MINING QUALIFICATIONS AUTHORITY

8 YEAR TRENDS ANALYSIS OF THE WORKPLACE SKILLS PLAN-ANNUAL TRAINING REPORTS

BOOKLET

2010-2017

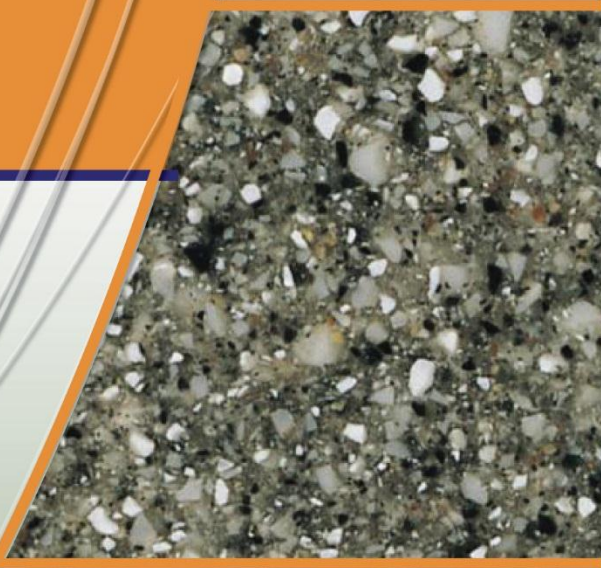


Table of Contents

Foreword iii
Mining subsectors 1
Trends in relation to the WSP-ATR submissions 1
Overview 2
Submissions by subsectors 3
Submissions by provinces 4
Submissions by organisation sizes 5
Employment trends within the MMS 6
Overview of employment 7
Subsectoral representation 8
Geographical distribution of employees 2011-2017 9
Demographic spread of employees 10
Employment by gender and age 10
Employment by race 11
Employment by nationality 12
Employees with disability 12
Scarce and Critical Skills Occupations 13
Overview of Scarce and Critical skills trends 14
Scarce & Critical Skills by main occupation 15
Scarce & Critical Skills reasons 16
Skills Development Interventions Implemented in the Sector 17
Overview of training provided during 2011-2017 18
Training provided by subsector 18
Number of training interventions provided during 2011-2017 19
Type of training provided 20
Skills Development Interventions Planned for the Sector 21
Overview of Training Interventions Planned during 2011-2017 22
Training planned by subsector 22
Number of Training interventions planned during 2011-2017 23
Type of training planned 24
Conclusions 25

List of figures

Figure 1: Mining Subsectors 1
Figure 2: Number of WSP-ATR submissions (approvals and rejections): 2010-2017 2
Figure 3 : Number of WSP-ATR submissions by subsectors: 2010-2017 3

Figure 4 : Number of WSP-ATR submissions by provinces: 2010-2017 4
Figure 5 : Number of WSP-ATR submissions by organisation sizes: 2010-2017 5
Figure 6 : Percentage of employees by employment status (2011-2017) 7
Figure 7 : Number of employees represented by the WSP-ATR submissions (2011-2017) ... 7
Figure 8 : Distribution of employees by gender: 2011-2017 10
Figure 9 : Average employee age groups: 2011-2017 10
Figure 10: Employment by population group: Averages for 2011-2017 11
Figure 11: Employee percentage within population group: 2011-2017 11
Figure 12: Percentages of South African versus Non – South African employees 12
Figure 13: Number of employees with disability: 2011-2017 12
Figure 14: Scarce and Critical Skills: 2011-2017 14
Figure 15: Number of scarce and critical skills vacancies by main occupation: 2011-2017 . 15
Figure 16: Reasons attributed to Scarce and critical skills: 2011-2017 16
Figure 17: Training provided (2011-2017) 18
Figure 18: Training provided by subsector (2011-2017) 18
Figure 19: Training planned (2011-2017) 22
Figure 20: Training planned by subsector (2011-2017) 22

List of tables

Table 1: Subsectoral distribution of employees in the MMS: 2011-2017 8
Table 2: Provincial distribution of employees in the MMS: 2011-2017 9
Table 3: Provincial distribution of employees in the MMS: 2011-2017 9
Table 4: Number of employees by population group: 2011 – 2017 11
Table 5: Breakdown of employees according to citizenship 12
Table 6: Number of workers with disability: 2011-2017 12
Table 7: Scarce skills reasons: 2011-2017 16
Table 8: Number of training interventions provided during 2011-2017 19
Table 9: Type of training provided: 2012-2017 20
Table 10: Number of training interventions planned during 2011-2017 23
Table 11: Type of training planned: 2012-2017 24

FOREWORD

The Mining Qualifications Authority (MQA) prides itself in ensuring that the mining and minerals sector (MMS) remains at the cutting edge of skills development. One of the MQA's strategic objectives is to improve skills development planning and decision-making through research in the sector. The MQA intends on contributing to the existing body of skills development knowledge within the MMS by identifying the skills needs of the sector as well as planning, managing and reporting on appropriate responses identified as critical needs in the sector.

The 8 year trends analysis of the Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) forms part of the MQA's research agenda and is of critical importance to the SETA's mandate. Through this research, the SETA is able to outline current and future learning and qualifications needs of the sector and develop interventions that address them.

The main purpose of this research report is to provide an updated trends analysis of the sector in terms of the geographic location, size, and composition of the organisations that have submitted a WSP-ATR to the MQA during the period 2010-2017. This report further profiles the MMS workforce as well as the trends in training offered during the period under review. It is the result of not only a thorough research process, but also of extensive data analysis of the WSP-ATR submissions as a primary data source.

MINING SUBSECTORS

Figure 1: Mining Subsectors

The MMS comprises all the mining activities covered by the 44 Standard Industrialisation Classification (SIC) codes 21000 to 29000.

The SIC codes are critical for the identification of the subsectors that fall under the MMS and covers areas such as the manufacturing of cement, lime and plaster; jewellery manufacturing and the cutting and polishing of diamonds to name a few.

In order to facilitate the analysis of data covering such a wide spectrum of sic codes, organisations in the sector have been categorised according to **nine subsectors.**

TRENDS IN RELATION TO THE WSP-ATR SUBMISSIONS

SUMMARY OF SUBMISSIONS

SUBMISSIONS BY SUBSECTORS

GEOGRAPHIC DISTRIBUTION OF SUBMISSIONS

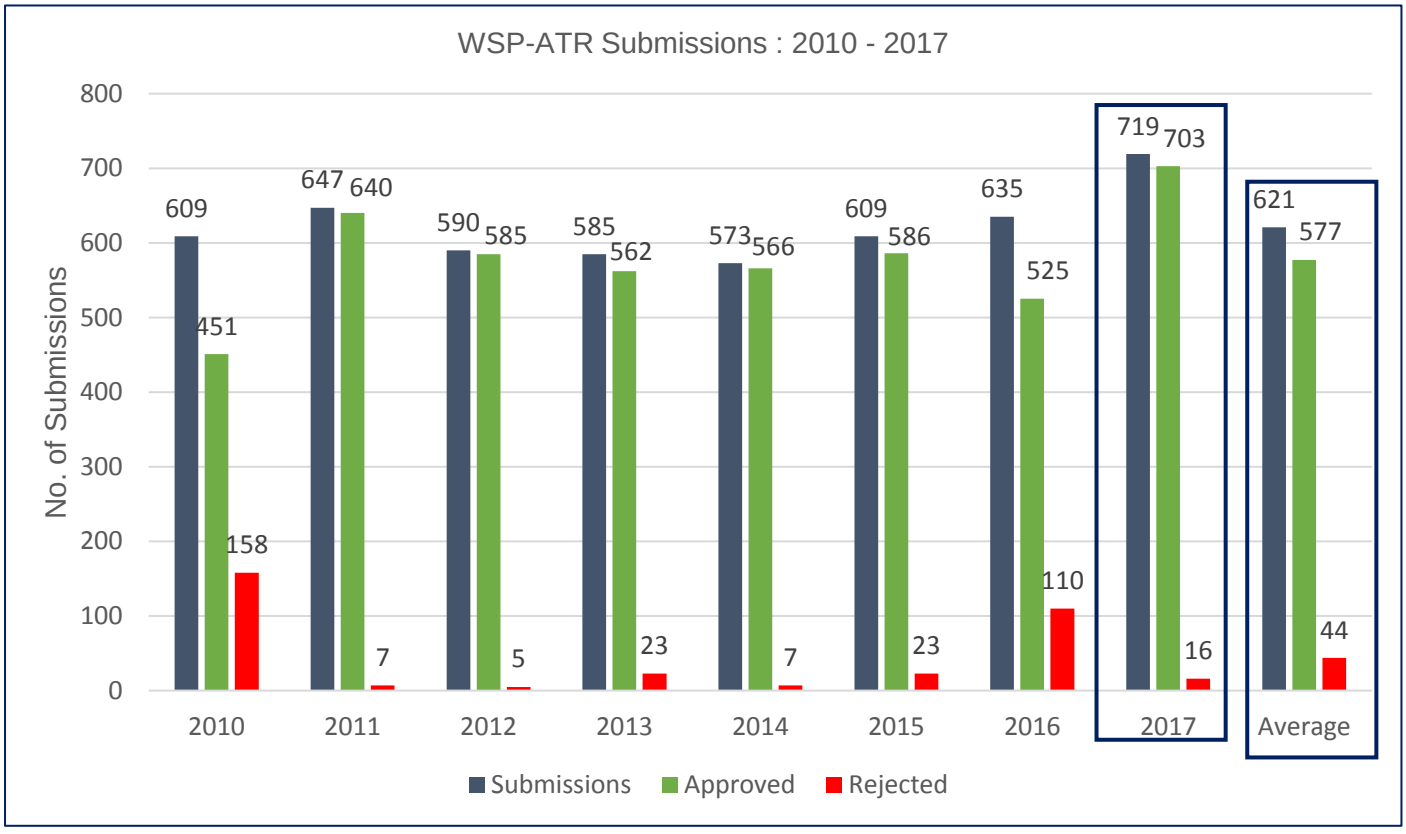
SUBMISSIONS ACCORDING TO ORGANISATION SIZES

OVERVIEW

According to the Mine Health and Safety Act of 1996, all mine licenced organisations regardless of their size are mandated to submit their WSP-ATRs to the MQA. In addition, organisations within the MMS are required to submit WSP-ATRs on an annual basis to comply with the Skills Development Act 97 of 1998.

