.21	0.08	
Indian females	0.03%	0.13	0.05	0.00%	0.00	0.00	0.03%	0.13	0.05	
Bonus points										
Absorption of black people after learnerships, apprenticeships or internships	100.00%	0.00	5.00	0.00%	0.00	0.00	100.00%	0.00	5.00	

Skills Development Data Summary

	Category A - E			Category F - G		
	Males	Females	Males & Females	Males	Females	Males & Females
Spend on training African people	R 2,302,922.47	R 1,203,561.07	R 3,506,483.54	R 81,334.11	R 83,839.16	R 165,173.27
Spend on training Coloured people	R 2,175,972.63	R 609,959.27	R 2,785,931.90	R 38,908.95	R 6,846.38	R 45,755.33
Spend on training Indian people	R 1,013,110.71	R 559,802.82	R 1,572,913.53	R 94,092.11	R 0.00	R 94,092.11
Spend on training disabled Black people	-	-	R 862,572.80	-	-	R 14,923.51

People participating in learnerships, apprenticeships and internships

	Employed			Unemployed		
	Males	Females	Total	Males	Females	Total
Number of African people	10	4	14	0	0	0
Number of Coloured people	8	2	10	0	0	0
Number of Indian people	3	2	5	0	0	0
Number of unemployed Black people that completed this period	-	-	-	-	-	0
Number of unemployed Black people absorbed after participating	-	-	-	-	-	0

End of Report

For Craies Johannesburg

Report Details

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