

**Mining Qualifications Authority**  
7 Anerley Rd, Parktown, Johannesburg, 2193  
Tel: 011 547 2600  
Email: [info@mqa.org.za](mailto:info@mqa.org.za)  
[www.mqa.org.za](http://www.mqa.org.za)



## **MQA FUNDING POLICY**

**1 April 2026 to 31 March 2027**

**Mining Future Skills**

## TABLE OF CONTENTS

LIST OF ABBREVIATIONS AND ACRONYMS .....	3
1. DEFINITIONS .....	5
2. INTRODUCTION .....	11
3. OBJECTIVE OF THE MQA FUNDING POLICY .....	12
4. PRINCIPLES OF THE MQA FUNDING POLICY .....	12
5. MANDATORY GRANTS .....	13
6. DISCRETIONARY GRANTS .....	14
7. GENERAL .....	18
8. ADMINISTRATIVE REQUIREMENTS .....	20
9. FUNDING MODELS .....	20
10. DEVIATION FROM THE FUNDING POLICY .....	22
11. CHANGES IN LEVIES RECEIVED FROM SARS .....	22
12. MONITORING AND REVIEW OF POLICY .....	22
13. EFFECTIVE DATE .....	22
ANNEXURE A LEGISLATIVE FRAMEWORK:.....	23
ANNEXURE B MANDATORY GRANTS .....	28
ANNEXURE C DISCRETIONARY GRANTS RULES AND LEVELS .....	38
ANNEXURE D LIST OF DISCIPLINES PER PROJECT .....	117
ANNEXURE E DISPUTE RESOLUTION .....	1224
ANNEXURE F MQA BURSARY POLICY .....	127
ANNEXURE G FRAMEWORK FOR THE IMPLEMENTATION OF SPECIAL PROJECTS IN THE MINING AND MINERALS SECTOR.....	127

## LIST OF ABBREVIATIONS AND ACRONYMS

<b>4IR</b>	Fourth Industrial Revolution
<b>AA</b>	Accounting Authority
<b>ASC</b>	Amended Senior Certificate
<b>CoS</b>	Centres of Specialisation
<b>APP</b>	Annual Performance Plan
<b>AFSA</b>	Arbitration Foundation of South Africa
<b>ARPL</b>	Artisan Recognition of Prior Learning
<b>AET</b>	Adult Education and Training
<b>ASDP</b>	Accredited Skills Development Provider
<b>ATR</b>	Annual Training Report
<b>BCEA</b>	Basic Conditions of Employment Act
<b>CBO</b>	Community Based Organisation
<b>CEO</b>	Chief Executive Officer
<b>CEP</b>	Community of Expert Practice
<b>CET</b>	Community Education and Training Colleges
<b>Co-op</b>	Co-operative
<b>DGAC</b>	Discretionary Grants Adjudication Committee
<b>DGEC</b>	Discretionary Grants Evaluation Committee
<b>DHET</b>	Department of Higher Education and Training
<b>DMPR</b>	Department of Mineral and Petroleum Resources
<b>DBE</b>	Department of Basic Education
<b>DoL</b>	Department of Labour
<b>DDM</b>	District development model
<b>ERRP</b>	Economic Reconstruction and Recovery Plan
<b>FLC</b>	Foundational Learning Competency
<b>GET</b>	General Education and Training
<b>GETC</b>	General Education and Training Certificate
<b>HDSA</b>	Historically Disadvantaged South African
<b>HEI</b>	Higher Education Institution
<b>HDI</b>	Historically Disadvantaged Individuals
<b>IEB</b>	Independent Examinations Board
<b>IST</b>	Inter-SETA Transfer
<b>IDZ</b>	Industrial development zone
<b>MIS</b>	Management Information System
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MMS</b>	Mining and Minerals Sector
<b>MOA</b>	Memorandum of Agreement
<b>MOU</b>	Memorandum of Understanding
<b>MQA</b>	Mining Qualifications Authority
<b>NGO</b>	Non-governmental Organisation
<b>NLPE</b>	Non-Levy Paying Enterprise
<b>NCOR</b>	National Certificate of Orientation
<b>NQF</b>	National Qualifications Framework
<b>NSDP</b>	National Skills Development Plan
<b>NSF</b>	National Skills Fund
<b>NSA</b>	National Skills Authority
<b>OFO</b>	Organising Framework for Occupations
<b>OHS</b>	Occupational Health and Safety
<b>OQDF</b>	Occupations Qualification Development Facilitator

