



MINING QUALIFICATIONS AUTHORITY

Mining Qualifications Authority

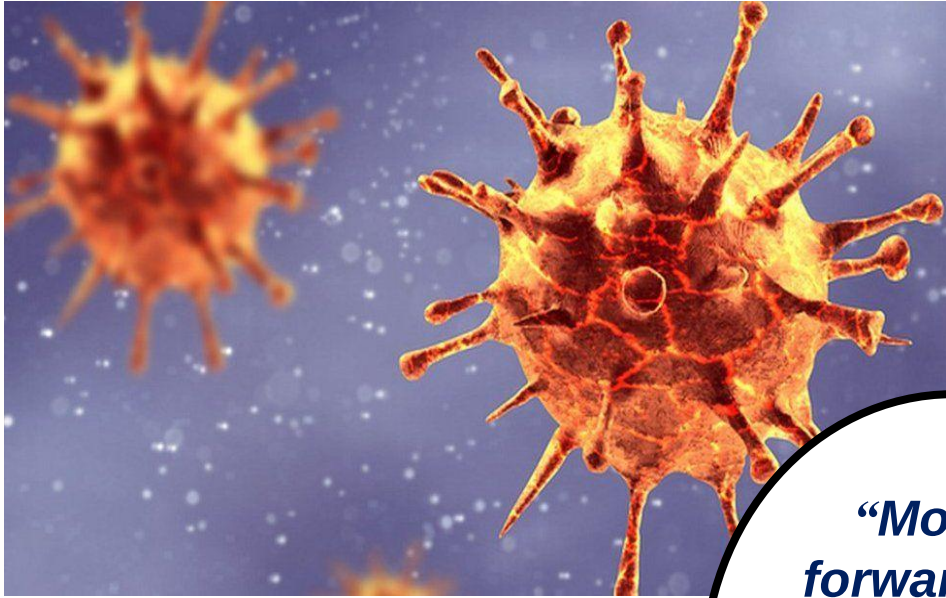
2021 HYBRID

ANNUAL CONSULTATIVE CONFERENCE



MR BETHUEL NEMAGOVHANI
Chief Executive Officer (Acting)
05 November 2021

2020-2021 ANNUAL REPORT THEME



***“Moving
forward with
skills
development
amidst the
“New
Normal”***



**Embracing the
new normal**

2020-2021 ANNUAL REPORT THEME



REMEMBERING OUR DEPARTED STAKEHOLDERS

*Let us take a moment to remember the
dead and pray for the eternal repose of
their souls...*

**WE WILL NEVER
FORGET.**

#CITEFAMILY



It's so hard to forget someone who
gave you so much to remember.



Remembering all souls...

- Always in our hearts.
- Always on our minds, forever in our hearts.
- You'll be with us forever.
- Gone yet not forgotten.
- May the winds of heaven blow softly and whisper in your ears...
- You may be gone from our sight but you are never gone from our hearts.

VISION, MISSION AND VALUES



A competent, health and safety oriented mining and minerals workforce



Ensure that the mining and minerals sector has sufficient competent people who will improve health and safety, employment equity and increase productivity standards



1. Integrity
2. Accountability
3. Continuous Learning
4. Stakeholder Orientation (Batho Pele)
5. Respect
6. Service excellence
7. Value for Money₅

LEGISLATIVE MANDATE

MINISTRY OF MINERAL RESOURCES AND ENERGY

- Mine Health and Safety Act (MHSA) 29 of 1996
- Minerals and Petroleum Resources Development Act (MPRDA) 8 of 2002, as amended
- Social and Labour Plan

RELEVANT REGULATIONS

MINISTRY OF HIGHER EDUCATION, SCIENCE AND INNOVATION

- Skills Development Act (SDA) 97 of 1998
- South African Qualifications Authority Act (SAQA) 58 of 1995
- Higher Education Act (HEA) 101 of 1997, as amended
- National Financial Aid Scheme Act (NSFAS) 57 of 1999
- Adult Education and Training Act of 2000
- Adult Education and Training (AET)
- Colleges Act of 2006
- Further Education and Training Colleges Act 16 of 2006
- National Qualifications Framework Act 67 of 2008

RELEVANT REGULATIONS

MINISTRY OF FINANCE

- Skills Development Levies Act 9 of 1999
- Income Tax Act 58 of 1962, Section 12H Learnership Allowances
- Public Finance Management Act (PFMA) 1 of 1999

RELEVANT REGULATIONS

In addition, National Policy Documents and other corporate governance documents guide the development of skills in the sector such as the:

- National Skills Development Plan (NSDP) 2020-2030,
- New Growth Path,
- National Skills Accord,
- Mining and Minerals Sector Skills Plan (SSP),

- King IV Report and the Code on Corporate Governance,
- Protocol on Corporate Governance in the Public Sector (2002),
- Companies Act 71 of 2008 and all the MQA policies and procedures
- Economic Reconstruction Recovery Plan

NEW BOARD STRUCTURE

MQA Board Chairperson



**Employer
Representatives**

Five (5)



**Employer
Representatives**

Six (6)



**State
Representative**

One (1)



**Community
Representative**

One (1)⁷

NEW GOVERNANCE STRUCTURE

BOARD COMMITTEES

1

- Audit and Risk Committee

2

- Executive Committee

3

- Finance Committee

4

- Governance and Strategy Committee

5

- Remuneration Committee

STRATEGIC OBJECTIVES

1

Prog. 1

Promote efficient and effective governance and administration.

2

Prog. 2

Improve skills development planning and decision-making through research.

3

Prog. 3

Promote work-based skills development to support transformation in the mining and minerals sector.

4

Prog. 3

Facilitate access to occupationally directed learning programmes for the unemployed.

5

Prog. 3

Support training initiatives in mine communities.

6

Prog. 4

Ensure the delivery of quality learning programmes in the mining and minerals sector.

