



## **Mining Qualifications Authority**

### **Skills Development Facilitator Capacity Building Workshops:**

# **2018 WSP-ATR FEEDBACK AND 2019 WSP-ATR PLAN**



# Gauteng

**Digging with Skills & Knowledge**

# Overview

1. Presenting the Legislation
2. Skills needs analysis (Skills Audit)
3. 2018 WSP-ATR submission progress
4. 2019 WSP-ATR Plan



# Legislation context



# Skills Development Act (SDA)

## Issues of Skills

### Aim is to:

- Develop skills of SA workforce and increase levels of investment in education and training in the labour market
- Improve the return on investment
- Encourage employers to use the workplace as an active learning environment
- Provide employees with opportunities to acquire new skills

# Skills Development Levies Act (SDLA)

## Objectives:

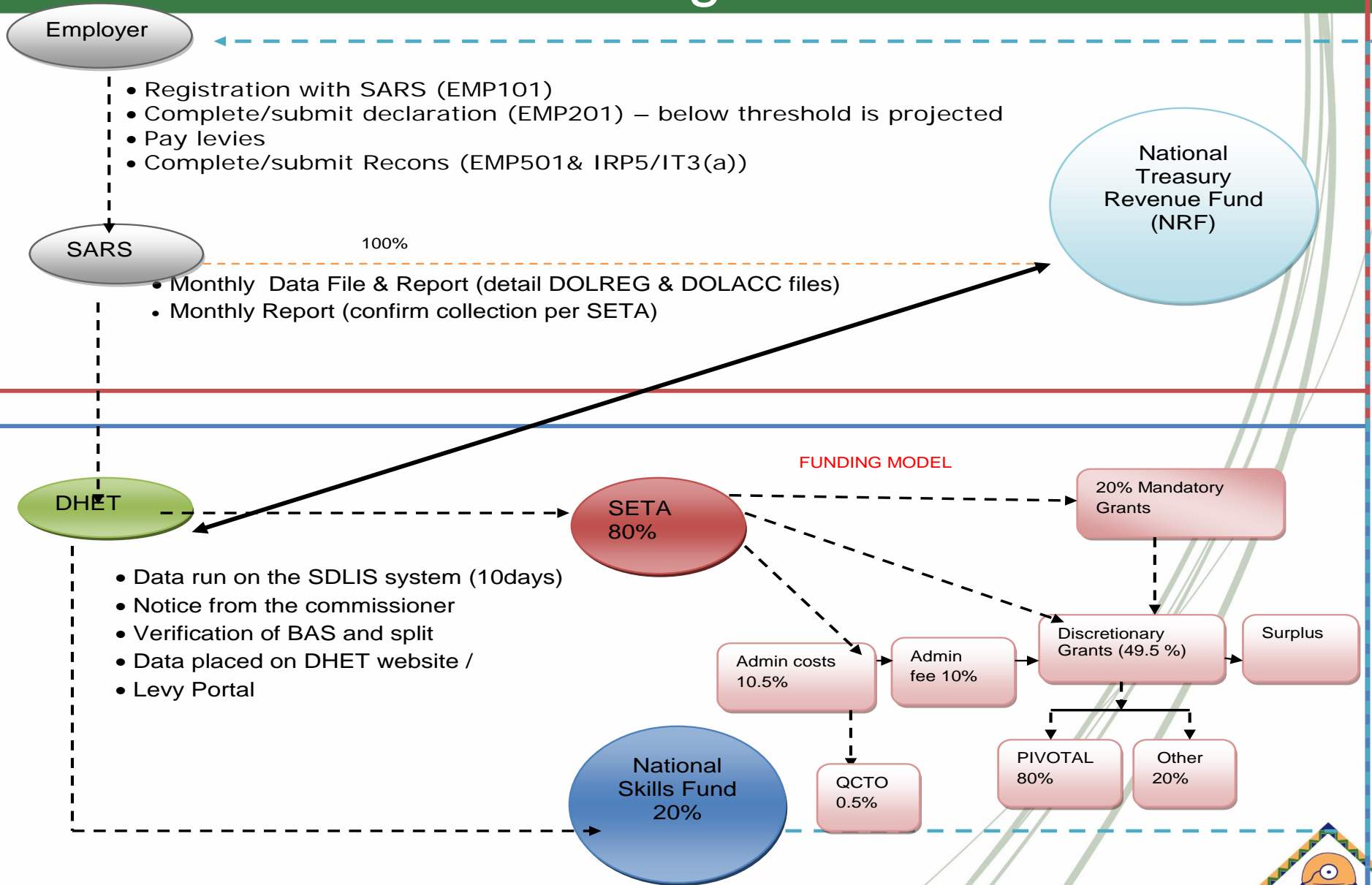
Set up of levy collection system

Regulates the collection and disbursement of those collected levies.

