
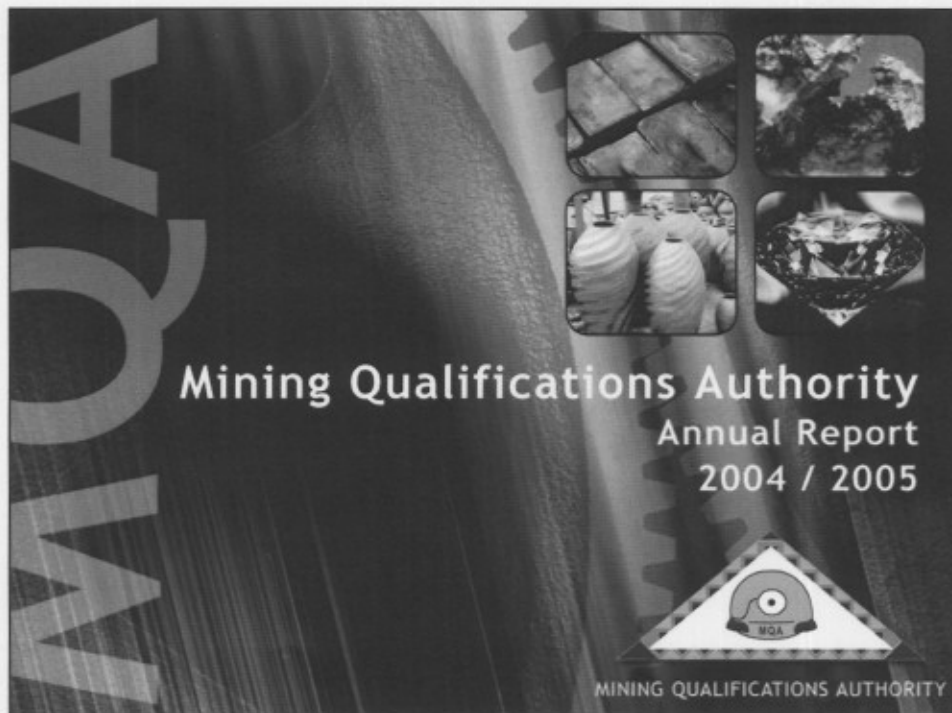


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s. ned As: MQA



## BOARD AND COMMITTEES

- ☛ MQA a Statutory Body
  - ☐ Generate standards for the Mining Industry into the Mine Health and Safety Act
  - ☐ A SETA in terms of the Skills Development Act
  - ☐ An ETQA in terms of the SAQA Act
  - ☐ The Minerals and Petroleum Resources Development Act (Act 28 of 2002) requires the Minerals and Mining Development Board to, in consultation with the MQA, ensure the promotion of human resource development in the Sector
- ☛ Tripartite Board Structure - 5 DME, 5 Labour and 5 Employer representatives



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## MQA OFFICE



The previous CEO, Dr Menzi Mthwecu's five-year service contract came to an end in March 2005. He died in a car accident on 6 May 2005.



Mr. Livhu Nengovhela was appointed as new CEO on 3 May 2005.



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## EMPLOYMENT IN THE SUB-SECTOR



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## OCCUPATIONS OF WOMEN IN THE SECTOR

Apprentices and  
Section 18 (1)  
Learners  
and/or market  
Sales Workers  
11%

Senior Officials,  
Managers and  
Owner Managers



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## STRATEGIC OVERVIEW

- ☉ 2000-2005 National Skills Development Strategy - DoL rated MQA as "over achieving"
- ☉ SAQA rated MQA as a green SETA (MQA exceeded 75% of SAQA NLRD criteria)
- ☉ Mining Charter - A support strategy adopted in October 2004



## STRATEGIC OVERVIEW

- ☉ 2005-2010 Sector Skills Plan
  - Empirical research done
  - Six key skills development strategies formulated
  - Scarce skills identified
- ☉ MQA Office ISO 9001:200 maintained (3<sup>rd</sup> year)





## SIX SECTORAL STRATEGIES

- Supporting the transformation of the Sector
- Health and safety training and development;
- Development of the current workforce;
- Development of new entrants to the labour market;
- Stimulation of new enterprise development
- Facilitation of the transition from employment to unemployment



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## SCARCE SKILLS

- Mining Engineering
- Electrical Engineering
- Mechanical Engineering
- Electro-Mechanical Engineering
- Extraction Metallurgy
- Chemical Engineering - Minerals Processing
- Analytical Chemistry
- Geology
- Jewellery Design and manufacturing
- Environmental Management
- Mine Surveying
- Industrial Engineering



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## SKILLS DEVELOPMENT DELIVERABLES

- ☛ Approved 454 Work Place Skills Plans and 171 Annual Training Reports
- ☛ Extensive "Increased Participation" strategy in place:
  - ☛ 15 Contract SDFs
  - ☛ Quarterly SDF Forums
  - ☛ Road shows
  - ☛ Website
  - ☛ DataNet system
- ☛ Annual analysis report of WSPs and ATRs submitted