STRATEGIC
OBJECTIVES

MQA SKILLS DEVELOPMENT VALUE CHAIN

SKILLS PLANNING AND RESEARCH

Sector Skills Planning

- Identify skills needs for the sector
- Assess and approve WSP-ATR
- Compile a sector skills plan
- Support sector research

LEARNING PROGRAMMES IMPLEMENTATION

Strategic Projects

- Higher Education Institutions (HEIs) Lecturer Support
- Internship Support
- Management Development Support
- Technical, Vocational, Education and Training (TVET) Colleges Lecturer Support
- National Vocational Support (NCV)
- Level 4 Support
- Work Experience
- Workplace Coaches Development
- Mine Community and Youth Development

Operational Projects

- Adult Education and Training (AET)
- Artisan Aids
- Artisan Learnership
- Foundational Learning Competency (FLC)
- Non-Artisan Learnerships (RPL)
- Occupational Health and Safety (OHS) Representative Development

QUALITY ASSURANCE

Development Quality Partner (DQP)

- Registers qualifications
- Develops assessments
- Approval of assessments Centres
- Manages learner certifications through the QCTO

Assessment Quality Partner (AQP)

- Develops learning programme
- Develops learning material
- Develops workplace learning materials

Quality Assurance (QA)

- Manages sector accreditation through QCTO
- Conducts programme and workplace approvals
- Registers assessors and moderators
- Conducts learner certification and issues certificates

SUPPORT SERVICES

Corporate Governance, Human Resources, Legal and Governance, Customer Service and Communication, Facilities and Office Management, Finance Management, Supply Chain Management, Information Technology, Risk, Monitoring and Evaluation

ORGANISATIONAL STRUCTURE



**Mr Bethuel
Nemagovhani,**
*Chief Executive
Officer (Acting)*

Permanent Appointments

Acting Appointments

**Dr Thabo
Mashongoane,**
Chief Operating Officer



- Strategic Planning
- Skills Development and Research
- Strategic Learning Programmes
- Operational Learning Programmes
- Quality Assurance

Ms Zodwa Mashinini,
*Executive Manager
Stakeholder Relations
(Acting)*



REGIONAL OFFICES:

- Eastern Cape
- Free State
- KwaZulu Natal
- Limpopo
- Mpumalanga
- Northern Cape
- North West
- Western Cape

Ms Lebogang Matlala,
*Chief Financial Officer
(Acting)*



- Finance
- Supply Chain Management
- Information Technology

Ms Sonwabile Xaba,
*Chief Risk Monitoring
and Evaluation Officer
(Acting)*



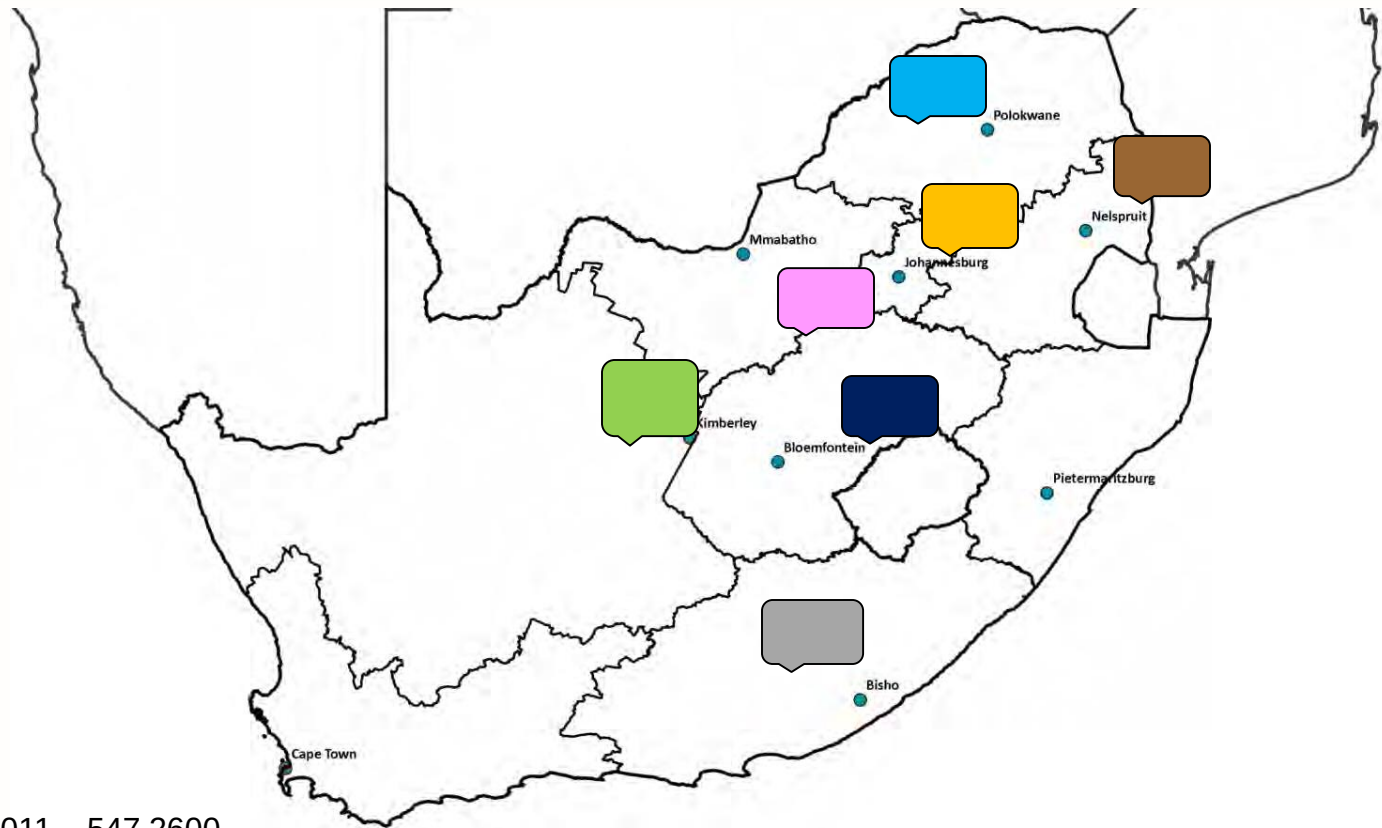
- Monitoring
- Evaluation
- Risk Management
- Fraud

**Mr Mashudu
Mavhungu,** *Executive
Manager Corporate
Services*



- Corporate Governance
- CS & Communication
- Human Resources
- Legal
- Facilities

