



SKILLS PROGRAMMES



MINING QUALIFICATIONS AUTHORITY

Introduction

The Skills Development Act No. 97 of 1998 is legislation that ensures, amongst others, the development of skills of the South African workforce, increased participation of relevant stakeholders in skills development, the provision of learning programmes and quality of learning, and improved employment prospects for previously disadvantaged individuals.

A skills programme is one of the learning programmes which is recognised throughout the Act and is one of the most dynamic and relevant features of the education and training system in South Africa. The role of a skills programme is to up-skill and multi-skill the South African workforce as well as new entrants into the relevant economic sectors.

The provision of skills programmes assists workplaces to develop meaningful and relevant career and learning pathways for employees in a highly accessible manner. This in turn leads to the improvement of workplace practices, employability and mobility of the South African working force.

What is a Skills Programme?

The Skills Development Act defines a skills programme as:

- An unit standard based programme that is occupationally based;
- A National Qualification Framework (NQF) aligned programme presented by an accredited training provider; and
- A programme, when completed, constitutes credits towards a qualification registered on the NQF.

Many people regard a skills programme as a 'mini qualification' or a building block of a qualification because it is made up of a cluster of meaningful unit standards which are linked to a registered qualification. This enables the qualifying learner to be employable, or perform certain meaningful functions within the workplace. Some of the skills programmes we regulate for employment purposes e.g. Competency A and Competency B skills programmes within mining are a prerequisite for employment.



The key elements of a Skills Programme

- Total credit value must be less than 120;
- Must be unit standards based;
- Must have a structured workplace learning component; and
- Employers or training providers may develop skills programmes. However, the skills programme must be registered with the relevant Quality Assurance (QA). In the case of the mining and minerals sector it is the MQA.

The purpose of a skills programme is to:

- Provide learners with practical (hands-on) experience where appropriate;
- Increase employability, self employment and mobility in the workplace;
- Provide occupationally directed and focused learning;
- Contribute towards closing the gaps identified in the Workplace Skills Plan (WSP), Sector Skills Plan (SSP) and Provincial Skills Plan (PSP) or research;
- Advance career aspirations of employees; and
- Address the principles of portability, access redress and equity in the workplace.

Criteria to determine the need for a skills programme

There must be assurance that there is a need for that programme in the sector before a skills programme is registered within the MQA.

The criteria for proposing a skills programme are based on the following:

- Estimated number of learners that may benefit from the skills programme;
- The skills needs to be addressed;
- The criticality or scarcity of the skills to be addressed;
- The structured learning component;
- The availability of employers as well as qualified personnel to provide coaching and mentoring if required; and
- The availability of accredited training providers and registered assessors.

Funding of a skills programme

The funding for a skills programme will be subject to the MQA funding policy. The skills programme must have immediate relevance to the skills gap identified in the Sector Skills Plan objectives. They must also meet the set criteria for evaluating skills programmes.

A guideline for MQA learnerships and skills programmes is in place and is available at the MQA office.

The list of MQA registered skills programmes

To date the following skills programmes have been designed, developed and registered by the MQA:

No.	Programme description
1.	Competent Person B: To install, maintain and remove any support in Underground Coal Mining Operations - Compressed Air / Hydraulic Support (Version 3)
2.	Competent Person B: To install, maintain and remove any support in Underground Coal Mining Operations – Compressed Air / Hydraulic Support (Version 3)
3.	Competent Person B: To install, maintain and remove any support unit in Underground Coal Mining Operations – Timber Support (Version 3)
4.	Skills Programme in Handling of Chemicals (Version 2)
5.	Basic Construction Materials Testing
6.	Skills Programme in Solvent Extraction (Version 2)
7.	Competent Person B: To install, maintain and remove any support in Underground Coal Mining Operations – Roofbolter Machine Support (Version 3)
8.	Manufacture Indigenous Jewellery

No.	Programme description
9.	Skills Programmes in Ore Reception
10.	Skills Programme in Gathering Arm Loader Operation in an Underground Coal Mine
11.	Continuous Mining Operations
12.	Tube Set Gemstones into Jewellery
13.	Chanel Set Gemstones into Jewellery
14.	Pave Set Gemstones into Jewellery
15.	Blasting Assistant Operations in Underground Coal Mines (Version 3)
16.	Skills Programme in Milling of Material (Version 2)
17.	Slimes Reclamation (Version 1)
18.	Skills Programme: Slimes Reclamation
19.	Secondary Blasting Operations for Underground Hard Rock (Version 3)
20.	Competent person A: The examination and Declaring safe of a Workplace in Underground Hard Rock Operations (Version 4)
21.	Blasting Assistant within Underground Hard Rock (Version 4)
22.	Operate Mining Machinery in an Underground Coal Mine

