



3.3 Skills Development

SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits for employees, SAS provides many development opportunities for employees, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. Employees at all levels are encouraged to pursue training to keep their skills sharp and learn new techniques to improve their professional capabilities.

2017 Data

Approximately 96 percent of employees participated in professional training, totaling 178,500 hours.

In addition to skills training, SAS has created a program specifically for employees pursuing leadership and management training. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2017, SAS provided 25 courses on leadership development, training 2,126 people.

SAS offers a wide array of training options that enable employees to find their best learning method to meet work and career goals.

Employee Type	Average Time in Training
Full-time	25 hours

Training	Breakdown
Classroom	68%
Webcast and video	31%
Reading material	1%

Training programs include

- Leadership development
- Interpersonal development
- Sales training
- Technical training