



## **LEARNERSHIP PROGRAMMES**



**MINING QUALIFICATIONS AUTHORITY**

## **Learnerships**

The Skills Development Act of 1998 determines that the Mining Qualifications Authority (MQA) must establish, register, promote and administer learnerships in the mining and minerals sector.

A learnership is a vocational, education and training programme that combines structured workplace learning and institutional learning governed by a contract between the employer, an accredited training provider and the learner. At the end of the programme the learnership will culminate in a qualification registered on the National Qualifications Framework (NQF).



### **A learnership programme must:**

- Have a structured learning and an institutional learning component;
- Be registered with the Department of Higher Education and Training (DHET);
- Have a practical work experience component of a specific nature and duration;
- Lead to a qualification registered on the NQF;
- Be related to an occupation; and
- Be aligned to the Organising Framework for Occupations (OFO)





## **The criteria to determine the need for a learnership**

There must be an assurance that there is a need in the sector before a learnership can be registered. The requirements that constitute the criteria for proposing a learnership are determined by:

- The category of learners who may benefit from the learnership (e.g. the employed/ unemployed);
- The skills needs to be addressed;
- The criticality or scarcity of the skills to be addressed;
- The estimated cost of provision of the learnership;
- The availability of adequate and relevant workplace learning;
- A structured institutional learning component;
- The availability of accredited training providers for the institutional component of the learnership; and
- Proof that a learnership is an efficient and effective method for both the learner and employer to achieve the qualification through a learnership



## **The funding for learnerships**

The funding for learnerships will be subject to conformance with the MQA's criteria for Discretionary Grants funding. The MQA will make available learnership grants for the implementation of learnerships that are in line with the Skills Development Act of 1998, that have the immediate relevance to the skills gap identified in the Sector Skills Plan objectives and meet set criteria for evaluating a learnership. The MQA learnerships are funded from the Discretionary Grants funds. A guideline for the MQA learnerships and skills programme with funding principles is in place.

A learnership tax incentive may be accessed by employers during the relevant year of tax assessment in respect of allowances paid to learners in learnerships. For further information on funding please contact the Learning Programmes Unit.





## **The learnership agreement**

A learnership agreement is a contractual obligation between a learner, an employer and an accredited training provider. It is signed by all three parties prior to the implementation of the learnership and is formally registered by the MQA.

The MQA has designed, developed and registered the following learnerships with the DHET.



## The list of registered MQA artisan learnerships

Registration number	Status	Artisan learnership title
1. 16Q160008001764	R	Instrumentation Mechanician, Level 4
2. 16Q160009001273	R	Rigging Ropesman (Generalist), Level 3
3. 16Q160010001273	R	Rigging Ropesman (Open Cast), Level 3
4. 16Q160011001303	R	Diesel Mechanic – Underground Diamonds, Level 3
5. 16 Q160012001623	R	Diesel Mechanic – Coal, Level 4
6. 16 Q160013001493	R	Diesel Mechanic – Metalliferous, Level 3
7. 16 Q160014001373	R	Diesel Mechanic – Surface Diamonds, Level 3
8. 16Q160015001683	R	Plater Welder (Underground Diamonds), Level 3
9. 16Q 160016001333	R	Plater Welder (Coal), Level 3
10.16Q160017001773	R	Plater Welder (Metalliferous), Level 3
11.16Q160018001523	R	Plater Welder (Open Cast Diamonds), Level 3
12.16Q160019001323	R	Plater Boilermaker (Opencast), Level 3
13.16Q160020001343	R	Plater Boilermaker (Coal), Level 3
14.16Q160021001733	R	Plater Boilermaker (Metalliferous), Level 3
15.16Q160022001493	R	Plater Boilermaker (Diamond Opencast), Level 3
16.16Q160023001273	R	Fitting (Including Machining): Underground Diamonds, Level 3
17.16Q160024001533	R	Fitting (Including Machining): Underground Coal, Level 3
18.16Q160025001283	R	Fitting (Including Machining): Surface Coal, Level 3
19.16Q160026002443	R	Fitting (Including Machining): Hardrock Metalliferous, Level 3
20.16Q160027001203	R	Fitting (Including Machining): Surface Diamonds, Level 3
21.16Q160028003394	R	Millwright (Diamond), Level 4