The WSP-ATR submissions are an imperative data source whereby skills development related progress can be monitored and evaluated annually.

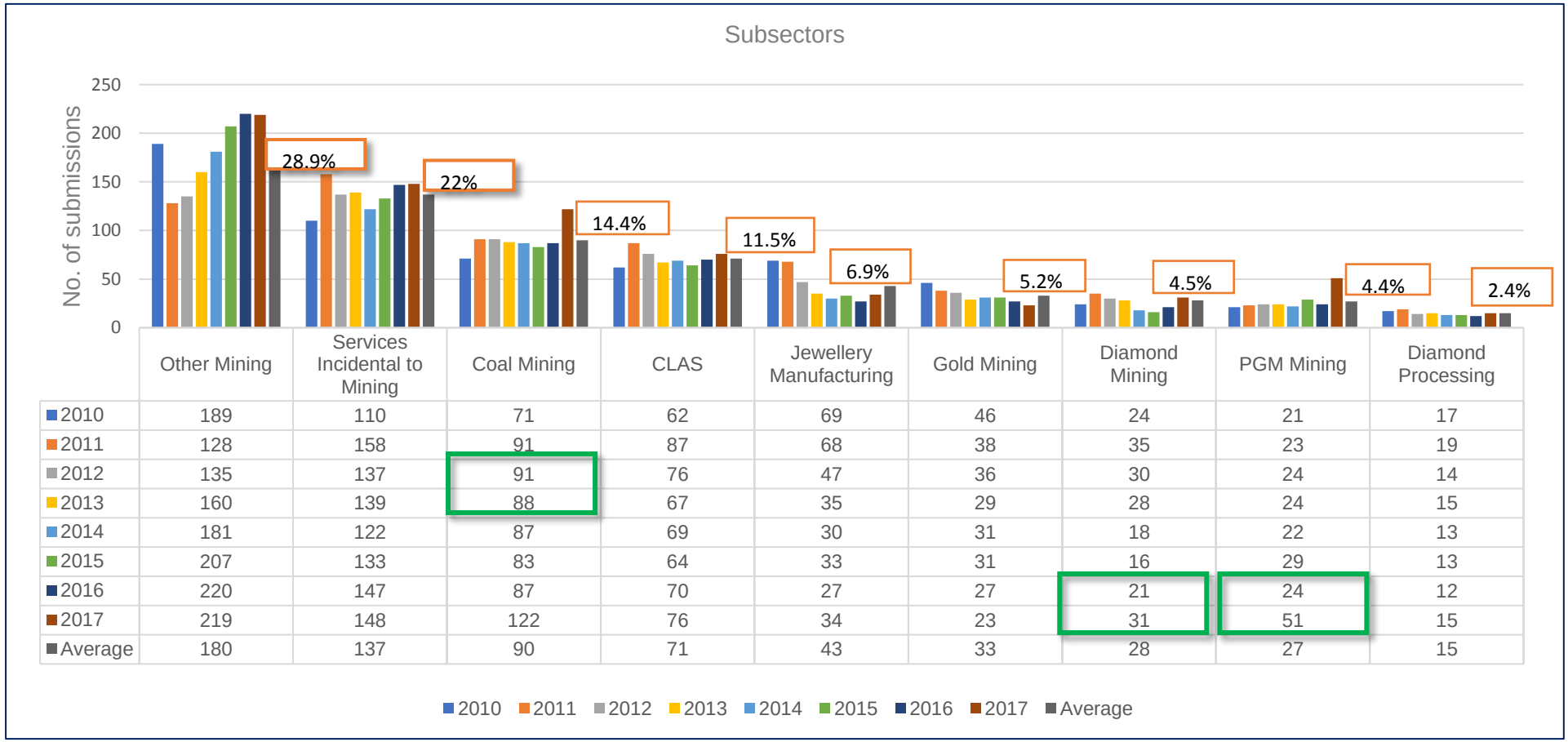
Figure 2: Number of WSP-ATR submissions (approvals and rejections): 2010-2017



On average, **621** submissions were made during the period, whilst **577** of the submissions were approved. The highest level of participation was reached in 2017 when **719** submissions were received and **703** approved.

SUBMISSIONS BY SUBSECTORS

Figure 3 : Number of WSP-ATR submissions by subsectors: 2010-2017

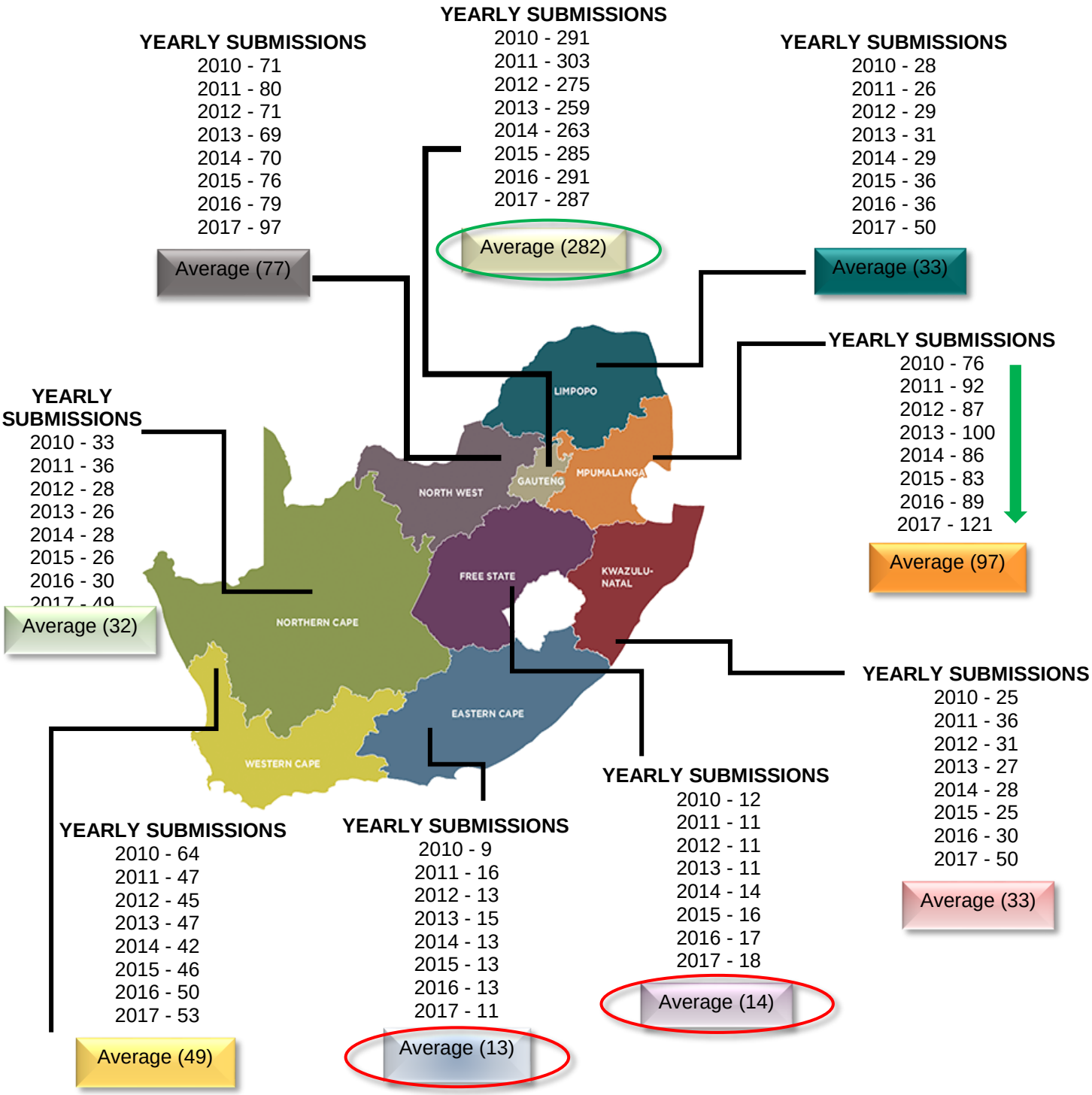


	Other Mining	Services Incidental to Mining	Coal Mining	CLAS	Jewellery Manufacturing	Gold Mining	Diamond Mining	PGM Mining	Diamond Processing
2010	189	110	71	62	69	46	24	21	17
2011	128	158	91	87	68	38	35	23	19
2012	135	137	91	76	47	36	30	24	14
2013	160	139	88	67	35	29	28	24	15
2014	181	122	87	69	30	31	18	22	13
2015	207	133	83	64	33	31	16	29	13
2016	220	147	87	70	27	27	21	24	12
2017	219	148	122	76	34	23	31	51	15
Average	180	137	90	71	43	33	28	27	15

It is evident that **Other Mining** and **Services Incidental to Mining** subsectors have consistently contributed to the WSP-ATR submissions over the 8 year period. Since the year 2016, Coal Mining, Diamond Mining and PGM Mining subsectors have seen a noticeable increase in the number of submissions.