## Aims:

- Creating the rules around SDL collection
- Collected by SARS
- If the company has staff registered for PAYE and the annual payroll exceeds R500 000 per annum, the company must register with SARS and
- Organisations over the threshold pay a skills levy of 1% of the monthly payroll (including overtime payments, leave pay, bonuses, commissions and lump sum payments).

# Funding Model



- Registration with SARS (EMP101)
- Complete/submit declaration (EMP201) – below threshold is projected
- Pay levies
- Complete/submit Recons (EMP501 & IRP5/IT3(a))

SARS

100%

- Monthly Data File & Report (detail DOLREG & DOLACC files)
- Monthly Report (confirm collection per SETA)

National Treasury Revenue Fund (NRF)

DHET

## FUNDING MODEL

SETA 80%

20% Mandatory Grants

- Data run on the SDLIS system (10days)
- Notice from the commissioner
- Verification of BAS and split
- Data placed on DHET website /
- Levy Portal

Admin costs 10.5%

Admin fee 10%

Discretionary Grants (49.5%)

Surplus

QCTO 0.5%

PIVOTAL 80%

Other 20%

National Skills Fund 20%



# Mine and Health Safety Act

## Section 10

*(4) “The employer must keep a record of all formal training provided in respect of each employee”*

*(5) “All mines must submit a workplace skills plan and the annual training report to the Mining Qualifications Authority”*

## MQA’s role:

- addressing the education and training needs of the mining and minerals sector.
- advise the Minister of Mineral Resources about generating and monitoring education and training standards and qualifications for the mining industry, as part of the National Qualification Framework (NQF).

# Pivotal Programmes





# Pivotal Programmes

Pivotal programmes are professional, vocational, technical and academic learning programmes, which meet critical needs for economic growth and social development.

These programmes are theoretical and practically done through the PSET (**Post School Education and Training**) system workplace experience, work-integrated learning, Learnerships and internships etc.

Provision is made within the WSP and ATR templates to plan for and report against PIVOTAL programmes.

# Pivotal Programmes List

1. Bursaries
2. Work Experience
3. Internships
4. Non Artisan Learnerships
5. Artisan Learnerships
6. AET
7. OHS Rep Development
8. Foundational Learning Competence
9. Recognition of Prior Learning/Artisan Aides
10. NCV level 4 placements
11. Candidacy
12. Mine Community Development
13. Youth Development

# **Workplace Skills Plan and Annual Training Report**



# MQA expectation from SDF

- Understand the skills development legislation and framework.
- Business strategy of the organisation
- Planning, organising and coordinating
- Communication and facilitating
- Data management
- Analytical skills, Interpersonal skills and attention to detail.
- Understand and apply the OFO code.

# Approach to Skills Audit in the Organisation

Organisations are encouraged to conduct a skills gaps analysis to assess the skills level of employees

The skills audit entails:

- Understanding of the vision, mission, business strategy and objectives.
- Determining what skills are required if the organisation is to achieve its goals.
- Assessing current skills.
- Identifying the gap and facilitating training to address the gaps.

**National** – legislation, industry expectations, macro economic issues, market changes etc.

**Organisation** – Business strategy and objectives, transformation (EE and BEE), productivity, succession and career planning, health and safety, budget, skills gaps (hard to fill vacancy) etc.

**Individual** – individual requests and ambitions, employee performance/competency issues, personal development plans etc

# Relationship between skills audit and WSP-ATR

1. Priority areas are identified through skills audit
2. Informs the training plan of the organization for each employee. This is incorporated into the Workplace Skills Plan and Pivotal Plan
3. Benefit is to explore pivotal programmes and other funding mechanisms.
4. Implemented training is reported on the Annual Training Report and Pivotal Report as it is actualized.

