



## The Modules

### Equity Pro Lite Module

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- Intended for users who only require one Module to manage EE in their organisations.
- For use by the EE/Transformation Manager/Specialist, Recruiting Managers and HRBPs.
- Has all the listed Benefits and Functionalities Equity Pro has to offer, including the:
  - Creation of Sub-Pools.
  - Setting of realistic and achievable EE Goals.
  - Importing of Workforce Profile, and expected EE Plan growth, attrition and retirement data.
  - Comparison of current Workforce Profile data with its EE Goals, to establish which individual race and gender group(s) to target for appointment.
  - The tracking of progress in each Occupational Level and PWD statistically and graphically.
  - Exporting of EEA2, EEA4, EEA12 and EEA13 data.
  - The facilitation of workforce planning and talent preparation.

### Equity Pro Group Suite

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- Intended for (larger) users that require more than one Module to manage EE across their subsidiaries/divisions/department/operations.
- Facilitates ownership of both EE Goal Setting and Management across larger organisations.
- Consist of Overview, Group, Divisional and Branch Modules.
- Except for the Overview Module, the Modules in this Suite offer users full Equity Pro Lite functionality.
- The Group and Divisional Modules offer the additional functionalities of enabling users to:
  - Compare the aggregates of their Start and Current Month Profiles, Goals and Gaps of each of the Modules that fall directly under them (their Operations/Regional Offices/ Divisions/Business Units/Departments) with those of the Group/Divisional Module; and
  - Thereafter, in respect of EE Goals, either change them in selected Modules falling under them or import them and the variables used in setting them, to replace the Group or Division's Original Goals to facilitate a Top-Down, Bottom-Up EE Goals setting approach.

### Overview Module

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- Aimed at the EE/Transformation Manager of Groups of Companies or Large Organisations or Employer Organisations where their subsidiaries/divisions/members have autonomy in the management of their EE, and do not have an interest in managing these but wish to obtain an overview of the Group or Employer Organisation's members' overall EE (Sector Target aligned) EE Goals and progress made in achieving them.
- An Overview Module can obtain an overview of both other Overview Modules and/or Group Modules' progress.



## **Group Module**

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For use by the EE/Transformation Manager at Head Office or Group level.

- Aimed at enabling the organisation to set, manage and track its EE Numerical Goals in the structures that fall below, and feed into, its Top Structure.
- Is underpinned by Equity Pro's Divisional Module, which has been designed to accommodate Workforce Profile data of each of the different first-tier structures (Divisions/Regional Offices/Operations/ Subsidiaries) below the Group or Holding Structure of a Company or State Entity. This will enable each structure accommodated in Equity Pro's Divisional Module to set its own EE Goals and manage EE in the same way as the Group.
- Has all the functionalities described in the Group Suite.
- Facilitates the Group's Workforce Planning and Talent Preparation based on that of each Divisional Module, which in turn is based on that of each of its Branch Modules, informed by the variables used in setting the latter's EE Goals.

## **Divisional Module**

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- For use by the EE/Transformation Manager at Head Office or Group level and or the structures below it.
- Aimed at enabling the organisation to set, manage and track its EE Numerical Goals in the structures that fall below, and feed into the structures that fall below, and feed into its Top Structure.
- Inherits whatever 'Sub-Pools' have been set up in the Group Module.
- Is underpinned by Equity Pro's Branch Module, which has been designed to accommodate Workforce Profile data of each of the second-tier structures that fall directly below, and feed into the first-tier structures of a Group. This enables each Branch structure to set its own EE Goals and manage EE in the same way as the Group and the structures below it.
- Has all the functionalities described in the Group Suite.
- Facilitates the Division's Workforce Planning and Talent Preparation based on that of each of its Branch Modules, informed by the variables used in setting the latter's EE Goals.

## **Branch Module**

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- For use by the EE/Transformation Manager at Head Office or Group level and or the structures below it.
- Aimed at enabling the organisation to set, manage and track its EE Numerical Goals in the structures that fall below, and feed into their second-tier structures that are accommodated in Equity Pro's Divisional Module.
- Offers users full Equity Pro Lite functionality.
- Also inherits whatever 'Sub-Pools' or talent streams have been set up in the Group Module.