



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

South African Labour Market Characteristics

Business, Commerce and Management Studies / Public Administration

Unit Standard 242869 · NQF Level 5 · 8 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with a comprehensive understanding of the structure, dynamics, and key features of the South African labour market. It explores the historical, economic, and legislative factors shaping employment, unemployment, and skills development, enabling informed decision-making in human resources and labour relations.

Category	Business, Commerce and Management Studies
Subfield	Public Administration
Unit Standard	242869
Accreditation	SAQA Accredited · NQF Level 5 · 8 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Explain the key characteristics and structure of the South African labour market, including formal and informal sectors.
- Analyze the impact of historical, economic, and legislative factors on labour market trends and patterns.
- Apply knowledge of labour market information sources to assess employment and unemployment dynamics.
- Evaluate the role of skills development and education in addressing labour market challenges.
- Demonstrate understanding of the relationship between labour market policies and economic growth.
- Identify and interpret key labour market indicators such as employment rates, sectoral distribution, and income levels.

WHO SHOULD ATTEND

- The course is designed for HR practitioners, labour relations officers, managers, and professionals who need to interpret and apply knowledge of the South African labour market in their roles.

COURSE OUTLINE

Day 1: Introduction to the South African Labour Market

- Overview of the South African labour market: size, composition, and trends.
- Key legislation: Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act.
- Institutional framework: Department of Employment and Labour, SETAs, CCMA.
- Labour market indicators: employment, unemployment, and participation rates.
- Demographic influences: population structure, migration, and education levels.
- Economic sectors and their employment contributions.
- Informal vs. formal employment.
- Current challenges: skills shortages, inequality, and youth unemployment.

Day 2: Labour Market Dynamics and Policy

- Labour demand: economic growth, technological change, and globalisation.
- Labour supply: education, training, and labour mobility.
- Wage determination: minimum wages, sectoral determinations, and collective bargaining.
- Role of trade unions: history, structure, and influence.
- Employer organisations and bargaining councils.
- Government policies: employment creation, industrial policy, and labour market regulation.
- Impact of macroeconomic policies on employment.
- Case studies: sector-specific labour market trends.

Day 3: Skills Development and Training

- National Qualifications Framework (NQF): levels, credits, and quality assurance.
- Sector Education and Training Authorities (SETAs): mandate, funding, and skills plans.
- Skills Development Act and Skills Development Levies Act.
- Learnerships, apprenticeships, and internships.
- Recognition of Prior Learning (RPL).
- Skills shortages: causes, consequences, and interventions.
- Role of higher education and TVET colleges.
- Case studies: successful skills development initiatives.

Day 4: Labour Market Information and Analysis

- Sources of labour market data: Statistics South Africa, Department of Employment and Labour, SETAs.
- Key statistics: unemployment rate, employment-to-population ratio, labour force participation rate.
- Analysing trends: sectoral shifts, occupational changes, and regional variations.
- Labour market information systems: role and challenges.
- Using data for career guidance and planning.
- Technology and the future of work: automation, digitalisation, and gig economy.
- Case studies: data-driven labour market analysis.
- Critical evaluation of labour market reports.

Day 5: Application and Integration of Labour Market Knowledge

- Synthesis of key concepts from Days 1-4.
- Practical application: analysing a sector or region.
- Identifying opportunities and risks in the labour market.
- Developing recommendations for employers, policymakers, or job seekers.
- Group exercise: labour market analysis project.

- Presentation of findings and feedback.
- Ethical considerations in labour market research.
- Course wrap-up and assessment.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **8 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
17 Aug 2026	21 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	21 Aug 2026	On-Campus	Shenzhen, China
17 Aug 2026	21 Aug 2026	On-Campus	Durban, South Africa
17 Aug 2026	21 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Pretoria, South Africa
17 Aug 2026	21 Aug 2026	On-Campus	Dubai, UAE
24 Aug 2026	28 Aug 2026	On-Campus	Abu Dhabi, UAE
24 Aug 2026	28 Aug 2026	On-Campus	Durban, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 242869) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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