



**#MiningMatters
to Employees**
our people, our strength

FACT SHEET



Mining matters because people matter. The industry's investment in skills, training, and human development remains central to safety, operational excellence, sustainability, and economic impact within companies and communities.



Training provided to mine employees doubled in 2024 from the previous year, with companies delivering nearly 860,000 training interventions, according to a study by the Mining Qualifications Authority (MQA), an organisation that is a strategic partner to the mining industry and which is funded by companies' contributions of skills levies.

Between 2021 and 2024, the mining industry implemented an average of more than 601,000 training programmes a year. The mining industry employs about 470,000 people.

In 2024, 51,430 community members received training provided by mining companies, up from 41,130 in 2021 as the industry turned its attention to developing local skills and capacity to work within mining or in other businesses.

Training focused on young people, providing more than 12,800 bursaries in 2024 and nearly 10,800

short courses, which provide skills in a time-efficient manner. In total, 36,520 youth and 3,300 school children received training during 2024.

As the MQA notes, training is focused on mine engineering, which is a scarce skill, as well as chemical, electrical and electromechanical engineering in their provision of bursaries, which is encouraging for mining communities and the economy as a whole. Artisanal trades are similarly a focus for training interventions.

Recent four-year trends from the MQA, drawing on submissions made by up to 965 mining companies as well as those providing services to the industry, diamond processing and jewellery manufacturing, confirm the industry is actively improving its employee's capabilities, expanding training opportunities, and accelerating community development efforts despite volatile economic conditions.



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**36,520
youth
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**3,300
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during 2024.**

The data shows clear, consistent growth in training for mining communities and renewed prioritisation of skills development in 2024. Training and skills development opportunities offered by mining companies play a significant role in uplifting individuals, making their jobs safer and healthier, and improving employability both within and beyond the sector. Training programmes in communities create pathways to jobs, support small business growth and enterprise development, and contribute to broader regional sustainability. By making these investments, companies are looking to a future where communities have stand-alone businesses and industries once mining ceases.

Mining continues to demonstrate that people are its greatest asset now and in the future — and these interventions show how skills development is shaping a more resilient, inclusive future for employees and mining communities alike.

In mining, our people aren't just the workforce, they are the force.




Training, skills development and career progression

In a study conducted by Quantec,
19 Minerals Council member companies:

- 1 Spent R5.7 billion on training and development in 2024**
- 2 Spent R23,568 per full-time employee on training**
- 3 Trained more than 19,120 people**
- With a total of 30.8 million training hours
- 4 Committed 16 workdays training per employee**
- 5 Provided 4,985 bursaries**
- 6 Over five years**
- between 2020 and 2025 the MQA recorded that mining companies spent more than R1 billion on providing bursaries.

The MQA, a key Sector Education and Training Authority (SETA) and strategic partner to the mining industry, through the skills levy funding it generates from the sector, funds amongst others, a plethora of programmes like learnerships, artisan development programmes through mining companies and Technical and Vocational Education and Training institutions (TVETs), internships, community development programmes and bursaries.

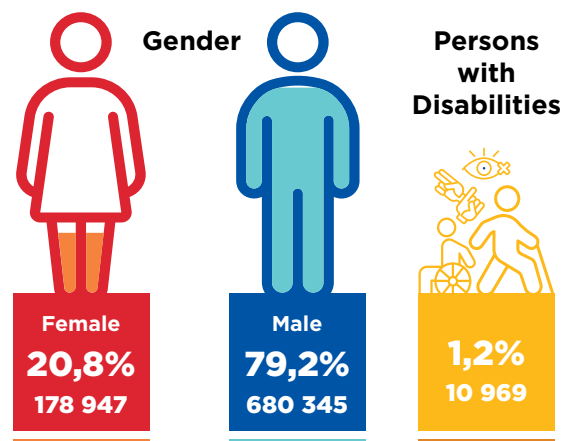
Benefitting South Africa

| Training implemented to mining employees | 2021 | 2022 | 2023 | 2024 | Average no. & % of training interventions |
|--|--|--|--|---|---|
| No. of training interventions implemented | 550,972 | 586,489 | 407,899 | 859,292 | 601,163 |
| No. of training interventions implemented | Short courses (54,2%) | Short courses (54,1%) | Short courses (60%) | Short courses (52,6%) | 55,2% |
| Dominant training intervention implemented | Safety, supervisory/ leadership, and management skills | Safety, supervisory/ leadership, and management skills | Safety, supervisory/ leadership, and management skills | Other short courses (Code of ethics and Human Rights; Full Body harness and Working at Heights) |  |

