



# MQA SCARCE SKILLS GUIDE

February

2014



MINING QUALIFICATIONS AUTHORITY

## Introduction

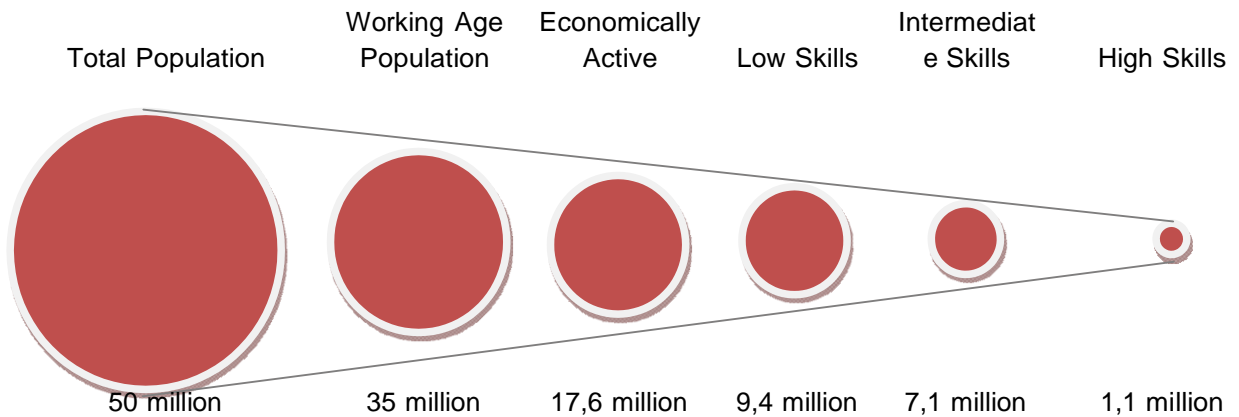
The skills of the workforce are an increasing determinant of a country's economic success in the competitive global economy (Blake, J. & Sala-I-Martin, 2009; ESRC, 2009; Murry, 1999:4; Ashton & Green, 1996:95). When people acquire skills they not only become more productive in terms of producing more output for a given amount of time and effort, but they commonly also make themselves more adaptable to changes in the workplace (DHET, 2009:8; Wells, 1999:24; Booth & Snower, 1996:1).

The other side of the coin is that a shortage in skills is viewed as a key obstacle to economic growth (The World Bank, 2010:99). Confirming this standpoint is the fact that the Mining and Mineral Sector (MMS) is dependent on the availability of certain specific professional and technical skills in order to grow (MQA, 2010:45).

South Africa is a country rich in human resources. Regrettably, the abundance of people alone does not make us a winning nation.

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South Africa (September, 2010):



Source: Own calculations from Stats SA's "interactive data" using Nesstar function on Dataset: Quarterly Labour Force Survey (3<sup>rd</sup> Quarter 2010).

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In terms of global competitiveness standards, South Africa does face a number of obstacles to competitiveness. For example, the country ranks 88<sup>th</sup> out of 134 countries in labour market efficiency and 93<sup>rd</sup> with regard to innovative potential due to low enrolment in higher education and training (Blake, J. & Sala-I-Martin, 2009:15).

In order to address the mismatch between the supply of and demand for skills in the labour market, the South African government commits all stakeholders to:

- urgently overcome the shortages in the supply of people with the priority skills needed for the successful implementation of current strategies to achieve accelerated economic growth
  - increase the number of appropriately skilled people to meet the demands of our current and emerging economic and social development priorities
  - improve the technological and innovation capability and outcomes within the public and private sectors to enhance our competitiveness in the global economy and to meet our human development priorities
- [Source: Human Resource Development Strategy for South Africa (HRD-SA) 2010–2030 (page20-21)].

The third National Skills Development Strategy (NSDS III) is a subcomponent, and will operate concurrently with the first five-year term of the of the Human Resource Development Strategy for South Africa (HRD-SA) 2010–2030. The commitments made by the HRD-SA have to be reflected in Sector Education and Training Authorities (SETAs) and National Skills Funds plans (DHET, 2011:10).

