



MINING QUALIFICATIONS AUTHORITY

Mining Qualifications Authority

2022 HYBRID

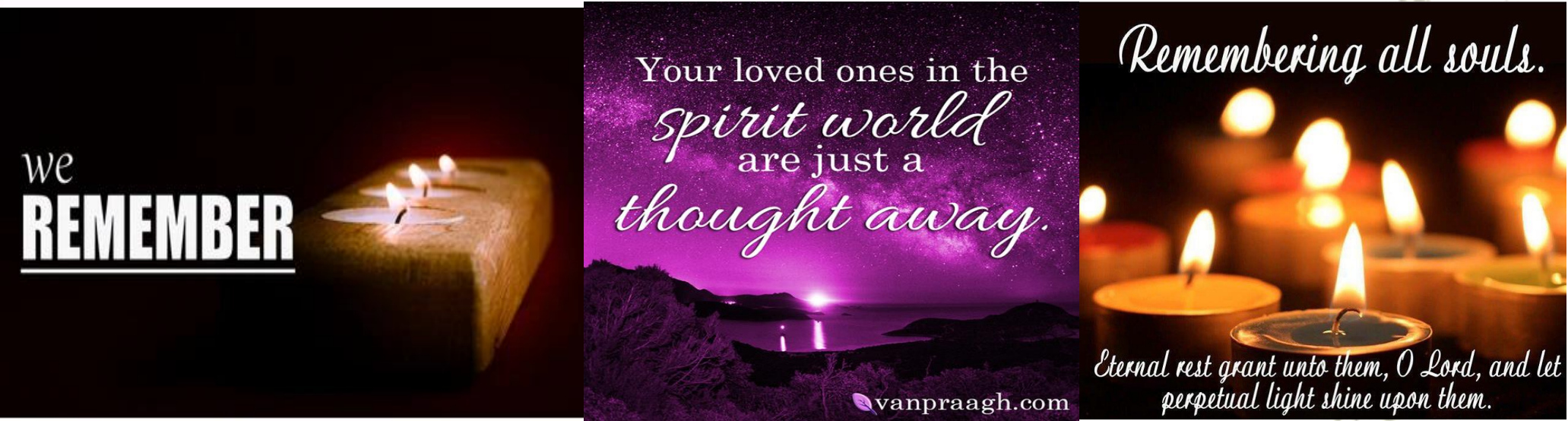
ANNUAL CONSULTATIVE CONFERENCE



DR THABO MASHONGOANE
Chief Executive Officer (Acting)
04 November 2022

Digging with Skills & Knowledge

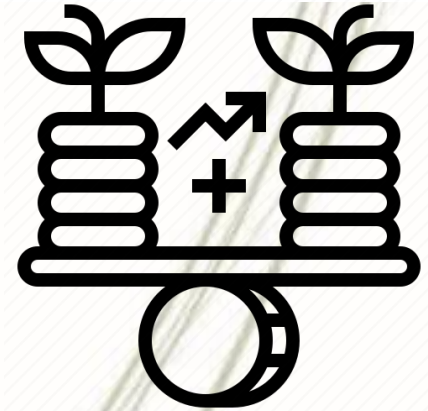
REMEMBERING OUR DEPARTED STAKEHOLDERS



- *Always in our hearts.*
- *Always on our minds, forever in our hearts.*
- *You will 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.*

2022-2023 ANNUAL REPORT THEME

"A time for stability, growth and technological skills enhancement"



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 Money

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

BOARD STRUCTURE

Fifteen (15) member Board Structure in line with MQA Constitution



**MQA Board
Chairperson**

One (1)



**Employer
Representatives**

One
(1)
vacant

Six (6)



**Labour
Representatives**

Six (6)



**State
Representative**

One (1)



**Community
Representative**

One (1)

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

LEARNING PROGRAMMES IMPLEMENTATION

QUALITY ASSURANCE

Sector Skills Planning

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

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

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

"Delivering quality learning programmes and services for a skilled and competent mining and minerals sector"



ORGANISATIONAL STRUCTURE



Ms Bridgette Mathebula
Acting Chief Operating Officer

(Front row left)

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

Mr Tshepo Tsotetsi
Acting Executive Manager Stakeholder Relations

(Back row right)

- REGIONAL OFFICES:
- Eastern Cape
 - Free State
 - Kwa-Zulu Natal
 - Limpopo
 - Mpumalanga
 - Northern Cape
 - North West
 - Western Cape

Dr Thabo Mashongoane
Acting Chief Executive Officer

(Front row centre)

- Organisation-wide accountability

Mr Bethuel Nemagovhani
Chief Risk, Evaluation and Monitoring Officer

(Back row centre)

- Monitoring and Evaluation
- Risk

Ms Lebogang Matlala
Chief Financial Officer

(Front row right)