Training Interventions Implemented (2021-2024)

| Age | No. of Training interventions | % |
|--------------|-------------------------------|-------------|
| 25-34 | 200,627 | 23,3% |
| 35-44 | 346,288 | 40,3% |
| 45-54 | 215,175 | 25,0% |
| 55-64 | 79,920 | 9,3% |
| 65+ | 1,507 | 0,2% |
| Total | 859,292 | 100% |

Training Implemented by Employee Demographics (2024)



Expanded Investment in Community Training

There are growing efforts by the mining industry to empower young people with employable skills and improve long-term regional economic prospects beyond the mining industry.



Mining community beneficiaries increased steadily from

41,129
in 2021 to
51,431
in 2024

Youth participation is a
standout success:

36,520
youth trained
in 2024
3,298
school learners
also reached

36,520 YOUTH

1,293 PEOPLE WITH DISABILITIES

3,298 SCHOOL-BASED LEARNERS

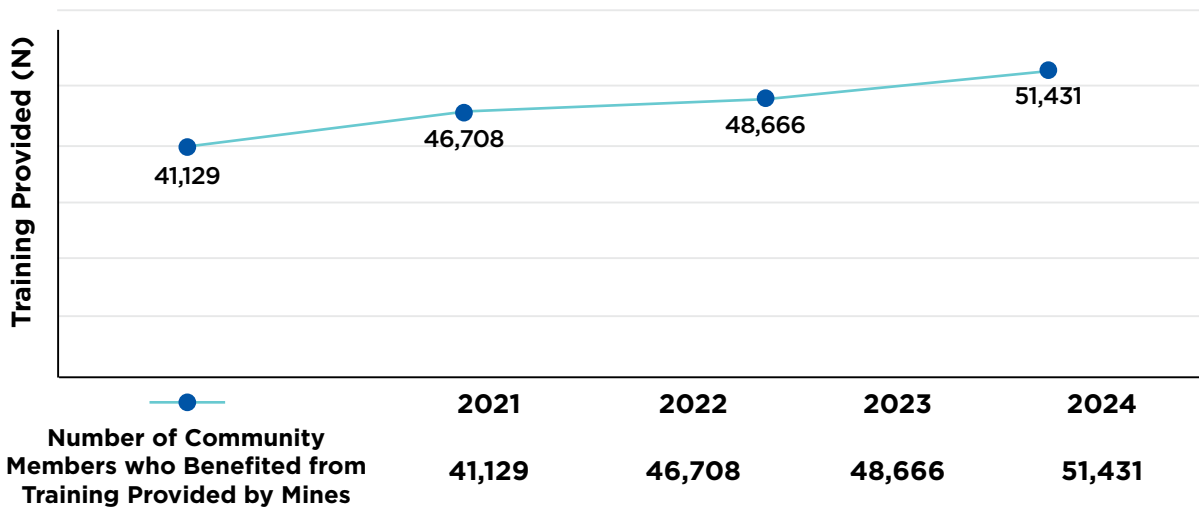
707 RETRENCHED EMPLOYEES

9,631 OTHER

Employment status of beneficiaries

| Employment status | No. of beneficiaries | % |
|--------------------|----------------------|-------------|
| Employed | 1,822 | 3,5% |
| Unemployed | 39,897 | 77,6% |
| Unspecified | 9,712 | 18,9% |
| Grand Total | 51,431 | 100% |

Community Training Trend Since 2021



Training Provided to Mine Communities Funded by Mines (2021-2024)

