



EES-SIYAKHA

Employment Equity Software & Consulting

How to set achievable EE Numerical Goals for your next EE Plan

Half-day webinar: 21 April 2021

Programme

08.30 – 10.30	<ul style="list-style-type: none">• Welcome and introduction• Participants' EE Goal Setting challenges and course expectations• Aspects of the EE Act as amended relevant to EE Goal Setting• The Basics of setting EE Goals aligned to the requirements of the EE Act• Planning your EE Goals Setting<ul style="list-style-type: none">○ Larger Organisations/Organisations with multiple operations – how does one go about EE Goal setting? One, or multiple Goals, and for which Operations/Divisions/Businesses○ Provincial vs National EAP○ Case law handout○ Who should be involved in the setting of EE Goals and sign them off
10.30 – 11.00	Break
11.00 – 12.30	<ul style="list-style-type: none">• Preparation for EE Goals setting<ul style="list-style-type: none">○ Workforce Profile and EE Goal setting source data<ul style="list-style-type: none">▪ Minimum requirements▪ Checking the correctness of these aspects▪ Reviewing of Job Evaluation Grade and EEA 9 allocations▪ Vetting your declared PWD against the definition in the Act○ Relevant variable that impact on the number of opportunities, and as a result, EE Goals setting that need to be collected in advance• Using technology to set EE Goals<ul style="list-style-type: none">○ Selecting a desired EE Goal○ Factoring in of variables○ Deciding what is achievable having regard to the number of opportunities and availability of Suitably Qualified Persons○ Finalising your % Black and D-G Goal• Setting Goals for Persons with Disabilities• How to ensure achievement of EE Goals so set
12.30	Closure