SUBMISSIONS BY PROVINCES

Figure 4 : Number of WSP-ATR submissions by provinces: 2010-2017



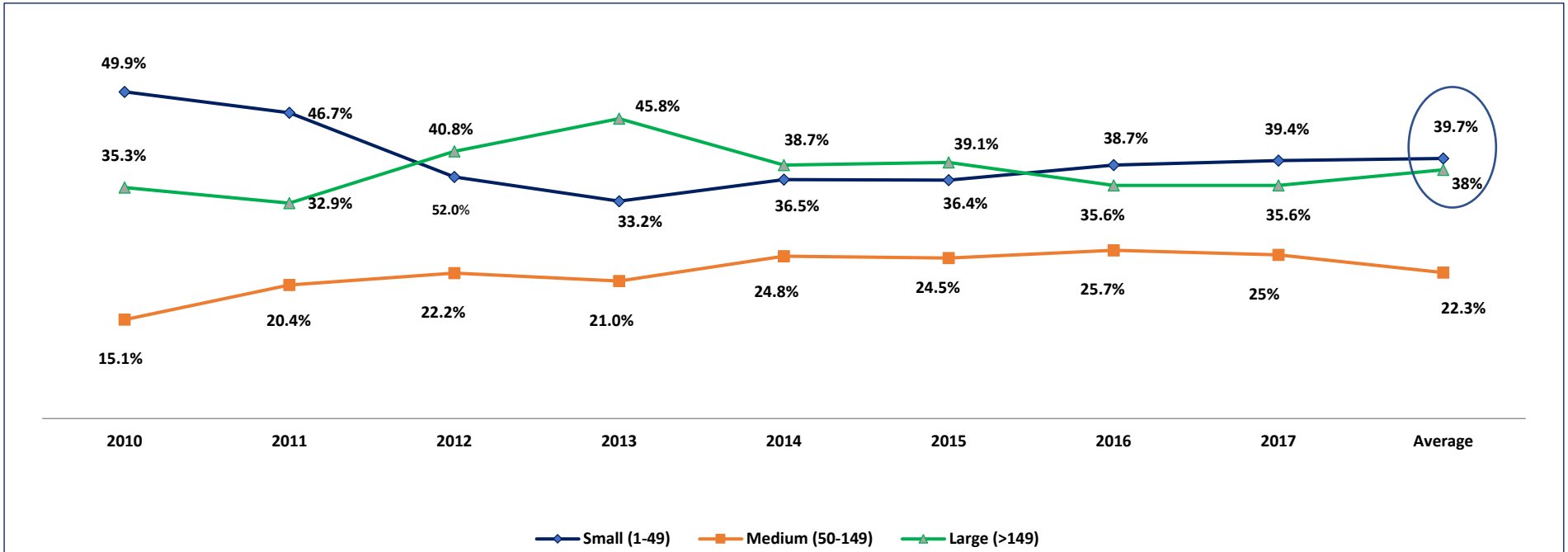
The Gauteng province showed the highest number of submissions with an average of **282** organisations over the period under review.

The Eastern Cape and Free State provinces recorded the least number of submissions throughout the period, with averages of **13** and **14** submissions respectively.

It is also interesting to note that the number of submissions in Mpumalanga increased by almost **60%** between 2010 **(76)** and 2017 **(121)**.

SUBMISSIONS BY ORGANISATION SIZES

Figure 5 : Number of WSP-ATR submissions by organisation sizes: 2010-2017



Year	2010	2011	2012	2013	2014	2015	2016	2017	Average
Small (1-49)	302	302	218	194	209	222	246	283	247
Medium (50-149)	92	132	131	123	142	149	163	180	139
Large (>149)	215	213	241	268	222	238	226	256	235
Total	609	647	590	585	573	609	635	719	621

Although the actual percentages for the different company sizes varied slightly, the general trend was that of almost equal participation by small and large sized companies, as reflected in the overall period averages of **39.7%** and **38%.**

EMPLOYMENT TRENDS WITHIN THE MMS

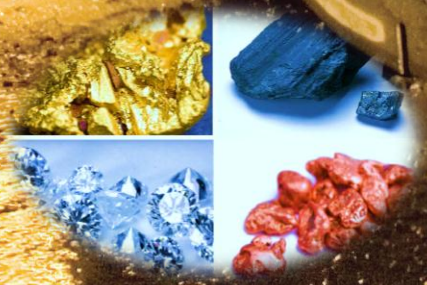
EMPLOYMENT STATUS

OVERVIEW OF EMPLOYMENT TRENDS

DEMOGRAPHICS

GEOGRAPHIC DISTRIBUTION OF EMPLOYMENT

SUB-SECTORAL REPRESENTATION



OVERVIEW OF EMPLOYMENT

Figure 7 : Number of employees represented by the WSP-ATR submissions (2011-2017)

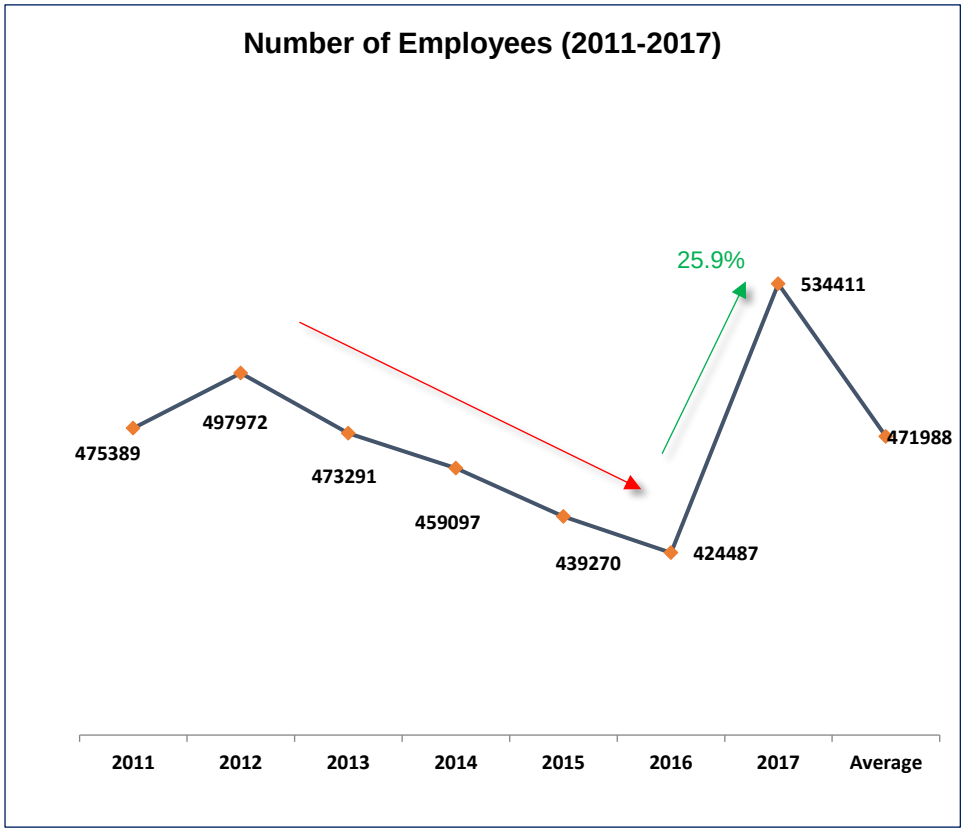
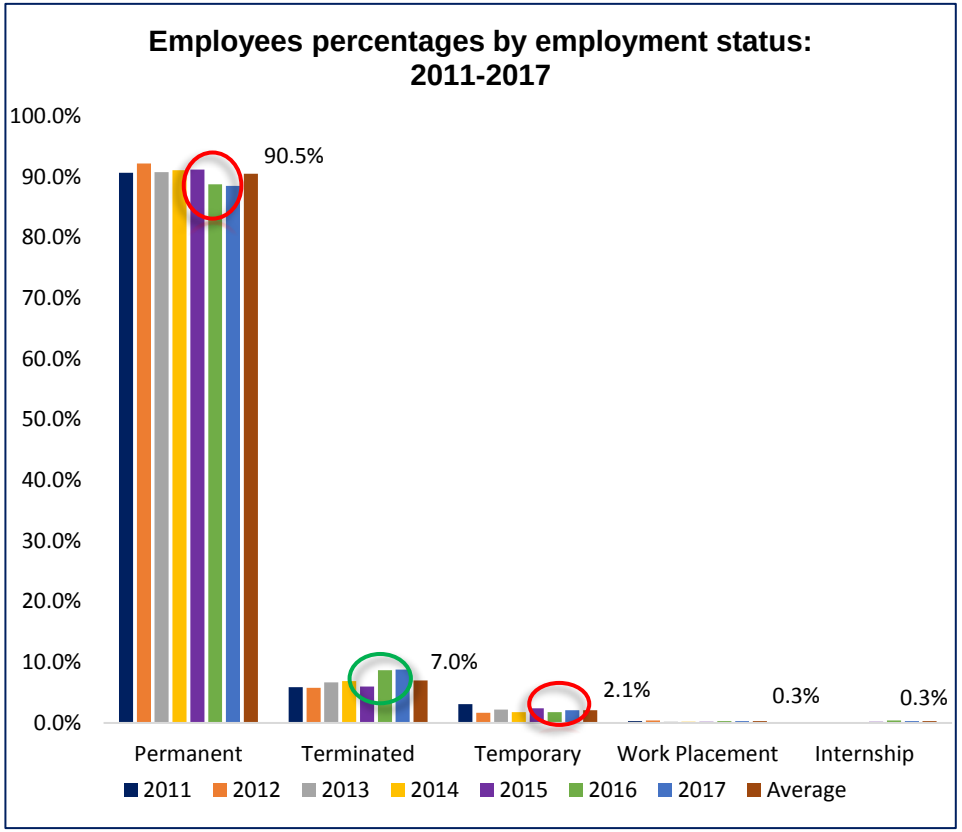


Figure 6 : Percentage of employees by employment status (2011-2017)



There has been a consistent decrease in the number of individuals employed in the MMS, with an average annual drop of almost **3.9%** from 2012 to 2016.

