Mining Qualifications Authority

LEARNING PROGRAMMES TRACK & TRACER STUDIES

XOLISA NJIKELANA
Learning Programmes Manager

18/19 March 2021

Digging with Skills & Knowledge

MINING QUALIFICATIONS AUTHORITY

Presentation Outline

1. **MQA VALUE CHAIN**

2. **ARTISAN DEVELOPMENT TRACER STUDY**

3. **INTERNSHIPS TRACER STUDY**

4. **MDP TRACER STUDY**

5. **AET TRACER STUDY**

6. **HE LECTURER SUPPORT**

7. **WORK EXPERIENCE TRACER STUDY**

8. **LP LIVING WITH DISABILITIES TRACER STUDY**

   1. **PURPOSE OF THE STUDIES**

   2. **RESEARCH METHODOLOGY**

   3. **ANALYSIS OF FINDINGS**

   4. **SUMMARY OF FINDINGS**

   5. **RECOMMENDATIONS**

   6. **CONCLUSION**

MQA Value Chain

Sector Skills Plan WSP-ATR Research

Qualifications Standards Materials

Learning Programmes & Projects

Quality Assurance

| Identify Skills Required | Develop Programmes "DQP" Development Quality Partner | Facilitate Delivery | Quality Assure Certificate "AQP" Assessment Quality Partner |

Support Services are:
Supply Chain Management, Information Technology, Finance, Legal, Governance, Customer Services and Communication, Human Resources, Facilities, Stakeholder Relations, Risk, Monitoring and Evaluation

MINING QUALIFICATIONS AUTHORI

3

Purpose of the Tracer Studies

- The MQA Track & Tracer Study are aimed at investigating and exploring the MQA contribution to the skills development within the mining & mineral sector

- Transformation made by the MQA grants in supporting the different programmes

- Trace the whereabouts of the MQA programme beneficiaries

- Determine what has transpired in their careers and their lives after going through the MQA programmes

- The challenges encountered and achievements accomplished

- What MQA must consider in future developments

MINING QUALIFICATIONS AUTHORI

ARTISAN STUDY RECOMMENDATIONS

RECOMMENDATION 1

MQA must ensure that the database for artisans is frequently updated to reduce duplications; special emphasis should be placed on the cell phone numbers and email addresses of beneficiaries.

RECOMMENDATION 2

MQA should make regular follow-ups and audits on training providers to ensure that artisans are still enrolled with them and are still continuing with the training. There is a need to check that artisans are getting the stipulated stipends as per the MQA records.

Recommendations

RECOMMENDATION 3

MQA should consider mechanisms or systems that encourage companies to absorb a certain percentage of trained artisans into permanent positions after they complete their training.

RECOMMENDATION 4

MQA must ensure that the total number of artisans enrolled for training will be able to satisfy the number of artisans needed by that sector at the time of completion of the artisan studies. Currently huge numbers of artisans are being trained, however, this is more than what is actually being absorbed after the training.

Recommendations

RECOMMENDATION 5

In order to address the issue of gender discrimination, MQA should encourage companies to employ more women if they can prove themselves that they are capable. This can be done by offering incentives to companies that employ women.

RECOMMENDATION 6

MQA must ensure that the disbursements of funds/grants that are awarded to artisans' beneficiaries are issued on time to avoid and reduce delays.

INTERNSHIPS STUDY RECOMMENDATIONS

RECOMMENDATION 1

MQA should ensure that companies where interns are placed have a clearly outlined training program in place before the interns are deployed to those companies. Only companies that are able to meet the requirements should be allowed to take interns and they should be able to prove that they are capable of integrating their own work schedules with the MQA internship programme, by giving detailed outlines of what work the interns will be able to do and by which timelines until the end of the internship program.

RECOMMENDATION 2

MQA should ensure that interns get the necessary training that is an industry requirement for the intern even if the training can only be obtained outside of the host company. Host companies will have to be encouraged to identify and enter into an agreement with companies that have both the capacity and infrastructure to offer what they cannot.

MINING QUALIFICATIONS AUTHORI

Recommendations

RECOMMENDATION 3

MQA should continuously monitor the internship program to ensure that everything is on track and the interns are being trained accordingly (in appropriate disciplines, etc.). Interns should be encouraged to submit their concerns to both MQA project manager and Monitoring and Evaluation in order to ensure that their concerns are attended to. This will also assist in ensuring that Interns are not made to perform unrelated tasks.

RECOMMENDATION 4

MQA should increase its project management and monitoring and evaluation visibility in the programme from the interns' point of view and input. Currently most interns claim only seeing MQA officials once a year at the beginning of the programme.

