

Petrol giant invests in training, recruiting people with disabilities

To address the low representation and under-utilisation of persons living with disabilities in the workplace, Chevron South Africa, which operates in South Africa under the Caltex brand, has launched a learnership programme with 31 black unemployed learners living with disabilities. Female learners make up close to two thirds of the group, which has an average age of 28.



The 12-month programme started in September 2015 and is designed to create a pipeline of candidates who can compete for positions within different business units at the company and across the industry. Of importance is a requirement that the project source and develop candidates to a higher qualification to increase their likelihood of becoming employable. The programme is a first of its kind for the company.

"It is crucial for employers to remove barriers that limit the participation of people living with disabilities in the workplace. This targeted recruitment initiative aligns with our transformation objectives and commitment towards diversity, inclusion and youth development. Through this development programme, we seek to provide people with disabilities valuable skills that will assist in securing future employment and contribute to our economy," says Shashi Rabbipal, executive chairman of Chevron South Africa.

To increase the chances of long-term sustainable employment, the programme candidates were recruited and assessed by an education and training service provider, Primeserv HR Solutions, and selected by the company to undergo training in Business Administration and Marketing at National Qualification Framework (NQF) 3 and NQF 4 levels.

"There is currently saturation of NQF Level 1 learners in the market. To address this, we are providing training that increases qualifications and job prospects. It is important to note that learners are also offered workplace experience at Chevron South Africa and other companies," says Joy Cupido, project coordinator at Primeserv HR Solutions.

Building keeps disabilities in mind

"This programme is a milestone in our transformation journey. We firmly believe that developing people living with disabilities for full-time employment is consistent with our values and aligned with our business objectives and priorities. Our

intent is to lead change beyond compliance and support our competitive edge through an inclusive training and employment environment," concludes Rabbipal.

The company has already embarked on improving the working conditions of its current employees living with disabilities. Chevron's new R200 million head office in Cape Town, which has received Green Star SA certification from the Green Building Council of South Africa was designed and developed to accommodate people living with disabilities.

Employment figures released by the Commission for Employment Equity (CEE) reveal that less than 1% of the total workforce in South Africa comprise of people living with disabilities. Additionally, 68% of adults living with disabilities have never looked for a job and many of those who do find work are more likely to be employed under insecure and exploitative conditions (University of Johannesburg's Centre for Social Development in Africa).

Wednesday, 3 December 2015, is the International Day of Persons with Disabilities and is also commemorated in South Africa as National Disability Rights Awareness Day.

For more, visit: <https://www.bizcommunity.com>