The rise in the number of WSP-ATR submissions in 2017 resulted in a **25.9%** increase in the number of reported employees.

From 2015 to date, permanent employment has decreased from **91.2%** to **88.5%**, whilst the temporary status has decreased from **2.4%** to **2.1%**. The terminated status, on the other hand increased from **6%** to **8.7%**. This is reflective of the shrinking MMS.

SUBSECTORAL REPRESENTATION

*N = Number of employees

Year	PGM Mining N	%	Gold Mining N	%	Other Mining N	%	Coal Mining N	%	Services Incidental to Mining N	%	Cement, Lime, Aggregates and Sand (CLAS) N	%	Diamond Mining N	%	Diamond Processing N	%	Jewellery Manufacturing N	%
2011	163058	34,3	121700	25,6	60374	12,7	65604	13,8	38982	8,2	13311	2,8	9983	2,1	951	0,2	1426	0,3
2012	162339	32,6	114534	23	97603	19,6	59757	12	34360	6,9	14939	3	11453	2,3	1992	0,4	996	0,2
2013	156186	33	113590	24	88505	18,7	58215	12,3	33604	7,3	11359	2,4	9939	2,1	947	0,2	947	0,2
2014	148288	32,3	109265	23,8	89065	19,4	54173	11	33514	6,9	12855	2	9641	2	1377	0,3	918	0,2
2015	145549	33,1	108667	24,7	81622	18,6	50265	11,4	30059	6,8	11795	2,7	9368	2,1	1028	0,2	917	0,2
2016	133490	31,4	96536	22,7	85948	20,2	51392	12,1	33388	7,9	12286	2,9	9677	2,3	948	0,2	822	0,2
2017	214684	40.2	102988	19,3	84824	15,9	55230	10,3	30957	5,8	13197	2,5	20519	3,8	10867	2	1145	0,2
Average	**160513**	**34**	**109611**	**23,2**	**83992**	**17,8**	**56377**	**11,9**	**33552**	**7,1**	**12820**	**2,7**	**11511**	**2,4**	**2587**	**0,5**	**1024**	**0,2**

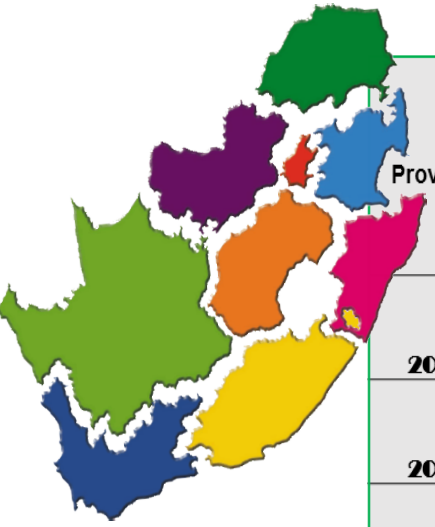
Table 1: Subsectoral distribution of employees in the MMS: 2011-2017

PGM Mining employs the highest number of employees with an average of **40.2%** in 2017 and **34%** of the total MMS workforce during the period under review.

Gold Mining showed a decline in the number of employees from 2015 (**24.7%**) to 2017 (**19.3%**).

It is also interesting to note that the employees within the Diamond Processing subsector increased from **951** in 2011 to **10 867** in 2017.

GEOGRAPHICAL DISTRIBUTION OF EMPLOYEES 2011-2017



Province	North West		Gauteng		Limpopo		Mpumalanga		Free State		Northern Cape		Kwazulu-Natal		Western Cape		Eastern Cape		Total
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
2011	170189	35,8	96979	20,4	66554	14	80341	16,9	28523	6	15212	3,2	9032	1,9	5229	1,1	3328	0,7	475389
2012	162837	32,7	103578	20,8	74198	14,9	66728	13,4	39340	7,9	34360	6,9	10457	2,1	4980	1	1494	0,3	497972
2013	159026	33,6	91818	19,4	77620	16,4	61055	12,9	38337	8,1	30291	6,4	8046	1,7	5206	1,1	1893	0,4	473291
2014	156093	34	98706	21,5	72078	15,7	59224	12,9	36269	8	21118	4,6	8723	1,9	4591	1	2295	0,5	459097
2015	144221	32,8	86146	19,6	80734	18,4	55042	12,5	34555	7,9	23734	5,4	8443	1,9	4449	1	1946	0,4	439270
2016	146147	34,4	79661	18,8	61907	14,6	56521	13,3	34662	8,2	31545	7,4	7988	1,9	4595	1,1	1461	0,3	424487
2017	214884	40,2	85244	16	71335	13,3	71237	13,3	40376	7,6	32094	6	11788	2,2	5312	1	2141	0,4	534411
Average	164771	34,9	91733	19,4	72061	15,3	64307	13,6	36009	7,6	26908	5,7	9211	2	4909	1	2080	0,4	471988

** N = Number of employees*

Table 3: Provincial distribution of employees in the MMS: 2011-2017

The North West has maintained its status as the province with the highest number of employees over the years with an annual average of **164 771** employees.

Due to a lack of natural mining resources, the three major coastal areas in South Africa (KZN, Western Cape and Eastern Cape) represented a mere average of **3.4%** employees over the period.

DEMOGRAPHIC SPREAD OF EMPLOYEES

EMPLOYMENT BY GENDER AND AGE

Figure 8 : Distribution of employees by gender: 2011-2017

Year	Female	Male
2011	51 458 (10.8%)	423 931 (89.2%)
2012	55 871 (11.2%)	442 101 (88.1%)
2013	56 664 (12.0%)	416 627 (88.0%)
2014	54 064 (12.2%)	403 033 (87.8%)
2015	57 757 (13.1%)	381 513 (86.9%)
2016	60 117 (14.2%)	364 370 (85.8%)
2017	75 968 (14.2%)	458 443 (85.8%)
Average	59 128 (12.5%)	412 860 (87.5%)

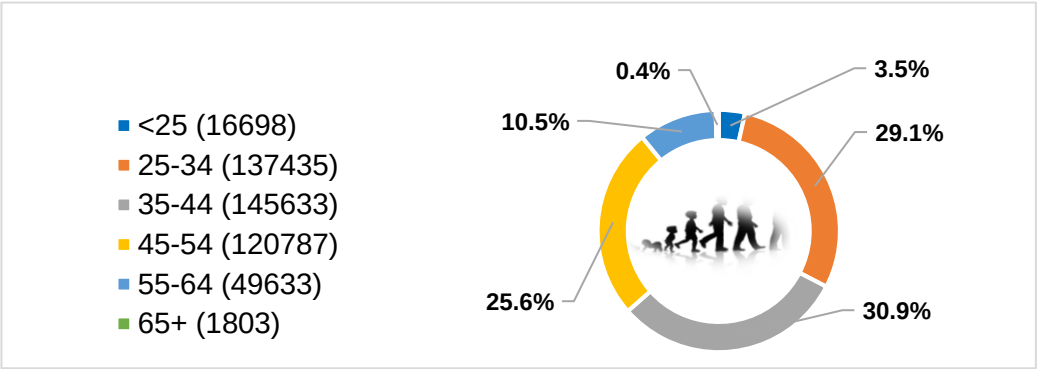
Female employees remain under-represented in the MMS with a mere annual average of **12.5%**, which is outnumbered by that of male employees (**87.5%**) by approximately 7:1.

There seems to be no statistically notable change in the number of female employees between 2016 and 2017.

Age	2011	2012	2013	2014	2015	2016	2017
<25	23318	21624	18570	14186	11010	11636	16540
25-34	144025	151309	146351	136821	120982	128187	134368
35-44	140384	147184	137945	137901	137961	135702	182351
45-54	125582	130458	121876	117957	104220	111365	134054
55-64	38914	45910	47106	50552	48815	50904	65230
65+	3166	1487	1443	1680	1499	1476	1868
Total	475389	497972	473291	459097	424487	439270	534411

Table 3: Employment by age groups: 2011 - 2017

Figure 9 : Average employee age groups: 2011-2017



The age pattern appears to be in line with that of the economically active population, with **84.3%** of the workforce aged between 25-54 years.

On average, youth (ages 14 to 35) constitute **32.6%** of the MMS workforce.

