

THE MQA's RESEARCH PROJECTS FOR 2019 – 2020

NO.	PROJECT NAME	PURPOSE	OBJECTIVES
CORE LABOUR MARKET RESEARCH			
01	Sector Skills Plan 2020-2025: Legislative Imperative	<p>The development and annual updating of the Sector Skills Plan (SSP) is one of the key deliverables of every SETA.</p> <p>The SSP is a comprehensive document that consolidates a wide range of information on the sector and guides skills development within the sector for a five year period.</p>	<ul style="list-style-type: none"> • Outline the MMS sector profile; • Identify the key skills change drivers of the sector and the alignment of national strategies and plans; • Outline the occupational shortages and skills gaps within the MMS; • Provide an analysis of the supply and demand imperatives in the MMS; • Ascertain existing and future sector partnerships; • Reflect on the SETA's monitoring and evaluation; and • Recommend sector priorities for skills development in the MMS.
02	2019 Workplace Skills Plan (WSP) – Annual Training Report (ATR) Analysis: Functional Imperative	<p>The objective of this project is to develop a profile of the MMS in terms of the geographic location, size, and composition of organisations that submitted WSP/ATRs to the MQA for the 2019/20 financial year. The report shall profile the MMS' workforce, hard-to-fill vacancies as well as the training priorities identified in the WSP/ATR submissions in 2019/20.</p>	<ul style="list-style-type: none"> • An analysis of the MMS' organisations in terms of geographic location, company size and sub-sector; • Develop a profile of the workforce of the MMS in terms of population group, gender, employees living with a disability, South African vs. non- South African citizens and educational levels; • Describe hard-to-fill vacancies in terms of province, sub-sector as well as reasons why employers identify them as hard-to-fill; • Describe skills development in the MMS as reflected in the ATRs; • Determine the skills development priorities of organisations in the MMS as reflected in the WSPs; • Conduct a comparative analysis with data submitted in previous years; and • Compare the data with other information contained in the MQA's database (where available).
03	Employment and training trends analysis report covering the period 2010-2019: Functional Imperative	<p>The study aims to update the 10 year WSP-ATR trends analysis report using the updated WSP/ATR submissions. This is done to provide an updated analysis of trends in the MMS in terms of the sector's composition, geographic location and size of companies. This also encompasses the trends of training interventions planned and achieved for WSPs/ATRs submitted in the financial years 2010 - 2019.</p>	<ul style="list-style-type: none"> • Trends analysis of WSP-ATR submissions by subsector, company size, and province; • Profile of the MMS' workforce by occupational level, race, gender, nationality, age and disability over the past 10 years; and • Trends analysis of training undertaken and planned for employees as reported in the WSP - ATRs in the past 10 years

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OTHER RESEARCH

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04	Understanding the relationship between the scarce and critical skills (hard-to-fill occupations) and interventions that are implemented in the MMS: Functional Imperative	The past SSPs have indicated that there is minimal correlation between scarce and critical/hard-to-fill occupations identified and the training interventions implemented by the MMS. From this finding, it can be deduced that there is misalignment between what the MMS reports as a demand for skills versus interventions prioritised and actualised for training. It is therefore, important to understand the nature and extent of the mismatch between the demand of skills and supply of training within the MMS. The study will aim to ascertain the correlation between scarce and critical (hard-to-fill occupations) and the training interventions implemented and reported by the MMS.	<p>What is the nature of skills that are reported to be in demand in the MMS?</p> <p>What is the nature of supply of skills reported in the MMS?</p> <ul style="list-style-type: none"> • What is the relationship between the demand and supply of skills in the MMS? • Is there a gap between what is identified as a demand compared to what is supplied? • If a gap exists, what is the nature of that gap? • What factors influence this gap? <p>Provide actionable recommendations that will lead to the improvement of synergy between the demand and supply of skills development in the sector.</p>
05	Understanding the Impact of changing technology and its skills development Implications in the mining and minerals sector: Functional Imperative	To investigate the integration of technology into the production processes and its effects on skills requirements in relation to the MMS' core occupations with a focus on artisanal and technical skills. Further; it aims to outline the new and emerging technologies and innovations that may transform the MMS processes and operations in the core mining skills.	<ul style="list-style-type: none"> • Investigate the extent of technological innovation/application in the mining and minerals sector; • Ascertain the impact that technology has on training interventions / skills development, especially for artisanal and technical skills; • Determine the impact technology has in the current curricula; and • Make SMART recommendations on how to form strategic partnerships to foster a necessary climate to stimulate a competitive, integrated and coordinated approach to up skill the affected work force.

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06	<p>Women in Mining: Understanding factors that influence access and mobility in and within occupational structures in the MMS: Functional Imperative</p>	<p>This research will focus on female workers' access and mobility in the occupational structure of the mining and minerals sectors. The study is intended to provide the MQA with better understanding of factors inhibiting the progression of women into the top echelons of authority within the MMS.</p>	<ul style="list-style-type: none"> • Provide a literature review with specific focus on gender and skills development in the MMS; • Provide an employment profile (with provincial, race, gender and occupational distribution); • State academic and industry factors affecting female mine workers' entry into the MMS and related field of work; • Explore female workers' perceptions of their work place) • Investigate factors that influence mobility within occupational structures in the MMS; • Look into the support (stipulate the state of the interventions) provided to ensure career progression (movement into the top positions); and • Make SMART recommendations for interventions (gender mainstreaming) to support female workers in workplace to ensure mobility within and outside the sector.
07	<p>Understanding the occupational health and safety matters in the mining and minerals sector: Functional Imperative</p>	<p>The study aims at investigating methods of attaining a "Zero Harm" goal in the MMS. The research will provide knowledge that will divulge factors that impact health and safety in mines. From this the MQA and its stakeholders should be able to develop/support interventions leading to health and safety practices in mines.</p>	<ul style="list-style-type: none"> • Conduct literature review on occupational health and safety matters in the MMS; • Investigate factors that contribute towards occupational diseases/injuries/fatalities; • Explore factors influencing health and safety practices in the work place (production versus safety and informal working practices to ensure production flow); • Examine the nature of interventions to ensure occupational health and safety of workers in the context of the emergence of downward trend in fatalities in the sector; and • Provide composite and consolidated findings which will clearly recommend ways to sustain and improve current interventions bearing in mind the inherent dangers of operations in the sector gaps.