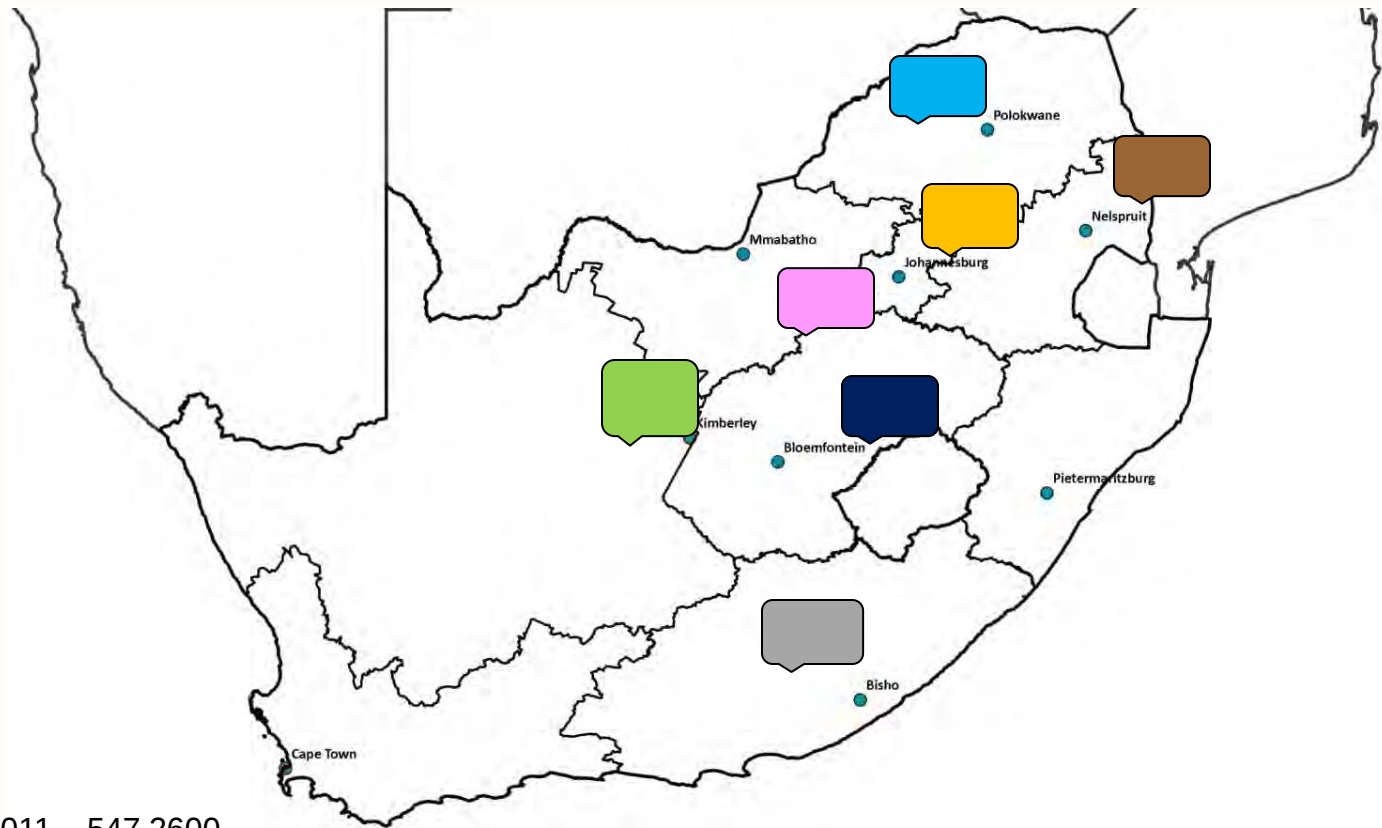
- Finance
- Supply Chain Management
- Information Technology

Mr Mashudu Mavhungu
Executive Manager Corporate Service

(Back row left)