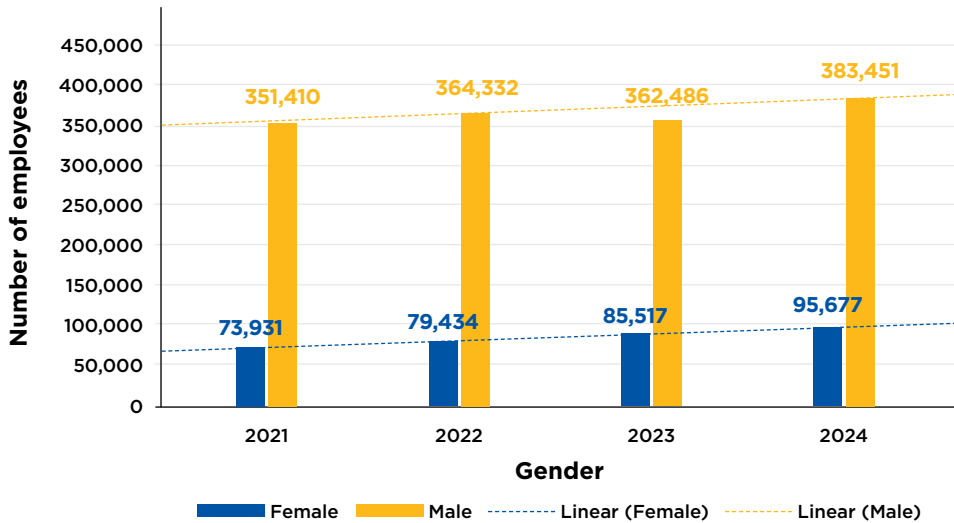
Bursaries and Hard-to-Fill Skills Prioritised

- Higher education bursaries remained the top community training intervention in 2024.
- Mining engineering, identified as a hard-to-fill skill, was the most supported field, followed by:
 - Chemical engineering
 - Electrical engineering
 - Electromechanical engineering
- Short courses continue to fast-track access to practical skills.
- Bursaries also help build a future pipeline of talent into the MMS, with potential for employment placement conditions attached to funded studies.



Women in Mining

The number of women in mining continues to show steady progress. Female representation in mining increased to 20% in 2024 from 17.4% in 2021. The upward trajectory indicates continued progress toward gender inclusion and equity. (MQA stats)



Employment by Gender (2021-2024)

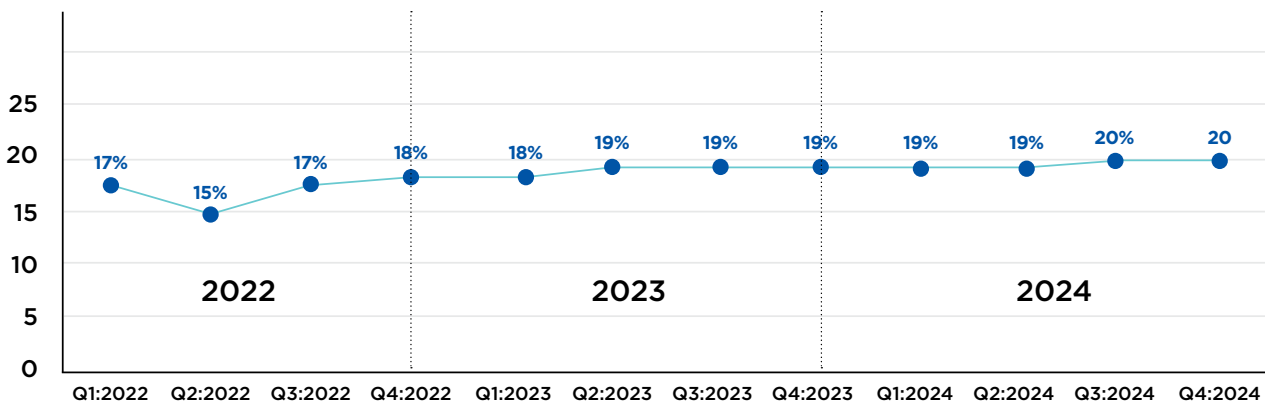


According to the 25th Commission for Employment Equity Annual Report (CEE) Report published by the Department of Employment and Labour (DEL):

- In mining and quarrying sector organisations with 50 or more employees - **21% women representation** across all job categories.
- **23.6%** women representation in management
- **21.4%** Top Management
- **25.4%** Senior Management
- **29.8%** Professionally Qualified
- **22.2%** Skilled Technical

The proportion of women in the mining sector displays an upward trend over the past 3 years

Proportion of Women in Mining (Direct Employment)



- The proportion of women in the mining sector increased from making up about 17% of employees at the beginning of 2022 to now being 20% of employees in the end of 2024.
- It is important to note that the WIM survey includes direct employees only and does not include contractors or other indirect workers in the mining sector.

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