



## **Mining Qualifications Authority**

# PARLIAMENTARY PORTFOLIO COMMITTEE STRATEGIC PLAN: 2015-2020



20 May 2015

**Digging with Skills & Knowledge**

## SCOPE OF THE PRESENTATION

- 1. MQA Policy and Strategic Context.**
- 2. Overview of current MQA environment.**
- 3. MQA skills development value chain.**
- 4. MQA Vision, Mission and Values.**
- 5. MQA context – Strategic goals.**
- 6. Strategic Plan: 2015 – 2020.**
- 7. Financial projections: 2015 – 2020.**
- 8. Conclusion.**



# MQA POLICY & STRATEGIC CONTEXT

## NATIONAL LEGISLATION, POLICIES & STRATEGIES

MHSA, 1996,  
PFMA 1999,  
MPRD Act 2002,  
Diamond Act,  
2005, SDA, 2003,  
Precious Metals  
Act, 2005

NDP 2030, NGP,  
IPAP, 12  
OUTCOMES,  
YOUTH  
EMPLOYMENT  
ACCORD

## NATIONAL DEPARTMENT POLICIES & STRATEGIES

Mineral  
Beneficiation  
Strategy, Green  
Mining, MHS  
Summit  
Commitments,  
Mining Charter

NSDS III, PSET,  
SIPS

## MQA FOCUS

SKILLS  
DEVELOPMENT

HEALTH AND  
SAFETY

TRANSFORMATION  
OF MMS



## NATIONAL DEVELOPMENT PLAN (NDP) & MQA

- ❑ **Chapter 9 & 10** of the NDP emphasised the importance of skills development and education as a critical tool towards the eradication of unemployment, poverty and inequality. The MQA plans to continue with the following:
  - ❑ The support of **Maths, Science and Technology**, including the language used to prepare learners for studies at tertiary in partnership with NGOs, schools and CSI programmes;
  - ❑ Address equity through the **lecturer support programmes** and offer some lecturers in Technical Vocational Education and Training (TVET) colleges Workplace experience;
  - ❑ Life skills and **HIV/AIDS** and other communicable diseases should form part of all programmes supported by the SETA and our partners;



## NATIONAL DEVELOPMENT PLAN (NDP) & MQA (Cont.)

- ❑ MQA's role is critical in supporting the TVET colleges and partnering with the Employers in the MMS to open workspaces for internships and work exposure opportunities;
- ❑ Identify workplace coaches and mentors for the MMS;
- ❑ Empowerment of communities to establish enterprises as suppliers to the MMS, and ready to compete globally and nationally with manufacturers;
- ❑ Provide programmes to communities that will understand and address Green matters in their environment; and
- ❑ Responsiveness to Health and Safety in the MMS through Occupational Health and Safety (**OHS**) programmes.



# CHANGE IN THE SETA LANDSCAPE

## Key Issues:

- White Paper on Post-school Education & Training.
- From FET to TVET.
- Strengthening of the TVET Colleges capacity.
- Stronger emphasis on career guidance.



# OVERVIEW OF CURRENT MQA ENVIRONMENT

## Government Imperatives

- Revitalisation of distressed mining towns.
- Operation and Mining Phakisa.
- SIPs – Waterberg SIP

## Economic

- Softening global and mining economic outlook.

### Environmental issues

- Green skills.

## Social dynamics

- Mining retrenchments & MQA's involvement.
- Expectation for meaningful development and participation of hosting mining communities.
- Youth development.