The NSDS III is the overarching strategic guide for skills development and provides direction to sector skills planning and implementation in the SETAs. It provides a framework for the skills development levy resource utilisation of these institutions as well the NSF, and sets out the linkages with, and responsibilities of, other education and training stakeholders (DHET, 2011:8).

Through the third NSDS III, the Department of Higher Education and Training (DHET) commits itself and SETAs to prioritise and communicate scarce and critical skills (see definition on the next page). SETAs are required to identify the supply challenges in relation to (high level) scarce skills gaps and set out strategies for addressing them in their Sector Skills Plans (SSPs) (DHET, 2011:15). Furthermore, it is expected of SETAs to assist workers and the unemployed to enter and complete programmes leading to basic entry, intermediate and high-level scarce skills.

The Department of Higher Education and Training (DHET) uses the data on scarce skills contained in the SSPs submitted by SETAs to develop a National Scarce Skills List for South Africa.

Definition		Indicators and Drivers
<p><b><u>SCARCE SKILLS</u></b></p> <p><i>Occupations</i> in which there is a scarcity of qualified and experienced people, currently or anticipated in the future, either:</p> <p>(a) because such skilled people are not available or</p> <p>(b) they are available but do not meet employment criteria</p>	<p><b>Absolute scarcity:</b> suitably skilled (qualified and experienced) people are not available</p>	New or emerging occupation
		Hard-to-fill vacancies
		Replacement demand e.g. Age, chronic ill-health
		Regulatory requirements e.g. Statutory registration
	<p><b>Relative scarcity:</b> suitably skilled (qualified and experienced) people are available but do not meet other employment criteria</p>	Geographical location
		Industry attractiveness
		Employment Equity considerations
		Education and training pipeline delays linked to replacement demand

### Identifying Scarce Skills

As the sector’s skills development intermediary, the Mining Qualifications Authority (MQA) has two key responsibilities in respect of identifying and reporting scarce and critical skills across the sector. The first is to provide a reliable set of skill shortage signals to the sector. The second is to direct strategic interventions and activities to address these shortages.

As part of its skills development research function the Mining Qualifications Authority (MQA) collects data on an annual basis through workplace skills plans and annual training reports from employers on occupations that are considered scarce skill occupations by the employers in the sector. The data collected by the MQA on scarce skill occupations in the sector is consolidated into a single list by occupation and published/ distributed each year.

While small in relation to the overall size of the workforce, skills shortages do exist within the MMS specifically in the professional and technicians and trades worker categories.

These shortages are not only the result of general shortages in the labour market (i.e. absolute shortages), but are often related to factors specific to the industry that deter people with these skills from taking up employment in the sector (i.e. relative shortages).

In the scarce-skills table that employers completed in WSPs for the Year 2011-2012, they first had to name the occupation in which they experienced scarcity, and then had to select from three possible descriptions the one that described the scarcity they experienced – i.e. “relative scarce skill” (referring to a situation where people are available in the labour market but cannot easily be attracted to the sector);“absolute scarce skill” (where people are

generally in short supply in the labour market); or “specialised skill lacking” (referring to a situation where people are available in the labour market but where the specialised skills necessary in this particular sector or in the employer organisations are in short supply). If they selected the option “specialised skill lacking” they had to describe what specialised skill was lacking in respect of the identified occupation.

For all the occupations in which scarcity was experienced employers also had to indicate how many vacancies were available at the time they completed the WSP. In addition, they were requested to identify what type of learning interventions they were planning to use to address the skills shortage and at what NQF level the interventions would be. Lastly, employers were asked to indicate if they were planning to import the skills from outside South Africa and, if so, the number of people they would bring into the country.

