



MINING AND MINERALS TRAINING

Social and Labour Plans and Mine Community Development

3 day course

Classroom, online or in-house

Course overview

A mining right carries obligations to the workforce and the surrounding community that are legally enforceable and separately audited, and non delivery is a compliance failure rather than a missed aspiration. This course covers meeting them. Delegates work through the plan's components including human resource development, local economic development, and housing and living conditions, and the baseline that must support each commitment. Commitment setting is treated carefully, since a plan is enforceable as written. Implementation, expenditure tracking and reporting are covered. Community consultation and the management of expectations follow. The course closes on downscaling and closure provisions and on the transition of community projects to independence.

What you will learn

- Describe the plan components and the obligations attaching to each
- Build a baseline that supports the commitments made
- Set commitments that can be delivered and audited
- Implement, track expenditure and report against the plan
- Consult communities and manage expectations honestly
- Meet downscaling and closure provisions
- Transition community projects toward independence

Who should attend

- Mine social performance and community staff
- Human resource development practitioners on mines
- Compliance officers and regulators
- Mine managers accountable for the plan
- Local government and community representatives

Course outline

- 01 Enforceable obligations, not aspirations
- 02 Plan components and requirements
- 03 Baseline data and needs analysis
- 04 Human resource development commitments
- 05 Local economic development projects
- 06 Housing and living conditions
- 07 Implementation, expenditure and reporting
- 08 Consultation, downscaling, closure and transition

Upcoming dates

Dates	Venue	Format	Fee per delegate
4 to 6 November 2026	Gaborone, Botswana	Classroom	R14,950
4 to 6 January 2027	Online	Online	R6,500
15 to 17 February 2027	Harare, Zimbabwe	Classroom	USD 995
10 to 12 March 2027	Cape Town, South Africa	Classroom	R14,950



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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