



MINING QUALIFICATIONS AUTHORITY

Mining Qualifications Authority

2023 ANNUAL GENERAL MEETING

(ANNUAL CONSULTATIVE CONFERENCE)



DR THABO MASHONGOANE
CHIEF EXECUTIVE OFFICER
23 NOVEMBER 2023

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
- Higher Education Act (HEA) 101 of 1997, as amended
- National Financial Aid Scheme Act (NSFAS) 57 of 1999
- Continuing 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"



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
44	1	43
100%	2%	98%

SUMMARY OF ANNUAL PERFORMANCE PLAN (APP) ACHIEVEMENT

Number of targets agreed upon	Number of targets not met	Number of targets achieved
46	2	44
100%	4%	97%

SUMMARY OF DISCRETIONARY GRANT BUDGET ACHIEVEMENT

Annual Budget	Total Expenditure	Percentage Expenditure
R1 118 069 596,36	R1 154 439 000,00	103%

Total Overall Organisational Performance = 97%

KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

ACHIEVEMENT OF CLEAN AUDIT OUTCOME

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

ANNUAL PERFORMANCE INFORMATION

Forty-four (44) indicators were achieved out of the forty-six (46), which equates to **97%** of the performance targets achieved.

DISCRETIONARY GRANTS EXPENDITURE

The MQA recorded a total spend of **R1 154 439 000,00** on discretionary grants from a budget of **R1 118 069 596,36** a total percentage achievement of **103%**.

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.

KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

OCCUPATIONAL HEALTH AND SAFETY

- A total of **3 972** (3500) employees completed on the Occupational Health and Safety Representatives and Other MQA approved Skills Programmes

ARTISANS

The total number of learners that completed an artisan programme was **670** (500).

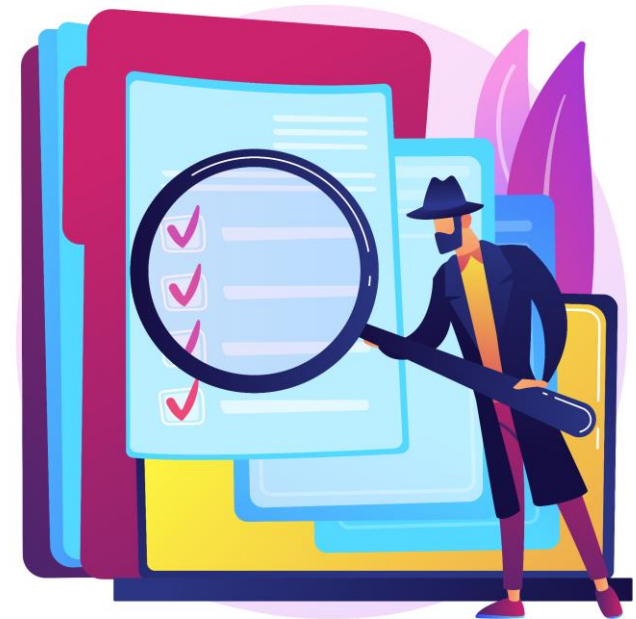
MANAGEMENT AND EXECUTIVE DEVELOPMENT

A total of **137** (70) 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 four (4) financial years.



KEY HIGHLIGHTS / ACHIEVEMENTS OF THE YEAR

MINE COMMUNITY, YOUTH AND SMALL-SCALE MINING SUPPORT

- Beneficiaries that completed the Mine Community Development programme **3 515** (1455).
- A total of **283** (150) beneficiaries were trained through the Small-Scale Mining Support project.
- A total of **3 505** (2510) beneficiaries completed on the youth development programme.

LEARNERSHIP COMPLETIONS

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

INTERNSHIPS

- A total of **930** (650) learners completed Internships in the year under review.

BURSARIES

- A total of **1 585** (750) unemployed learners were awarded Bursaries in various disciplines.

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.

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	2022-2023	
		TARGET	ACHIEVEMENT
1.1	Unqualified audit outcome	Unqualified audit outcome	Unqualified audit outcome
1.2	Achievement of 90% spend on BBBEE level 1-4 suppliers (of goods and services).	90%	98%
1.3	One Stakeholder Satisfaction Survey conducted biennially and 75% customer satisfaction	N/A	N/A
1.4	Percentage of the learner verification of MQA projects that are monitorable and supported through a discretionary grant periodical funding.	100%	111%
1.5	Number of MQA projects evaluated per annum (Value for Money analysis) conducted.	3	3
1.6	Implement of Change Management Strategy Recommendations / Priorities for the MQA	30% of change Management priorities implemented	30%

Dashboard colour meaning:	Target exceeded	Target achieved	Above 50% achieved	Below 50%	N/A
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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	2022-2023	
		TARGET	ACHIEVEMENT
2.1	Number of WSPs and ATRs evaluated to access mandatory grants per annum	800	810
2.2	Number of sector research outputs completed per annum	6	6
2.3	Number of MoAs signed with targeted public and private sector organisations regarding skills development research in the mining and minerals sector	3	4
2.4	Number of SDF capacity-building workshops per annum	15	20
2.5	Number of SDC members' capacity building workshops per annum	25	27