<b>EXAMPLE:</b>					<b>Reasons for the difficulty in finding candidates to fill vacancies:</b>			
<b>OFO Code</b>	<b>OFO Occupation</b>	<b>No. of Vacancies</b>	<b>Absolute scarce skill</b>	<b>Relative scarce skill</b>	<b>Employment equity requirements</b>	<b>Geographic location of mines</b>	<b>Unattractiveness of the industry</b>	<b>Replacement demand</b>
133503	Production Manager	45	0	45	√	√	√	√
233502	Mechanical Engineer	20	14	6	√	√		
323201	Fitter (General)	52	15	37		√	√	√

SETAs are required to use the Organising Framework for Occupations (OFO) in identifying scarce and critical skills and setting skills development targets in the research, development and submission of their SSPs (DHET, 2014). The aim is that the OFO will be used across the public and private sector, and that by February 2011: “OFO language is used for SETA strategic and project planning” [Human Resource Development Strategy for South Africa (HRD-SA) 2010–2030 (page 85)]. The OFO is updated on an annual basis, under the auspices of the Department of Higher Education and Training. Version 2013(version 11) was released by February 2013. The Organising Framework for Occupations (OFO) provides an integrated framework for storing, organising and reporting occupation-related information not only for statistical but also for client-oriented applications, such as identifying and listing scarce and critical skills, matching job seekers to job vacancies, providing career information and registering learnerships.

### **Submission of WSP-ATR source data rather than summary information**

The rationale for the different reporting process introduced by the MQA should be seen and interpreted against the backdrop of the above mentioned responsibilities SETAs have in managing scarcity of specific skills. The system of generating the WPS-ATRs from source data received from employers enables the MQA to work with a comprehensive data set when having to analyse the supply, demand situation in the sector. The advantages for employers are:

- The summary documents are generated for the employers, based on the source data.
- Sub entities’ data are collated in one final submission, but separate WSP-ATRs are generated to ease the consultation process.
- A skills audit, based on the submission is available to MMS organisations that have submitted their source data, enabling the organisation to update its personal development plans and related Workplace Skills Plans for the next cycle.
- The MQA is able to effectively manage and audit the submissions, shortening the time from submission to actual payment of grants.
- Identification of scarce skills would increase in accuracy due to the assistance with the mapping process. The need for related occupational qualifications could also be determined more accurately.

The real value added by SETAs is their greater understanding of labour market issues in their respective industrial and economic sectors. This would enable SETAs to deliver on their mandate to ensure that they are backed by employers and workers, are acknowledged as a credible and authoritative voice on skills, create interventions and shape solutions that address skills needs within their sectors. SETAs must become recognised experts in relation to skills demand within their sector (DHET, 2011:3).

The two tables were extracted from the MQA's latest SSP and provide a clear overview of the scarcity of skills in the sector



**APPENDIX 1: MMS SCARCE SKILLS LIST SUBMITTED BY THE MINING QUALIFICATIONS AUTHORITY ON 31 AUGUST 2013. (HIGHLIGHTED IN YELLOW ARE OCCUPATIONS IN WHICH MORE THAN 10 POSITIONS NEEDED TO BE FILLED IN 2013)**

Occupation Code	Occupation	Occupation Code	Occupation	SS	Intervention	NQF Level	NQF Aligned (Y/N)	Total Number required 2012	Total Number required 2013	Green	Trade
112101	Executive Director			Yes	SC, M		N	3			
121101	Finance Manager			Yes	SC, M		N	7			
121201	Employee Relations Manager /Personnel / Human Resource Manager			Yes	C	6		4			
121202	Business Training Manager/ Human Resources Development Manager / Technical Training Manager			Yes	C	6		7			
121203	Compensation and Benefits Manager/ Remuneration and Benefits Manager			Yes	C	6		2			
121206	Safety, Health and Environmental (SHE) Manager			Yes	L, WE	5		4			
121301	Policy and Planning Manager			Yes	WE		N	1			
121901	Business Operations Manager			Yes	WE		N	5			
121903	Resources Manager			Yes	WE		N	1			
121905	Project Director			Yes	WE		N	1			
121908	Quality Manager/ Quality Systems Manager			Yes	WE		N	3			
122101	Sales and Marketing Manager			Yes	WE		N	5			
122102	Sales Manager							6			
122301	Research and Development Manager							1			
132101	Factory Manager							1			
132102	Operations Manager (Production)/ Plant Manager (Manufacturing)/ Plant							6			

