



Mining Qualifications Authority

**LEARNING PROGRAMME
IMPLEMENTATION WEBINAR**

18 – 19 MARCH 2021

**Learning Programmes Unit
Presentation**

Digging with Skills & Knowledge

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MINING QUALIFICATIONS AUTHORITY

PRESENTATION OUTLINE

1. Overview of projects in Learning Programme (Operations & Strategic Projects)
2. Implementation of the new learning programme agreement
3. Project implementation challenges
4. Generic project implementation challenges
5. MQA areas of improvement
6. Grants allocation criteria
7. Important announcement
8. Introduction of Learning Programme Staff



1. LEARNING PROGRAMMES UNIT OVERVIEW TARGETS & BUDGETS

STRATEGIC PROJECTS PROJECT NAME	TARGET	ACHIEVEMENT TO DATE	BUDGET	EXPENDITURE
Management and Executive Development Project (Entered)	60	105	7 106 000	1 867 478
Management and Executive Development Project (Completed)	80	60		
Bursary (Unemployed Entered)	780	-	142 333 000	25 327 396
Bursary (Employed Entered)	50	-		
Bursary (Completed)	500	-		
Work Experience (P1P2/Vacation Work) Entered	350	398	48 691 000	33 536 675.80 (incl. stipend relief)
Work Experience (P1P2/Vacation Work) Completed	350	307		
Internship Programmes (Entered)	350	338	123 118 000	79 301 927 (incl. stipend relief)
Internship Programmes (Completed)	100	35		



1. LEARNING PROGRAMMES UNIT OVERVIEW

TARGETS & BUDGETS conti...

OPERATIONS PROJECT NAME	TARGET	ACHIEVEMENT TO DATE	BUDGET	EXPENDITURE
Artisan Entered	750	544	143 661 000	72 041 363 (incl. stipend relief)
Artisan Completed	650	644		
Artisan Recognition of Prior Learning	25	2		
Artisan Aides Completed	100	153	3 430 000	495 000.00
Non Artisan Employed Entered	400	32	35 642 000	25 378 000 (incl. stipend relief)
Non Artisan Employed Completed	350	193		
Non Artisan Unemployed Entered	400	367		
Non Artisan Unemployed Completed	200	495		
Non Artisan RPL	15	12		
Adult Education and Training	1140	486	11 400 000	4 760 000
Occupational Health and Safety Rep	2800	1367	7 840 000	3 302 500
Other OHS (Trackless Mobile Machinery)	200	121		
Foundational Learning Competence	100	86	1 000 000	430 000

1. LEARNING PROGRAMMES UNIT OVERVIEW

TARGETS & BUDGETS conti...

PROJECT NAME	TARGET	ACHIEVEMENT TO DATE	BUDGET	EXPENDITURE
COVID-19	5943	270	8 915 000	405 000



2. IMPLEMENTATION OF THE NEW LEARNING PROGRAMME AGREEMENT IN LINE WITH THE NEW REGULATIONS

- The new Workplace Based Learning Programme regulations
- The Workplace Based Learning Programme Agreement for Learnerships, Learnerships RPL, Apprenticeships and Artisan RPL have been slightly revised to align to the requirements of the new regulations. The new agreements is to be implemented from 01 April 2021
- The new agreement will apply to
 - Internships
 - Work Experience
 - Candidacy Programme
- Employers/Providers to capture learner information for all projects on the MQA MIS (I-Share) from 01 April 2021.



3. PROJECT IMPLEMENTATION CHALLENGES

MANAGEMENT AND EXECUTIVE DEVELOPMENT PROGRAMME (MEDP)

- Courses/ programmes
- Completion – not reported timeously by employers
 - Delayed reporting of completions impact on expenditure and payments of grants

WORK EXPERIENCE & INTERNSHIP PROGRAMME

- Delayed submission of learner progress reports
 - Delay in payment of grants when they are due
- Timeous reporting of completed learners
- On the internship, reason for resignation not stipulated on the forms.



3. PROJECT IMPLEMENTATION CHALLENGES

Conti...

ARTISAN AND NON ARTISAN PROJECT

- Request for extensions not done in time. This must be done at least 2 months before the learners reach the end date.
- Companies must use Notional Hours to calculate the correct end date for the Agreements.
- Companies are not reporting Terminations to the MQA on time and in writing . This must be done 7 days from the date of learner Termination with the company.
- Transfer of Learners from one company to the other, Change of Providers and Change of Employers must be approved by the MQA in writing.
- Companies must have workplace approval (Even if its not MQA) for the qualifications they apply for.



