

# SKILLS DEVELOPMENT IN THE SOUTH AFRICAN MINING INDUSTRY



**MINERALS COUNCIL SOUTH AFRICA**

**#MakingMiningMatter**



*South African mining companies invest in skills development of employees in a number of ways.*

## QUICK FACTS

**More than R6 billion**

total spend on skills development per annum over the last five years (2016-2020)

**More than 15,000**

tertiary education learners supported by the sector between 2016 and 2020

**More than 5,000**

apprenticeships between 2016 and 2020

Skills development in the mining industry is governed by the Skills Development Act 97 of 1998 and the Mine Health and Safety Act (MHSA) 29 of 1996. The Skills Development Act also governs the National Skills Authority and National Skills Fund, the levy-grant scheme, the Sector Education and Training Authorities (SETAs), the labour centres and the Skills Development Planning Unit.

South African mining companies invest in skills development of employees in several ways, including learnerships, bursaries, portable skills (in mechanical, electrical and construction trades), internships and adult education. Providing skills to employees is vital to the long-term success of the industry. It contributes towards improving safety and productivity, provides opportunities for personal development so that companies can attract and retain suitable employees, and is a vehicle for transforming the workplace.

The industry also supports training and skills development in the communities in which it operates, which is important to ensuring socio-economic development beyond that of mining.

The Mining Qualifications Authority (MQA) is the SETA for the mining industry that administers and develops learning programmes for the sector. The MQA was initially established out of the MHSA in January 1997 and was then designated as a SETA in March 2000. The Minerals Council South Africa is on the accounting authority/board of the MQA. Mining companies are required to submit their skills development plans and annual training reports to the MQA; and also pay 1% of their payroll as a skills development levy. The MQA receives 80% of the 1% skills development levies that companies contribute, while the National Skills Fund gets the remaining 20%. The MQA portion is divided into legislated amounts for administration, Quality Council for Trades and Occupations (QCTO) as well as for mandatory and discretionary grants. Mining companies can also attract discretionary grants from the MQA for specific learning programmes. The mining industry has contributed levies in excess of R1.2 billion per annum over the last five years.



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## SKILLS DEVELOPMENT AND THE MINING CHARTER

The Mining Charter requires that all mining companies invest 5% of annual leviable payroll into skills development. This 5% is not inclusive of the 1% skills levy that companies are required to contribute. This 5% requirement within the Mining Charter thus implies that the skills development spend, excluding the 1% skills levy in the sector, equated to more than R6 billion per annum over the last five years.

Companies are required to submit social and labour plans (SLPs) to the Department of Mineral Resources and Energy to report on their compliance with the Mining Charter as a prerequisite for the granting of mining rights.

## CERTIFICATES ISSUED BY THE MINERALS COUNCIL IN 2020

The table below indicates the number of Minerals Council certificates issued over the past five years. Fluctuations in the number of candidates who have sat the examinations over the five-year period were driven by demand from various mining companies. This is indicative of the economic fluctuations experienced by the sector as well as the impacts of the COVID-19 pandemic. The number of Minerals Council examinations are expected to decrease substantially once these qualifications have been formally registered with the QCTO.



Certificate	2020	2019	2018	2017	2016
Certificate in Advanced Mine Surveying	14	21	39	36	73
Certificate in Advanced Mine Valuation	8	15	16	37	48
Certificate in Advanced Rock Engineering	2	3	8	3	6
Certificate in Basic Mine Sampling	30	75	59	78	99
Certificate in Basic Mine Surveying	31	78	98	61	134
Certificate in Elementary Mine Sampling	10	36	11	116	57
Certificate in Elementary Mine Surveying	25	43	68	33	92
Certificate in Mine Environmental Control	31	81	21	19	21
Certificate in Radiation Protection Monitoring Screening	72	58	95	95	145
Certificate in Rock Mechanics	11	14	31	17	26
Certificate in Strata Control	23	42	32	96	99
Intermediate Certificate in Mine Environmental Control	58	88	122	112	60
Certificate in Mine Survey Draughting	6	6	13	15	13
<b>Total</b>	<b>321</b>	<b>560</b>	<b>613</b>	<b>718</b>	<b>812</b>



## HIGH-END SKILLS DEVELOPMENT

The development of high-end skills is seen as a critical factor for the advancement and sustainability of the mining sector. The mining industry has consistently, over many decades, supported higher education infrastructure developments, provided bursaries and scholarships, supported teaching and administrative costs, and sponsored thousands of students at tertiary educational institutions across the country.

The mining sector prides itself that, over the past five years, it has supported more than 10,000 students by providing them with full bursaries to study at various tertiary institutions. During the same period, more than 5,000 students and graduates participated in mining industry workplace experiential learning programmes and were provided with learnerships and internships in workplaces. This training and development spend in the higher education environment has come at a cost in excess of R1.5 billion.

The commitment of the mining sector to continue training and developing learners in tertiary education is demonstrated through its intention to train and develop more than 20,000 learners over the next five years. This is being done by providing full bursaries and affording tertiary education graduates with opportunities for internships and much needed workplace experience.