EMPLOYMENT BY RACE

Figure 10: Employee percentage within population group: 2011-2017

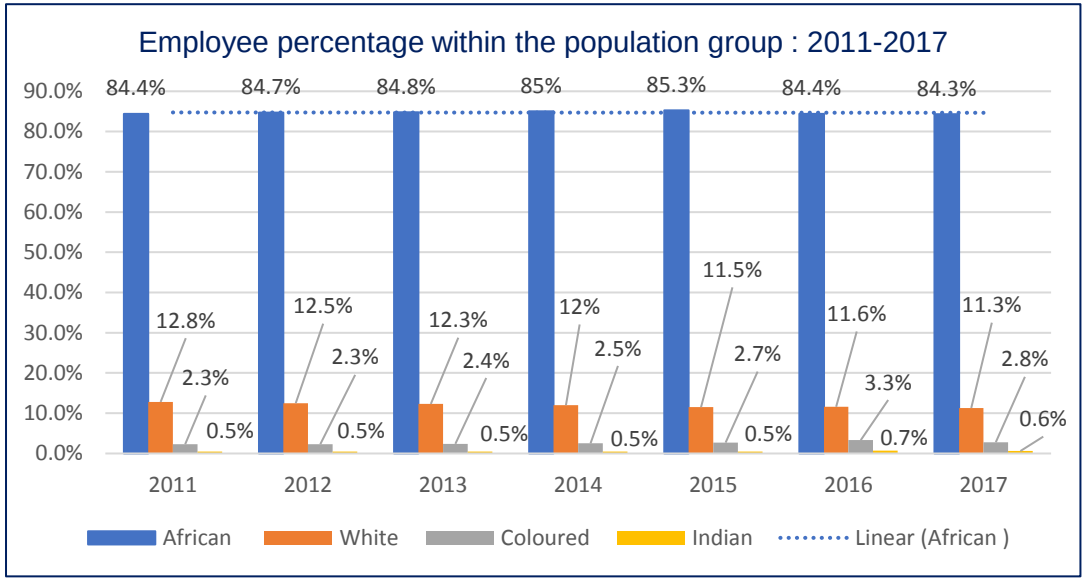
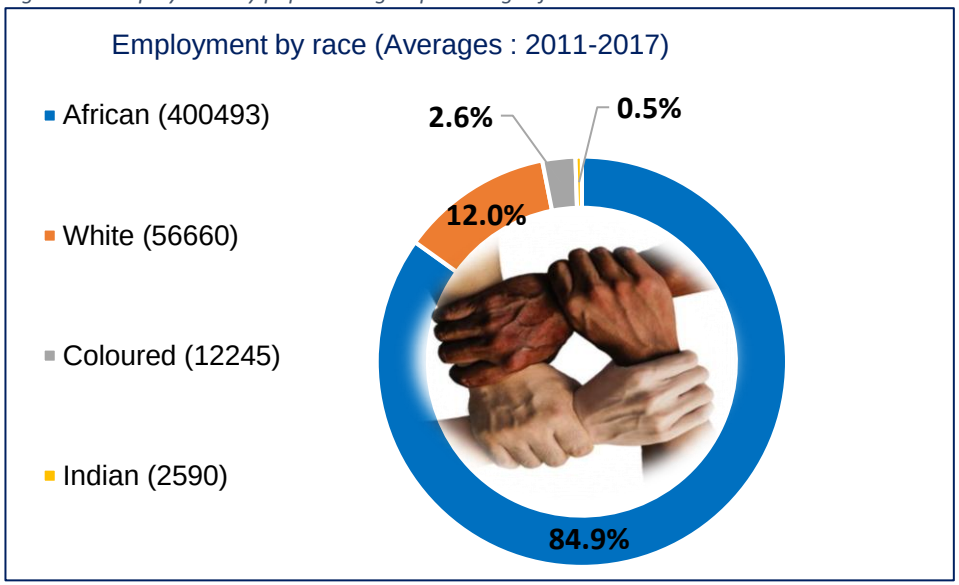


Figure 11: Employment by population group: Averages for 2011-2017



Year	2011	2012	2013	2014	2015	2016	2017
African	401147	421969	401115	390559	374912	358148	455598
White	61005	62024	58438	55044	50426	49302	60380
Coloured	10890	11430	11378	11298	11712	14045	14964
Indian	2347	2549	2360	2196	2220	2992	3469
Total	**475389**	**497972**	**473291**	**459097**	**439270**	**424487**	**534411**

Table 4: Number of employees by population group: 2011 – 2017

On average, Africans represent the majority of the employees in the MMS with a total of **84.9%**.

Whites on the other hand make up **12%** of the workforce, whilst Coloureds and Indians had a combined average percentage of about **3%.**

These proportions mirror more or less the general racial demographics of South Africa.

EMPLOYMENT BY NATIONALITY

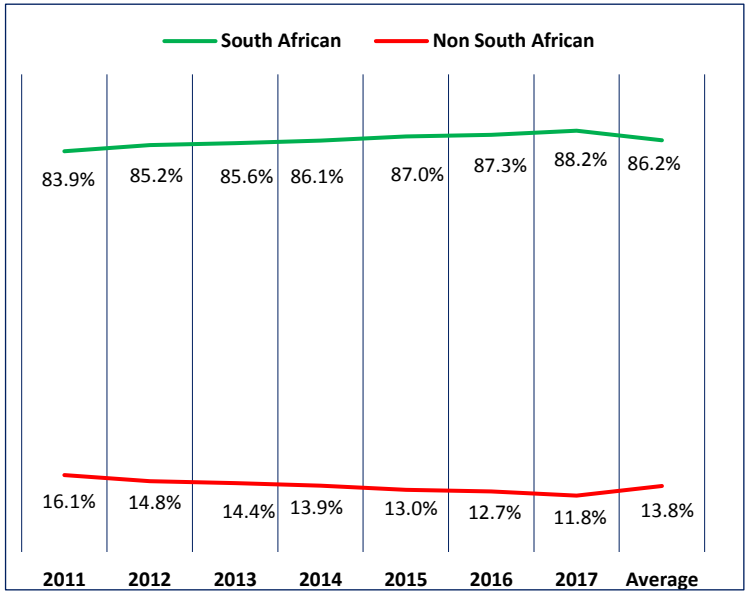
Nationality			
Year	South African	Non - South African	Total
2011	399 125	76 264	475 389
2012	424 026	73 946	497 972
2013	405 224	68 067	473 291
2014	395 198	63 899	459 097
2015	382 064	57 206	439 270
2016	370 772	53 715	424 487
2017	471 266	63 145	534 411
Average	**406 811**	**65 177**	**471 988**

Table 5: Breakdown of employees according to citizenship

The proportion of foreign nationals employed within the MMS has decreased from **16.1%** in 2011 to **11.8%** in 2017.

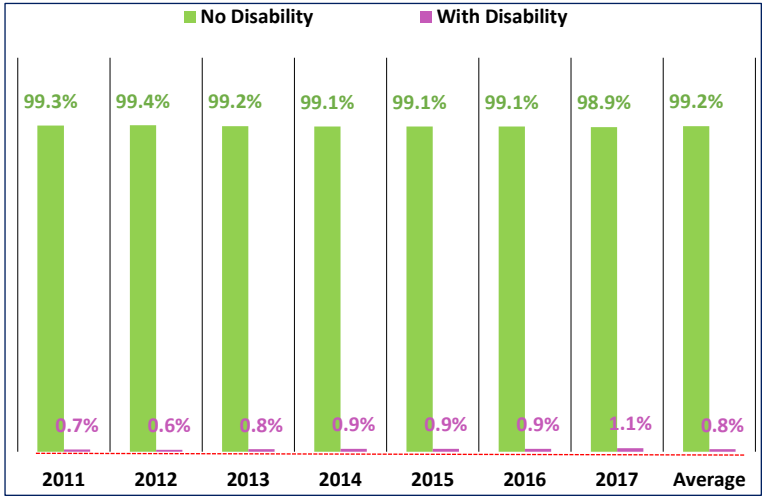
The amount of South Africans employed thus increased by **4.3 %** between 2011 and 2017.

Figure 10: Percentages of South African versus Non – South African employees



EMPLOYEES WITH DISABILITY

Figure 11: Number of employees with disability: 2011-2017



Disability	2011	2012	2013	2014	2015	2016	2017	Average
No	472051	494959	469612	455136	435459	420705	528556	468068
Yes	3338	3013	3679	3961	3811	3782	5855	3920
Total	**475389**	**497972**	**473291**	**459097**	**439270**	**424487**	**534411**	**471988**

Table 6: Number of workers with disability: 2011-2017

The number of employees with disabilities remain fixed at about **1** in every **100** employees throughout the 7 year period.

The disability figures have never reached the **3%** marker which according to the Employment Equity Act should be the minimum percentage of an organisation's workforce.