- Corporate Governance
- CS & Comm
- HR
- Legal
- Facilities

MQA OFFICE LOCATIONS



Gauteng Tel: 011 – 547 2600



Eastern Cape, Butterworth Tel: 087 095 0497



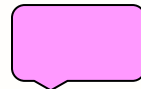
Free State, Welkom, Tel: 087 095 0266



Limpopo, Burgersfort, Tel: 087 095 0267



Mpumalanga, Nkangala, Tel: 013 696 8120/8121



North West, Mookgeloop, Tel: 015 555 8860



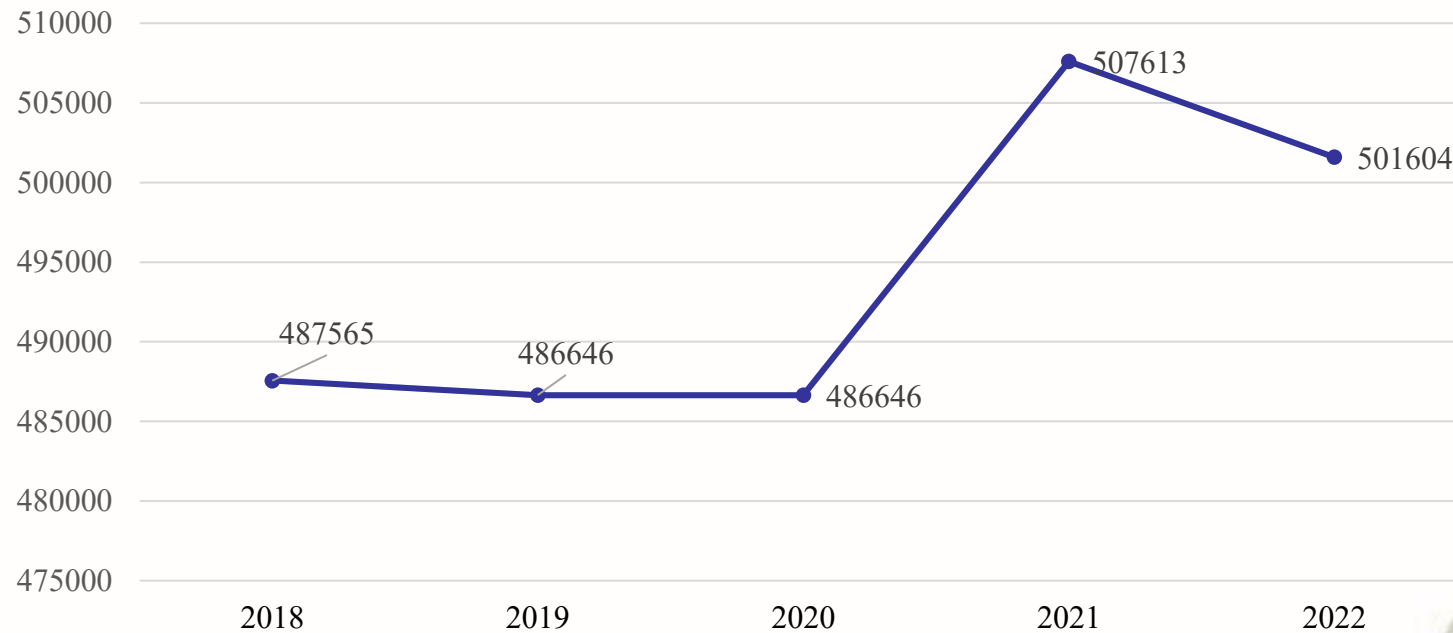
Northern Cape, Kathu, Tel: 053 723 0100

PROFILE OF THE SECTOR

YEARS	WSPs APPROVED
2017	703
2018	721
2019	755
2020	758
2021	740
2022	747

PROFILE OF THE SECTOR

Sector Profile - Labour Market Profile Trends

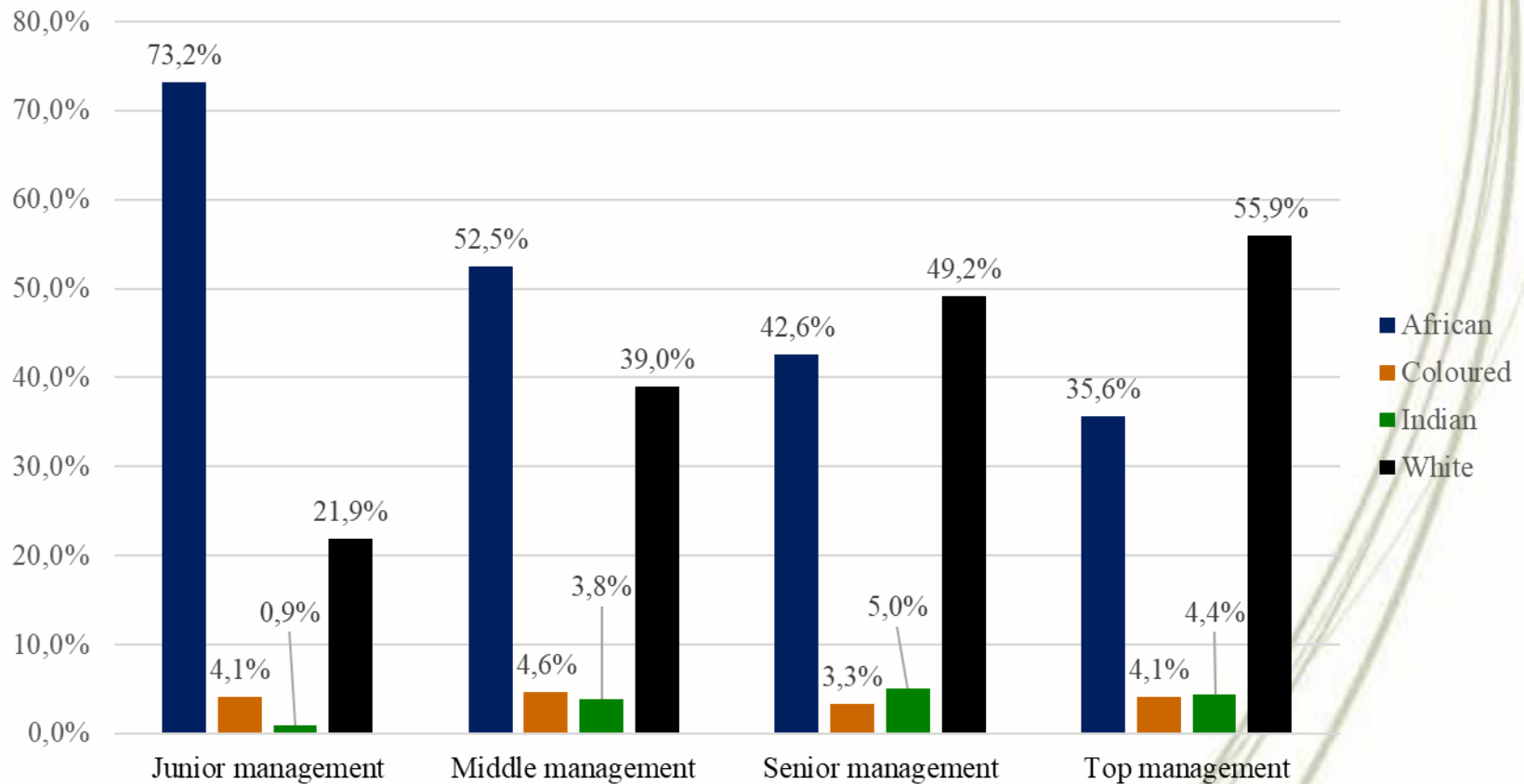


Source: Weighted MQA WSP and ATR Submission (May 2018-2022)

The number of reported MMS employees has fluctuated over the past five years, with the most notable decrease occurring between 2019 and 2020. This is due to the COVID-19 pandemic, which affected not only the MMS but also other economic sectors. Employment in the sector rebounded in 2021, but declined again in 2022.

