



SKILLS DEVELOPMENT

FACT SHEET 2017

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

South African mining companies invest in skills development of employees in a number of 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 ensure socio-economic development beyond that of mining.

The Mining Qualifications Authority (MQA) is the Sector Education Training Authority (SETA) for the mining industry that administers and develops learning programmes for the sector. Mining companies are required to submit their skills development plans and annual training reports to the MQA. Mining companies can also attract discretionary grants from the MQA for specific learning programmes.

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. In 2015, this charter skills spend equated to more than R5 billion.

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

In the 2014/2015 financial year mining companies invested in excess of R4 billion in skills development. In addition, they paid 1% of their payroll as a Skills Development Levy.

Mining companies contribute substantially to the development of skills for their employees.



QUICK FACTS

- About **R5 BILLION** invested in skills development in 2015
- **18,000** tertiary education learners supported by the sector during period 2011 to 2015
- More than **10,000** apprenticeships during the period 2011 to 2015

MAJOR TRAINING PROGRAMMES

The table below shows a breakdown of some of the major training programmes funded by employers for employees in 2015.

Type of training programme	Number completed in the sector
Short courses	279,225
Induction training	243,443
Refresher/after leave training	163,479
Operator licence/renewal	125,933
Job specific development programme	104,207
Other (unspecified)	43,679
Skills programme	32,212
Work placement	24,603
Certificate	15,675
MQA learnership	5,868
Learnership	1,295
Bachelor's degree	1,149
National diploma	463
Recognition of prior learning	437
Internship	408

Source: Calculated from Weighted MQA WSP/ATR Submission, 2016

HIGHER EDUCATION BURSARIES, GRADUATE DEVELOPMENT AND WORKPLACE EXPERIENCE

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 around 12,500 students by providing them full bursaries to study at various tertiary institutions. During the same period, 5,500 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 during 2015 and assisted about 6,000 learners through tertiary education.

E-learning at Harmony's Unisel mine





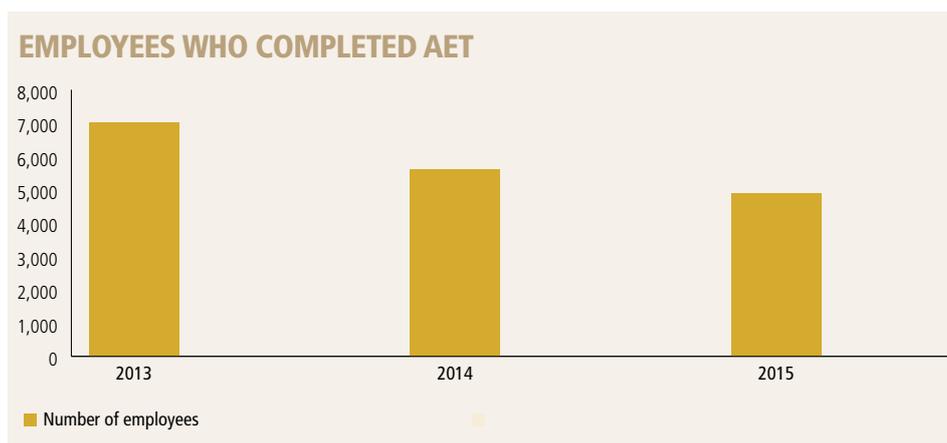
Harmony – Target 1 mine. Simulator training for driving LHD vehicles underground.

The commitment of the mining sector to continue training and developing learners in tertiary education is demonstrated through its intention to train and develop a further 24,000 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.

The support that is provided to tertiary learners is 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 as well as to local communities. A total of 7,020 employees completed AET courses in 2013, with 5,605 receiving AET training in 2014. In 2015 the number of employees that completed various levels of AET programmes was 4,899. This steady decline in the number of attendees to the AET programmes, is an indication of the improvement in the skills levels of employees in the sector.



PROVIDING TECHNICAL SKILLS AND ARTISAN TRAINING

Artisans are seen as a major occupation within almost all economies in the world, and South Africa is not exclusive of this view. Artisan development is key to improving our economy and creating employment for the youth population. The mining sector, within which artisanship is a core skill, realises this importance, and over the years trained a large number of artisans against ever-growing demand.

In the period 2011 to 2015 the mining industry enrolled about 10,600 artisans into training and development at an overall cost of about R300,000 per learner, making the total investment cost over R3 billion. It is envisaged that over the next three years about 8,000 artisans will enroll in artisan training and development.

The apprentices that enroll in artisan development are trained in the following fields:

- Diesel mechanics
- Electricians
- Fitters (including machining)
- Fitters and turners
- Millwrights
- Rigger ropemen
- Instrument mechanics
- Boilermakers
- Welders
- Goldsmiths
- Auto electricians
- Engineering maintenance

Kumba Iron Ore – Sishen Iron Ore Mine The SIVOS training centre in Kathu was established and funded by Kumba Iron Ore to train people in technical skills. Students receive a training qualification and go on to a number of different jobs including those at Anglo American's operations.



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TRAINING OF WOMEN IN MINING

Overall representation of women in the mining sector stands at 18% as at 2015.

The 2004 South African Mining Charter set a target of 10% for women in core mining jobs by 2009. By 2015 overall representation of women in the mining sector increased to 18%. As the industry seeks to encourage the participation of women at all levels, special focus is placed on the training and development of women. The majority of women employed in the mining industry are skilled as follows:

- 15% in top management
- 16% in senior management
- 22% in the professionally qualified category
- 18% in skilled technical area