MQA OFFICE LOCATIONS



Gauteng Tel: 011 – 547 2600



Eastern Cape, Butterworth Tel: 087 095 0497



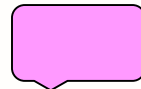
Free State, Welkom, Tel: 087 095 0266



Limpopo, Burgersfort, Tel: 087 095 0267



Mpumalanga, Nkangala, Tel: 013 696 8120/8121



North West, Mooiwooi, Tel: 015 555 8860



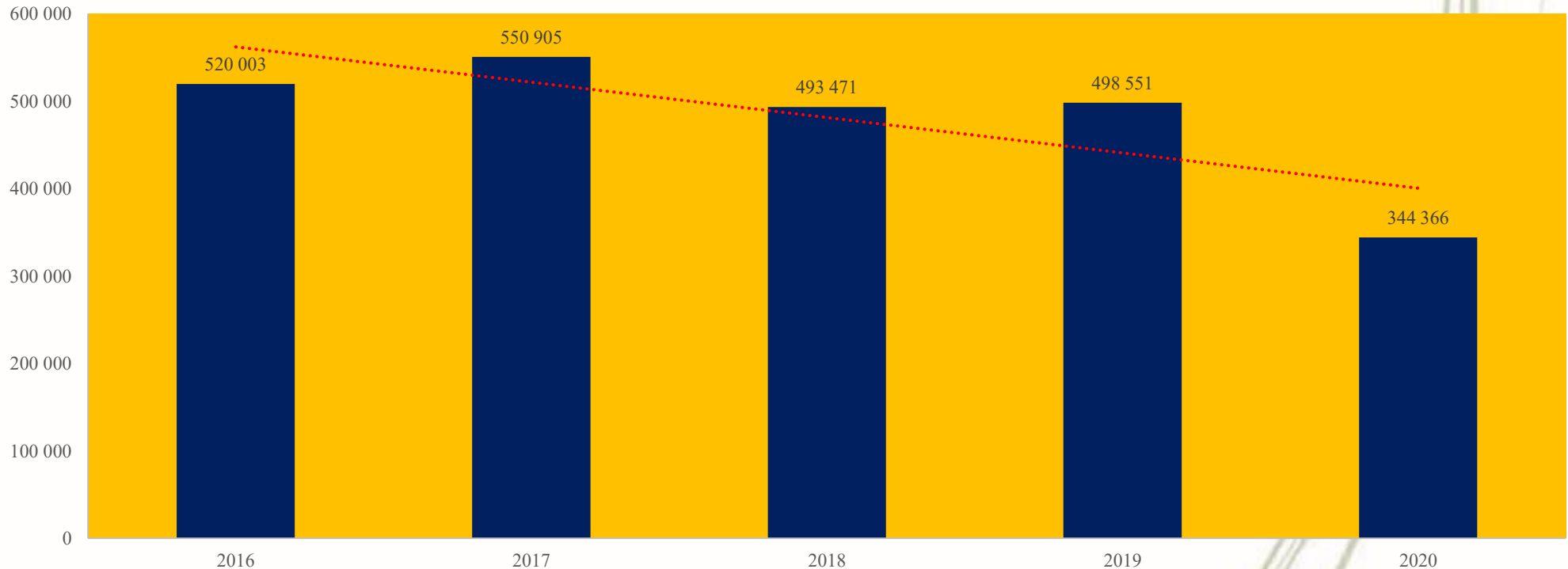
Northern Cape, Kathu, Tel: 053 723 0100

PROFILE OF THE SECTOR

YEARS	WSPs SUBMITTED
2016	634
2017	719
2018	759
2019	807
2020	824

PROFILE OF THE SECTOR

Sector Profile - Labour Market Profile Trends



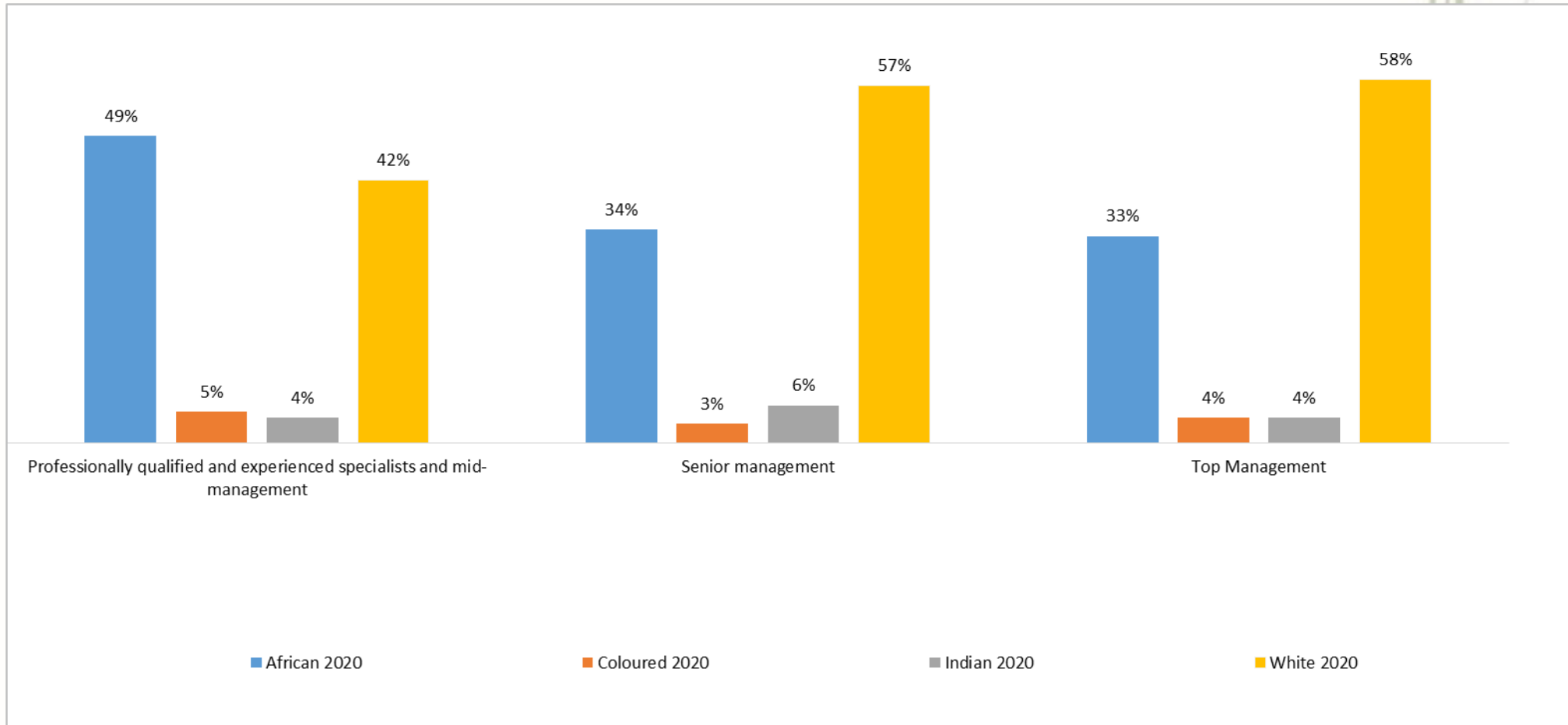
Source: Weighted MQA WSP and ATR Submission (May 2021)