Support is provided to tertiary learners in the fields of mining engineering, general engineering, management sciences and social sciences. About 90% of the support is in the mining engineering and general engineering fields while approximately 10% is in the management and social sciences areas.

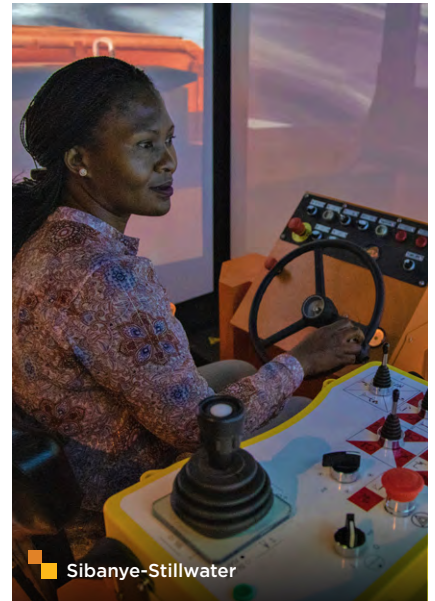
## ADULT EDUCATION AND TRAINING IN THE MINING INDUSTRY

Adult Education and Training (AET), previously known as Adult Basic Education and Training (ABET), continues to be a mainstay of skills development offerings in the mining industry and local communities. The number of learners entering this programme has been steadily declining over the last few years, an indication of the improvement in the skills levels of employees in the sector.

## PROVIDING TECHNICAL SKILLS AND ARTISAN TRAINING

Artisans are sought after around the world, including South Africa. Artisan development is key to improving our economy and creating employment for youth. The mining sector, within which artisanship is a core skill, realises this importance and has, over the years, trained many artisans to meet the ever-growing demand.

In the period 2016 to 2020, the mining industry enrolled more than 5,000 artisans in training and development at an overall cost of about R300,000 per learner and a total investment cost of over R1.5 billion. It is envisaged that, over the next five years, about 8,000 artisans will be enrolled in artisan training and development.



**5,000  
ARTISANS**  
enrolled in mining  
industry training  
and development  
at an overall  
cost of about  
R300,000 per  
learner

Apprentices enrolled in artisan development are trained as:

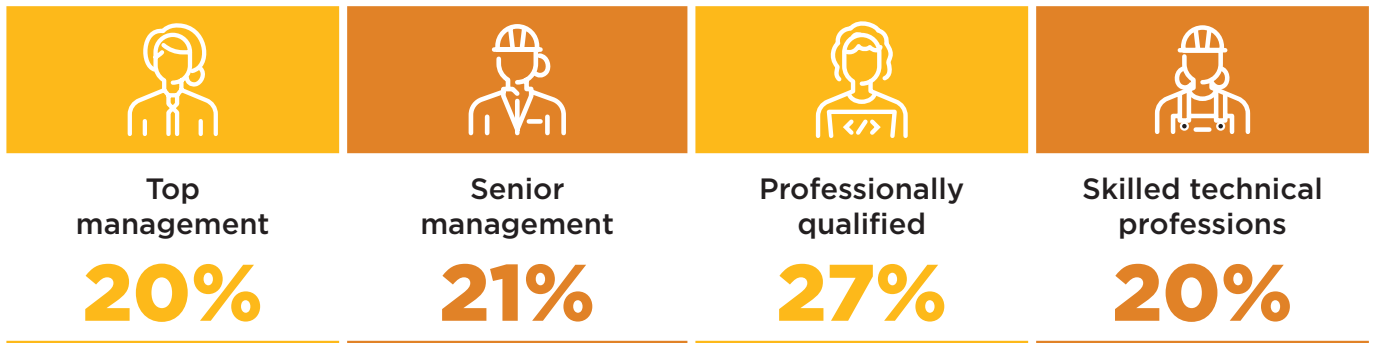
- |   |                                 |  |  |                                       |   |
|---|---------------------------------|--|--|---------------------------------------|---|
| <b>1</b><br><b>Diesel mechanics</b>     | <b>2</b><br><b>Electricians</b> | <b>3</b><br><b>Fitters (including machining)</b> | <b>4</b><br><b>Fitters and turners</b> | <b>5</b><br><b>Millwrights</b>        | <b>6</b><br><b>Rigger ropemen</b>         |
| <b>7</b><br><b>Instrument mechanics</b> | <b>8</b><br><b>Boilermakers</b> | <b>9</b><br><b>Welders</b>                       | <b>10</b><br><b>Goldsmiths</b>         | <b>11</b><br><b>Auto electricians</b> | <b>12</b><br><b>Maintenance engineers</b> |





# REPRESENTATION OF WOMEN IN MINING

In 2010 the overall representation of women in the mining sector was below 10%, while in 2020 this increased to 17%. As the industry seeks to encourage the participation of women at all levels, special focus is placed on the training and development of women.



## REPRESENTATION

“The overall representation of women in the mining sector stands at 17% as at 2020.”

Implats - Rustenburg

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