<b>PoE</b>	Portfolio of evidence
<b>PP</b>	Pivotal Plan
<b>PR</b>	Pivotal Report
<b>PSET</b>	Post School Education and Training
<b>QCTO</b>	Quality Council for Trades and Occupations
<b>QDF</b>	Qualification Development Facilitators
<b>RPL</b>	Recognition of Prior Learning
<b>SACIA</b>	South African Comprehensive Assessment Institute
<b>SAQA</b>	South African Qualifications Authority
<b>SARS</b>	South African Revenue Services
<b>SASSA</b>	South African Social Security Agency
<b>SDA</b>	Skills Development Act
<b>SDC</b>	Skills Development Committee
<b>SDF</b>	Skills Development Facilitator
<b>SDLA</b>	Skills Development Levies Act, 9 of 1999
<b>SDL</b>	Skills Development Levy
<b>SDP</b>	Skills Development Provider
<b>SETA</b>	Sector Education and Training Authority
<b>SLA</b>	Service Level Agreement
<b>SME</b>	Small and Micro Enterprises
<b>SMME</b>	Small Medium and Micro Enterprises
<b>SOP</b>	Standard Operating Procedure
<b>SSP</b>	Sector Skills Plan
<b>SEZs</b>	Special economic zones
<b>SoR</b>	Statement of Results
<b>TVET</b>	Technical and Vocational Education and Training
<b>WSP</b>	Workplace Skills Plan
<b>WBLPA</b>	Workplace Based Learning Programme Agreement
<b>WIL</b>	Workplace Integrated Learning

## 1. DEFINITIONS

- i. **Accounting Authority:** The Accounting Authority of the Mqa contemplated section 11 of the Skills Development Act.
- ii. **'Accredited Skills Development Provider (ASDP)'** means a provider of occupationally directed learning Programmes that are part or full qualifications accredited by the Quality Council for Trades and Occupations (QCTO).
- iii. **Board:** refers to the governing body (Accounting Authority) of the Mqa
- iv. **Co-Funding:**
  - An arrangement through which the Mqa and another party or more parties share in the cost of funding a specific project. This may apply to certain projects as approved by the Mqa Accounting Authority.
- v. **Commissioner:** refers to the Commissioner for Sars appointed in terms of section 6 of the South African Revenue Service Act 34 of 1997.
- vi. **'Complimentary funding'** a portion of funding between one or more partners that aims to complement or support a common course/skills development intervention in order to enhance or emphasize the quality of an intervention. (Details thereof will be outlined and agreed to in the MoU/MoA between the two or more parties).
- vii. **'Consultation'** means the act or process of consulting with the relevant stakeholders. Consultation means that parties must engage in a thorough and meaningful joint consensus-seeking process.

- viii. **Core MQA Mining Learnerships:** Structured training programs focused on critical mining qualifications, equipping learners with technical skills for core MMS operations, including extraction and safety, to meet modern industry demands.
- ix. **Core MQA Beneficiation Learnerships:** Targeted training for the Jewellery and Diamond sub-sector, developing skills in mineral beneficiation to enhance economic value and sector competitiveness.
- x. **Core MQA Beneficiation Learnerships for Learners with Disabilities:** Inclusive training for individuals with disabilities in the Jewellery and Diamond sub-sector, fostering accessible skill development and equitable employment opportunities.
- xi. **District development model (DDM)**  
DDM is a planning model for Cooperative Governance which seeks to be an integrated, district based, service delivery approach that is aimed at fast tracking service delivery and that municipalities are adequately supported and resourced to carry out their mandate.
- xii. **Department** refers to the Department of Higher Education and Training.
- xiii. **‘Double dipping’** means obtaining funding from two or more sources for any training in the same intervention. A learner funded for more than one different intervention in a financial year is not regarded as double dipping. The leaner should not be trained in more than one intervention simultaneously.
- xiv. **‘Emergency Funding’** refers to financial resources that are set aside or made available to respond to urgent, unforeseen, and unavoidable circumstances that require immediate action such as sudden disruption of the functioning of a community, which causes widespread human, material, economic or environmental losses which exceed the ability of the affected community to cope using its own resources.
- xv. **‘Employers’** are defined as organisations that are registered and paying their skills development levies to the MQA as well as those that are exempted from paying levies.

