

Internship Targeting Unemployed Graduates and Work Experience Targeting Unemployed Undergraduates



Digging with Skills and Knowledge



MINING QUALIFICATIONS AUTHORITY



Internship Programme Targeting Unemployed Graduates

Background

South Africa's Sector Skills Plan identifies scarce and critical skills required in various economic sectors, including mining. For this reason the Mining Qualifications Authority's (MQA) Internship Programme focuses on developing scarce skills as identified for the mining and minerals sector. The objectives of the programme are also in line with the National Skills Development Strategy (NSDS III), which requires Sector Education and Training Authorities (SETAs) to assist unemployed learners in finding work experience and job placement opportunities.

Target audience

The Internship Programme is aimed at unemployed graduates in the following scarce skills and critical areas:

- Chemical and Mineral Processing Engineering
- Electrical Engineering
- Environmental Health Management
- Geology
- Mechanical Engineering
- Metallurgical Engineering
- Mining Engineering
- Mine Surveying
- Jewellery Design and Manufacturing
- Analytical Chemistry
- Industrial Engineering
- Instrumentation/Process controlling
- Safety Management

The Internship Grant and Minimum Guidelines for Companies

1. The annual grant payment schedule

The MQA makes available grants to host companies, which are paid out upfront on a quarterly basis, subject to the company submitting quarterly reports on the individual's progress. Such a grant contributes towards the cost of hosting and training of the graduates.

The host companies must comply with the following minimum guidelines as prescribed by the MQA:

- Individuals who are not provided with meals and accommodation must be paid a monthly minimum allowance
- Individuals who are provided with meals and accommodation must be paid a minimum allowance
- Individuals must be registered with the Unemployment Insurance Fund (UIF) and the Department of Labour (DoL) within the first month of placement. Employers must deduct 1% from the candidate's allowance and match that with a 1% contribution towards the candidate's UIF
- Medical cover must be made available to candidates. Employers can either grant the graduate access to its medical facilities, or, with the candidate's consent, register them with the company's medical aid scheme
- Individuals must be provided with Personal Protective Clothing (PPC)
- All individuals must be covered in terms of the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), or have some form of insurance cover (accident and death benefits). A minimum amount must be made available by host companies for the insurance cover
- The grant must cover the full cost of training and academic programmes to be attended by the graduate at an average cost per month. The MQA appreciates that these costs will vary from one host employer to another, depending on the training needs of the individual
- A pension or retirement annuity is optional and will be implemented based on mutual agreement between the parties. The amount shall also be negotiated by the parties
- A night shift allowance must be paid to the graduates where they work more than one night shift per week. The host company's formula for paying a night shift allowance shall be used

2. The selection criteria and the placement processes

2.1. The criteria for candidates

The potential candidates must meet the following requirements to qualify for the Internship Programme:

- Must have completed a degree or diploma through a university or university of technology
- Must be a South African citizen
- Must have an interest in the mining and minerals sector
- The disciplines of study in which a qualification was obtained must be in line with those identified as scarce and critical skills
- Must not have benefitted from prior internship programmes
- Preference will be given to females from previously disadvantaged communities

2.2. The criteria for companies

The mining companies must meet the following criteria to qualify as host companies:

- Must be paying a skills development levy to the MQA or have a levy number but be exempted from paying levies
- Must have the necessary infrastructure and the financial capacity in place to deliver on the programme as per the MQA requirements
- Must have sufficient and qualified coaches and mentors
- Employer has an operational site relevant to the programme

3. Reporting for the MQA Internship Programme

Progress reports of interns must be compiled and submitted to the MQA on a quarterly basis.

The quarterly reports must be signed by both the host employer's representatives as well as the intern.

The benefits of the MQA Internship Programme

The MQA Internship Programme holds multiple benefits for all parties involved – the MQA, employers, and the interns.