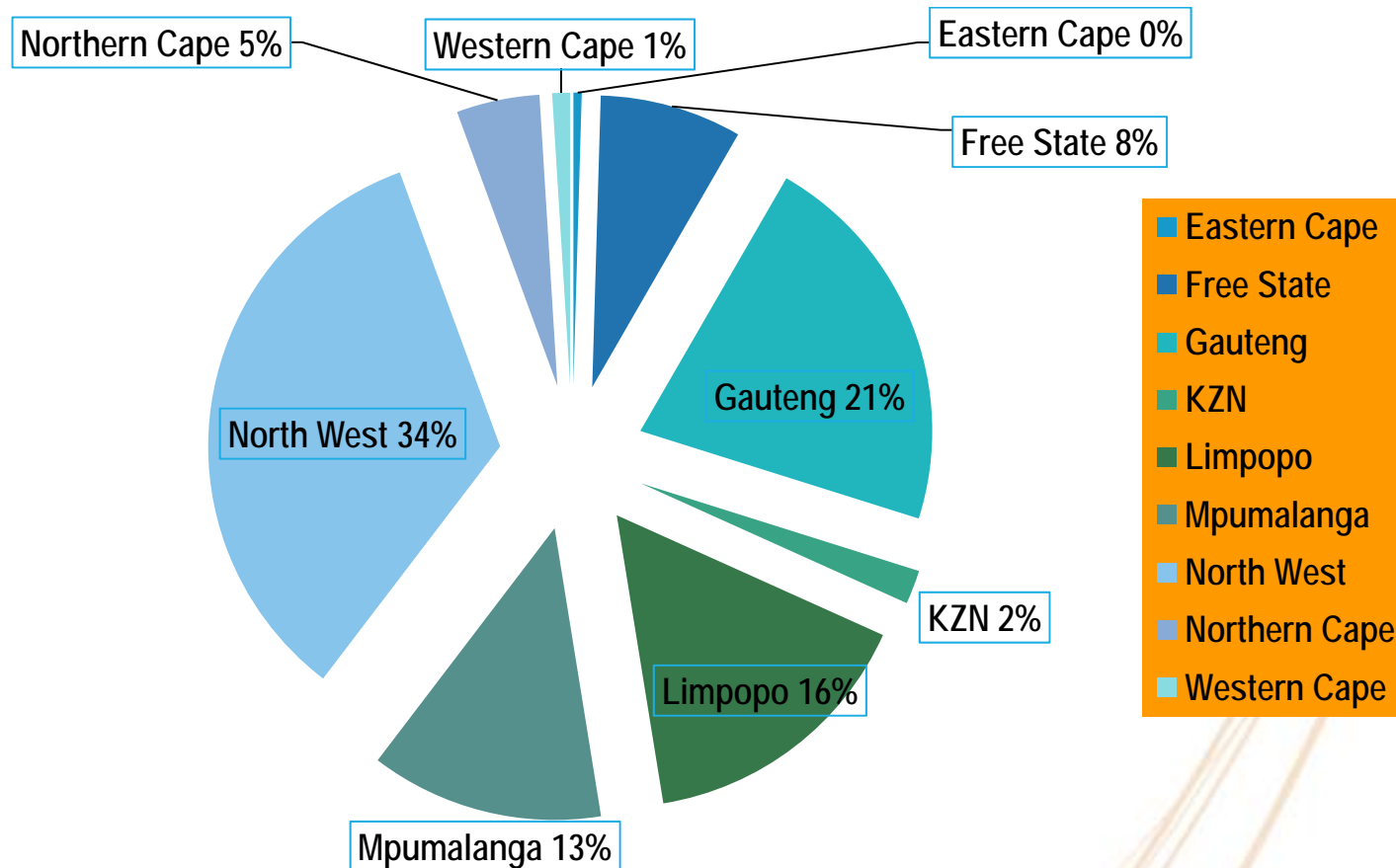
## Changing face of mining

- Decent jobs & transformation of the M&MS.
- Beneficiation and related skills development.
- Mechanisation & the mining sector (technology).