No.	Programme description
23.	Skills Programme in Crushing and Screening
24.	Trackless Mobile Machine Operations- Underground Hardrock
25.	Rock Drill Operator in Underground Hardrock Mines
26.	Skills Programme in Flotation
27.	Skills Programmes for Small and Micro businesses in the diamond processing industry
28.	Skills Programme in Rough Sorting of Diamond Gemstones
29.	Skills Programme in Rough Evaluation of Diamond Gemstones
30.	Skills Programmes in Laser Cutting of Diamond Gemstones
31.	Introduction to the Diamond Processing Industry
32.	Registry in the Diamond Processing Industry
33.	Generic Management for Middle Managers in the South African Mining and Minerals Sector
34.	Water Analysis in on Laboratory
35.	Skills Programme in Crushing (Version 2) A
36.	Skills Programme in Crushing (Version 2) B

No.	Programme description
37.	Skills Programme in Scrubbing and Screening (Version 2)
38.	Skills Programme in Water Reticulation
39.	Skills Programme in Electrowinning
40.	Skills Programmes in Gold Elution and Carbon Regeneration
41.	Skills Programme in Diamond Recovery
42.	Skills Programme in a Relining of a Mill
43.	Skills Programme in Grading Room Operator
44.	Skills Programmes in Backfilling
45.	Skills Programme in Fabrication and Repair Equipment in Surface Operations
46.	Produce mastermodels for re-production and Mass production
47.	Skills Programme in Jewellery Design, Quoting and Pricing
48.	Skills Programme in Mechanical Engineering Maintenance in Surface Operations
49.	Skills Programme in Lifting and Moving of a Load in Surface Operations
50.	Skills Programme in Clean up Castings and Manufacture Basic Jewellery

No.	Programme description
51.	Skills Programme in Computer Aided Design
52.	Skills Programme in Identify and Grade a Gemstone
53.	Skills Programme in Creating Moulds for Wax Casting Techniques
54.	Skills Programme in Perform Lapidary Procedures
55.	Skills Program in Dense Medium Separation (Version 2)
56.	Skills Programme in Thickening of a Slurry (Version3)
57.	Skills Programme in Adsorption of Gold onto Activated Carbon (Version 2)
58.	Skills Programme Primary Sample Preparation in an Analytical Laboratory
59.	Skills Programme in Small Scale Mining: Quarrying
60.	Skills Programme in Small Scale Mining: Safety, Health and Environment
61.	Skills Programme in Small Scale Mining: Surface Mining
62.	Skills Programme in Small Scale Mining: Underground Coal
63.	Skills Programme in Small Scale Mining: Underground Hardrock
64.	Skills Programme Occupational Health and Safety activities for: Part Time/Workplace Representatives and Shop Stewards in the Mining and Minerals
65.	Skills Programme: Copper Metal Production Process Operator
66.	Skills Programme: Base Metal Process Controller
67.	Skills Programme: Platinum Group Metals Process Controller

Additional or new skills programmes are in the process of being registered and updates will be provided on the MQA website. For more information please contact the Mining Qualifications Authority.



Head Office Gauteng

Mining Qualifications Authority

7 Anerley Road, Parktown

Johannesburg, 2193

Tel: 011 547 2600

E-mail: info@mqa.org.za

Website: www.mqa.org.za

Private Bag X118

Marshalltown, 2107

Regional Offices

Eastern Cape

King Sabatha Dalindyebo TVET College

R61 Queenstown Road

Cicira Village

Mthatha, 5099

Tel: 087 095 0497 66

Mpumalanga

Nkangala TVET College

Mpondozamkomo Campus

1 Moses Kotane Drive

Ferrobank, Witbank

Tel: 013 696 8120 / 8121

Free State

Goldfields TVET College

Tosa Campus

14107 Ndaki Road

Thabong, Welkom

Tel: 087 095 02

North West

Orbit TVET College

Mankwe Campus

Stand 230, Unit 2,

Mogwase

Tel: 014 555 8860

Limpopo

Sekhukhune TVET College

CN Phathudi Campus

Stand No. 2659

Praktiseer

Tel: 087 095 0267

Northern Cape

Northern Cape Rural TVET College

Kathu Campus

Hans Coetzee Road

Kathu, 8446

Tel: 053 723 0100