1. The MQA

- Contributes to the transformation of the sector and supports the Mining Charter targets
- Delivers on the MQA's mandate of contributing to the improvement of skills in the country in line with the NSDS III targets

2. Employers

- Contribute to the NSDS III by providing training and work experience and ultimately employment opportunities
- Invest in the training and development of graduates, and as a result build a pool of skilled, available employees, thus saving on recruitment costs
- Contribute to the transformation of the mining and minerals sector

3. Interns

- Gain work experience in the mining and minerals sector through structured on-the-job training in host companies
- Improve their chances of finding meaningful employment within the sector
- Acquire skills that are in line with the sector's skills needs

The exit requirements for the Internship Programme

- For the duration of this programme, interns must complete a structured two-year training programme with an industry host employer
- Training must be in line with the programme requirements as set out by the MQA Internship Guidelines
- Programme requirements include on-the-job training, technical skills, as well as soft skills training

The MQA Work Experience Programme

Background

The MQA's Work Experience programme is aimed at supporting Higher Education and Training (HET) students with relevant work experience to pursue careers within the mining and minerals sector. The objectives of the programme are to facilitate and support the implementation of core sector skills and develop these in line with the Sector Qualifications Framework.

Target audience

The following is a list of mining related disciplines funded by MQA under the Work Experience Programme, targeting students at HET institutions:

- Metallurgical Engineering (extractive only)
- Geology
- Mining Engineering
- Mechanical Engineering
- Mine Surveying
- Electrical Engineering (heavy current only)
- Chemical Engineering (mineral processing)
- Environmental Health and Management
- Analytical Chemistry
- Industrial Engineering

1. The annual grant payment schedule

An amount per learner will be paid quarterly (upfront) to the host employer, subject to the employer submitting signed attendance registers to the MQA. Vacation work is only for a period of two months.

The host companies participating in the MQA Work Experience programme must comply with the following minimum guidelines:

- Candidates who are not provided with meals and accommodation must be paid a monthly minimum allowance. These candidates should also be given an amount on commencement of training to cover initial costs such as deposits on accommodation and transport costs
- Candidates who are provided with meals and accommodation must be paid a minimum monthly allowance
- Medical cover must be made available to candidates. Employers can either grant the candidate access to its medical facilities or, with the candidate's consent, register them with the company medical aid scheme. This allowance is for primary healthcare and must not be paid to the candidate in cash. Where the host company does not have a clinic, the money must be supplied when students present a doctor's invoice for primary healthcare expenses. Cases of medical allowance pay-outs must be dealt with on an individual basis.
- Candidates must be provided with two sets of the required Personal Protective Equipment (PPE) per annum
- All candidates must be covered in terms of the Workmen's Compensation Act or have a form of insurance cover (accident and death benefits). Host companies must contribute insurance cover in order for the students to enjoy adequate cover in the case of work-related accidents. Proof of such cover must be provided
- Candidates with transport costs of more than R500 per month must be supplied with an additional transport allowance to cover the difference
- All candidates must be supplied with computer access for their academic requirements

2. The selection criteria

2.1 Beneficiary selection criteria

Applicants are screened based on the following criteria:

- Academic merit
- Employment interest and suitability for the sector
- Previously disadvantaged profile
- Must be a South African citizen
- Academic field
- Must not have benefitted from prior work experience programmes

The benefits of the MQA Work Experience Programme

The MQA Work Experience Programme benefits all parties involved – the MQA, employers and the learners.

1. The MQA

- Contributes to the transformation of the sector and supports the Mining Charter targets
- Delivers on the MQA's mandate of contributing to the improvement of skills in the country in line with the NSDS III targets

2. Employers

- Contribute to the NSDS III through training and providing work experience and ultimately employment opportunities
- Invest in the training and development of graduates, and as a result build a pool of skilled, available employees, thus saving on recruitment costs
- Contribute to the transformation of the mining and minerals sector

3. Learners

- Gain work experience in the sector through structured on the job training within host companies
- Better chance of finding meaningful employment within the sector
- Acquire skills that are in line with the sector's skills needs

For more information, please contact the Mining Qualifications Authority.



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