Registration number	Status	Artisan learnership title
22.16Q160029004094	R	Millwright (Coal), Level 4
23.16Q160030004444	R	Millwright (Metalliferous), Level 4
24.16Q160031003814	R	Millwright (Open Cast), Level 4
25.16Q160032001593	R	Fitting and Turning (Underground Diamonds), Level 3
26.16Q160033001853	R	Fitting and Turning (Underground Coal), Level 3
27.16Q160034001463	R	Fitting and Turning (Open Cast Coal), Level 3
28.16Q160035002763	R	Fitting and Turning (Metalliferous), Level 3
29.16Q160036001403	R	Fitting and Turning (Surface Diamonds), Level 3
30.16Q160037003134	R	Electrical (Underground Diamonds), Level 4
31.16Q160038003494	R	Electrical (Underground Coal), Level 4
32.16Q160039003444	R	Electrical (Surface Coal), Level 4
33.16Q160040003294	R	Electrical (Open Cast), Level 4
34.16Q160041003404	R	Electrical (Metalliferous), Level 4
35.16Q160042003014	R	Electrical (Surface Diamonds), Level 4
36.16Q160052001463	R	Diesel Mechanic (Open Cast), Level 3
37.16Q160053001463	R	Fitting (Including Machining) (Open Cast), Level 3
38.16Q160054001463	R	Fitting and Turning (Open Cast,) Level 3
39.16Q160051001463	R	Plater / Welder (Open Cast), Level 3
36.16Q160052001463	R	Diesel Mechanic (Open Cast), Level 3
37.16Q160053001463	R	Fitting (Including Machining) (Open Cast), Level 3
38.16Q160054001463	R	Fitting and Turning (Open Cast,) Level 3
39.16Q160051001463	R	Plater / Welder (Open Cast), Level 3
40.16Q160018001623	R	Plater / Welder (Underground Diamonds), Level 3



## The list of registered MQA non-artisan learnerships

Registration number	Status	Non-artisan learnership title
1.16Q160049 59 1732	R	Engineering Maintenance for Underground Hard Rock (Metalliferous) – Stopping and Developing, Level 3
2.16Q160048 50 1622	R	Engineering Maintenance for Underground Hard Rock (Metalliferous) – Horizontal Transport, Level 3
3.16Q160050 61 1922	R	Engineering Maintenance for Underground Hard Rock (Metalliferous) – Horizontal Transport Services, Level 3
4.16Q160046 55 1462	R	Diamond Processing – Operator Bottom Makeable, Level 2
5.16Q160047 60 1632	R	Diamond Processing – Operator Top Makeable, Level 2
6.16Q160045 55 1462	R	Diamond Processing – Operator Bottom Sawn, Level 2
7.16Q160044 55 1382	R	Diamond Processing – Operator Top Sawn, Level 2
8.16 Q160058 66 1842	R	Engineering Maintenance for Underground Coal Breaking Services, Level 2
9.16Q160057 58 1672	R	Engineering Maintenance for Underground Coal Wall Mining, Level 2
10.16Q160056 69 2062	R	Engineering Maintenance for Underground Coal Continuous Mining, Level 2
11.16Q160055 70 2072	R	Engineering Maintenance for Underground Coal Conventional Mining, Level 2
12.16Q160007 35 1763	R	Winding Engine Driving, Level 2
13.16Q160059 99 1692	R	Underground Hard Rock Narrow Tabular, Level 2
14.16Q160060 39 1203	R	Underground Hard Rock Narrow Tabular, Level 3
15.16Q160001 41 1572	R	Surface Mining Rock Breaking, Level 2
16.16Q160062 61 1632	R	Lump Ore Beneficiation: Dense: Medium Separation Coal Level 2
17. 16Q160061 61 1632	R	Lump Ore Beneficiation: Dense Medium Separation: Diamonds, Level 2
18.16Q160063 61 1632	R	Lump Ore Beneficiation: Dense Medium Separation: Heavy Minerals, Level 2
19.16Q160064 61 1632	R	Lump Ore Beneficiation: Jig Concentration
20.16Q160068 54 1443	R	Occupational Hygiene and Safety, Level 3
22.16Q160069 44 1484	R	Minerals Surveying, Level 4