MINING QUALIFICATIONS AUTHORI

Recommendations

RECOMMENDATION 5

MQA should make funded companies accountable for the exposure that the interns require and encourage that the interns should not leave the company until they have gained the necessary skills, experience and exposure. If the timeline is exceeded, companies should carry the cost of the training to ensure that Interns complete the programme.

RECOMMENDATION 6

MQA should give a detailed breakdown/account of exactly how much the intern is entitled to and how much goes towards the intern's training. This is due to companies making empty promises to interns about the training and end up not fulfilling their promises.

RECOMMENDATION 7

MQA must ensure improvement with regard to paying stipends on time. Some interns claim that they dropped out because of not getting paid for 3 months, etc. Interns depend entirely on this stipend and cannot carry on without it.

MDP STUDY RECOMMENDATIONS

Recommendation 1

MQA should consider having an MQA representative who has a direct link with the on-site programme manager in order to follow up and make sure MDP candidates have the necessary required support during their studies.

Recommendation 2

Funded organisations/companies must accommodate diversified candidates especially in the field of mining and minerals beneficiation in order to add value to the SA economic goals.

Recommendation 3

MQA must inform companies to be more transparent about the available/allocated funds to the selected MDP candidates; including the prospects of proceeding to the next level on their own funding (where possible).

Recommendation 4

MQA should make available more funds for MDP candidates to further studies to ensure that more historically disadvantaged South Africans (HDSAs) can benefit from the programme.

MINING QUALIFICATIONS AUTHORITY

Recommendation 5

MQA must provide an all-inclusive funding to accommodate advanced learning processes like online learning that also cover for the additional resources that MDP candidates may require such as laptops and Wi-Fi during their studies.

Recommendation 6

MDP candidates should be given guidelines on how to manage their time (Time management) in order that they can be able to create a fine balance between their work and learning responsibilities.

Recommendation 7

MQA should consider advocating/insisting for a viable and practical mechanisms for MDP candidates that have completed the programme; that their companies/organisations must give them an opportunity to apply what they have learnt in the PMD at their work-places.

Recommendation 8

MQA should be involved in the vetting process of the facilitators that will be involved in the training programme to ensure that they are suitable and well qualified.

MINING QUALIFICATIONS AUTHORI

Recommendation 9

MQA should encourage companies to provide for MDP candidates that struggle with course content and duration, an opportunity to stagger their learning process, for instance, by taking fewer courses at a time.

13

AET STUDY RECOMMENDATIONS

Recommendation 1

MQA should continue to fund the AET Programme to those that have already started and ensure that they are able to go through to the final stages so that they have a qualification that will enable them to proceed to tertiary levels of education, particularly the young adults.

Recommendation 2

MQA and the Mines should collaborate to offer the necessary support to AET learners and offer incentives in the workplace for those that complete their ABET studies successfully as a form of encouragement to continue further with their studies.

Recommendation 3

MQA should be involved in the vetting/selection process of the facilitators that will be involved in the training programme to ensure that they are suitable and well qualified.

MINING QUALIFICATIONS AUTHORI

Recommendation 4

MQA should encourage companies to provide for AET participants that struggle with course content and duration, an opportunity to stagger their learning process, for instance, by taking fewer courses at a time.

Recommendation 5

MQA should support the offering of more practical subjects for the older generation, that will enable them to start income generating projects

MINING QUALIFICATIONS AUTHORI

Recommendation 1

The MQA must conduct ongoing monitoring and evaluation of the HEI Lecturer Support programme including frequent check-ups and follow-ups on MQA HEI Lecturer Support programme candidates.

Recommendation 2

MQA should insist on the level of industry exposure to candidates in order to improve their skills knowledge as prospective lecturers. MQA should collaborate with companies and the higher education institutions in order to ensure that this type of exposure is accomplished.

Recommendation 3

MQA and the higher education institutions should enter into an agreement on the suitable length of the lecturer support programme in order to increase it from the current 3 years to 6 years. This will give prospective candidates adequate time (and structure) to gain the necessary work experience they require as well as ease the workload pressure and give them time to carry out their assigned research obligations.

Recommendation 4

MQA HEI candidates should be on fixed contracts covering the duration of the programme, not to be on contracts that are renewed annually. This will ensure that candidates have a peace of mind and are able to commit to a specified duration/ period (i.e. 3-5 years).

Recommendation 5

MQA HEI candidates should be given mentoring and training skills on how to effectively manage their time in order to create a balance between their teaching responsibilities and conducting their research work.

Recommendation 6

MQA should allocate a separate/special grant, that will be specifically for the candidates to use in conducting their research projects successfully (attending conferences/delivering research papers on mining studies/matters, publication of their papers).