SCARCE AND CRITICAL SKILLS OCCUPATIONS

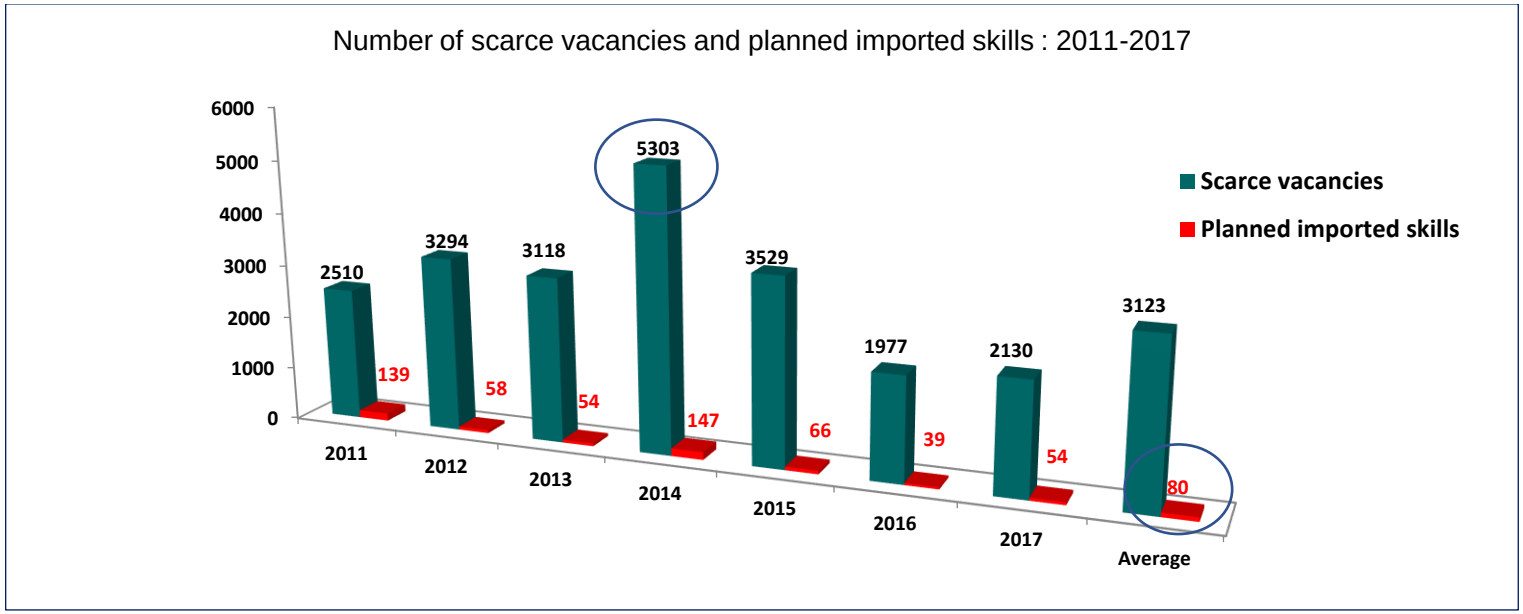
SCARCE & CRITICAL SKILLS BY MAIN OCCUPATIONS

OVERVIEW OF SCARCE & CRITICAL SKILLS TRENDS

SCARCE AND CRITICAL SKILLS REASONS

OVERVIEW OF SCARCE AND CRITICAL SKILLS TRENDS

Figure 12: Scarce and critical skills: 2011-2017

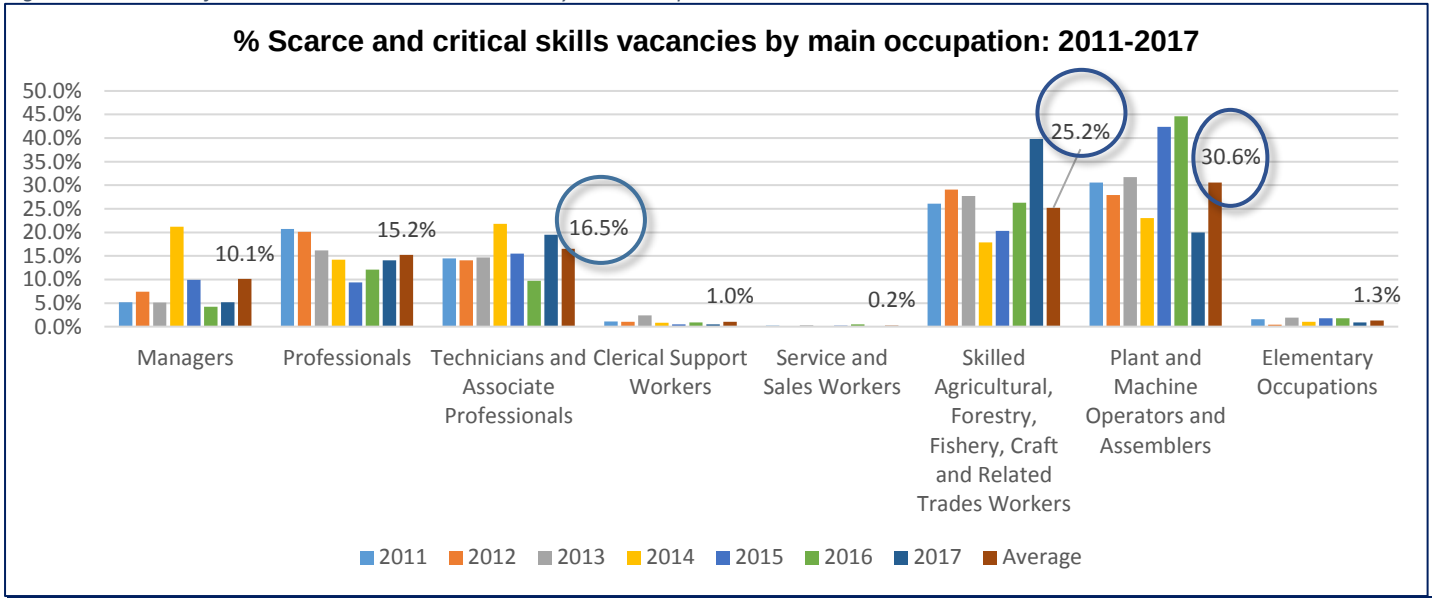


The number of scarce skills over the period averaged **3123**, even though there was an unusual peak **(5303)** during 2014.

On average, the organisations within the MMS planned to import **80** skills.

SCARCE AND CRITICAL SKILLS BY MAIN OCCUPATION

Figure 13: Number of scarce and critical skills vacancies by main occupation: 2011-2017



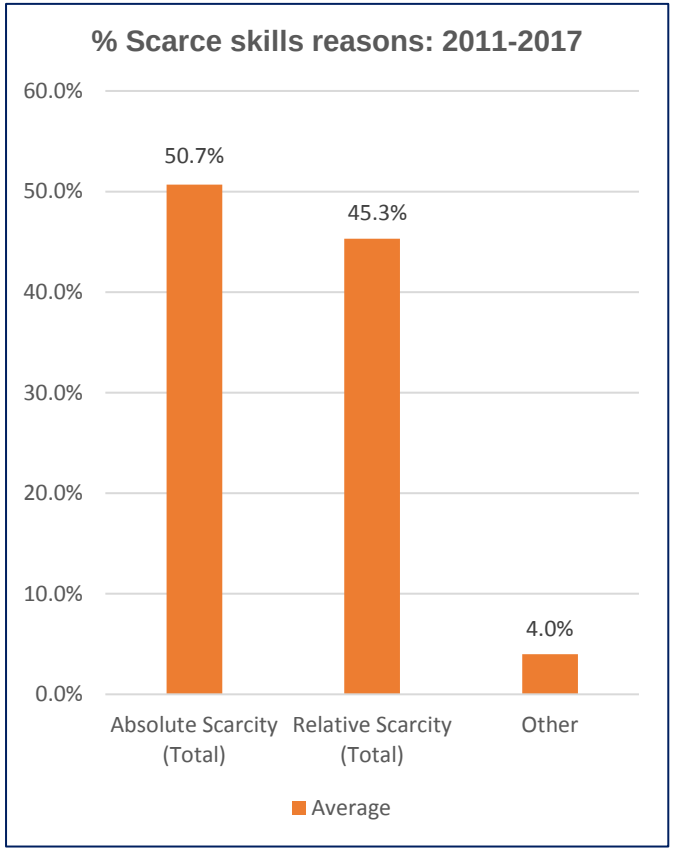
Main Occupation	2011	2012	2013	2014	2015	2016	2017	Average
Managers	130	244	159	1125	350	83	111	315
Professionals	520	662	506	754	332	240	301	474
Technicians and Associate Professionals	364	464	458	1157	547	192	416	514
Clerical Support Workers	28	32	76	41	16	17	11	32
Service and Sales Workers	5	3	9	6	6	9	0	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	655	959	863	950	718	519	847	787
Plant and Machine Operators and Assemblers	768	918	988	1219	1498	882	425	957
Elementary Occupations	40	13	59	51	62	35	19	40
Total	**2510**	**3294**	**3118**	**5303**	**3529**	**1977**	**2130**	**3123**

On average, the highest number of shortage was experienced in relation to Plant and Machine Operators and Assemblers at **30.6%.**

Shortages of skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers **(25.2%)** came second on the scarcity list and were followed by those relating to Technicians and Associate Professionals **(16.5%)**.

SCARCE AND CRITICAL SKILLS REASONS

Figure 14: Reasons attributed to Scarce and critical skills: 2011-2017



WHY?

Scarcity reasons	2011	2012	2013	2014	2015	2016	2017	Average
Absolute Scarcity (Total)	**44.9%**	**48.6%**	**47.8%**	**51.8%**	**49.3%**	**52.0%**	**60.5%**	**50.7%**
Absolute - lack of skilled people	36.1%	40.6%	39.8%	41.4%	40.6%	42.8%	52.1%	41,9%
Absolute - replacement demand	7.4%	6.7%	6.6%	6.3%	6.3%	7.4%	7.4%	6,9%
Absolute - new or emerging occupation	1.4%	1.3%	1.4%	4.1%	2.4%	1.8%	0.9%	1,9%
Relative Scarcity (Total)	**51.7%**	**44.0%**	**48.3%**	**45.7%**	**46.2%**	**45.6%**	**35.6%**	**45,3%**
Relative scarce skill - geographic location	10.9%	11.2%	11.9%	9.0%	13.1%	10.3%	11.2%	11,1%
Relative scarce skill - industry attractiveness	25.3%	15.8%	18.3%	17.9%	10.3%	10.9%	10.3%	15,6%
Relative scarce skill - employment equity	7.9%	9.4%	8.1%	8.0%	12.0%	10.9%	8.6%	9,3%
Relative scarce skill - replacement demand	7.6%	7.6%	10.0%	10.8%	10.8%	13.5%	5.5%	9,4%
Other	**3.4%**	**7.4%**	**4.0%**	**2.5%**	**4.5%**	**2.4%**	**4.0%**	**4,0%**

Table 7: Scarce skills reasons: 2011-2017

Absolute Scarcity: Suitably skilled (qualified and experienced) people are not available.