# 2018 WSP-ATR Registered Employers vs Submissions

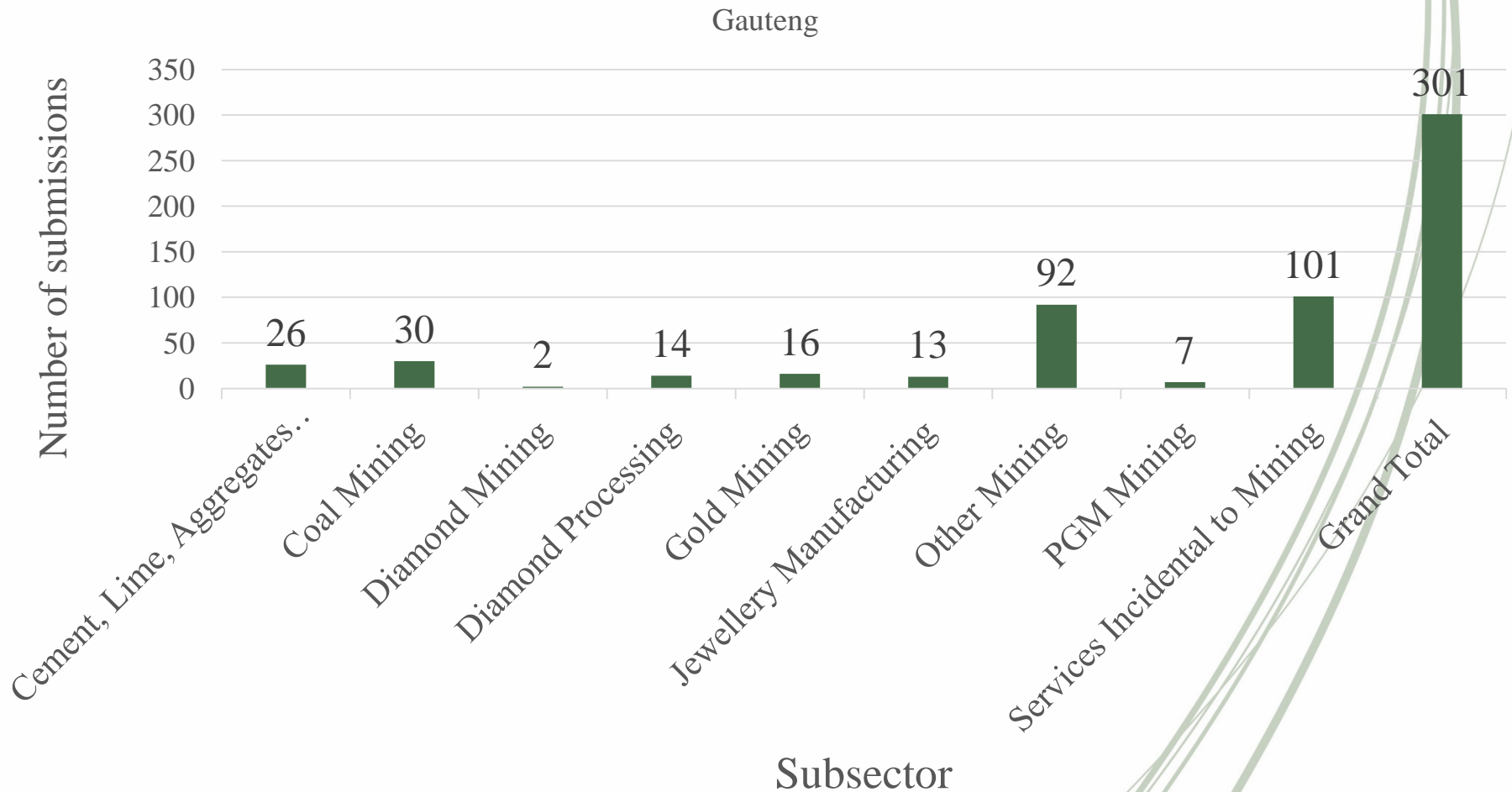
Province	Registered employers	Total Submissions
Eastern Cape	41	9
Free State	58	20
Gauteng	1 019	301
Kwa-Zulu Natal	98	36
Limpopo	114	59
Mpumalanga	281	127
North West	281	94
Northern Cape	166	61
Western Cape	216	51
Grand Total	2 274	759