MINING QUALIFICATIONS AUTHORI

Recommendation 7

MQA should provide HEI candidates with clear Guidelines or Memorandum of Understanding on terms and conditions of their contract. Universities should be transparent to the selected candidates about the funding package available to them.

Recommendation 8

MQA must ensure consistency in the disbursement of funds to HE institutions in order to ensure the seamless running of the HEI Lecturer Support Programme.

Recommendation 9

MQA should annually review the amount of compensation that the candidates obtain from the HE Institutions to ensure that it remains competitive enough and market related in order to keep them motivated and remaining in the within the HE mining sector.

Recommendation 10

MQA should enter into binding agreements with the HE institutions; encouraging them to absorb most candidates at the end of the programme. This could entail supporting lecturers up to a Master's Degree qualification for a period of 6 years and a lecturer with Bachelor's Degree qualification for a period of 9 years. Currently the programme only supports lecturers for a period of 3 years only.

Recommendation 11

More funding should be availed by MQA to ensure the sustainability of this programme so that more historically disadvantaged South Africans (HDSAs) can benefit from the programme.

MINING QUALIFICATIONS AUTHORI

Recommendation 1

MQA should assist Work Experience candidates to get Learnerships or Internships after they have completed the Work Experience programme.

Recommendation 2

MQA should form strategic relationships with companies; in order for Work Experience candidates to get placements in those companies even at volunteer level.

Recommendation 3

MQA should randomly communicate with the Work Experience candidates; also conduct random checks to see if they are really being equipped with the necessary skills they need to acquire or if they are just doing general work.

Recommendation 4

MQA should sometimes hold meetings with the Work Experience candidates in the absence of company management, this will enable the Work Experience candidates not to fear victimisation and can open-up more about their issues and experiences at the assigned company.

MINING QUALIFICATIONS AUTHORI

Recommendation 5

MQA should collaborate with host companies to compile a well-structured induction programme for Work Experience candidates before they embark on the programme. This will eliminate the problem of Work Experience candidates being used to do menial tasks that are unrelated to the programme requirements.

Recommendation 6

MQA must ensure that the Work Experience candidates are provided with suitably qualified lecturers and mentors who are dedicated to fully assisting these candidates.

Recommendation 7

MQA must ensure that the payment of stipend is done on time as the Work Experience candidates depend on it for their livelihood i.e. food, transport, and accommodation.

Recommendation 8

MQA should consider extending the duration of the Work Experience Programme to 2 or 3 years so that Work Experience candidates can get a meaningful and maximum exposure which puts them in a better position to be considered for available jobs.

Recommendation 9

MQA should encourage companies to provide for MDP candidates that struggle with course content and duration, an opportunity to stagger their learning process, for instance, by taking fewer courses at a time.

22

Recommendation 1

MQA must device a system of monitoring/ checking in collaboration with MMS the absorption rate of MQA beneficiaries of Non-Artisan people living with disabilities by all the companies within the mining sector associated with the MQA.

Recommendation 2

MQA must develop mechanisms for continuously updating its data for grant beneficiaries especially for research studies. This will alleviate problems of outdated data especially the contact details of beneficiaries.

Recommendation 3

MQA must incentivise/acknowledge companies that are willing to employ or assist learners living with disabilities through grants and programmes that are designed to serve as intervention to reduce the scourge of discrimination against learners living with disability.

Recommendation 4

MQA in collaboration with DHET and other stakeholders must review the length/time allocated to respond to tracer study questionnaire especially for people living with disability, as they indicated that the questionnaire was too long. About the online survey consider the affordability of data by apprentices to respond to supplied links.

Recommendation 5

MQA must consider supporting programmes/events/ interventions that are aimed at empowering learners/people living with disability especially those coming from the mining sector MMS. The funding of such initiatives will reduce the discrimination experienced by learners/ people living with disability.

24

Recommendation 6

MQA must devise mechanisms and strategies of supporting the Non-Artisan apprentices living with disabilities of the self-employed apprentices with the necessary skills of business, training and relevant workshops that can lead to access to capital as an empowerment and transformation initiative.

Recommendation 7

MQA must have an updated database for Apprentices/learners living with disabilities for the purpose of referrals' to mining companies and organizations seeking to employ people with disabilities. Encourage companies/organization to create friendly zones/ramps to accommodate apprentices with disabilities.

MINING QUALIFICATIONS AUTHORI

Ndiyabulela!

Thank you!

Ndiyabonga!

Ngiyabonga!

Ke a leboga!

Ke a leboga!

Ke a leboha!

Ndi a livhuwa!

Ngiyathokoza!

Inkomu!

Dankie!