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## 6. TRAINING AND PROMOTION

**Please describe company programmes for the training and advancement of black employees. Include details of company's use of outside educational facilities and university bursaries for both general and specialized technical and professional development of employees. Indicate numbers of black employees involved in programmes at each level of employment positions, actual progress achieved during the annual period concerned in promotions to all levels and total costs to companies. For similar categories of information compare such programmes with similar programmes the company has made available to other non-white employees and to white employees during the same period.**

1. Technical Training - Department of Manpower schemes available for in-plant skills upgrading.
2. Study Loan Scheme - A Company-operated Study Loan Scheme for all racial groups, pays all expenses and subtracts a third of the cost for the employee. If the employee does not successfully complete the course, he or she repays two-thirds of the cost. Criteria for eligibility is that the training must benefit the Company, and be relevant to the employee's current or future position.
3. Bursary funds are available.
4. Operator training at farms extends technical training to black customers and operators.
5. Product training extends technical training throughout the dealer organization.