Registration number	Status	Non-artisan learnership title
23.16Q1600714212433	R	Mineral Processing, Gold Extraction, Level 3
24.16Q1600752615944	R	Carbonate Materials Manufacturing Process (Lime Manufacturing), Level 4
25.16Q1600742715944	R	Carbonate Materials Manufacturing Process (Cement Manufacturing), Level 4
26.16 Q1600746441303	R	Continuous Miner Operations Underground Coal, Level 3
27.16Q160078291504	R	Jewellery Manufacturing Operations, Level 4
28. 16Q160082441503	R	Mining Operations Specialisation – Blasting Operations – Underground Coal, Level 3
29. 16Q160080421273	R	Mining Operations Specialisation – Blasting Operation Wall Mining, Level 3
30. 16Q160081261464	R	Gemstone Setting, Level 4
31 .16Q160083471662	R	Electro-Mechanics, Level 2
32. 16Q160084441413	R	Electro-Mechanics, Level 3
33. 16Q160085291714	R	Electro-Mechanics, Level 4
34. 16Q160086991302	R	Mining Operations Underground Hard Rock – Conventional Mining, Level 2
35. 16Q160087331293	R	Rockbreaking Underground Hard Rock – Mechanised Mining, Level 3
36. 16Q160088331263	R	Rockbreaking Underground Hard Rock – Conventional Mining, Level 3
37. 16Q160089991302	R	Mining Operations for Underground Hard Rock – Mechanised Mining, Level 2
38. 16Q160090442142	R	Engineering Fabrication, Level 2
39. 16Q160090442142	R	Engineering Fabrication, Level 3
40. 16Q160090442142	R	Engineering Fabrication, Level 4
41.16Q 160097281503	R	Diamond Processing – Preparation, Level 3
42.16Q160098271503	R	Diamond Processing – Cutting, Level 3
43.16Q160099291503	R	Diamond Processing – Bottom Polishing, Level 3
44.16Q160100291503	R	Diamond Processing – Top Polishing, Level 3
45.16Q160101301503	R	Diamond Processing – Automatic Polishing, Level 3
46.16Q160102411232	R	Rock Engineering Strata Control Operations UG Coal Mining, Level 2
47.16Q160103401232	R	Rock Engineering Strata Control Operations Underground Hardrock Mining, Level 2





Registration number	Status	Non-artisan learnership title
48.16Q160104391232	R	NC Rock Engineering Strata Control Underground Hard rock Massive Mining, Level 2
49.16Q160105411232	R	Rock Engineering Strata Control Operations – Surface Mining, Level 2
50.16Q160094641292	R	Mineral Processing – Sands, Level 2
51.16Q160095671292	R	Mineral Processing – Gold, Level 2
52.16Q160093561292	R	Mineral Processing – Lump Ore, Level 2
53.16Q160096591292	R	Mineral Processing – Platinum, Level 2
54.16Q160079311464	R	Jewellery Design, Level 4
55.16Q160067481303	R	Rockbreaking for Underground Hardrock, Level 3
56.16Q160106431413	R	Rock Breaking Surface Excavation – Quarrying Operation, Level 3
57.16Q160107361413	R	Rock Breaking Surface Excavation – Dimension Stone Operations, Level 3
58.16Q160110381303	R	Mineral Processing – Lump Ore, Level 3
59.16Q160109401303	R	Mineral Processing – Platinum, Level 3
60.16Q160112541303	R	Mineral Processing – Gold, Level 3
61.16Q160111481303	R	Mineral Processing – Base Metal, Level 3
62.16Q160113311303	R	Mineral Processing – Mineral Sands, Level 3
63.16Q160117321252	R	Mineral Surveying, Level 2
64.16Q160118321252	R	Mineral Sampling, Level 2
65.16Q160114431202	R	Metals Production, Level 2
66.16Q160115261203	R	Metals Production, Level 3
67.16Q160116351404	R	Metals Production, Level 4
68.16Q160119211344	R	Measurement, Control and Instrumentation, Level 4
69. 16Q160128371644	R	Diamond Design and Evaluation (Rough Evaluation), Level 4
70. 16Q160129391644	R	Diamond Design and Evaluation (Basic Marking), Level 4