# PROFILE OF THE MINING & MINERAL SECTOR

## Geographic Distribution of Employees

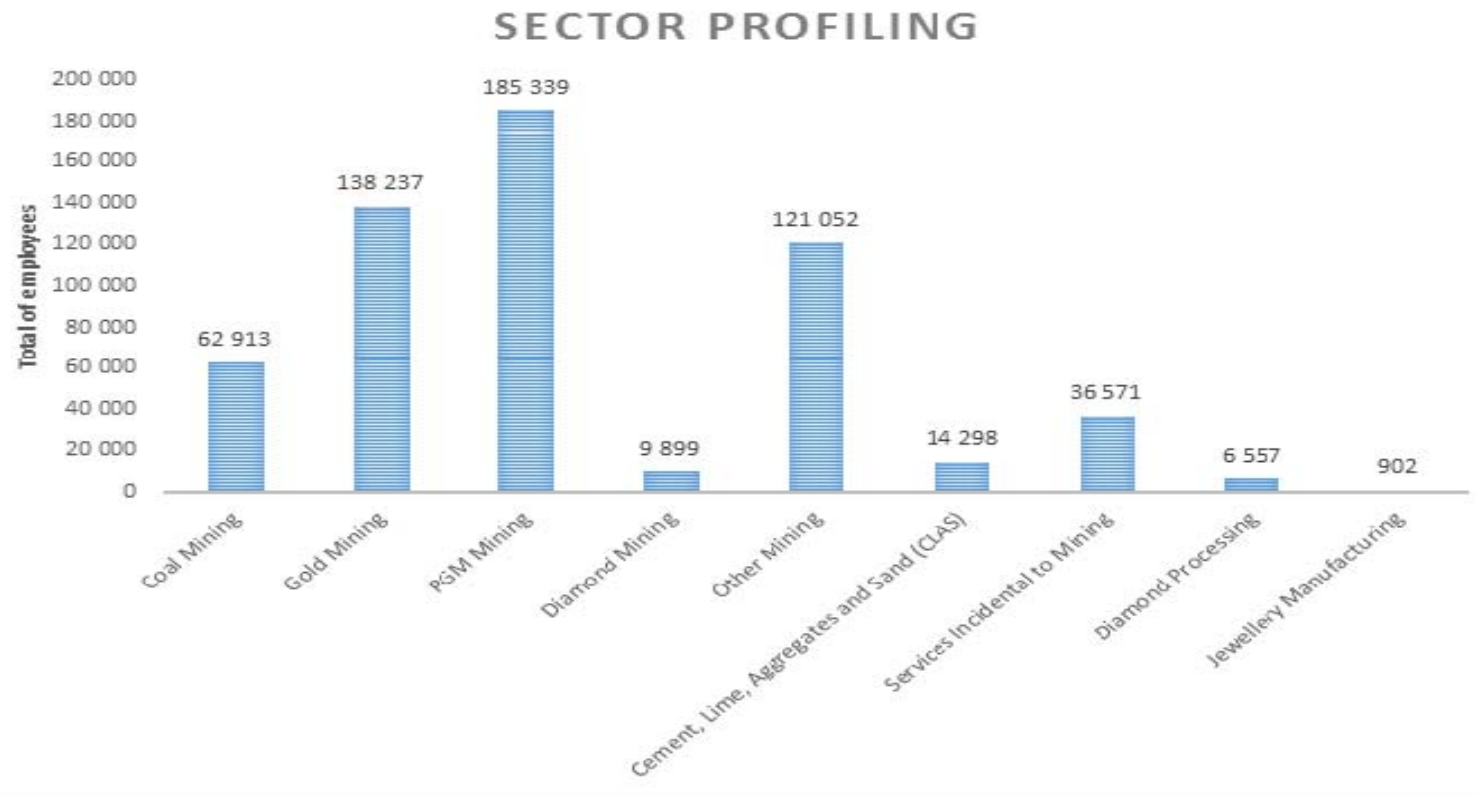


Source: SSP – 30 September 2014

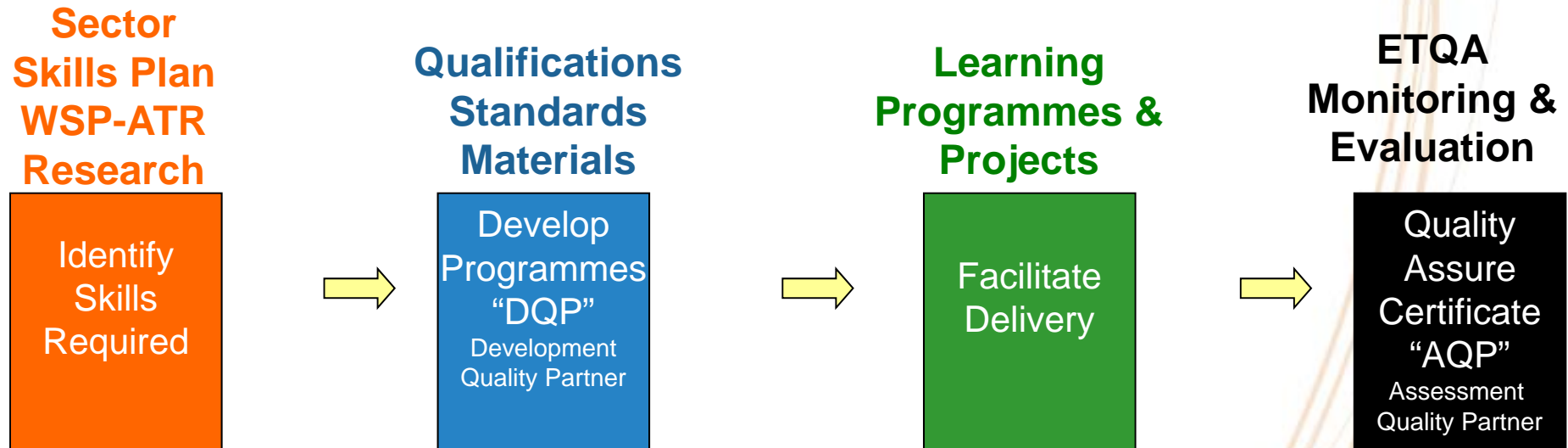


# EMPLOYEES IN THE MMS

## TOTAL NUMBER OF EMPLOYEES PER SUB-SECTOR



# MQA SKILLS DEVELOPMENT VALUE CHAIN



*Support Services such as:*  
 Information Technology, Finance, Procurement,  
 Governance, Customer Service, Communication, Human Resources, Facilities



# MQA VISION, MISSION AND VALUES

## VISION

*A competent, health and safety orientated mining and minerals workforce.*

## MISSION

Ensure that the Mining and Minerals sector has sufficient competent people who will improve health and safety, employment equity and increase productivity.

## VALUES

- Continuous Learning.
- Empowerment.
- Professionalism.
- Honesty and Mutual Respect.
- Service Excellence.



# MQA CONTEXT – STRATEGIC GOALS



## MQA REGIONAL PRESENCE

- ❑ Improve skills and develop training programmes for rural communities.
- ❑ Strengthen and forge relationships with workers, employers, communities, TVETs, HEIs, Traditional Leaders, provincial and local government.