xvi. **'First-Come-First-Served-Basis'** refers to the practice by the Mqa of paying grants to employers on the approved allocation list who report learners first. The grants will be paid for those learners reported until the targets are met, and the budget is depleted.

xvii. **HET, TVET and CET Partnerships:**  
It is a collaboration that offers access to resources, expertise, knowledge, and networks that enhance Mqa's ability to achieve its objectives and those of its partners (HETs, TVETs & CETs) as per signed SLA with DHET and APP signed with the Accounting Authority.

xviii. **Historical Disadvantaged South Africa:** refers to any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) came into operation.

xix. **'Intermediaries'/ Middleman** refers to Organisations that do not have their own workplaces to host learners for practical workplace training or work-integrated learning.

xx. **Internship:**  
Refers to a graduate development Programme whereby the Mqa provides grants to companies in the MMS, Universities, CETs and TVETs for the placement of graduates within their workplaces in order to offer structured work experience related to the graduate's field of study.

xxi. **Industrial development zone (IDZ)**  
IDZ is a purpose -built industrial estate linked to an international seaport or airport which can leverage fixed direct investments in value- added and export-oriented manufacturing industries.

xxii. **Labour representative:** refers to a representative of the labour constituency within the workplace, appointed by the recognised trade union.

xxiii. **Labour sending area:**

Refers to areas where mines source labour from which includes both rural and urban areas in all South African provinces.

xxiv. **Levy paying employer:** refers to an employer who is compelled to pay skills development levies in terms of section 3(1) of the Skills Development Levies Act.

xxv. **Employers exempted from paying levies** means:

- Any public service employer in the national or provincial sphere of government. (These employers must budget for an amount equal to the levies payable for the training and education of their employees).
- Any public entity
- Any employer that is not required to pay skills development levies and these include CBO's, NGO's and Co-Ops.
- Any public benefit organisation which is exempt from the payment of income tax in terms of section 10(1)(cN) of the Income Tax Act which solely carries on welfare and humanitarian, certain health care and religious belief or philosophy public benefit activities which solely provides funds to such public benefit organisation.
- Any municipality in respect of which a certificate of exemption has been issued by the Minister of Labour.
- Any employer where the total leviable amount of all its employees over the next 12 months will not exceed R500 000.
- Although the above-mentioned employers are exempt from the payment of the levy, these employers (excluding the employer where the leviable amount does not exceed R500 000) are NOT absolved from registration in terms of section 5(6) of the Skills Development Levies Act.

xxvi. **Mandatory Grant:** refers grants paid out in terms of Regulation 6(1) (a) and (b) of the Skills Development Levies Act No 9 of 1999. In order to access these funds a WSP and ATR must be completed.

xxvii. **Main levy number:**  
Refers levy number used for paying levies.

xxviii. **Mine community:**  
Refers to communities where mining takes place and labour sending areas.

xxix. **Mine Community Development Programmes:**  
Interventions (accredited portable skills by various SETAs) for beneficiaries from mine communities and labour sending areas.

xxx. **Non- Constituent Employers** are defined as organisations that are not registered and not paying their skills development levies to the MQA but do partake in MQA Programmes.

xxxi. **Non-MQA Learnerships:** Essential training for MMS support functions (e.g., HR, Finance, IT), ensuring operational continuity and compliance with industry requirements.

xxxii. **Organisation** is a registered entity in terms of applicable South African legislation.

xxxiii. **Partnerships**  
A partnership refers to any collaborative arrangement entered into with one or more partners to address (skills) needs within the sector, community, or broader society. Partnerships are established to conceptualise, design, implement, monitor, and evaluate interventions that are relevant, responsive, effective and sustainable (impactful) in achieving the desired skills development outcomes of the MMS.

xxxiv. ‘PIVOTAL’ is an acronym which means professional, vocational, technical and academic learning Programmes that result in qualifications or part qualifications on the National Qualifications Framework as contemplated in regulation 3(6) and (7) as read with regulation 6(11) to (15) of the SETA Grant Regulations: Government Gazette Number 35940.

xxxv. **Small, Micro and Medium Enterprises (SMMEs)**

Small, Medium, and Micro Enterprises (SMMEs) are businesses that meet the criteria for employment size, revenue, and asset value as outlined in the amended National Small Business Act of 1996.

xxxvi. **Special economic zone (SEZs)**

SEZs are geographically designated areas set aside for specifically targeted economic activities to promote national economic growth and exports by using support measures to attract foreign and domestic investments and technology.