Registration number	Status	Non-artisan learnership title
71. 16Q160130381644	R	Diamond Design and Evaluation (Grading Polished)
72. 16Q160131381644	R	Diamond Design and Evaluation (Inspection), Level 4
73. 16Q160132331614	R	Diamond Processing (Parting by Sawing), Level 4
74. 16Q160133331614	R	Diamond Processing (Bruting), Level 4
75. 16Q160134281614	R	Diamond Processing (Crossworking), Level 4
76. 16Q160135361614	R	Diamond Processing (Brilliantteering), Level 4
77. 16Q160136391614	R	Diamond Processing (Fancy Stone Making), Level 4
78. 16Q160140361374	R	Mineral Processing, Level 4
79. 16Q160141351252	R	Automotive Repair and Maintenance, Level 2
80. 16Q160142361252	R	Mining Technical Support (Geology), Level 2
81. 16Q160143441594	R	Automotive Repair and Maintenance, Level 4
82. 16Q160144541202	R	Laboratory Practices (General Laboratory Practice), Level 2
83. 16Q160145541202	R	Laboratory Practices (Precious Metal Laboratory Practice), Level 2
84. 16Q160146541202	R	Laboratory Practices (Coal Laboratory Practice), Level 2
85. 16Q160120211203	R	Measurement Control and Instrumentation, Level 3
86. 16Q160121321332	R	Measurement Control and Instrumentation, Level 2
87. 16Q160124391203	R	Chemical Operations (Mineral Extraction and Refining), Level 3
88. 16Q160123321203	R	Chemical Operations (Sulphuric Acid), Level 3
89. 16Q160122311352	R	Chemical Operations, Level 2
90. 16Q160125221625	R	Production Management (Cement Manufacturing), Level 5
91. 16Q160127391373	R	Jewellery Manufacturing in a Production Environment, Level 3
92. 16Q160126301342	R	Introduction to the Jewellery Production, Environment, Level 2
93. 16Q160156311634	R	Mining Operations (Underground Hardrock), Level 4



Registration number	Status	Non-artisan learnership title
94. 16Q160155391363	R	Rock Engineering (Massive Mining), Level 3
95. 16Q160154391363	R	Rock Engineering (Surface Mining), Level 3
96.16Q160153391363	R	Rock Engineering (Underground Coal Mining), Level 3
97.16Q160151261604	R	Surface Excavations (Blasted Route), Level 4
98.16Q160152291292	R	Mineral Processing (Mineral Sands), Level 2
99.16Q160148401654	R	Strata Control Operations, Level 4
100.16Q160149291604	R	Mining Operations – Surface Excavations (Non-Blasted Route), Level 4
101.16Q160147511202	R	Occupational Health, Safety and Environment Level 2
102.16Q160108331303	R	Mineral Processing (Uranium), Level 3
103.16Q160150301624	R	Mining Operations (Underground Coal), Below Level 1
104.16Q160170321263	R	Lamproom Operations, Level 3
105.16Q160075261594	R	Carbonate Materials Manufacturing Processes: Lime Manufacturing, Level 4
106.16Q160074271594	R	Carbonate Materials Manufacturing Processes: Cement Manufacturing, Level 4
107.16Q160077471413	R	Electro-mechanics: Mining and Minerals, Level 3
108.16Q160091512863	R	Engineering Fabrication, Level 3
109.16Q160092282344	R	Engineering Fabrication, Level 4
110.16Q160137391402	R	Electrical Engineering, Level 2
111.16Q160138381333	R	Electrical Engineering, Level 3
112.16Q160139421304	R	Electrical Engineering, Level 4

Additional or new learnerships 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.



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