- ❑ Promote the growth of public FET college that is responsive to the sector through assisting the process of accreditation of courses, participation through Councils, and WIL programmes.
- ❑ Identify dynamic programmes in different regions that supports youth and the unemployed in the regions.

**The establishment of the regional offices improved MQA's performance.**



*Launch of the MQA Regional Office: Limpopo, Sekhukhune*





# STRATEGIC PARTNERSHIPS: TVET COLLEGES

## *Regional offices established:*

No	Province	Address	TVET College	Location
1.	Northern Cape	Hans Coetzee Road, Kathu Campus, Kathu 846	Kathu College	Kathu, Northern Cape
2.	Eastern Cape	Umthatha Road (N2) Butterworth	King Hintsa College	Butterworth, Eastern Cape
3.	Free State	14107 Ndaki Road Thabong, Welkom	GoldFields College, Tosa Campus	Welkom, Free State
4.	Limpopo	Stand No. 2659 Praktiseer	Sekhukhune College, CN Phathudi Campus	Sekhukhune, Limpopo
5.	Mpumalanga	1 Moses Kotane Drive Ferrobank, Emalahleni	Nkangala College, Mpondozamkomo Campus	Kwaguqa, Mpumalanga
6.	North West	Stand 230 Unit 2, Mogwase	Orbit College, Mankwe Campus	Mogwase, North West