xxxvii. **Special projects**

A Special Project refers to a unique, innovative, and distinct intervention designed to address specific skills gaps, target groups, or sectoral challenges that are not adequately covered by current initiatives. Such projects introduce new ideas, approaches, or technologies that enhance the effectiveness, efficiency, or impact of skills development. They often test alternative models or creative solutions that promote employability, transformation, and sustainable growth within the mining and minerals sector. Each Special Project is characterised by a clearly defined purpose, scope, and set of outcomes.

xxxviii. ‘Sign-off’ means an “in principle” agreement between the employer and its recognised trade union or unions on the identified training interventions provided for in regulation 5(2) f.

xxxix. **Subsidiary levy number:**

Refers to levy number subsidiary to the main levy number.

xl. **Targeted Approach:**

Methodology utilised to approach employers/organisations that have interest in delivering MQA projects.

xli. **Unforeseen events:** unexpected disruption of the functioning of a community, which causes widespread human, material, economic or environmental, loses which exceed the ability of the affected community to cope using its own resources.

xlii. **Work Experience:**

Refers to the placement of HEI/ TVET students to enter workplaces to go through a structured training with companies in the MMS that MQA has provided the grants so that they are be able to obtain their Diplomas or Degrees.

xliii. **Worker-Initiated Training**

Worker-initiated Training refers to interventions identified by labour organizations for officials in the MMS.

## 2. INTRODUCTION

The Skills Development Act 97 of 1998 as amended, aims to provide an institutional framework to implement national sectoral and workplace strategies to develop and improve the skills level of the South African workforce. The Act makes provision for the establishment of SETA's as institutional vehicles to implement the Skills Development Act and other related legislation. In the mining and minerals sector (MMS), this includes the Mine Health and Safety Act of 1996 and the Mineral and Petroleum Resources Development Act (MPRDA) of 2002.

This policy is aligned with the provisions of the Grant Regulations published under the Skills Development Act in Government Gazette No 35940 dated 03 December 2012. These regulations give the legislative framework for the management and disbursement of all funds received by a SETA.

Consideration has been given to the commitment contained in the relevant national policy imperatives including the National Skills Accord and the National Skills Development Plan.

This policy should be interpreted and read in conjunction with all relevant and applicable prescripts including the following:

- 1.1. Skills Development Act No. 97 of 1998, as amended.
- 1.2. Skills Development Levies Act No. 9 of 1999, as amended.
- 1.3. Public Finance Management Act No. 1 of 1999, as amended.
- 1.4. Skills Development Act: Regulations: Sector Education and Training Authorities (SETAS) grants regulations: Monies received by a Seta and related matters SETA (Government Gazette no 35940 of 3 December 2012).

### **3. PURPOSE OF THE MQA FUNDING POLICY**

The objective of this policy is to provide a clear framework that can be applied to all Mqa funding mechanisms that will enable allocation and disbursement of funds that would best support the mining and minerals sector skills needs.

The policy is applicable to Mqa's levy paying organisations, Employers exempted from paying levies, accredited Skills Development Providers (SDP), Technical Vocational Education and Training (TVET) colleges, universities, learners, service providers and other relevant stakeholders who qualify to access Mqa Discretionary Grants. It is also applicable to companies eligible to receive mandatory upon submission of Workplace Skills Plans and Annual Training Reports.

### **4. PRINCIPLES OF THE MQA FUNDING POLICY**

This policy must always result in funding mechanisms that will support the prevailing strategic and related outcomes of the Mqa which are:

- i. Administration
- ii. Research
- iii. Learning Programmes
- iv. Quality Assurance, Monitoring and Evaluation
- v. Partnerships With Stakeholders, Communities, And Entrepreneurs
- vi. Collaboration With Public TVET and CET Colleges

This policy intent to apply the following principles:

- i. Programmes that will be supported are as indicated in the Mqa Strategic Plan or as recommended by the relevant Committees and granted at the discretion of the Board Accounting Authority.
- ii. All grants will be made available to the sector as per grant levels and rules detailed in Annexure C to this policy.