CAGR (Compound average growth rate). This reflects that total employment within the MMS has on average a -0,9% decline over the 5 year analysis from 2016 to 2020.

-1% denotes an average annual decrease of 4 333 employees.

PROFILE OF THE SECTOR

Sector Profile - Management Levels by Race Trend



Source: MQA Weighted WSP and ATR (30 April 2021)

KEY HIGHLIGHTS/ACHIEVEMENTS OF THE YEAR

THE MQA DUAL REPORTING RESOLVED

The issue of the MQA dual reporting to both Department of Higher Education and Training as well as the Department of Mineral Resources and Energy is being satisfactorily addressed. The MQA, like other SETAs, now reports to the Department of Higher Education and Training. Hence the current Board was appointed by the Minister of Higher Education, Science and Innovation.

2030 MQA EXTENDED TIMELINE

Following the uncertainty of the announcement that the MQA will only be relicensed for a further two years from 2020 to 2022, the MQA is pleased to announce that the organisation has been relicensed for further 10 years.

MEASURING OF IMPACT

The MQA continues measuring the impact through tracer studies of the programmes it delivers. During the year under review, a total of three (3) programmes were traced.

TRANSFORMATION THROUGH THE HDSA LECTURER SUPPORT PROGRAMME

The MQA's HDSA Lecturer support programme has led to the creation of employment for HDSA lecturers within Higher Education Institutions focusing on MMS related qualifications.

ACHIEVEMENT OF UNQUALIFIED AUDIT

The MQA maintained an unqualified audit report from the Auditor-General of South Africa (AGSA).

PERFORMANCE REPORT FOR THE PERIOD UNDER REVIEW



PERFORMANCE REPORT FOR THE PERIOD UNDER REVIEW



PERFORMANCE REPORT FOR THE PERIOD UNDER REVIEW

SERVICE LEVEL AGREEMENT (SLA) PERFORMANCE

Number of targets agreed upon	Number of targets not met	Number of targets achieved
46	7	39
100%	15%	85%

SUMMARY OF ANNUAL PERFORMANCE PLAN (APP) ACHIEVEMENT

Number of targets agreed upon	Number of targets not met	Number of targets achieved
45	9	36
100%	20%	80%

SUMMARY OF DISCRETIONARY GRANT BUDGET ACHIEVEMENT

Annual Budget	Total Expenditure	Percentage Expenditure
R724 338 Million	R524 142 Million	72%
R216 149 Million	R187 741 Million	87%

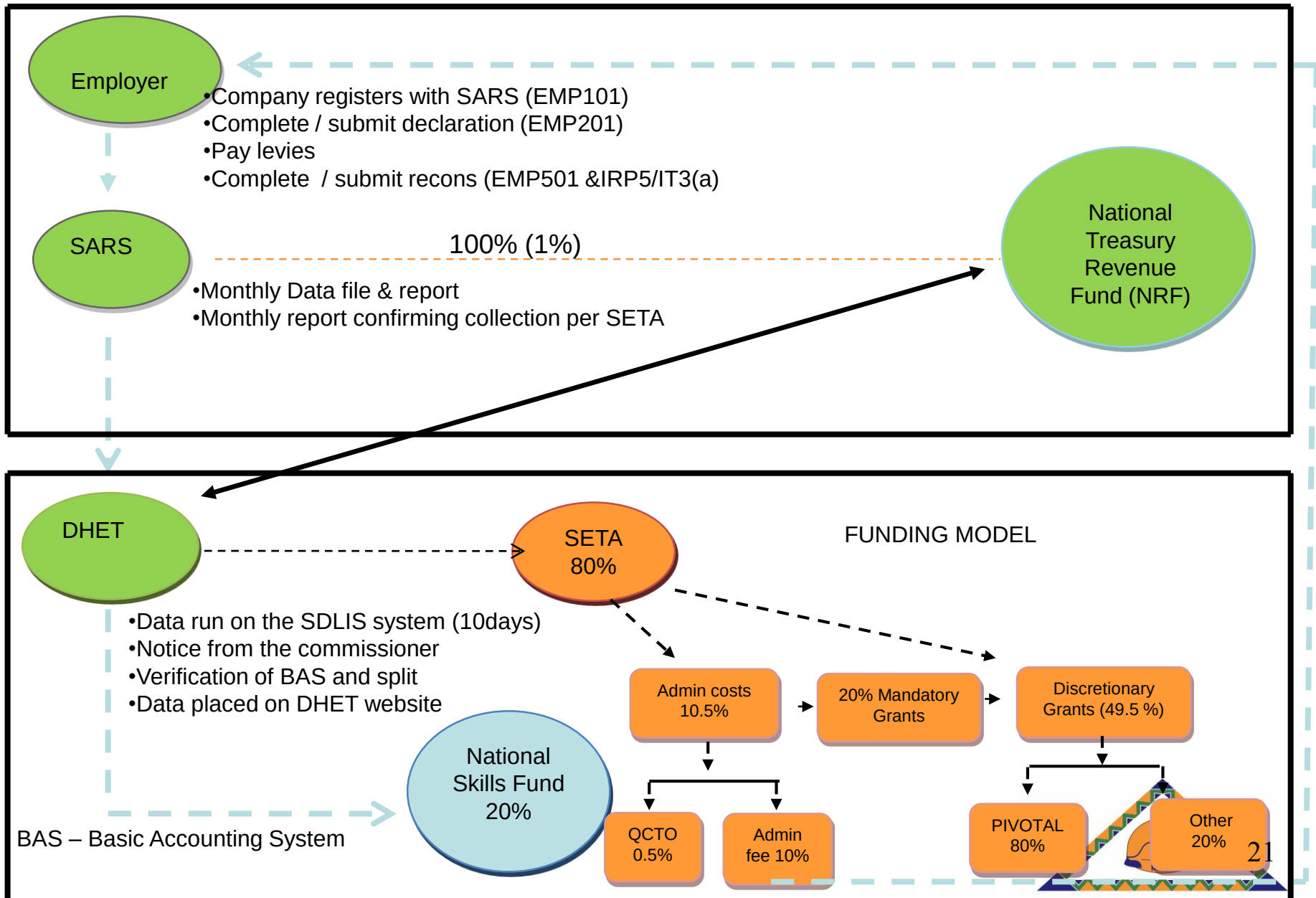
Total Overall Organisational Performance = 83%