Ms Tshidi Dabula - Skills Development Manager



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## SGB DELIVERABLES

- ☛ Fourth year of standards writing and qualification registration
- ☛ A "Framework of envisaged qualifications, Learnerships and Skills Programmes exists since 2003
- ☛ Generated 43 qualifications and 1414 unit standards
- ☛ SAQA problem - task orientated vs. generic standards
- ☛ Currently only 26 qualifications and 1079 unit standards registered on NQF



Mr. Butch Roos - SGB Manager



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## LEARNERSHIPS DELIVERABLES

- 54 Learnerships registered with the Department of labour
- 27 unit standards based Skills Programmes registered with MQA
- 2090 Learners registered in Learnerships (1575 unemployed)
- 3494 Apprentices registered
- 49 223 Learners on Skills Programmes



Mr. Xolisa Njikelana - Learnerships Manager



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## LEARNERSHIPS DELIVERABLES

- R91,9 mil grants monies paid out
- R7mil for Learning Materials development
- Graduate Development Programme assist 116 unemployed graduates to gain work experience after graduation
- 86 candidates completed the Mining and Minerals Sector Executive preparation programme



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## ETQA DELIVERABLES

- ☛ SAQA accreditation maintained with nil audit qualifications
- ☛ 13 Memoranda of Understanding with other SETAs
- ☛ 45 Training Providers accredited
- ☛ 5 FETs received Programme Approval
- ☛ 16 verification of compliance audits conducted



Mr. Keith Charles - Quality Assurance Manager



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## PROJECT DELIVERABLES

### ABET PROVISION

- ☛ Project started with NSF funding
- ☛ Planned to train 5000 Learners
- ☛ Managed to train 815 learners, exceptionally poor response from Employers
- ☛ Qualification in place
- ☛ RPL in Place
- ☛ Facilitators trained
- ☛ Grant in Place




Mr Herbert Meyer - Projects Coordinator



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## PROJECT DELIVERABLES

### JEWELLERY

- ☛ In support of Mining Charter
- ☛ 720 Learners trained in indigenous jewellery skills
- ☛ Unit standards developed




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## PROJECT DELIVERABLES

### SMALL SCALE MINING

- ☛ In support of Mining Charter
- ☛ Research report completed on 2004
- ☛ 1995 Learners trained in Small Scale Mining techniques
- ☛ Unit standards development in progress



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## PROJECT DELIVERABLES

### SOCIAL PLAN SUPPORT

- ☛ In support of Mining Charter
- ☛ Focused on skills development of ex-mineworkers
- ☛ Active in 13 District Municipalities
- ☛ 1937 Beneficiaries received assistance




## PROJECT DELIVERABLES

### BURSARIES


- ☛ In support of Mining Charter
- ☛ Started as a R11,5mil project to assist 100 university students
- ☛ Now a R46mil project support 700 students
- ☛ Focus on Sector scarce and critical skills






## PFMA COMPLIANCE

- 18 Compliance requirements
- MQA complies to all 18
- Verified by Auditor General



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## ANNUAL FINANCIAL STATEMENTS


YEAR ENDED MARCH 2005

### INCOME STATEMENT

	R'000
• Revenue	R332,050
• Expenses	R334,808
• Net Deficit	(R2,758)



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## ANNUAL FINANCIAL STATEMENTS

### ALLOCATION OF FUNDS

R Million

<b>REVENUE</b>	
□ Total Admin Reserve	32
□ Employer Grant Reserve	221
□ Discretionary Reserve	79
□ <b>Total Revenue</b>	<b>332</b>
<b>EXPENDITURE</b>	
• Admin expenses	28
• NSF expenses	32
• Mandatory Grants	148
• Projects expenses	127
• <b>Total Expenses</b>	<b>335</b>
<b>NET EFFECT (DEFICIT)</b>	<b>(3)</b>

  
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## KEY - DISCRETIONARY/PROJECTS

R Million


• ABET	18
• Apprenticeship allowances	7
• Bursary scheme	15
• Skills programmes	30
• Blasting certificates	7
• Learnerships	30

Note: For complete list of projects and grants see page 76 of Annual Report (total spent R127m)


  
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ANNUAL FINANCIAL STATEMENTS		
BALANCE SHEET		
		R'000
• Total Assets		R364 301
• Funds and Reserves		R316 932
□ Mandatory	152 480	
□ Discretionary	160 364	
□ Administration	4 088	
• Current Liabilities		R47 369
• Total Net Funds and Liabilities		R364 301
• Note: All discretionary reserves committed for 2005-2006		



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CHALLENGES FOR THE MQA AND SECTOR	
☞	MQA to prioritise on its projects and grants
☞	The current level and number of grants are not sustainable
☞	The impact of the promulgation of:
□	Diamonds Amendment Bill
□	Precious Metals Bill



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