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	2022-2023	
		TARGET	ACHIEVEMENT
3.1a	Number of learners that entered an artisan programme per annum	1000	1522
3.1b	Number of learners that complete an artisan programme per annum	500	670
3.1c	Number of employees that complete Artisan Recognition of Prior Learning per annum	50	63
3.1d	Number of learners that complete an artisan aides programme per annum	200	446
3.2a	Number of employees entering a learnership per annum	415	552
3.2b	Number of employees completing a learnership per annum	703	246
3.2c	Number of unemployed learners entering a learnership per annum	1000	1531
3.2d	Number of unemployed learners completing a learnership per annum	675	1620

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	2022-2023	
		TARGET	ACHIEVEMENT
3.2e	Number of employed learners completing RPL for learnerships	35	51
3.3	OHS Representative Development and Other MQA approved Skills Programmes per annum.	3500	3972
3.4	Number of learners that successfully complete AET and NATED courses	1550	1661
3.5	Number of learners that successfully complete FLC	250	289
3.6	Number of graduates that complete an internship programme per annum	650	930
3.7a	Number of undergraduates that enter a workplace experience programme	600	688
3.7b	Number of undergraduates that complete a workplace experience programme	400	562

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	2022-2023	
		TARGET	ACHIEVEMENT
3.8a	Number of HDSA mining and minerals sector employees that enter a management development programme per annum	150	210
3.8b	Number of HDSA mining and minerals sector employees that complete a management development programme per annum	70	137
3.9	Number of HDSA higher education training lecturers that enter a lecturer development programme per annum	13	41
3.10	Number of HDSA mining and minerals sector learners that enter a candidacy programme per annum	50	52
3.11	Number of coaches placed within workplace to support employers with on-the-job mentoring and coaching activities per annum	100	118
3.12a	Number of unemployed learners awarded a bursary per annum	750	1585
3.12b	Number of unemployed learners awarded a bursary completing per annum	400	407
3.13	Number of employed learners awarded a bursary per annum	60	61
3.14a	Number of mine community beneficiaries that enter a training programme per annum	1300	5569
3.14b	Number of mine community beneficiaries that completed a training programme per annum	1000	2964

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	2022-2023	
		TARGET	ACHIEVEMENT
3.15a	Number of unemployed youth in mining communities and labour-sending areas that entered a training programme per annum	2100	2848
3.15b	Number of unemployed youth in mining communities and labour-sending areas that completed a training programme per annum	1400	1755
3.16	Number of beneficiaries trained in small-scale mining per annum	250	237
3.17	Number of Career guidance material distributed at events/institutions/schools per annum	95	119
3.18a	Number of TVET NCV graduates that enter a work placement programme per annum	500	596
3.18b	Number of TVET NCV graduates that complete a work placement programme per annum.	100	281
3.19	Number of TVET Lectures capacitated per annum.	20	40
3.20	Annual International Literacy Day hosted	1 Event	1 Event

Target exceeded

Target achieved

Above 50% achieved

Below 50%

N/A

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	2022-2023	
		TARGET	ACHIEVEMENT
4.1	Number of training providers quality assured, including identified and approved workplaces per annum	130	180
4.2	Number of reviewed or developed learning programmes and assessment tools, including associated learning materials for the mining and minerals sector	90	152
4.3	Number of HDSA supported on primary accreditation as training providers for entry into the mining and minerals sector per annum	4	4

Dashboard colour meaning:

Target exceeded	Target achieved	Above 50% achieved	Below 50%	N/A
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CAREER GUIDANCE & STAKEHOLDER SUPPORT

SEKHUKHUNE SKILLS DEVELOPMENT CENTRE

MQA CEO and W&R SETA CEO with various stakeholders at the Support/Pledge Forum for the Sekhukhune Skills Development Centre.



CAREER GUIDANCE & STAKEHOLDER SUPPORT

MOLOKE PRIMARY OFF GRID COMPUTER LAB

The official launch of an off-grid computer lab at Moloke Primary School in Apel, Limpopo for learners and young people studying in Sekhukhune, to connect to the Internet.



VISITING INTERNATIONAL DELEGATIONS

On 20 May 2022, Malawi's Technical Entrepreneurial / Vocational Education and Training Authority (TEVETA) visited the MQA Head Office for discussions that included benchmarking with the SETA as well as possible skills development related partnerships.



On 26 May 2022 the German Chamber of Mining visited the MQA Head Offices in Parktown. The purpose of the meeting provided a platform for valuable engagements that focused on, amongst other issues, a potential mining and minerals sector skills development partnership



THANK YOU !!

Ndiyabulela!

Ndiyabonga!

Ngiyabonga!

Ke a leboga!

Ke yaleboga!

Ke a leboha!

Ndi khou livhuwa!

Ngiyathokoza!

Inkomu!

Dankie!