KEY HIGHLIGHTS/ACHIEVEMENTS OF THE YEAR

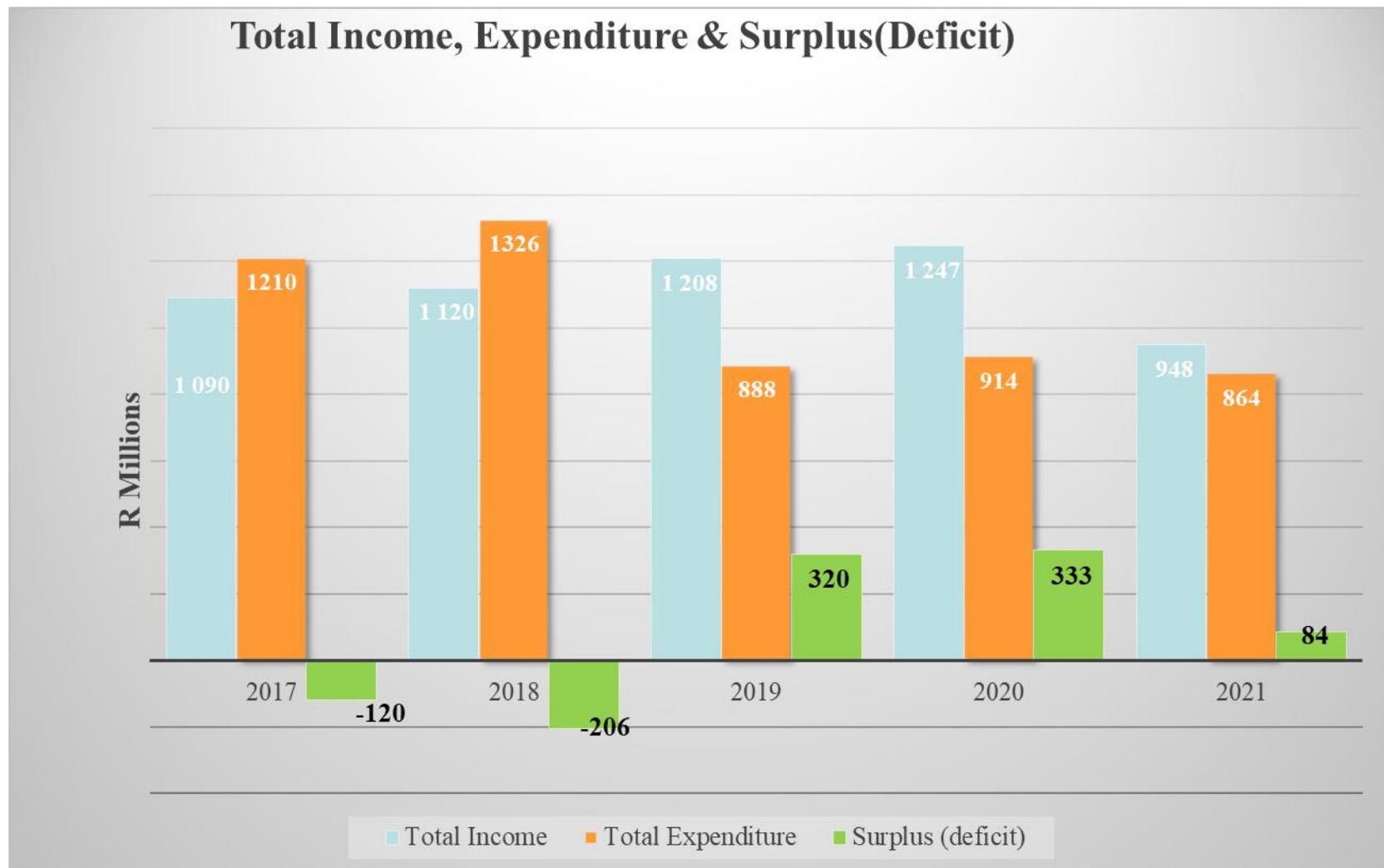
AG Control Drivers Rating Summary

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
NO. OF FINDINGS	53 Findings	15 Findings	28 Findings	15 Findings	18 Findings	22 Findings
INTERNAL AUDIT	Concerning	Concerning	Good	Good	Good	Good
RISK MANAGEMENT	Concerning	Concerning	Good	Good	Good	Good
AG ACTION PLANS	Intervention Required	Concerning	Concerning	Good	Good	Good
PERFORMANCE INFORMATION AUDIT CONCLUSION	2- Unqualified 4- Usefulness- Unqualified Reliability- Qualified	Unqualified	Unqualified	Unqualified	Unqualified	Unqualified
AUDIT OPINION	Qualified	Unqualified	Unqualified	Unqualified	Unqualified	Unqualified
						20