PROFILE OF THE SECTOR

Management Levels by Race Trend



Source: MQA Weighted WSP and ATR (31 May 2022)

Africans account for 68,1% of management roles overall. The majority of them of them are in junior (73,2%) and middle management (52,5). Despite making up 26,2% of the management workforce, white employees dominate senior and top management positions

PERFORMANCE REPORT FOR THE PERIOD UNDER REVIEW

2021-2022 FINANCIAL YEAR!!



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
47	8	39
100%	17%	83%

SUMMARY OF ANNUAL PERFORMANCE PLAN (APP) ACHIEVEMENT

Number of targets agreed upon	Number of targets not met	Number of targets achieved
48	8	41
100%	15%	85%

SUMMARY OF DISCRETIONARY GRANT BUDGET ACHIEVEMENT

Annual Budget	Total Expenditure	Percentage Expenditure
R928 787 Million	R936 394 Million	101%

Total Overall Organisational Performance = 84%

KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

ACHIEVEMENT OF CLEAN AUDIT OUTCOME

The MQA achieved **clean audit report** from the Auditor-General of South Africa (AGSA).

ANNUAL PERFORMANCE INFORMATION

Forty-one (41) indicators were achieved out of the forty (48), which equates to **84%** of the performance targets achieved.

DISCRETIONARY GRANTS EXPENDITURE

The MQA recorded a total spend of **R R936 394 million** on discretionary grants from a budget of **R928 787 Million** a total percentage achievement of **101%**.

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.



KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

OCCUPATIONAL HEALTH AND SAFETY

- A total of **3329** (3000) employees completed on the OHS representatives' skills programme.
- A total of **989** (875) employees completed on the Health and Safety programme.

ARTISANS

The total number of learners that completed an artisan programme was **526** (400).

MANAGEMENT AND EXECUTIVE DEVELOPMENT

A total of **130** (50) employees successfully completed the Management and Executive Development programme.

*Target in brackets

SUPPLY CHAIN MANAGEMENT

No findings raised by the Auditor General South Africa for the past three financial years.



KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

MINE COMMUNITY, YOUTH AND SMALL-SCALE MINING SUPPORT

- Beneficiaries that completed the Mine Community Development programme **3515** (1455).
- A total of **283** (150) beneficiaries were trained through the Small-Scale Mining Support project.
- A total of **3505** (2510) beneficiaries completed on the youth development programme.

LEARNERSHIP COMPLETIONS

- A total of 903 (350) learners completed on various learnership programmes.