- iii. The Mqa reserves the right to allocate or not allocate any grant for any project listed in this funding policy.
- iv. Sound financial management and disbursement of funds as per the National Policy Imperatives.
- v. Delivery of the Mqa mandate through the approved Strategic Plan, Annual Performance Plan (APP), Sector Skills Plan (SSP) and PIVOTAL skills.
- vi. Alignment with key National Policy Directives, Regulations and sector needs.
- vii. Responsiveness to the sector needs through innovation, efficiency and delivery of skills development.
- viii. The allocation and disbursement of funds shall be administered in a fair, auditable, transparent manner that supports the objectives of the Mqa.
- ix. The Mqa's mandate shall be discharged in consultation with the relevant stakeholders in the sector.
- x. Supporting the progression of training beneficiaries in PIVOTAL Programmes.
- xi. Prioritising training interventions that yield the desired outcomes and results.
- xii. The achievement of equity targets with respect to disability, race, class, gender and so forth.
- xiii. Where possible, discretionary grants should target people with disabilities, and this should be included in the Technical Indicator Description (TIDs).
- xiv. Where possible, training should be conducted by service providers coming from the province where the projects are being implemented.
- xv. It advances the goals of National Skills Development Plan which seeks to address shortages of occupations in high demand by achieving outcomes such as worker-initiated training Programmes, support of emerging enterprises and prioritising of TVET college Programmes.
- xvi. Addressing skills to address unemployment through job creation for sustainable and inclusive growth.

This policy is aligned to the financial year of the Mqa which commences annually on 1<sup>st</sup> April and ends on 31<sup>st</sup> March the following year.

## 5. MANDATORY GRANTS

This section is aligned to the Skills Development Act, 97 of 1998 as amended, and the SETA Grant Regulations Sections 4 and 5 as amended that are attached as **Annexure A**. The Mqa's Mandatory Grants rules and criteria is attached as **Annexure B**.

## 6. DISCRETIONARY GRANTS

### a. PRINCIPLES FOR LEARNING PROGRAMME DISCRETIONARY GRANTS

- i. Discretionary grants will support employed and unemployed learners who enter and complete Programmes. The Mqa shall advertise discretionary projects openly in the national media so that stakeholders may be given the opportunity to apply for the discretionary grants for that financial year. Should the deliverables not be achieved or where the full population of the target audience is known e.g. TVET Colleges, CETs, Universities, the targeted approach will be considered.
- ii. The Mqa shall at least annually prepare and distribute to stakeholders a schedule setting out specific criteria and dates for the various discretionary grants/projects in place.
- iii. The MQAs Funding Model will result in a level of eighty per cent (80%) of the discretionary funds being utilised for PIVOTAL Programmes as listed:
  1. Bursaries
  2. Work Experience
  3. Internships – The Mqa considers this as a PIVOTAL Programme as it assists graduates to gain work experience opportunities and thus contributes to improved work performance.
  4. Management and Executive Development Programme
  5. Non-Artisan Learnerships
  6. Non Mqa Learnerships
  7. Artisan Development
  8. Centres of Specialisation
  9. Adult Education and Training (AET)
  10. Occupational Health and Safety Skills Programmes
  11. Foundation Learning Competence (FLC)
  12. Artisan Recognition of Prior Learning (ARPL)
  13. Non-Artisan Recognition of Prior Learning (RPL)
  14. Artisan Aides
  15. TVET Support (NCV level 4 graduates)
  16. Candidacy Programme
  17. Mine Community Development Programme
  18. Unemployed Youth Development
  19. Small Scale Mining Programme
  20. Worker-Initiated training Programme

iv. A maximum level of 20% of the available discretionary funds will be utilised for Programmes that are considered non-pivotal as listed below and aligned to MQA strategic objectives:

1. Standards Setting
2. Learning Programmes Development (Standard Setting and Learning Material Development)
3. Maths and Science
4. Skills Development Facilitator Support
5. Lecturer Support (HET, TVET and CET)
6. Workplace Mentors and Coaches Development
7. Partnerships (Projects and Research)
8. HET, TVET and CET Partnerships
9. HDSA Support for Accreditation-and other MQA Programmes.
10. SMME support
11. Projects responding to ERRP.
12. Special projects

v. The delivery modes for Programmes are as specified by the QCTO occupational qualifications and will include:

1. Knowledge curriculum component – delivered by skills development provider;
2. Practical curriculum component – delivered by skills development provider/workplace;
3. Workplace curriculum component – delivered by the workplace.

vi. The learning routes applicable to the MQA Programmes are:

1. Learnerships/apprenticeships
2. Internships
3. Skills Programmes
4. Recognition of Prior Learning (RPL)
5. Work Integrated Learning (WIL)
6. Any formally registered part or full qualification
7. Non accredited Programmes that are aligned to the MQA ERRP strategy.

vii. The MQA may utilise up to a maximum of 7.5 % of discretionary funds for project related administration costs.