# STRATEGIC PARTNERSHIPS: HEIS

- Partnerships formed: HEIs to develop Historically Disadvantaged South African Lecturers.
- Partnerships formed: Advancement of the Research Agenda in MMS.
- Partnerships formed: Impact studies and analyses on MQA Programmes.
- **Current Partnerships:**
  - University of South Africa
  - University of Witwatersrand
  - University of Johannesburg
  - University of Venda
  - University of Fort Hare
  - Rhodes University
  - University of Pretoria
  - University of Limpopo
  - University of Cape Town



# STRATEGIC PLAN: 2015 – 2020

Strategic Objective	Strategic Plan: Programmes 2015/2020	5 Year Targets				
		2015/16	2016/17	2017/18	2018/19	2019/20
Transformation	- Lecture Development: HDSA & HEI Lecturers	27	27	27	30	35
	- Rural Development Projects: Maths and Science	1000	1000	1000	1100	1200
Decision Making through Research	- Annual Research agenda in the MMS	9	9	9	12	15
	- Large Firms: Evaluate Workplace Skills Plans (WSPs) and Annual Training Reports. (ATR)	380	250	250	265	265
	- Small Levy Paying Firms - Evaluate Workplace Skills Plans (WSPs) and Annual Training Reports. (ATR)	220	240	240	250	250



# MQA STRATEGIC PROGRAMMES (Cont.)

## Lecture and Trainer Support

- Support nine (9) Universities to achieve employment equity and transformation targets among their lecturing staff.
  - Twenty seven (27) HEIs lecturers are currently in the system (30% Females and 70% Males).
  - Twenty (20) TVET Lecturers are currently in the system (20% females and 80% males).



*Ms. Tokoloho Rampai, Masters Graduate: University of Cape Town*

**Increasing the number of academics from Historically disadvantaged backgrounds**



# STRATEGIC PLAN: 2015 – 2020 (Cont.)

Strategic Objective	Strategic Plan: Programmes 2015/2020	5 Year Targets				
		2015/16	2016/17	2017/18	2018/19	2019/20
<b>Core Skills Development Programmes</b>	Career Guidance	10 000	12 000	14 000	15 000	16 000
	AET Programmes Entered.	4500	4600	4700	4750	4800
	AET Programmes Completed.	2350	2450	2550	2600	2650
	Workers Entered Skills Programmes: Occupational Health and Safety (OHS) Representatives	5500	6000	6500	7000	7500
	Workers Completed Skills Programmes: Occupational Health and Safety (OHS) Representatives					
	Universities Student Placement: University of Technology (UoT) Practical Work Experience – Entered.	650 (Entered)	600	650	700	750
	Universities Student Placement: UoT Practical Work Experience – Completed	325 (Completed)	335	345	355	365

# MQA STRATEGIC PROGRAMMES (CONT.)

## Career Guidance and Information Dissemination

- **Building career and vocational guidance through career exhibitions and events:**
  - *DMR Learner Focus Week, Mandela Career Guidance Week, Mining Indaba, Mining Lekgotla, Support mining companies and sector career guidance events, Partnerships with schools in all provinces and municipalities*



*MQA Career Guidance Event: Sekhukhune*





# MQA STRATEGIC PROGRAMMES

## Adult Education and Training

- **Contributing to the Literacy levels in the MMS.**
- **Research done on Adult Education and Training (AET), to determine barriers to uptake of the programme by Employees.**



*Honourable Minister of Higher Education & Training: Dr Blade Nzimande at the International Literacy Day in 2014*