	Superintendent/ Production / Operations Manager (Manufacturing)										
132104	Engineering Manager (Mining)/ Engineering Manager/ Engineering Maintenance Manager	132104	Engineering Manager		D	7		23	<b>11</b>		
132201	Production / Operations Manager (Mining)/ Mine Manager/ Quarry Manager							4			
132202	Chief Geologist (Mining)/ Chief Mine Planner/ Chief Surveyor (Mining)/ Geology Manager (Mining)/ Mine Design and Planning Manager/ Mine Design and Planning Manager/ Mining Exploration Manager/ Planning Manager (Mining)/ Resource Geologist/ Technical Services Manager (Mining)			Yes	SC		N	31			
132203	Rock Engineering Manager							1			
132301	Construction Manager/ Construction Project Manager			Yes	WE		N	7			
132401	Supply and Distribution Manager/ Supply Chain Manager/ Supply Lead Manager			Yes	D, WE	7		8			
132409	Physical Asset Manager			Yes	D, I	7		1			
134201	Medical Manager			Yes	DP, WE	6		1			
134401	Social Services Manager			Yes	C, I, L, M, D, WE	5-7		1			
134901	Environmental Manager			Yes	D, M	7		8		ü	
134902	Laboratory Manager			Yes	D	7		3			
134906	Accounting Practice Manager							1			
134916	Operations Foreman (Non Manufacturing)							5			
143901	Facilities Manager							1		ü	
211301	Analytical Chemist/ Chemist							8			

211401	Engineering Geologist/ Exploration Geologist/ Geologist							37		ü	
211402	Geophysicist/ Hydrologist							12		ü	
211405	Mineralogist							3		ü	
212103	Geostatistician/ Statistician			Yes	D	7		8		ü	
213302	Environmental Officer/ Environmental Research Scientist			Yes	SC		N	5		ü	
214101	Industrial Engineer/ Plant Engineer/ Process Engineer/ Production Engineer			Yes	WE		N	6		ü	
214102	Process Design Technologist			Yes	SC		N	1		ü	
214201	Civil Engineer/ Geotechnical Engineer/ Structural Engineer			Yes	SC		N	10		ü	
214202	Civil Engineering Technologist / Construction Technologist			Yes	M, WE		N	9		ü	
214301	Environmental Engineer			Yes	WE		N	1		ü	
214401	Diesel Engineer/ Maintenance Management Engineer/ Mechanical Engineer/ Mechanical Engineer (Mines)			Yes	LP, WE	7		56		ü	
214501	Chemical Engineer			Yes	D, I	7		1		ü	
214601	Colliery Engineer/ Metalliferous Mining Engineer/ Mine Ventilation Engineer/ Open Cast Mining (including diamonds) Engineer/ Surface Mining (including quarrying) Engineer	214601	Mining Engineer	Yes	D, I, Job Specific Development Programme	4, 7- 8		16	<b>40</b>	ü	
214603	Extraction Metallurgical Engineer/ Metallurgical Engineer/ Pyro Metallurgical Engineer			Yes	D	7		12		ü	
214605	Metallurgist			Yes	WE		N	22		ü	
214904	Quantity Surveyor			Yes	C	6		1		ü	
215101	Control Engineer/ Electrical Design Engineer/ Electrical			Yes	SC		N	31		ü	