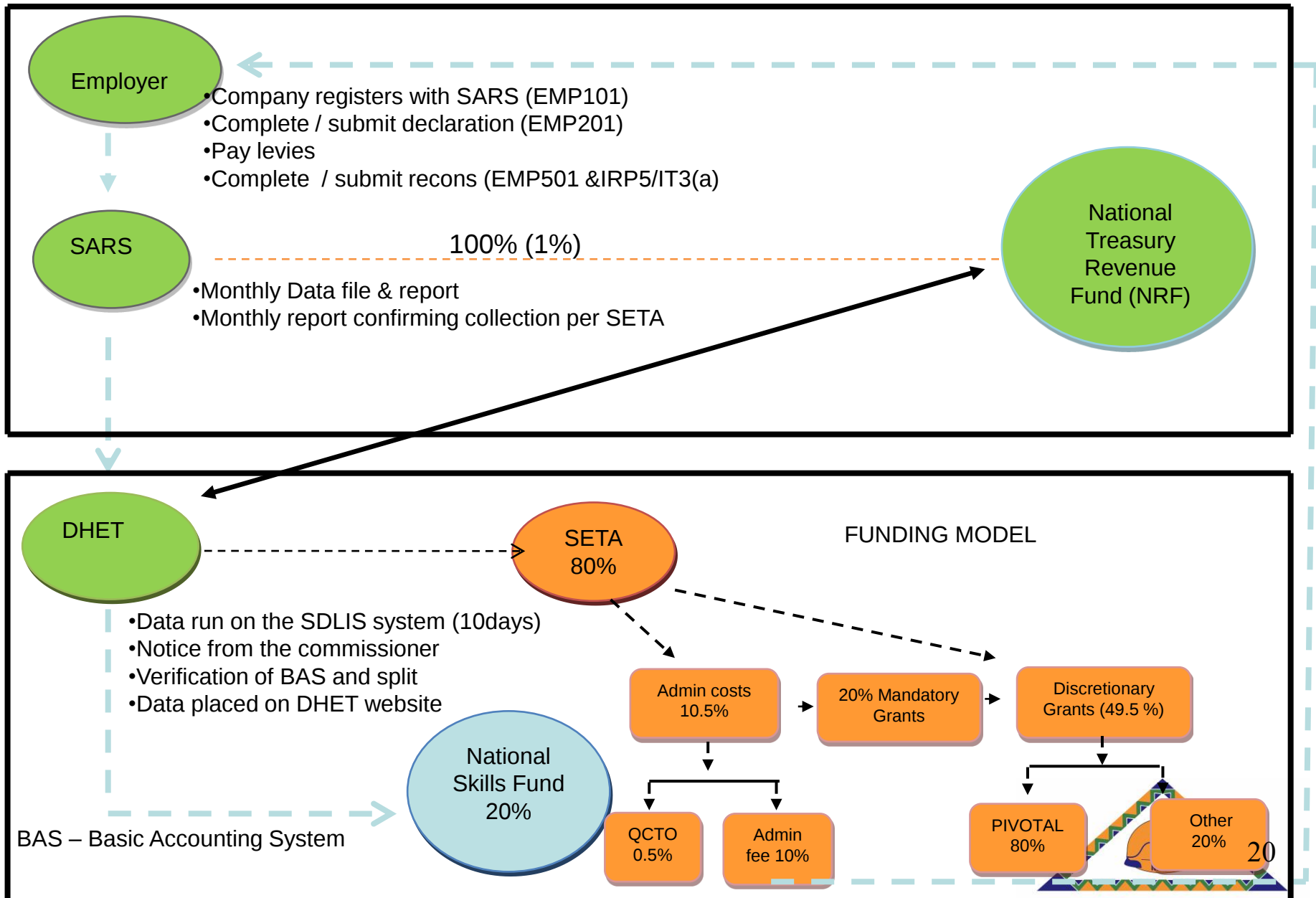
*Target in brackets

CUSTOMER SATISFACTION

- 75% satisfaction rating received from our stakeholders.