# MQA STRATEGIC PROGRAMMES

- **A total of 14380 AET Completion: 2011-2014**



## Successful ABET Beneficiary

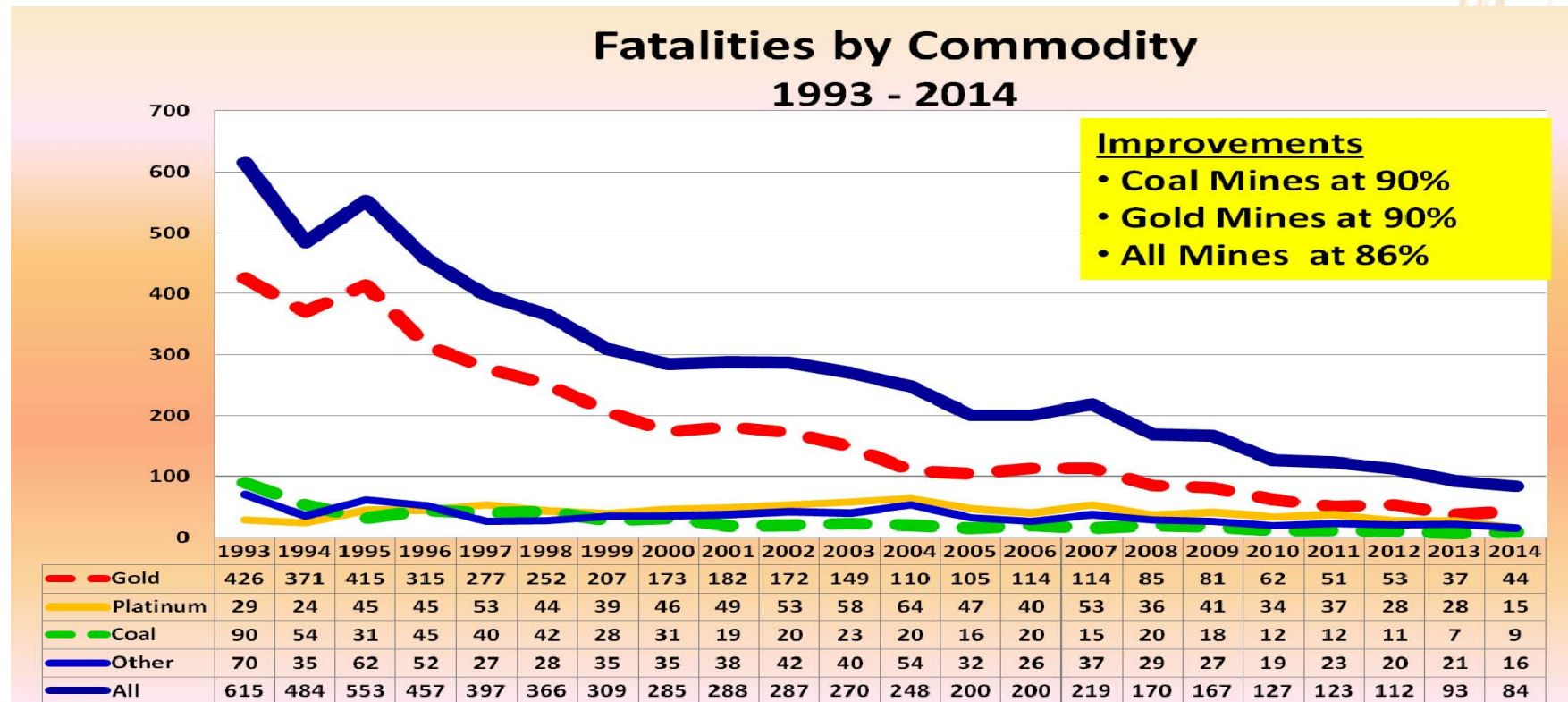
**Name** : Mr Micheal Mlambo,  
**Skills Acquired** : Commenced ABET Level 2  
in 1994  
**Current Position** : Superintended  
**Company** : Sibanye Gold



# MQA STRATEGIC PROGRAMMES (Cont.)

## Occupational Health and Safety Representatives and Inspectors

- Improving capacity and promotion of mine health and safety.
- Reduction in the number of fatalities, injuries and occupational in the Mines.