	Engineer (Mines)/ Electromechanical Engineer										
215102	Control Engineering Technologist/ Electrical Engineering Technologist			Yes	D, WE	8		4		ü	
215103	Energy Services Engineer			Yes	D, WE	8		1		ü	
215104	Energy Engineering Technologist/ Energy Sustainability Specialist			Yes	C, D	7		2		ü	
215201	Instrumentation Engineer			Yes	D, I	8		2		ü	
215202	Electronics Engineering Technologist/ Instrumentation Technologist			Yes	M		N	21		ü	
216502	Hydrographic Surveyor/ Mine Surveyor			Yes	D	7		4		ü	
221101	Doctor			Yes	D,I	8		1			
221209	Radiologist			Yes	D	8					
221211	Occupational Medicine Specialist			Yes	D,I	8		1			
222104	Occupational Health Nurse			Yes	D	8		1			
226301	Environmental Health Officer			Yes	D, I	8		1			
226302	Chief Safety Officer Mining/ Safety, Health, Environment and Quality (SHE&Q) Practitioner/ Safety Coordinator/ Risk and Safety Manager/ Radiation Protection Expert/ Occupational Hygienist/ Health and Safety Officer / Coordinator / Professional	226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	Yes	SC, Other	4	N	16	<b>10</b>		
235205	Abet Trainer			Yes	D	8		2			
241101	Accountant (General)			Yes	D	7		2			
241102	Cost Accountant			Yes	C, DP, I	6		1			
241103	Tax Practitioner			Yes	D	8		1			
241106	Accountant in Practice			Yes	DP	5		3			

241301	Financial Business Analyst			Yes	DP	5		1			
242101	Business Support Project Manager			Yes	D	7		2			
242202	Intelligence Analyst/ Policy Analyst			Yes	M		N	5			
242209	Accounting Officer			Yes	C, I, D, DP	5-7		1			
242211	Internal Auditor			Yes	SC		N	3			
242302	Skills Development Facilitator / Practitioner/ Skills Development Strategist			Yes	L	6		2			
242303	Remuneration and Benefits Specialist			Yes	I	7		1			
242401	Training and Development Practitioner/ Training Officer	242401	Training and Development Professional	Yes	C, DP	6-8		3		<b>43</b>	
242402	Occupational Instructor / Trainer	242402	On-the-job Trainer/Occupational Instructor / Trainer	Yes	DP, C, L	4-8		2		<b>25</b>	
242403	Assessor	242403	Assessor	Yes	WE, SC	4	N	12		<b>12</b>	
243103	Product Manager			Yes	SC		N	1			
243203	Manager Public Affairs / Relations			Yes	D	7		1			
243301	Technical Sales Consultant / Coordinator / Manager			Yes	WE		N	3			
251101	ICT Systems Analyst			Yes	WE		N	1			
251202	Engineer (Applications / Content / IT / Software / Systems / WAN)			Yes	D	7		5			
252301	Systems Engineer			Yes	C	6		1			
262202	Information Management Specialist/ Information Services Manager			Yes	C	6		5			
263101	Mineral Economist			Yes	SC		N	2			
265203	Instrumentalist			Yes	SC, WE		N	1			

311101	Chemical Laboratory Technician / Analyst			Yes	I, L	6		1			
311301	Electrical Engineering Technical Officer/ Electrical Engineering Technician/ Electrical Instrument Technician			Yes	D, WE	7-8		6			
311303	Energy Efficiency Consultant/ Energy Officer			Yes	WE		N	4			
311401	Electronic Engineering Technician			Yes	SP	5		2			
311501	Mechanical Engineering Technician/ Mechanical Instrument Technician			Yes	SC		N	15			
311601	Energy Technician			Yes	SC		N	1			
311701	Mine Planner/ Mine Planning Technician/ Mining Technician/ Section Mine Planner			Yes	SC		N	5			
311704	Geological Technician/ Mineral Resource Technician			Yes	DP	6		2		ü	
311705	Mine Ventilation Observer/ Mine Ventilation Officer			Yes	DP	6		2			
311706	Rock Engineering Officer/ Rock Engineering Technician			Yes	DP	6		2			
311707	Strata Control Officer			Yes	DP	6		2			
311801	Design and Manufacturing Draughtsperson/ Draughtsperson/ Technical Draughtsperson			Yes	DP	6		13			
312101	Mine Operations Foreman/ Mine Overseer (Planning)/ Mine Overseer (Production)/ Pit Foreman/ Production / Operations Supervisor (Mining)/ Quarry Foreman/ Shift Foreman / Boss (Mining)/ Shift Supervisor (Mining)	312101	Production / Operations Supervisor (Mining)	Yes	C, DP, WE, OTHER	3-6		17		<b>12</b>	
312102	Miner/ Miner (Surface Excavations)/ Rockbreaker/ Shaft Timberman	312102	Miner	Yes	C, SP, L, QMA L	2-6		38		<b>169</b>	
312201	Production / Operations			Yes	C	6		2			