3.PROJECT IMPLEMENTATION CHALLENGES

Conti...

ARTISAN AIDES

- Grants are paid on completion of the Qualification or Skills Programme. Employers are requested to recruit, place and train on time so that Learners finish within the Financial Year.

ARTISAN RPL AND LEARNERSHIPS RPL

- Companies must use Notional Hours for the said qualification to calculate the correct end date for the Agreements.

AET

- Registrations of Learners in the incorrect financial year (e.g. Learner started training in the previous financial year (fy) but registered in the current FY).
- Learners should be captured when they start in class.

OHS/OTHER OHS AND FLC

- Grants are paid on completion of the Qualification or Skills Programme. Employers are requested to recruit, place and train on time so that Learners finish within the financial year.

4. GENERIC PROJECT IMPLEMENTATION CHALLENGES

- Uploading of assessments in the system by the Training Providers. This delays declaration of competence by the QA Unit and the payment of completion grants when they are due.
- Delayed submission of MoAs and annexures and grant claim forms by Employers negatively impacting on payments of grants on time.
- Non-utilisation of allocated grants
- Companies are not claiming the Tax Rebate provided by Sect 12H of the Income Tax Act for Artisans and Learnerships. Only a few companies do. Companies are losing a huge benefit here as the rebate can go to R240 000 per Learners and this is over and above the grant from the MQA.



5. TARGETED AREAS OF IMPROVEMENT

THE LEARNING PROGRAMMES UNIT IS WORKING HARD TO IMPROVE IN THE FOLLOWING AREAS:

- Paying Grants on Time When they fall Due.
- Operating on a clean slate in respect of old payments
- Lifting up the levels of service to the customers.
- Responding to Emails and Telephone calls on time.
- Lifting up communication levels with all ours customers.
- Visiting implementing sites to establish relationships with participating companies.
- Becoming a listening organization.
- In the process of ISO certification.



6. GRANTS ALLOCATION CRITERIA

- Employers who employ 50 or more employees must complete and submit a WSP/ATR, PIVOTAL training plan.
- Employers employing less than 50 employees will not be required to submit a PIVOTAL training plan and report. Such employers will be required to provide information on participation in PIVOTAL programmes.
- Past performance of organisations in implementing projects used to make decisions on allocation of DG (includes but not limited to: uptake of learners against allocation; severity of learner complaints; timeous feedback on progress of implementation; investigations; compliance with agreed upon remedies during project implementation, submission of required supporting documents and the participation as well as pass rates in each of the programmes. Exceptions may be made for organisations and employers participating for the first time.



6. GRANTS ALLOCATION CRITERIA conti..

- Artisans, Non artisan Learnerships, artisan aides and Skills Programmes - The employer must utilise MQA Accredited SDPs.
- Allocations for artisan projects will require the employer to be workplace approved for the site (including scope of training)
- Providers training AET programmes must be accredited by Umalusi, or the IEB and accredited with MQA for GETC NQF level 1 qualification.
- DG Allocations for employers who are intermediaries and Public/Private/NPO/NGO/CBO will be subjected to a due diligence process (desktop or physical)



7. IMPORTANT ANNOUNCEMENTS

MQA FINANCIAL YEAR END:

- 31 March 2021, marks the end of 2020/2021 financial year.
- All the grants allocated for the 2020/2021 financial year, learners must be registered by 31 March 2021, all unused grants will be forfeited.

2021/2022 DISCRETIONARY GRANTS APPLICATION

- The advert closed on 28 February 2021.
- The MQA is currently collating all the application received.
- Evaluation of applications received to be done in April 2021.
- Communication to companies to take place in May 2021.
- An Approved 2021/20222 Funding Policy was circulated to attendees



8. LEARNING PROGRAMME STAFF

NAME & SURNAME	DESIGNATION	PROJECT	E-MAIL ADDRESS	TEL/ CEL
LEARNING PROGRAMME - OPERATIONS				
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LEARNING PROGRAMME – STRATEGIC PROJECTS				
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THANK YOU!

Ndiyabulela!

Ndiyabonga!

Ngiyabonga!

Ke a leboga!

Ke yaleboga!

Ke a leboha!

Ndi a livhuwa!

Ngiyathokoza!

Inkomu!

Dankie!