# STRATEGIC PLAN: 2015 – 2020 (Cont.)

Strategic Objective	Strategic Plan: Programmes 2015/2020	5 Year Targets				
		2015/16	2016/17	2017/18	2018/19	2019/20
<b>Core Skills Development Programmes</b>	Artisans Development Entered	2654	2700	2900	3000	3100
	Artisan Development Completed	2000	2100	2200	2300	2400
	Unemployed Entered Bursaries	1000	1200	1300	1500	1700
	Rural Development Projects: Mine Community Development. (retrenched and training- layoff type learners)	1500	2000	2500	2800	3000
	Youth Development	1000	1500	1800	2000	2200
	Small scale mining and beneficiation	300	360	400	430	470



# MQA STRATEGIC PROGRAMMES (Cont.)

## Artisan Development Programme

- **Total completions between 2011 - 2014 : 5073 (26% Females and 74% Males)**

Disciplines	Completed	Current Pipeline
Certificate: Engineering Maintenance	123	102
Certificate: Plater/Boilermaker	231	402
Certificate: Fitting and Turning	1165	1206
Certificate: Electrical	1436	1271
Certificate: Millwright	405	380
Certificate : Plater/Welder	378	425
Certificate: Instrumentation Mechanician	273	267
Certificate: Rigger Ropesman	143	203
Certificate: Electro-Mechanics	372	186
Certificate: Diesel Mechanic	544	806
Certificate: Engineering Fabrication	3	7
<b>Totals</b>	<b>5073</b>	<b>5255</b>



# MQA STRATEGIC PROGRAMMES (Cont.)

## Artisan Aides Programme

- **Total of 348 Artisan Aides produced.**



### Successful Artisan Beneficiary

<b>Name</b>	<b>: Ms Lerato Nancy Mohajane</b>
<b>Skills Acquired</b>	<b>: MQA Boilermaker Artisan</b>
<b>Current Position</b>	<b>: Boilermaker</b>
<b>Company</b>	<b>: Evraz Vametco</b>
<b>Goal</b>	<b>: Engineering Diploma</b>





# MQA STRATEGIC PROGRAMMES

## Support for Unemployed Youth

- **Support bursars from universities, universities of technology and TVET colleges in order to create a qualified graduate pool and enabling them to gain practical work experience.**
- **Fields supported include Mining Engineering, Geology, Mining Surveying, Metallurgy.**



**Ms Omphemetse Khunou  
Mining Engineering Graduate:  
University of Johannesburg**

**Funded through MQA Bursary, P1  
& P2 Work Experience**

**(Now employed as Production  
Manager: Anglo Gold Ashanti)**





## MQA STRATEGIC PROGRAMMES (Cont.)

### Mine Community Development

- **Addressing the plight of the Retrenchees within Mine Communities.**
- **Portable skills training provided, that created alternative employment.**
- **Created opportunities are determined by individual areas.**
- **Unemployed Youth trained in portable and entrepreneurial skills and linked to job opportunities in municipalities.**
- **1000 beneficiaries from various municipalities: Matlosana, Merafong, Tubatse and OR Tambo District**



*Honourable Deputy Minister of Higher Education & Training: Mr Mduzuzi Manana: Eastern Cape, Youth Development Programme Launch: April 2015*



## MQA STRATEGIC PROGRAMMES (Cont.)

### Collaborations with Departments, SoEs and Traditional Leaders

- **DHET, DMR, Mintek, CGS, Precious Metals Regulator, State Diamond Trader.**
- **Learnerships: diamond and jewellery manufacturing subsectors**
- **Artisan Aides:**
- **Jewellery programmes in collaboration with Bakgatla-Ba –Kgafela.**
- **Development of a curriculum to address shortages of Goldsmiths and entrepreneurs in the mineral beneficiation processes.**



# STRATEGIC PLAN: 2015 – 2020 (Cont.)

Strategic Objective	Strategic Plan: Programmes 2015/2020	5 Year Targets				
		2015/16	2016/17	2017/18	2018/19	2019/20
<b>Enhance Knowledge and Information Management</b>	Management Information System to support the MMS	100%	100%	100%	100%	100%
<b>Enhance the monitoring, evaluation, review, delivery capacity and quality of skills development</b>	Organisational Impact and Value Add to the MMS	100%	100%	100%	100%	100%
<b>Corporate governance system with the legal framework</b>	Efficient, effective and transparent corporate governance framework	100%	100%	100%	100%	100%



