

## Local Programs

### Novartis South Africa Learnership Programme

The Novartis learnership program was introduced in 2016 as a cross divisional partnership between Novartis Innovative Medicines (IM) Sandoz. The program re-enforces our purpose which is clear and noble: “Return more to Society – rebuilding our trust with society” and our priorities on People & Culture: “Attract, develop and retain talent and in doing so building a strong talent pipeline.” The Learnership is a twelve-month program targeting graduates from previously disadvantaged backgrounds. As a top employer with a progressive talent attraction strategy, it is crucial to stay relevant and top of mind for different generations as the world of work evolves. Building young talent locally to develop into global Novartis talent is an aspiration that we believe can be achieved through our robust learnership. This has already become evident when we consider the calibre and quality of learners we have absorbed into the business over the past seven years.

Our Learners experience a holistic approach to development ranging from coaching, classroom and product training as well as field work which result in them achieving an NQF 5 CHIETA accredited qualification. We are proud and appreciative to have the opportunity to contribute to the development of these amazing young minds.

### Novartis South Africa & Clicks Pharmacy Reusable Sanitary Towels Initiative

28 May is globally recognized as Menstrual Health Day (MHD). The Clicks Helping Hand Trust and Novartis partner annually to donate re-usable sanitary towels to about 1000 school going disadvantaged children in Midrand. The South African Human Rights Commission reports that the lack of access to sanitary towels not only has adverse effects on school attendance but it also has ripple effects on the economic development of communities and countries as a whole. In May 2018, the South African government took steps towards easing pressure on women by scrapping value added tax on sanitary towels.

### Making HerStory Initiative

This initiative comprises of six phenomenal women from Novartis IM and Sandoz in which they established an upskilling program for owners and teachers of the “**Early Childhood Development Centers (ECD)**” in Diepsloot, Gauteng. The Making HERstory is one of its kind at Novartis SA and strongly believes that children are the future and that when we empower women, we can develop the nation. Children start learning the moment they are born, and their childhood years are the foundation upon which subsequent education rests. One of the biggest problems in SA is that in our townships, thousands of day-care centers operate with untrained staff that take care of children when the parents go to work. In Diepsloot alone, there are plus minus 150 unofficial day-care centers that each take care of children between 25 and 50 on a daily basis, hence the need to educate care takers on ECD. The Making HERstory program uses Novartis internal skills and resources to upskill the women of Diepsloot with a comprehensive system of childhood services.



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