SOURCES OF FINANCE



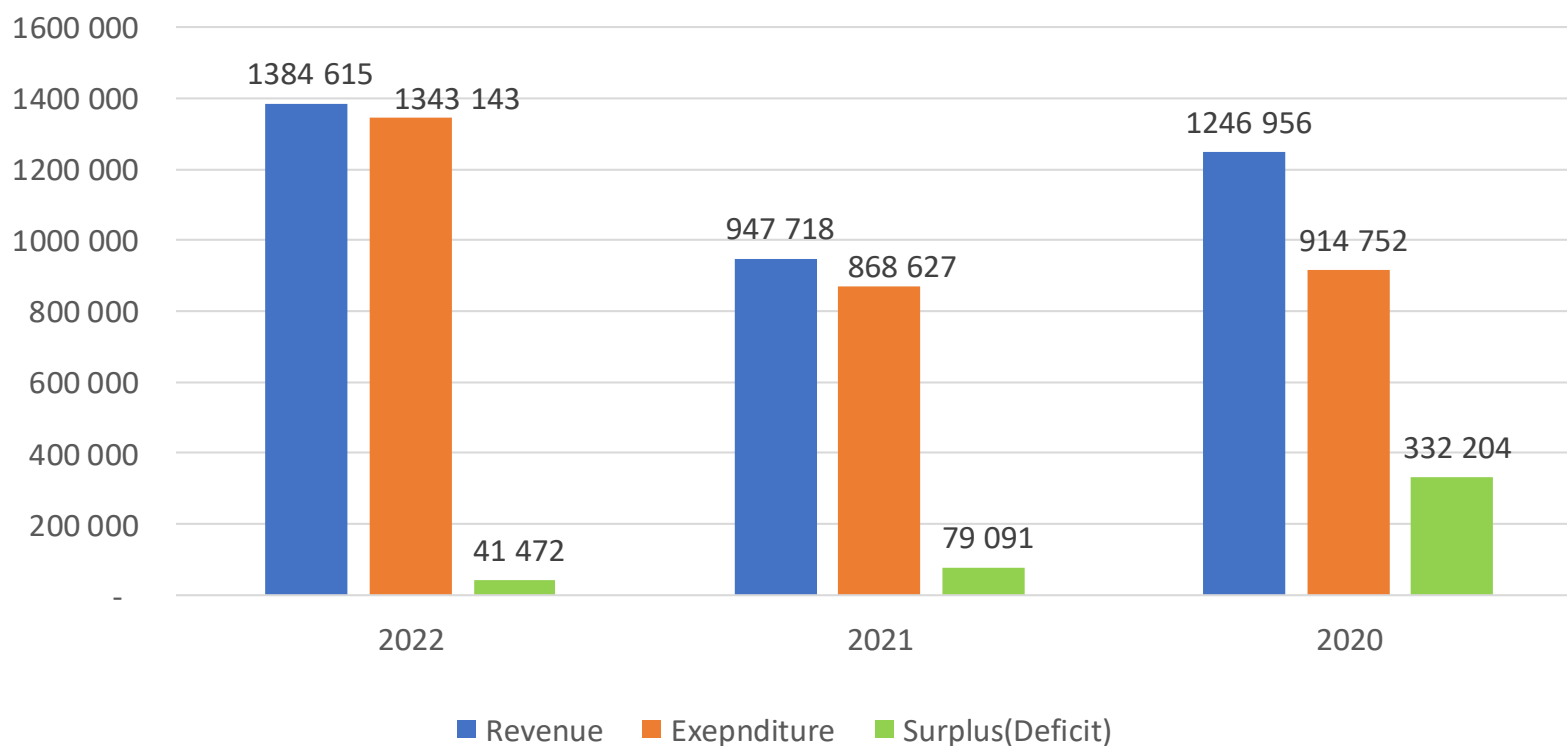
KEY HIGHLIGHTS/ACHIEVEMENTS OF THE YEAR

AG Control Drivers Rating Summary

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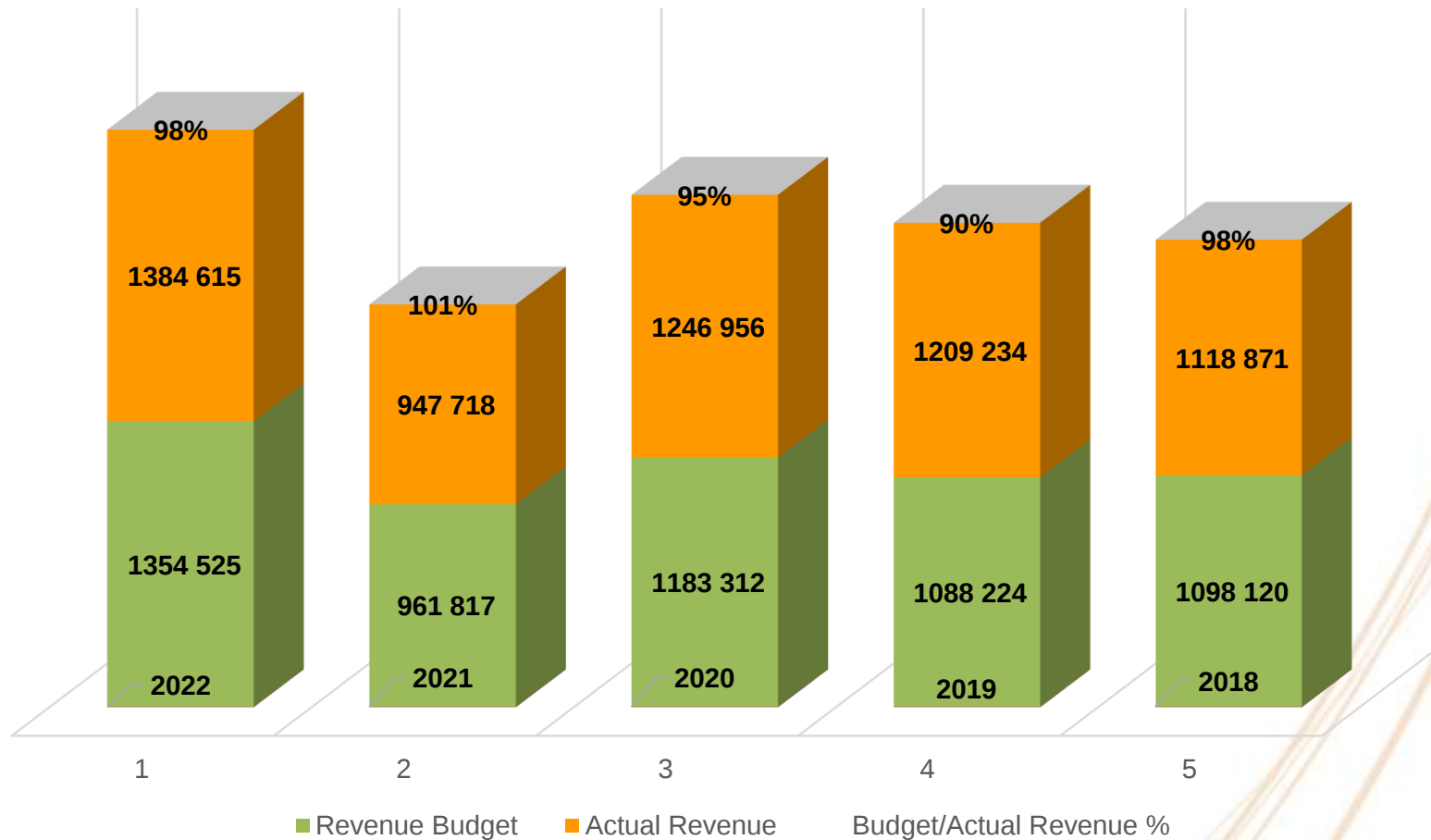
REVENUE, EXPENDITURE & SURPLUS (DEFICIT)

Revenue, Expenditure and Surplus/(deficit)