## **b. CRITERIA**

The Mqa will apply the following criteria when allocating discretionary funds to grants and/or projects:

- i. Employers must be registered with Mqa and paying their skills development levies to the Mqa or exempted from paying levies.
- ii. Mqa may allocate grants to organisations not registered with Mqa, and will only apply to the following projects, subject to approval by the Accounting Authority:
  - a. Partnerships (Projects and Research);
  - b. Mine Community Development Programme.
  - c. Unemployed Youth Development.
  - d. TVET Support (NCV level 4 graduates); Support learners with on-the-job exposure and trade test preparation.
  - e. Non Mqa Learnerships
  - f. Lecturer Support (HET and TVET) and
  - g. Other projects that may be determined by Mqa Accounting Authority (read with section 8 of this policy)
- iii. Employers who employ 50 or more employees must complete and submit a WSP/ATR, PIVOTAL training plan and report using the approved Mqa template.
- iv. Employers employing less than 50 employees will not be required to submit a PIVOTAL training plan and report. Such employers will be required to provide information on participation in PIVOTAL Programmes. This does not apply to employers who submitted the WSP/ATR for the previous financial year.
- v. Employers who are not exempted from Levy payment, must be paying their levies to qualify for discretionary grants.
- vi. Employers who have main and subsidiary levy numbers should reflect all levy numbers when applying for discretionary grants.
- vii. Discretionary Grants for unemployed learners are reserved for South African citizens only.
- viii. Discretionary grant allocations should be in line with:
  - a. Alignment to the SSP.
  - b. equitable geographical spread.
  - c. Concentration of mining activities.
  - d. Allocation in line with the district development model (DDM).
  - e. Focuses on special economic zones (SEZs) and industrial development zones (IDZ)

- ix. Past performance of organisations in implementing Mqa discretionary grant projects must be used to make decisions on allocation of discretionary grant (includes but not limited to: uptake of learners against allocation; severity of learner complaints; timeous feedback on progress of implementation; investigations) compliance with agreed upon remedies during project implementation, submission of required supporting documents and the participation as well as pass rates in each of the programs. In each project exceptions may be made for organisations and employers that will be participating for the first time.
- x. Due diligence may be conducted on any organisation in any project of the Mqa.
- xi. Mqa reserves the right to limit allocations for certain disciplines as aligned to the Sector Skills Plan.
- xii. Conditions where grants won't be paid by Mqa:
  - a. When the required supporting documentation are submitted after the closing of the financial year. NB: companies must upload assessments in the same financial year of completion. For all learners who complete in particular financial year, will give them appropriate time to submit relevant document. Failure to submit Mqa will not process payment. The latest date of uploading learner assessment outcomes or other relevant documentation will be 5<sup>th</sup> of April of the following financial year.
  - b. In instance whereby there is lack of information that is dependent on the third-party to provide outstanding learners results. The Mqa will provide additional extension. However, this will only be applicable to Bursaries and MEDP Programme. Other Programmes will not be catered for after the 5<sup>th</sup> of April.
  - c. The Mqa will not pay grants where a learner completed in the previous financial year and is reported in the subsequent financial year (due to late uploading or submission of assessments and all relevant documents).
- xiii. Conditions to allocate to intermediaries
  - a. The Mqa will only allocate to intermediaries if the organisation has not reached the target, provided that the intermediary is contracted with a mining company. This clause excludes Mine Community and Unemployed Youth Programmes.

- b. Placement of learners by Intermediary companies will be limited to mining companies registered with the Mqa. Preference will be given to direct placement with mining companies, and Intermediaries must have valid SLAs in place with the respective mines before any placement can be approved.
- xiv. Conditions for emergency funding
  - a. Emergency funding shall be allocated in line with the financial delegation of the CEO.
  - b. Emergency funding will form part of the ringfenced budget for Special Projects & Partnerships approved by the Accounting Authority on an annual basis.
  - c. This allocation is permitted only when funds are urgently required to deal with unforeseen events that cannot wait for the normal budget process.
  - d. Such spending is on temporary basis and must be reported to the Accounting Authority.