	Supervisor (Manufacturing)										
312202	Maintenance Planner/ Maintenance Scheduler	312202	Mine Equipment Planner / Coordinator	Yes	C, L, DP	4-5		9	<b>35</b>		
312301	Clerk of Works			Yes	L	5		2			
313912	Mineral Beneficiation Process Controller			Yes	SC		N	1			
315101	Ship's Engineer			Yes	D	7		1			
315201	Ship's Master			Yes	SP	5		1			
315202	Ships Mate / Officer			Yes	C	5		2			
321101	Radiographer			Yes	D	8		5			
325701	Environmental and Occupational Health Inspector			Yes	C	5		3		ü	
325707	Mines Safety Officer			Yes	WE		N	1			
332302	Procurement Administrator / Coordinator / Officer/ Purchasing Officer			Yes	WE		N	2			
335101	Customs Officer			Yes	M, WE		N	1			
341201	Community Development Officer/ Community Worker			Yes	SC, WE		N	5			
351201	ICT Systems Analysis Assistant			Yes	C	4-5		1			
351302	Technical Support Specialist			Yes	C	4-5		1			
352201	Engineering Technician (Telecommunications)			Yes	SC		N	1			
411101	Administrative Assistant			Yes	D	7		4			
431101	Accounts Clerk			Yes	WE		N	1			
432101	Stock Clerk / Officer			Yes	WE		N	2			
432201	Planning and Liaison Officer/ Production Coordinator			Yes	SP	3		2			
441301	Coding Data Processing Clerk			Yes	WE		N	3			
441601	Human Resources Clerk			Yes	L	4		4			
441603	Compensation and Benefits Administrator			Yes	L	4		1			

441903	Project Advisor / Leader/ Project Controller/ Project Planner			Yes	L	4		3			
515301	Maintenance Officer			Yes	L	3		2			
541906	Security Consultant			Yes	C, L	3-5		1			
642701	Air Conditioning Equipment Mechanic			Yes	L	3-5		5			@
642702	Electrical Mechanic	642702	Electrical Mechanic	Yes	L	3-5		20	<b>20</b>		@
643101	Painter			Yes	L	3-5		1			@
651203	Fitter-welder			Yes	L	3-5		16			@
651302	Boilermaker/ Boilermaker-welder/ Plater-boilermaker	651302	Boilermaker	Yes	L, SP, DP, FD, MQA L	3-6		128	<b>52</b>		@
651401	Metal Fabricator			Yes	L	3-5		1			@
651501	Rigger/ Rigger Ropesman	651501	Rigger Ropesman	Yes	MQA L, L	3-5		5	<b>20</b>		@
652301	Fitter-machinist/ Turner (Metal)			Yes	L	3-5		15			@
652302	Fitter and Turner	652302	Fitter and Turner	Yes	L, DP, MQA L	3-5		103	<b>65</b>		@
653101	Auto Engineer / Mechanic			Yes	C	3-5		1			@
653301	Plant Maintenance Mechanic			Yes	L	3-5		1			@
653303	Hydraulic Fitter/ Machine Fitter (Hydraulics)/ Maintenance Fitter/ Mechanical Fitter	653303	Machine Fitter (Hydraulics)/ Mechanical Fitter	Yes	C, L	3-5		42	<b>20</b>		@
653306	Diesel Fitter-mechanic/ Diesel Mechanic	653306	Diesel Mechanic	Yes	L, DP, C, MQA L	3-6		177	<b>133</b>		@
653307	Earthmoving Equipment Mechanic			Yes	C	3-5		9			@
661301	Goldsmith			Yes	C	3-5		4			@
661303	Jewellery Evaluator			Yes	C	3-5		2			
671101	Electrical Wireman/ Electrician/ Electrician (Engineering)/ Electrician (General)/ Winder Electrical Technician	671101	Electrician / Electrician (Engineering)	Yes	C, MQA L, DP	3-6		118	<b>60</b>		@