# FINANCIAL PROJECTIONS 2015-2020

	<b>2015-2016 Budgeted R'Mill</b>	<b>2016-2017 Forecast R'Mill</b>	<b>2017-2018 Forecast R'Mill</b>	<b>2018-2019 Forecast R'Mill</b>	<b>2019-2020 Forecast R'Mill</b>
<b>INCOME</b>					
Mandatory	230	243	255	268	281
Discretionary	571	602	633	664	697
Admin Income	120	127	133	140	147
<b>Skills Development levy income</b>	<b>921</b>	<b>972</b>	<b>1 020</b>	<b>1 071</b>	<b>1 125</b>
Investment Income	35	37	39	41	43
Other income	-	0	0	0	0
<b>TOTAL INCOME</b>	<b>956</b>	<b>1 009</b>	<b>1 059</b>	<b>1 112</b>	<b>1 168</b>
	<b>-1</b>				
<b>EXPENDITURE</b>	<b>142</b>	<b>-1 205</b>	<b>-1 265</b>	<b>-1 328</b>	<b>-1 395</b>
	-				
Administration	123	-130	-136	-143	-150
	-				
Mandatory grants (WSP & ATR)	207	-218	-229	-241	-253
	-				
Discretionary grants & projects	812	-857	-899	-944	-992
	-				
<b>SURPLUS/ (DEFICIT)</b>	<b>186</b>	<b>-196</b>	<b>-206</b>	<b>-216</b>	<b>-227</b>
<b>BEGINNING</b>	<b>490</b>	<b>304</b>	<b>108</b>	<b>-98</b>	<b>-315</b>
<b>ACCUMULATED SURPLUS -END</b>	<b>304</b>	<b>108</b>	<b>-98</b>	<b>-315</b>	<b>-542</b>

## MQA PROGRAMMES TARGETS & BUDGET 2015/2016

MQA Programmes	Targets for	Proposed Budget
Financial Year	2015-16	2015/2016
		R'000
A001 – HEI Lecturer Support	27	14 445
A002 – Bursaries	1000	111 612
A003 – Work Experience (Including Completions)	950	93 600
A004 – Standard Setting		3 586
A005 – Learning Materials (LM) Development	90	3 800
A006 – Internships (GDP)	450	95 675
A007 – Non Artisan Learnerships	5300	94 500
A008 – Skills Development Facilitator Support	600	1 000
A009 – ABET	2350	22 000
A010 – OHS Rep Development	5500	13 750
A011 – NSF 2 - Artisan Development		30
A012 – UIF 1 Learnerships Artisan	Prior Year	14 000

## MQA PROGRAMMES TARGETS & BUDGET 2015/2016 (Cont.)

MQA Programmes	Targets for	Proposed Budget
Financial Year	2015-16	2015/2016
		R'000
A013 – MQA Artisan Development (Including Completions)	4654	225 745
A014 – RPL / Artisan Aides - Employed	300	3 000
A015 – TVET College Support	250 Learners & 20 Lecturers	15 500
A016 – Maths & Science	1000	11 000
A017 – FLC Grant Incentive	250	2 000
A018 – Mpumalanga TVET Artisan	N/A	7 000
A019 – Mine Community Development	1500	50 000
A020 – Workplace Coach Development	50	9 000
A021 – Youth Development	1000	14 000
A022 – Management Development	150	4 000
Small Scale Mining and Beneficiation	300	3 000
<b>Total</b>		<b>812 243</b>



## CONCLUSION

- ❑ The MQA is committed to continue with the journey of good financial management and implementation of the Strategic Plan including SLA.
- ❑ In the implementation of the Strategic Plan we will continue to work with stakeholders.

# THANK YOU!

**Ndiyabulela!**

**Ndiyabonga!**

**Ngiyabonga!**

**Ke a leboga!**

**Ke yaleboga!**

**Ke a leboha!**

**Ndikhou livhuha!**

**Ngiyathokoza!**

**Inkomu!**

**Dankie!**