SOURCES OF FINANCE

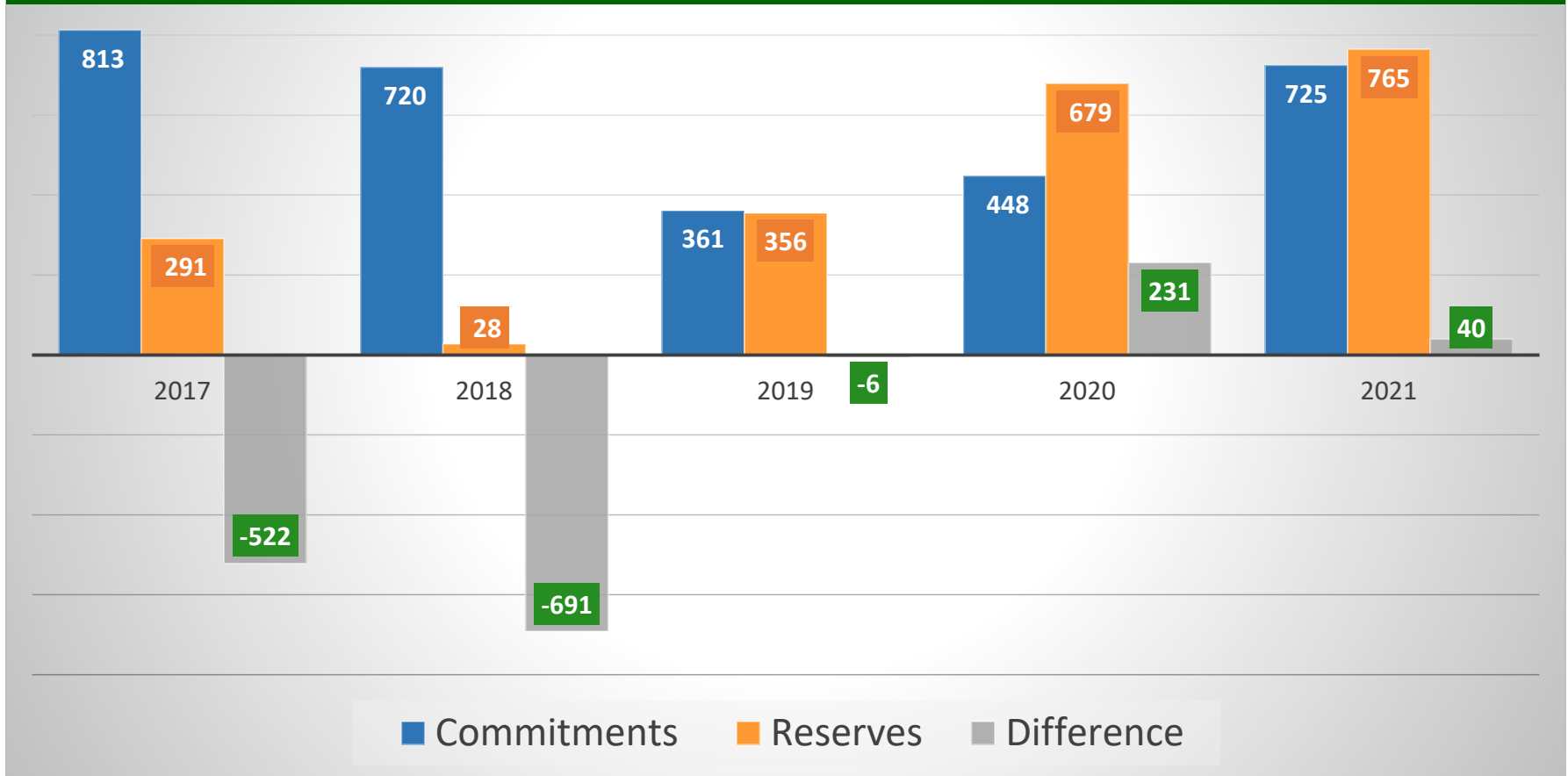


REVENUE, EXPENDITURE & SURPLUS (DEFICIT)



COMMITMENTS AND RESERVES

SOURCES OF FINANCE



EXPIRED CONTRACTS

PROGRAMMES	Expired contract Amount @ 31 Mar 2019	Expired contract Amount @ 31 March 2020	Expired contract Amount @ 31 March 2021
	R'000	R'000	
TOTAL	(107 034)	(57 666)	0
Bursaries	(18 262)	(3 471)	0
Work Experience	(1 008)	(396)	0
Standard Setting HET	(20)		0
Internships (GDP)	(9 006)	(79)	0
Non Artisan Learnerships	(25 388)	(10 977)	0
MQA Artisan Development	(33 519)	(33 222)	0
TVET College Support	(264)		0
Mine Community Development	(13 797)	(1 558)	0
Workplace Coach Development	(210)		0
Management Development	(160)	(176)	0
HDSA Management Development Candidacy	(5 400)		0
HEI Lecturer Support		(7 787)	24

KEY HIGHLIGHTS/ACHIEVEMENTS OF THE YEAR

ARTISANS

Learners that completed an artisan programme 652 against the target of 650

OCCUPATIONAL HEALTH AND SAFETY

- Employees completing OHS representatives' skills programme 2877 against the target of 2800
- Employees completing Health and Safety programme 247 against the target of 200

MINE COMMUNITY DEVELOPMENT

- Training of beneficiaries in the mining community programmes 1030 against the target of 950
- Unemployed youth in the mining communities and labor sending areas completed training programmes - 1182 against the target of 1000

SUPPLY CHAIN MANAGEMENT

Controls in the supply chain management environment have been enhanced as we have managed to address deficiencies identified in previous audits

RISK MANAGEMENT

Strategic Risk Register and Operational Risk Registers are kept alive throughout the year.

Emerging risks are timely identified and managed

PROGRAMME 1: ADMINISTRATION

MQA STRATEGIC OBJECTIVE:

1. Promote efficient and effective governance and administration
2. Ensure the delivery of quality and impactful learning programmes in the mining and minerals sector
3. Facilitate training for stakeholders, communities and entrepreneurs.