671202	Electromechanician/ Millwright/ Millwright (Electromechanician)	671202	Electromechanician / Millwright (Electromechanician)	Yes	C, MQA L	2-4		56	<b>29</b>		@
671208	Auto Electrician/ Automotive Electrician	671208	Auto Electrician	Yes	C, MQA L, SP	2-4		234	<b>65</b>		
672105	Instrument Mechanic/ Instrument Mechanic (Industrial Instrumentation & Process Control)	672105	Instrument Mechanic	Yes	SC, MQA L	2-5	N	87	<b>12</b>		@
684101	Mining Diver			Yes	C	2-4		2			
684202	Blaster/ Mining / Quarrying Blaster			Yes	L	2-4		8			
711101	Mining Operator/ Mining Plant Operator/ Roof Bolter (Mining)	711101	Mining Operator / Mining Plant Operator / Mining Plant Operator	Yes	SP, OLR	2-4		7	<b>247</b>		
711201	Machine Operator (Stone Cutting or Processing)			Yes	C	2-4		4			
711202	Chain Manufacturing Operator (Jewellery Manufacturing)			Yes	SC	2-4	N	2			
711203	Final Diamond Processing Controller/ Rough Evaluator			Yes	SP	2-4		2			@
711301	Drill Rig Operator/ Driller/ Drilling Plant Operator	711301	Driller	Yes	SP, C	2-5		135	<b>118</b>		
711302	Rock Drill Operator	711302	Rock Drill Operator	Yes	SC, SP, IT	1-4	N	40	<b>252</b>		
711404	Cement Kiln Operator			Yes	SC	2-4	N	3			
718905	Engineering Production Systems Worker			Yes	C, WE	2-4		1			
721201	Electromechanical Equipment Assembler	721201	Electromechanical Equipment Assembler	Yes	C, WE	2-4		10	<b>10</b>		
731101	Locomotive Driver	731101	Locomotive Driver	Yes	SP, WE	1-4		30	<b>30</b>		

731201	Railway Shunter			Yes	SP, WE	2-4		3			
733201	Truck Driver (General)			Yes	SP	2-4		2			
733208	Mobile Mining Equipment Operator/ Roof bolter Operator/ Trackless Mobile Machinery (TMM) Operator	733208	Mobile Mining Equipment Operator / Trackless Mobile Machinery (TMM) Operator	Yes	WP, SP	2-6		13	<b>109</b>		
734201	Earthmoving Plant Operator (General)			Yes	L	2-4		1			
734203	Bulldozer Operator			Yes	SP	2		3			
734204	Excavator Operator/ Hydraulic Rock Breaker Operator/ Shovel Operator	734204	Hydraulic Rock Breaker Operator	Yes	SP, C	2-6		35	<b>22</b>		
734205	Grader Operator	734205	Grader Operator	Yes	L	2-4		19	<b>15</b>		
734206	Front-end-loader Operator/ Loader Driver/Load-haul-dump (LHD) Operator	734206	Loader Driver / Load-haul-dump (LHD) Operator	Yes	L, SP	2		69	<b>52</b>		
734211	Dragline Operator	734211	Dragline Operator	Yes	SP, OLR	2		55	<b>50</b>		
734214	Dump Truck Driver/ Operator/ Haul Truck Operator	734214	Haul Truck Operator	Yes	SP, OLR	2		90	<b>80</b>		
734301	Crane Driver/ Crane or Hoist Operator/ Onsetter/ Winding Engine Driver (Materials)			Yes	SP			7			

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