

THE POWER OF

SPOOR & FISHER

SPOOR & FISHER ARE PROUD POWER OF ONE SPONSORS,

HELPING TO CHANGE LIVES – ONE LIFE AT A TIME.



SKILLS DEVELOPMENT STRATEGY

We have a learnership strategy at Spoor & Fisher, and the Power of One allows us to implement this strategy for employed and unemployed learners. It brings value to our business as it provides us with a pool of employees who have on-the-job experience.

When a permanent position opens up, we consider our interns first. We have found that while this makes our recruitment process more efficient, it also raises the interns' morale and helps them stay focussed and dedicated. All new joiners also receive comprehensive induction training programmes.

By promoting learnerships and internships to employed and unemployed learners, we aim to increase business English skills at mid-level, while also empowering staff through personal development programmes.

SPOOR & FISHER LEARNERSHIPS

Learnerships give unskilled workers on-the-job training, which improves their skills and increases their employment opportunities. At Spoor & Fisher we support five employed learners and 12 unemployed learners.

The National Certificate in Banking (NQF 5) learnership for our employed staff runs from 1 October 2017 – 31 October 2018, while the National Certificate: Wholesale and Retail Operations (NQF 2 learnership for unemployed staff runs from 9 March 2018 – 31 March 2019.

EMPLOYMENT GOALS

At Spoor & Fisher, our intention with our employed interns is to always have long-term relationships, either by way of employment or through another learnership. In the same way, we strive to take our unemployed interns to the next level through learnerships, to make them more employable.

SIGNA SUPPORT

Signa has been incredibly helpful, providing support, prompt feedback and sound advice, which has aided us in making informed skills development and training decisions. In addition, we have benefitted from Signa's administrative support for all the necessary documentation, and with the requirements for the B-BBEE Codes of Good Practice.

THE POWER OF ONE

Often people new to the job market can't secure employment, because they have no practical experience. Through a learnership, an intern who is prepared to work hard receives a qualification at the end and this, combined with on-the-job training they receive at Spoor & Fisher, makes them more employable. We have also absorbed a number of interns into the business, which has helped us in our recruitment search, so it's a win-win situation. The Power of One initiative has been very rewarding, for both Spoor & Fisher and our interns.



spoor • fisher

patents • trade marks • copyright

signa
group