Overall, there was a slightly higher percentage of skills shortage as a result of absolute scarcity **(50.7%)**, as opposed to relative scarcity factors **(45.3%)**.

A lack of skilled personnel was the main reason **(41.9%)** pertaining to why organisations struggle to occupy most of the scarce skills occupations within the MMS.

Relative Scarcity: Suitably skilled (qualified and experienced) people are available but do not meet other employment criteria.

SKILLS DEVELOPMENT INTERVENTIONS IMPLEMENTED IN THE SECTOR

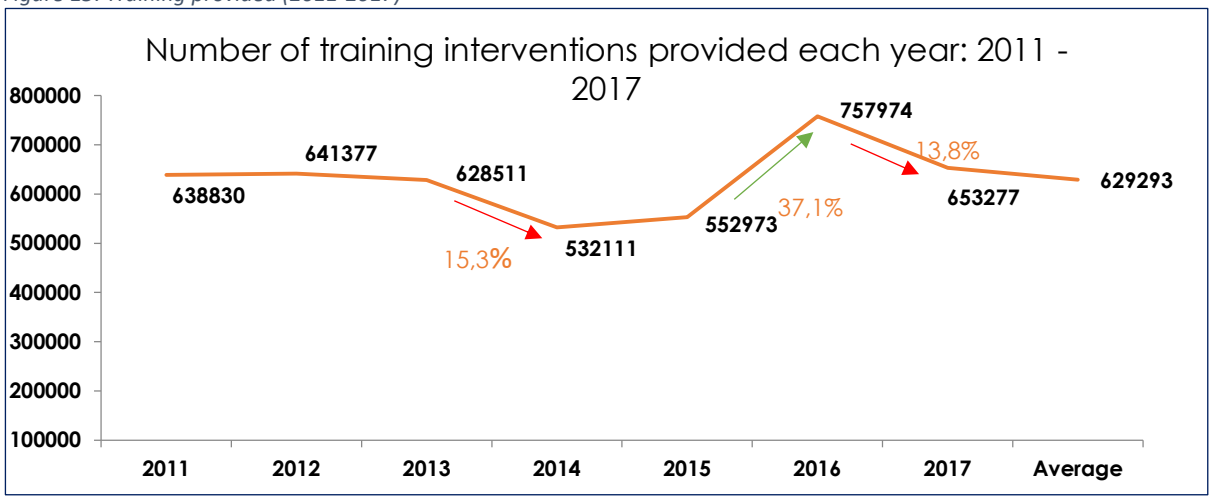
TRAINING BY SUBSECTOR

OVERVIEW OF TRAINING PROVIDED

TYPE OF TRAINING PROVIDED

OVERVIEW OF TRAINING PROVIDED DURING 2011-2017

Figure 15: Training provided (2011-2017)

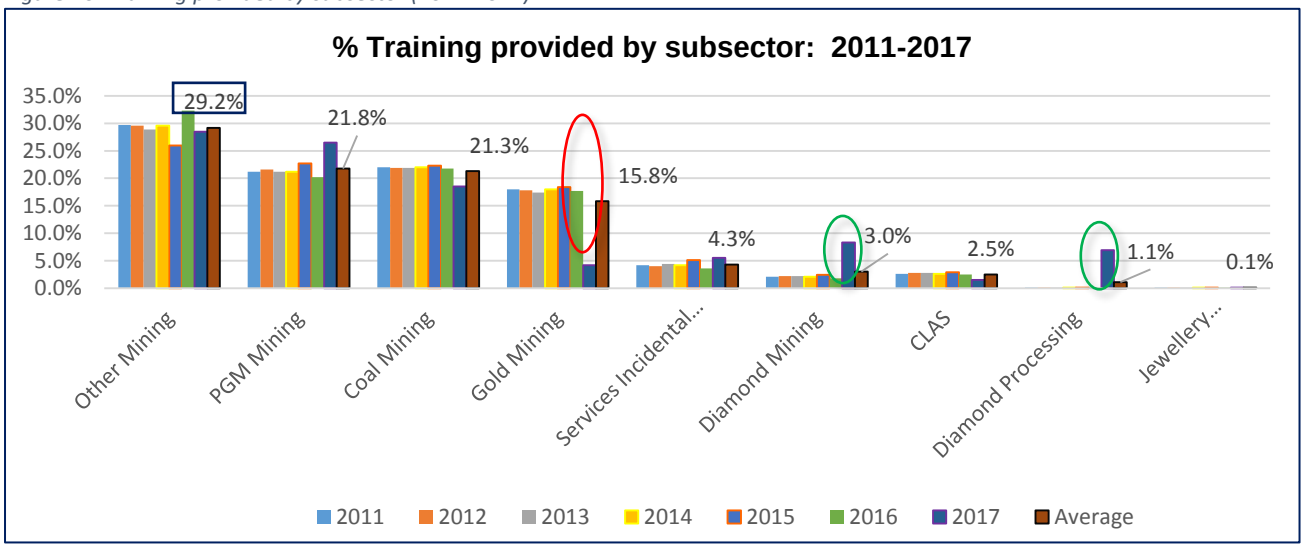


Initially from 2011 to 2013 there has been some stability in the training interventions provided, however there have been some noteworthy fluctuations in the figures from year to year such as the drop of **15.3%** in training provided from 2013 to 2014 as well as the significant increase of **37.1%** from 2015 to 2016.

*** Excluding Induction/Refresher/Post Leave training**

TRAINING PROVIDED BY SUBSECTOR

Figure 16: Training provided by subsector (2011-2017)



The Other Mining subsector had the highest number of training interventions during the period under review with an annual average of **29.2%.**

The Gold Mining subsector experienced a decline in training provided from **17.7%** in 2016 to **4.2%** in 2017.

On the other hand, the **Diamond Mining** and **Diamond Processing** subsectors had significant increases in training provided between 2016 and 2017.

NUMBER OF TRAINING INTERVENTIONS PROVIDED DURING 2011-2017

	SUBSECTOR	YEAR 2011	2012	2013	2014	2015	2016	2017	AVERAGE
	Other Mining	189694	189848	186047	157550	143575	244683	186196	185370
	PGM	135350	138572	133054	112881	125648	152741	172881	138732
	Coal	140643	140180	138277	117264	123293	164996	120575	135033
	Gold	114969	113848	113339	95791	101854	134113	27601	100216
	Services Incidental to Mining	26831	25738	26297	22349	28066	27391	36158	27547
	Diamond Mining	13405	13869	13298	11172	13523	13960	54491	19103
	CLAS	16610	17776	16741	13835	15850	18691	10019	15646
	Diamond Processing	669	705	729	532	722	635	44758	6964
	Jewellery Manufacturing	659	841	729	737	442	764	353	646
	TOTAL	**638830**	**641377**	**628511**	**532111**	**552973**	**757974**	**653277**	**635205**

Table 8: Number of training interventions provided during 2011-2017

TYPE OF TRAINING PROVIDED

Learning Programmes (Top 20 percentages)	2012	2013	2014	2015	2016	2017	Average
Short Course	53,3	62,3	56,9	57,2	44,0	50,4	55,0
Operator Licence/Renewal	5,8	9,5	12,0	15,3	17,5	12,4	12,0
Other	20,8	4,7	7,1	6,5	9,8	0,0	9,8
Skills Programme	6,0	7,7	8,7	7,3	5,1	4,3	7,0
Job Specific Development Programme	2,3	3,8	7,2	5,6	15,3	14,8	6,8
Work Placement	3,0	6,8	1,3	2,7	3,7	0,3	3,5
Certificate	4,8	2,0	3,0	2,0	2,2	2,2	2,8
MQA Learnership	0,8	1,0	0,7	0,8	0,9	0,5	0,8
Pre-AET	0,6	0,2	0,2	0,1	0,1	0,0	0,2
AET 1	0,8	0,3	0,3	0,3	0,2	0,1	0,4
AET 2	0,5	0,3	0,2	0,2	0,2	0,1	0,3
AET 3	0,3	0,3	0,2	0,2	0,1	0,1	0,2
AET 4	0,2	0,2	0,1	0,1	0,1	0,1	0,1
Foundational Learning Competency	0,0	0,0	0,1	0,8	0,0	0,2	0,2
Learnership	0,2	0,2	0,1	0,1	0,2	13,7	0,2
Mentorship	0,2	0,2	0,2	0,2	0,0	0,0	0,2
National Certificate	0,1	0,1	0,1	0,2	0,0	0,2	0,1
National Diploma	0,1	0,1	0,1	0,1	0,1	0,1	0,1
Bachelor's Degree	0.1	0.1	0,1	0,1	0,2	0,0	0,1

Table 9: Type of training provided: 2012-2017

*** Pre-coded programme classifications not available for**

The majority of the training conducted in each of the years in the analysis pertained to short courses and constituted an average of **55%**. The second highest type of training was on operator licensing and renewals with an average of **12%**.