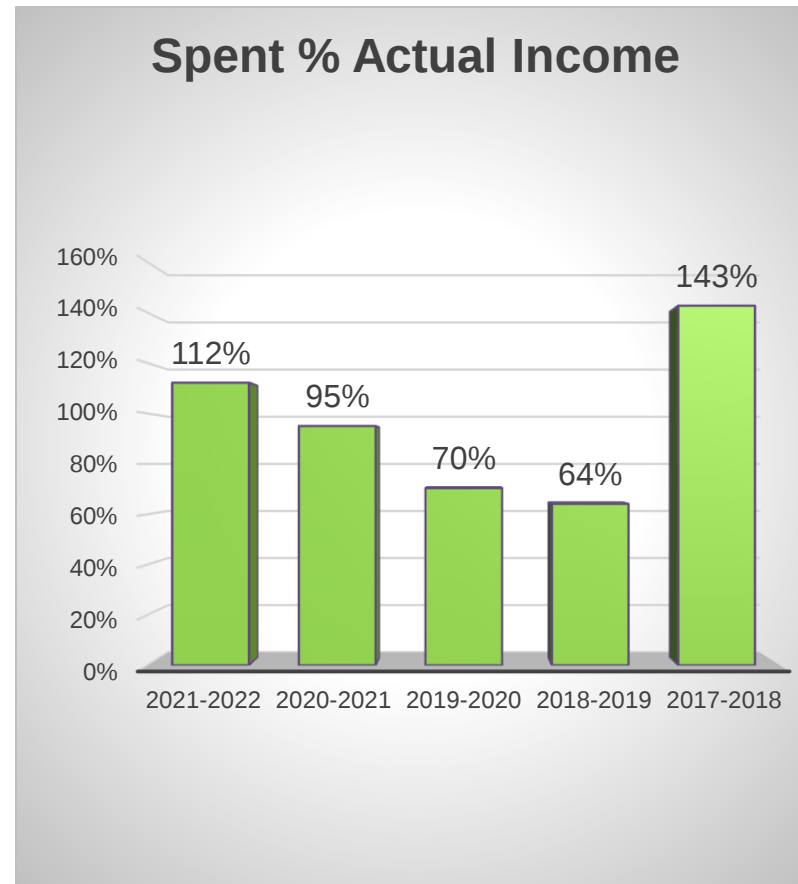
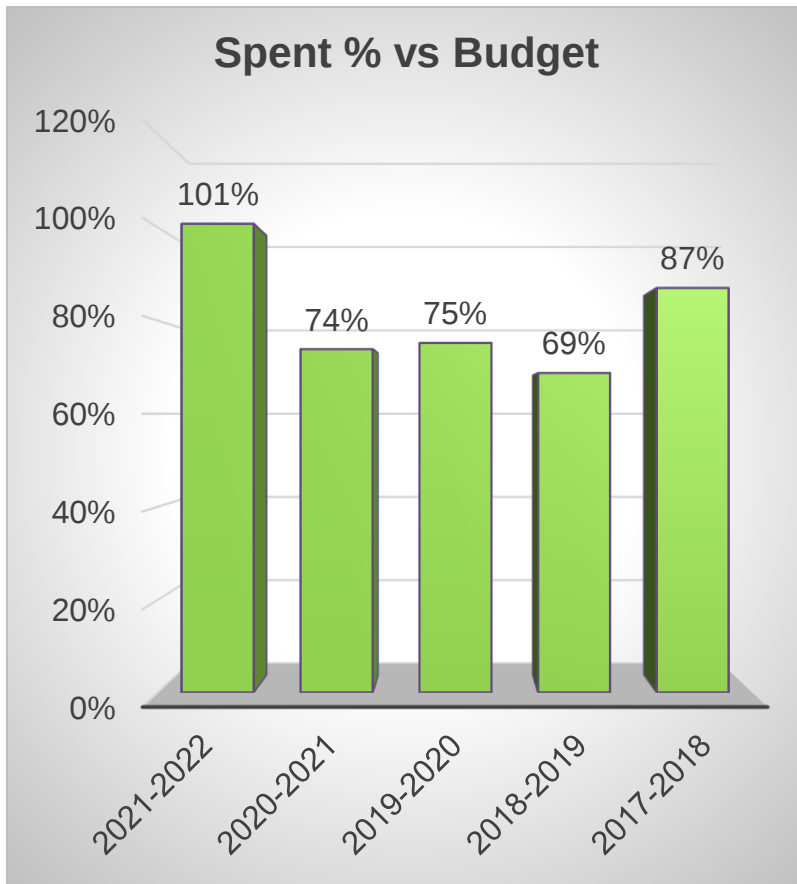


REVENUE BUDGET vs ACTUAL

REVENUE TREND ANALYSIS % CHANGE



REVENUE BUDGET vs ACTUAL



EXPIRED CONTRACTS

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

OVERALL OPERATIONAL PERFORMANCE

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	2021-2022	
		TARGET	ACHIEVEMENT
1.1	Unqualified audit outcome with no findings	Unqualified audit outcome with no findings	Clean audit outcome
1.2	Achievement of a 80% utilisation of BBBEE Level 1 -4 suppliers	90%	100%
1.3	One Stakeholder Satisfaction Survey conducted biennially and 75% customer satisfaction	One Stakeholder Satisfaction Survey conducted biennially and 75% customer satisfaction	One Stakeholder Satisfaction Survey conducted biennially and 75% customer satisfaction
1.4	Percentage of MQA projects monitored	100%	100%
1.5	Number of MQA projects conducted and evaluated per annum (Value for money analysis)	3	3
1.6	Implement an HR Change Management Strategy	10% Strategy development	100%

Dashboard colour meaning:

Target exceeded

Target achieved

Above 50% achieved

Below 50%

N/A

STAKEHOLDER PERCEPTION SURVEY ACHIEVEMENTS

75% STAKEHOLDER SATISFACTION PERCEPTION



- ❑ An objective view of current affairs.
- ❑ Bridge the gap between different organisational levels within an organisation.
- ❑ External analysis ensures unbiased results.
- ❑ Insight into the internal and external perceptions of the MQA.

