



Employment Equity Technical Workshop – Navigating the Employment Equity Landscape and Implementing the Requirements of the Regulations



This comprehensive 1-day workshop equips leadership and Employment Equity committees with essential knowledge and practical tools to fulfil their legal obligations, implement effective strategies, and drive meaningful transformation with the necessary tools and resources.

Course Overview

The Employment Equity Technical Workshop is designed for organisations and leadership seeking to ensure compliance with current Employment Equity legislation while creating a genuinely inclusive workplace. This practical program addresses both the regulatory requirements and the human dynamics of workplace transformation.

Course Outline

- Unfair Discrimination & Vicarious Liability: Understanding key legal concepts and organisational risks.
- Employment Equity Certificates and Compliance: Documentation and compliance requirements
- Employment Equity Timeline: An implementation roadmap
- Sustainable Employment Equity formula: Practical approaches to lasting transformation
- Recruitment and selection – methodology and tools
- Transitioning through change – Connection (EQ): Building emotional intelligence to navigate change and practical implementation strategies
- The Role of EE Committees and representatives: Understanding responsibilities and effective functioning
- New Employment Equity Regulations and sector targets: Updates on the latest regulatory requirements, sector targets implementation and gap analysis – a free gap analysis calculator, building SMART goals, barrier analysis, EEA 12 and EEA 13.
- Target Setting methodology & tools: Practical approaches to establishing and measuring meaningful goals.

Why This Training Is Essential

- New Five-year Employment Equity plans are compulsory and need to be benchmarked against the sector targets.
- The sector targets have changed, and now we implement Employment Equity.
- Protection from costly legal penalties and reputational damage from non-compliance.
- Creation of fair, equitable workplaces that attract and retain diverse talent.
- Development of practical skills for implementing and monitoring equity plans.
- Improved organisational performance through diversity and inclusion.

Free - Deviation policy, Sector Target calculator, Section 19 Barrier analysis tool.

Who Should Attend: Employment Equity Committee Members, Human Resource Managers, HR Business Partners, Business Leaders, Transformation Managers

DATE:	8 May 2025
VENUE:	Westville Country Club
DATE:	20 May 2025
VENUE:	Ascot Conference Centre (PMB)
TIME:	09h00 - 16h00
PRICE:	R 1 995 excl. VAT

All workshops are offered as customised In-house training that can be presented virtually or on-site. Contact us for more information.

All online courses are subject to minimum delegate numbers