## 7. GENERAL

- i. The Mqa reserves the right to recover discretionary grants or portions thereof from stakeholders should circumstances indicate that grants have not been utilised for purposes that they were intended. This will be done as per the Mqa Finance Policy.
- ii. The Mqa reserves the right to withhold payment as and when required and shall communicate such in writing to the organisation with reasons.
- iii. Discretionary grant values will be reviewed as required by the Mqa Accounting Authority to determine the total affordability of grants against available discretionary fund reserves and where necessary reduce or increase grant values as a result of the review.
- iv. The Mqa may fund any learnerships registered by another SETA subject to the most recent mining and minerals sector SSP and the availability of funds.
- v. Should new projects become viable during the year, the Mqa needs to obtain approval for these from the Mqa Accounting Authority prior to them being rolled out.
- vi. The Mqa will support learners that are registered and commence training in the applicable financial year.
- vii. Employers will not be funded for the same learner in two different discretionary projects at the same time. Mqa Programmes that require multiple funding based on the learning path will be an exception.

- viii. Monitoring and evaluation activities will occur and may take the form of site visits and/or desktop evaluation and/or the Mqa prescribed compensating control.
- ix. Double dipping is not allowed even in situations where the funding is from another funder.
- x. The Mqa discretionary grants are allocated to an approved employer or organisation for a specified period. The employer will forfeit the allocation if such an allocation remains unutilised at the end of the specified period of learner uptake. Such unutilised discretionary funds shall be reallocated to other employers or organisations within the same financial year.
- xi. The replacement of learners is ONLY permitted subject to the following terms and conditions:
  - Express permission is sought from the Mqa prior to the actual replacement of learners is effected;
  - The replacement costs in relation to new learners are borne by the service provider;
  - There is no project extension required due to replacing learners and;
  - A catch-up program is designed for newly registered learners to ensure that no extensions are necessary.
- xii. Learner transfers will be permissible in cases whereby a hosting company is unable to provide the necessary training to the learners (s). Learner rights must be protected at all times.
- xiii. In the case of poor performance and/or non-delivery, partial delivery or on recommendation from the Mqa Monitoring and Evaluation Unit, the Mqa reserves the right to withdraw or suspend such allocations before the end of the contract period.
- xiv. The learner and skills development provider parties to the learning Programmes agreement may not commence the education and training specified in the agreement until the SETA has registered the Learning Programme Agreement.
- xv. Adherence to the Workplace Based Learning Programmes Agreement Regulations of 2018.
- xvi. Mqa reserves a right to verify learner ID's where applicable before processing payment to employers.
- xvii. Mqa may fund the implementation of an exit strategy (business start-ups) for beneficiaries of Mqa funded learning programmes. This will be subject to approval by the Mqa Accounting Authority and availability of funds.
- xviii. Employer code of conduct- clear responsibilities and obligations of each party will be outlined in the MoA or service level agreement.

- xix. New employers will be required to complete declaration of interest before allocation of grants.
- xx. All discretionary grants are allocated and given to the Employer with a set time period to complete the training as per the relevant prescripts contained in this Policy, the signed agreement between the parties and any other applicable laws and regulations to such training.
- xi. Should the Employer not complete the training in this stipulated time period than any grants, or portion thereof, which have not been paid will no longer be payable and the agreement between the parties will be terminated. Should the Employer wish to extend the aforementioned time period, they should submit a written motivation to the MQA setting out the reasons for such request of extension before the expiry of the abovementioned time period. The decision on the extension of such training time period shall be in the sole and absolute discretion of the MQA.”
- xxii. The MQA shall have the right, in its sole discretion to recover discretionary grant or portion if an organisation fails to perform its obligation.
- xxiii. Placement of learners for Work Integrated Learning outside the MMS is not permissible in all projects unless permission is granted by the MQA.
- xxiv. The MQA should be informed in writing when training is suspended.
- xxv. The MQA should be informed in writing prior placing of learners outside South Africa.
- xxvi. The MQA should be informed in writing prior placing a learner at a different workplace than what was originally approved.

## 8. ADMINISTRATIVE REQUIREMENTS

- i. It is the responsibility of the employer/organisation to supply the MQA with an original cancelled cheque and/ or original bank statement as well updating of contact details.
- ii. The MQA will validate requests for changes to banking details.
- iii. The MQA reserves the right to request supporting documentation to verify compliance with the conditions of each project and/ or grant rule/s prior to effecting payment.
- iv. Incomplete application forms will be considered at MQA’s discretion.
- v. For purposes of contracting, the contracting authority is the Mining Qualifications Authority duly represented by the Chief Executive Officer (CEO) as the accounting officer. The CEO may delegate, in writing the signing of MoAs and other related official documents to another official.