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	2021-2022	
		TARGET	ACHIEVEMENT
2.1	Number of WSPs and ATRs evaluated to access mandatory grants per annum	700	787
2.2	Number of sector research outputs completed per annum	6	3
2.3	Number of MoAs signed with targeted public and private sector organisations regarding skills development research in the mining and minerals sector	3	3
2.4	Number of SDF capacity-building workshops per annum	10	14
2.5	Number of SDC members' capacity building workshops per annum	20	23

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	2021-2022	
		TARGET	ACHIEVEMENT
3.1a	Number of learners that entered an artisan programme per annum	1280	1401
3.1b	Number of learners that complete an artisan programme per annum	400	526
3.1c	Number of learners that complete artisan RPL	100	127
3.1d	Number of learners that complete an artisan aides programme per annum	200	327
3.2a	Number of employees entering a learnership per annum	800	510
3.2b	Number of employees completing a learnership per annum	350	351
3.2c	Number of unemployed learners entering a learnership per annum	900	1752
3.2d	Number of unemployed learners completing a learnership per annum	350	903

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME 3: LEARNING PROGRAMMES

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

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2021-2022	
		TARGET	ACHIEVEMENT
3.2e	Number of employed learners completing RPL for learnerships	25	33
3.3a	Number of employees that successfully complete the OHS representatives' skills programme per annum	3000	3329
3.3b	Number of employees supported to complete other health and safety programmes per annum	875	989
3.4	Number of learners that successfully complete AET and NATED courses	1350	1499
3.5	Number of learners that successfully complete FLC	200	218
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	900	818
3.7a	Number of undergraduates that enter a workplace experience programme	550	550
3.7b	Number of undergraduates that complete a workplace experience programme	370	471

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME 3: LEARNING PROGRAMMES

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

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2021-2022	
		TARGET	ACHIEVEMENT
3.8a	Number of HDSA mining and minerals sector employees that enter a management development programme per annum	160	171
3.8b	Number of HDSA mining and minerals sector employees that complete a management development programme per annum	50	130
3.9	Number of HDSA higher education training lecturers that enter a lecturer development programme per annum	30	20
3.10	Number of HDSA mining and minerals sector learners that enter a candidacy programme per annum	50	26
3.11	Number of coaches placed within workplace to support employers with on-the-job mentoring and coaching activities per annum	100	100
3.12a	Number of unemployed learners awarded a bursary per annum	1000	1130
3.12b	Number of unemployed learners awarded a bursary completing per annum	700	362
3.13	Number of employed learners awarded a bursary per annum	50	55
3.14a	Number of mine community beneficiaries that enter a training programme per annum	2350	8855

OVERALL OPERATIONAL PERFORMANCE

PROGRAMME 3: LEARNING PROGRAMMES

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

REF. NO	PROGRAMME PERFORMANCE INDICATOR	2021-2022	
		TARGET	ACHIEVEMENT
3.14b	Number of mine community beneficiaries that completed a training programme per annum	1455	3515
3.15a	Number of unemployed youth in mining communities and labour-sending areas that entered a training programme per annum	2100	3276
3.15b	Number of unemployed youth in mining communities and labour-sending areas that completed a training programme per annum	2510	3505
3.16	Number of beneficiaries trained in small-scale mining per annum	150	283
3.17	Number of Career guidance material distributed at events/institutions/schools per annum	90	128

Target exceeded

Target achieved

Above 50% achieved

Below 50%

N/A

CAREER GUIDANCE

Virtual reality of under ground training

The use of technology to demonstrate a simulated experience of 3D near- eye display to provide the user an immersive feel of a virtual mine.



SOME ACHIEVEMENTS - CoS PROGRAMME

5 Qualified Artisans from the Centre of Specialisation *“The Big Five”*

- The 5 qualified Artisans, assisted by the MQA, Mopani TVET Collage and Palabora Mining Company.
- Participated and completed their Occupational Trade Test assessments in Diesel Mechanics and Pipe Fitter under the CoS.
- Recognised at the Artisan Recognition Ceremony hosted by the Mopani TVET College on 5 August 2022.
- Named the “The Big Five” for being the first group to successfully complete their CoS programme.



Artisans of the future



Diesel Mechanics displaying their trade using their attire

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	2021-2022	
		TARGET	ACHIEVEMENT
4.1	Number of training providers quality assured, including identified and approved workplaces per annum	180	212
4.2	Number of reviewed or developed learning programmes and assessment tools, including associated learning materials for the mining and minerals sector	100	138
4.3	Number of HDSA SMMEs supported as training providers in the mining and minerals sector per annum	5	5

Dashboard colour meaning:

Target exceeded	Target achieved	Above 50% achieved	Below 50%	N/A
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CHALLENGES

RISKS	INTERVENTIONS
ADAPTING TO TECHNOLOGY	
The adaptation of conducting business through technology by a number of mining companies, will have an adverse impact on the MQA business.	The MQA will pursue various available technological skills development programmes to align itself with role players in the sector to devise methods that will support ongoing skills development training in the sector.
BUSA	
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.
ILLEGAL MINING - ZAMA ZAMAs	
The increasing illegal mining in the country is a cause for concern for all the stakeholders in the mining and minerals sector.	The MQA to develop skills development programmes to educate stakeholders and the community on the risks of illegal mining.

THANK YOU !!

Ndiyabulela!

Ndiyabonga!

Ngiyabonga!

Ke a leboga!

Ke yaleboga!

Ke a leboha!

Ndi khou livhuwa!

Ngiyathokoza!

Inkomu!

Dankie!