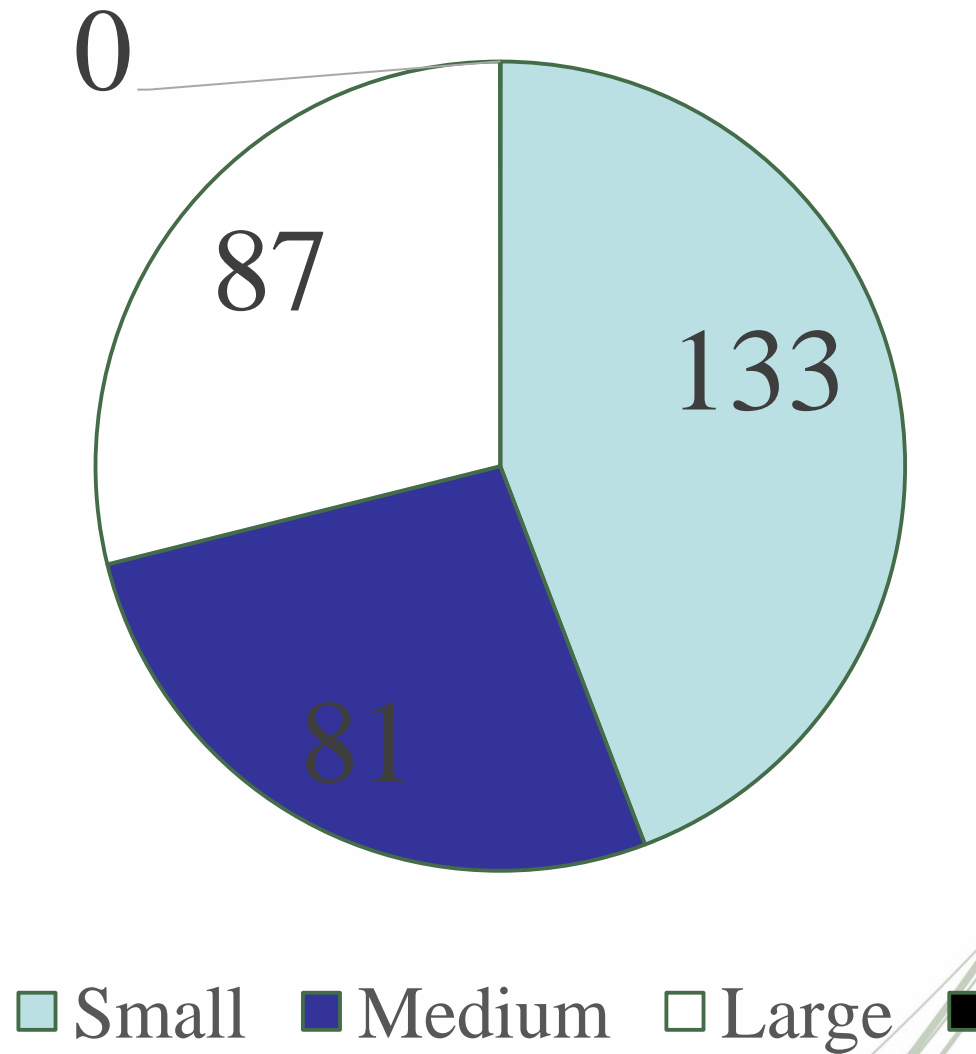
# 2018 WSP-ATR Submission Progress

Province	Total Submissions	Approvals	Non Approval	
Eastern Cape	9	9	-	
Free State	20	20	-	
Gauteng	301	270	26	
KwaZulu Natal	36	36	-	
Limpopo	59	58	1	
Mpumalanga	127	118	4	
North West	94	93	1	
Northern Cape	61	59	2	
Western Cape	51	48	3	
Grand Total	759	712	38	

# 2018 WSP-ATR Submission per subsector



# 2018 WSP-ATR Submission per size



# 2018 WSP-ATR Submission Challenges

- The SDF Manual- Non-utilization of the manual
- Missing signatures on the WSP-ATR submitted
- Inadequate proof of consultations submitted
- SDF not attending training
- Lack of understanding and use of the OFO Codes
- Non disclosure of critical information e.g organisation is unionised
- Employees Reps signature is compulsory for non unionised organisations
- Source data matters e.g source data with errors
- Verification documents matters

# 2019 WSP-ATR Submission plan

#	Activity	Timeframes	Status
1	Review and finalise the WSP-ATR Template with the working group	August 2018	Done
2	Develop and finalise the system functionality and develop all system Specification documents	September- November 2018	Underway
3	Internal System Testing	November 2018	Planned
4	System Go-Live	January 2019	Planned
5	Train SDFs and relevant stakeholders on user manual and system for submission	January 2019	Planned
6	Submission of WSP-ATRs to the MQA	January - May 2019	Planned
7	Report on the submission status	June 2019	Planned
10	Evaluate, Approve and give feedback on the WSP/ATR	August 2019	Planned