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
1.1	Unqualified audit outcome with no findings	Unqualified audit outcome with no findings	Unqualified audit outcome with findings
1.2	Achievement of a 80% utilisation of BBBEE Level 1 -4 suppliers	90%	92%
1.3	One Stakeholder Satisfaction Survey conducted biennially and 85% customer satisfaction	N/A	N/A
1.4	Annual International Literacy hosted	N/A	N/A
1.5	Number of career guidance material distributed to institutions including schools per annum	90	105
1.6	Percentage of MQA projects monitored	100%	100%
1.7	Number of MQA projects conducted and evaluated per annum (Value for money analysis)	3	3
1.8	Implement an HR Change Management Strategy	100%	-100%

Dashboard colour meaning:

Target exceeded

Target achieved

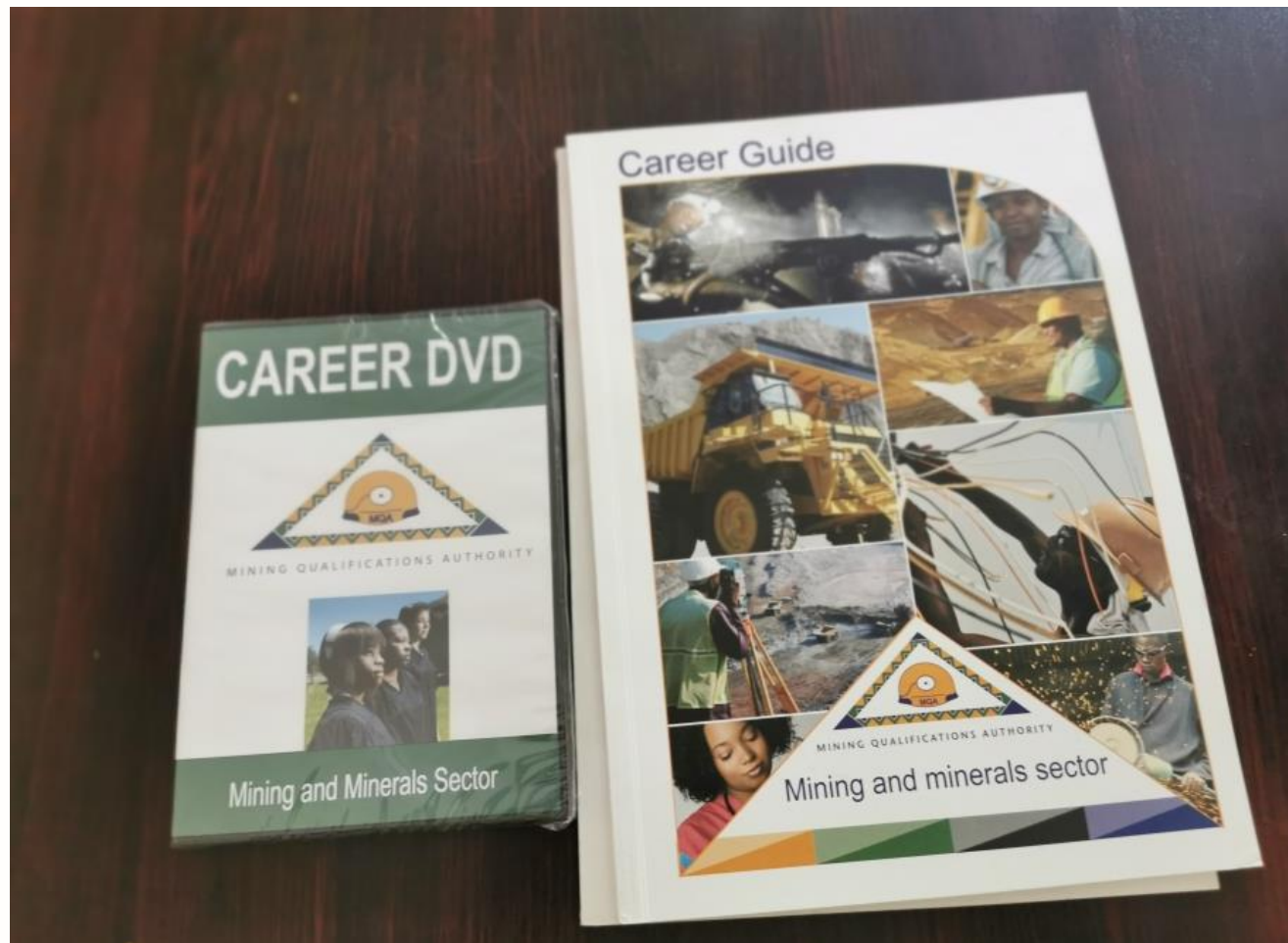
Above 50% achieved

Below 50%

N/A

CAREER GUIDANCE ACHIEVEMENTS

Mining and minerals career guidance material compiled to assist
.....learners to make informed decisions related to
pursuing mining related careers



OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 2 RESEARCH

MQA STRATEGIC OBJECTIVE: 1. Improve skills development planning and decision-making through research
2. Facilitate training for stakeholders, communities and entrepreneurs

REF. NO	PERFORMANCE INDICATOR	2021-2020	
		TARGET	ACHIEVEMENT
2.1	Number of WSPs and ATRs evaluated to access mandatory grants per annum	600	824
2.2	Number of sector research outputs completed per annum	6	2
2.3	Collaboration with public and private sector organisations regarding skills development research in the mining and minerals sector	3	0
2.4	Number of SDF capacity-building workshops per annum	5	16
2.5	Number of SDC members' capacity building workshops per annum	15	17

Dashboard colour meaning:

Target exceeded	Target achieved	Above 50% achieved	Below 50%	N/A
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OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 3 LEARNING PROGRAMMES

MQA STRATEGIC OBJECTIVE: 1. Facilitate opening of workplace based learning opportunities and access to occupationally directed programmes
2. Facilitate training for stakeholders, communities and entrepreneurs
3. Support industry collaboration with public college system

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
3.1a	Number of learners that entered an artisan programme per annum	750	842
3.1b	Number of learners that complete an artisan programme per annum	650	652
3.1c	Number of learners that complete artisan RPL	25	32
3.1d	Number of learners that complete an artisan aides programme per annum	100	171
3.2a	Number of employees entering a learnership per annum	400	516
3.2b	Number of employees completing a learnership per annum	350	350
3.2c	Number of unemployed learners entering a learnership per annum	400	539
3.2d	Number of unemployed learners completing a learnership per annum	200	516