SKILLS DEVELOPMENT INTERVENTIONS PLANNED FOR THE SECTOR

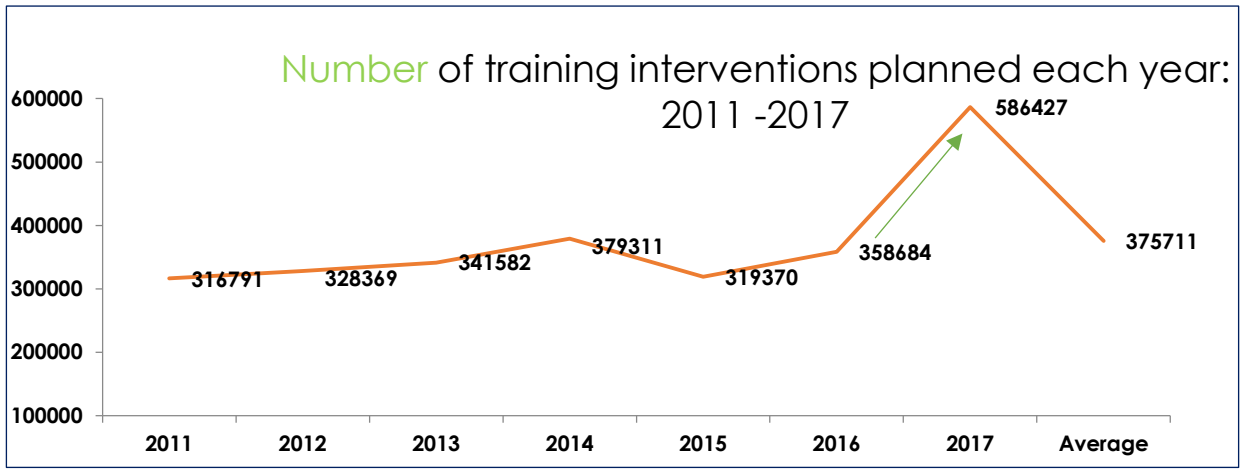
OVERVIEW OF TRAINING PLANNED

TRAINING PLANNED BY SUBSECTOR

TYPE OF TRAINING PLANNED

OVERVIEW OF TRAINING PLANNED DURING 2011-2017

Figure 17: Training planned (2011-2017)

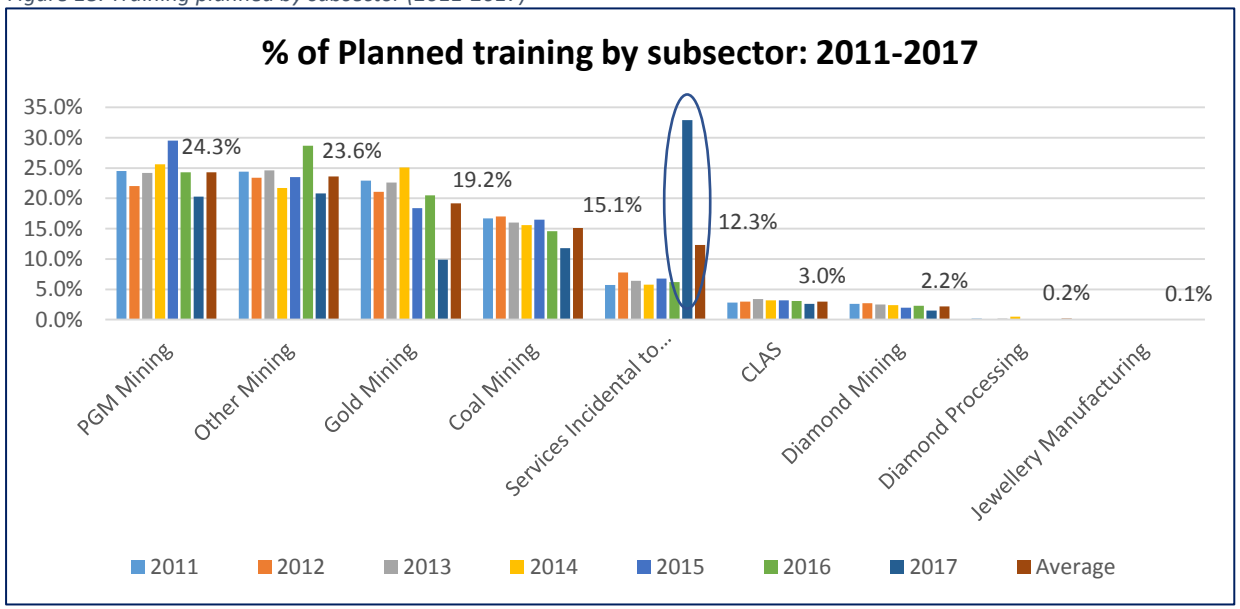


Other than a notable spike in 2017, the number of planned training interventions was comparable across the years with an average of **375 711**.

*** Excluding Induction/Refresher/Post Leave**

TRAINING PLANNED BY SUBSECTOR

Figure 18: Training planned by subsector (2011-2017)



On average, the PGM Mining subsector **(24.3%)** was slightly ahead of the Other Mining subsector **(23.6%),** with Gold Mining **(19.2%)** in third place with regard to the number of planned training interventions.

Services Incidental to Mining had an unusual spike for training planned in 2017, thereby boosting the average of the sector to **12.3%**.

NUMBER OF TRAINING INTERVENTIONS PLANNED DURING 2011-2017

SUBSECTOR	YEAR							
	2011	2012	2013	2014	2015	2016	2017	AVERAGE
 **PGM**	77614	82092	82663	97104	94214	87160	119237	91441
 **Other Mining**	77297	76838	84029	82310	74733	102942	121996	88592
 **Gold**	72545	69614	77198	95207	58764	73530	58308	72167
 **Coal**	52904	55494	54653	59173	52696	52368	69061	56621
 **Services Incidental to Mining**	18374	25284	21861	22000	21717	22597	192655	46355
 **CLAS**	8870	9523	11614	12138	10220	11119	15006	11213
 **Diamond Mining**	8237	8866	8540	9103	6387	8250	8828	8316
 **Diamond Processing**	634	328	683	1897	319	359	479	671
 **Jewellery Manufacturing**	317	328	342	379	319	359	723	395
TOTAL	**316791**	**328369**	**341582**	**379311**	**319370**	**358684**	**586293**	**375711**

Table 10: Number of training interventions planned during 2011-2017

TYPE OF TRAINING PLANNED

Learning Programmes (Top 20 percentages)	2012	2013	2014	2015	2016	2017	Average
Short Course	39.8	41.2	42	39.2	42.6	30.4	33,6
Operator Licence/Renewal	14.5	17.2	12.4	18.1	19.8	5.3	12,5
Skills Programme	15.8	12.1	12	12.6	8.4	16.7	11,1
Job Specific Development Programme	9.7	8.2	8.8	7.6	6.6	8.3	7,0
Other	5.8	8.2	6.8	6.3	10.5	0.0	5,4
Work Placement	2.7	3.3	9.1	6.4	3.9	1.4	4,4
Certificate	3.8	3.6	3.1	3	3.4	5.3	3,2
MQA Learnership	1.8	1.7	1.3	1.5	1.5	7.3	2,2
Pre-AET	0.3	0.4	0.2	0.2	0.4	0.4	0,3
AET 1	0.9	0.7	0.6	0.6	0.4	1.0	0,6
AET 2	0.9	0.7	0.5	0.5	0.5	1.1	0,6
AET 3	0.7	0.5	0.4	0.4	0.3	1.2	0,5
AET 4	0.8	0.5	0.6	0.4	0.2	1.0	0,5
National Certificate	0.3	0.3	0.2	0.3	0.2	1.1	0,3
National Diploma	0.7	0.4	0.1	0.2	0.1	2.2	0,5
Bachelor's Degree	0.2	0.2	0.1	0.2	0.2	2.3	0,5
Mentorship	0.8	0.4	0.7	0.8	0.0	0,0	0,4
Learnership	0.2	0.2	0.5	0.3	0.2	1.2	0,4
Foundational Learning Competency	0.1	0.2	0.2	0.3	0.2	0.4	0,2
Recognition of Prior Learning	0.0	0.2	0.0	0.3	0.3	0.5	0,2

Table 11: Type of training planned: 2012-2017

*** Pre-coded programme classifications not available for**

Most of the planned training in each of the years in the analysis pertained to short courses with an average of **33.6%**. This pattern is reflected in the actual training implemented where short courses constituted about half of all the training done.

CONCLUSIONS

Finding 1

The number of WSP-ATR submissions had been consistently around **600** per year during 2010-2016 and has now surpassed **700** submissions in 2017.

The Gauteng province accounted for the majority of submissions over the period with an average of **45.4%.**

Other Mining **(28.9%)** and Services Incidental to Mining **(22%)** were the subsectors with the highest number of WSP-ATR submissions.

Finding 2

The employment demographics show that female employees in the sector are outnumbered by males by approximately **7:1**.

Africans constitute the majority of the population **(84.9%),** followed by Whites at a second distance **(12%)**, Coloureds **(2.6%)** and Indians **(0.5%)**.

The proportion of non-South Africans employed in the sector decreased from **16.1%** to **11.8%** over the period under review.

The average number of people living with a disability sits at **0.8%** which is much less than the **3%** required by the Employment Equity Act.

Finding 3

The highest number of skills shortages in each of the years was experienced in Plant and Machine Operators and Assemblers occupations. This constituted almost a third of all the reported scarce vacancies **(30.6%).**

The dominant reason for the scarce vacancies in sector was attributed to an absolute shortage of skilled personnel in the sector.

Finding 4

The highest average percentage **(55%)** of training provided across the years pertains to short courses.

The extent to which these courses support upward movement into the echelons of management is substantially limited given the general minimum requirements for employees to occupy management positions across the entire management structure.

The question remains, is the sector training or prioritising training according to what is demanded?

Physical Address:
7 Anerley Road,
Parktown

Email: info@mqa.org.za
Tel: 011 547 2600