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 3

MQA Strategic Objective 3: Promote work-based skills development to support transformation in the mining and mineral sector

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
3.2e	Number of employed learners completing RPL for learnerships	15	24
3.3a	Number of employees that successfully complete the OHS representatives' skills programme per annum	2800	2877
3.3b	Number of employees supported to complete other health and safety programmes per annum	200	247
3.4	Number of learners that successfully complete AET and NATED courses	1140	1250
3.5	Number of learners that successfully complete FLC	100	116
3.6a	Number of graduates that complete an internship programme per annum	350	463
3.6b	Number of graduates that complete an internship programme per annum	100	103
3.7a	Number of undergraduates that enter a workplace experience programme	350	468
3.7b	Number of undergraduates that complete a workplace experience programme	350	411

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 3

MQA Strategic Objective 3: Promote work-based skills development to support transformation in the mining and mineral sector

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
3.8a	Number of HDSA mining and minerals sector employees that enter a management development programme per annum	60	131
3.8b	Number of HDSA mining and minerals sector employees that complete a management development programme per annum	80	77
3.9	Number of HDSA higher education training lecturers that enter a lecturer development programme per annum	14	11
3.10	Number of HDSA mining and minerals sector learners that enter a candidacy programme per annum	N/A	N/A
3.11	Number of coaches placed within workplace to support employers with on-the-job mentoring and coaching activities per annum	N/A	N/A
3.12a	Number of unemployed learners awarded a bursary per annum	780	653
3.12b	Number of unemployed learners awarded a bursary completing per annum	500	242
3.13	Number of employed learners awarded a bursary per annum	50	38
3.14a	Number of mine community beneficiaries that enter a training programme per annum	860	1438
3.14b	Number of mine community beneficiaries that completed a training programme per annum	950	1030

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 3

MQA Strategic Objective 3: Promote work-based skills development to support transformation in the mining and mineral sector

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
3.15a	Number of unemployed youth in mining communities and labour-sending areas that entered a training programme per annum	1700	2166
3.15b	Number of unemployed youth in mining communities and labour-sending areas that completed a training programme per annum	1000	1182
3.16	Number of beneficiaries trained in small-scale mining per annum	50	100
3.17a	Number of TVET NCV graduates that entered a work placement programme per annum	185	187
3.17b	Number of TVET NCV graduates that completed a work placement programme per annum	60	73
3.18	Number of TVET lecturers supported per annum	25	44

Target exceeded

Target achieved

Above 50% achieved

Below 50%

N/A

SOME ACHIEVEMENTS - BURSARY PROGRAMMES

From Bursary to an Internship Ms Tebogo Thamage

- Tebogo Thamage is a 25 year old female, from Ganyesa, North-West Province.
- She obtained her Bachelor of Science (Honours) in Environmental Geology at the North-West University in 2019.
- She is currently a trainee Geologist at Sebilo Resources Pty Ltd, Hotazel, Northern Cape.
- She is also an aspiring business woman.



OVERALL OPERATIONAL PERFORMANCE

PROGRAMME: 4 QUALITY ASSURANCE, MONITORING AND EVALUATION

MQA STRATEGIC OBJECTIVE :

Ensure the delivery of quality and impactful learning programmes in the mining and minerals sector

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2020-2021	
		TARGET	ACHIEVEMENT
4.1	Number of training providers quality assured, including identified and approved workplaces per annum	120	124
4.2	Number of reviewed or developed learning programmes and assessment tools, including associated learning materials for the mining and minerals sector	70	79
4.3	Number of HDSA SMMEs supported as training providers in the mining and minerals sector per annum	5	8

Dashboard colour meaning:

Target exceeded	Target achieved	Above 50% achieved	Below 50%	N/A
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PLANNED NEW PROJECTS

PROJECT NAME	PROJECT DESCRIPTION
NEW MQA INTERACTIVE WEBSITE	The MQA new fresher and interactive website is due to ' GO LIVE '
STAKEHOLDER PERCEPTION SURVEY	The MQA has commissioned an external service provider to conduct the Biennial Stakeholder Perception Survey
LIMPOPO WATERBERG DHET AND MQA SIGNED PLEDGE TO EMPOWER THE YOUTH	A Pledge was signed: 1. To establish a closer working relationship between mining houses, surrounding communities and Colleges in order to provide focussed training that will increase the possibilities of employment in these very local communities. 2. To partner with Local Economic drivers (Mining Companies) 3. A focused programme to train young people in the area, especially those not in employment, education, or training, so that the skills gap is bridged by this skills provision programme. 4. To formulate an 18 to 24 months Skills Programme.
EASTERN CAPE OFFICE OF THE PREMIER SETA-FUNDED PROGRAMMES	This project came on the heels of the signing of a Memorandum of Agreement by the office of the premier to train 100 ex-mineworkers on portable skills in the Eastern Cape.
Collision Prevention System for alignment to Trackless Mobile Machinery	The MQA is already working with stakeholders including Minerals Council South Africa on the collision Prevention System for alignment to Trackless Mobile Machinery

CHALLENGES

RISKS

INTERVENTIONS

SECTOR RETRENCHMENTS

The retrenchments by a number of mining companies have an adverse impact on MQA business.

The MQA will pursue various available avenues with role players in the sector to devise methods that will support ongoing skills development training in the sector.

BUSA JUDGEMENT

The Business Unity South Africa (BUSA) labour court judgement that took place on 16 October 2019 where Regulation 4.4 (MG %) of the SETA Grant Regulations were set aside, declaring them invalid.

The DHET is in engagement with BUSA with the view to finalising the matter for the benefit of all concerned.

COVID-19 PANDEMIC

The announcement of the coronavirus (Covid-19) pandemic and subsequent various alert levels of national lockdown imposed.

The MQA established a Covid-19 Task Team to ensure a healthy balance between saving lives and meeting service delivery deliverables.



THANK YOU !!

Ndiyabulela!

Ndiyabonga!

Ngiyabonga!

Ke a leboga!

Ke yaleboga!

Ke a leboha!

Ndi khou livhuwa!

Ngiyathokoza!

Inkomu!

Dankie!