## 9. FUNDING MODELS

Mandatory grants	Discretionary grants				
	Infrastructure funding Projects	Planned Discretionary Grant Projects	Special Projects and Partnerships	Ministerial, National and Sectoral Priority Projects	Emergency Funding
The Mqa will disburse Mandatory grants to levy paying employers in line with the National grant regulation.	Infrastructure projects will be funded in line with the Mqa special project framework.	The Mqa will call for applications on an annual basis for Discretionary Grant Projects in line with the approved Annual Performance Plan of the Mqa.	Special Projects and Partnerships will be funded in line with the provisions of the Special Projects and Partnership management framework and the Mqa Funding Policy.	Unforeseen Ministerial, National and Sectoral requests that will be approved by the Mqa Accounting Authority.	Financial resources that are set aside or made available to respond to urgent, unforeseen, and unavoidable circumstances that require immediate action and will be approved by the Mqa Accounting Authority.

9.1. A discretionary grants budget should be allocated (ring fenced) for Infrastructure Projects, Special Projects, Partnership Projects and emergencies in labour sending areas. Preference will be given to collaboration with mining companies in such interventions.

## **10. DEVIATION FROM THE FUNDING POLICY**

All deviations to this policy shall be approved by the Accounting Authority.

## **11. CHANGES IN LEVIES RECEIVED FROM SARS**

In the event that the Mqa foresees a substantial drop in income from South African Revenue Services (SARS) due to incorrect classification of levy paying companies or when a directive is received from a National Government resulting in an extraordinary increase in expenditure after annual budgets for a particular financial year have been approved, the Mqa shall, through its Finance Committee, review the matter and recommend to the Mqa Accounting Authority appropriate measures to ensure the continuous sustainability of the Mqa as a going concern.

The appropriate measures shall be inclusive but not limited to the following interventions:

- i. Immediate review of budgets, priorities, projects and grants;
- ii. Withdrawal of identified projects and grants;
- iii. Cancellation of projects and grants;
- iv. Identification of projects to be put on hold;
- v. Informing the sector of any amendments without delay;
- vi. Co Funding and
- vii. Source alternative funding mechanisms.

## **12. MONITORING AND REVIEW OF POLICY**

The impact of this policy will be monitored and evaluated through impact measures in place for the relevant grant or project. The policy may then be reviewed before the commencement of every new financial year on 1<sup>st</sup> April or as and when substantial changes to the legislative framework warrant amendment.

## **13. EFFECTIVE DATE**

The revised Mqa Funding Policy will be effective from the 1<sup>st</sup> April 2026.

## **ANNEXURE A**

### **LEGISLATIVE FRAMEWORK: MANDATORY GRANTS POLICY**

Skills Development Act, 97 of 1998, SETA Grant Regulations 4 and 5 as amended 15 July 2013 No.36655 and reflected below apply to mandatory grants:

#### **1. Allocation of mandatory grants by a SETA**

- 1.1. Subject to sub-regulation (5), a SETA must allocate a mandatory grant to a levy paying employer -
  - (a) employing 50 or more employees that has submitted an application in accordance with sub-regulation (2) and as a minimum in the format contained in Annexure 2 to these Regulations.
  - (b) employing less than 50 employees that has submitted an application for a grant in accordance with sub-regulation (2) and such employers will be given the option of submitting Annexure 2 using a simplified form provided by the SETA;
  - (c) who, notwithstanding sub-regulation (2), has registered for the first time in terms of section 5 of the Skills Development Levies Act and the employer has submitted an application for a mandatory grant within 6 months of registration.
- 1.2. With effect from 1<sup>st</sup> April 2014 an application for a mandatory grant in terms of sub-regulation (1) must be submitted by 30<sup>th</sup> April of each year.
- 1.3. 20% of the total levies paid by the employer in terms of section 3(1) as read with section 6 of the Skills Development Levies Act during each financial year will be paid to the employer who submits Annexure 2.
- 1.4. Before making payments, the SETA must approve Annexure 2 to ensure the levy paying employer meets quality standards set by the SETA.
- 1.5. The mandatory grant contemplated in sub-regulation (1) must be paid to the employer at least quarterly every year.
- 1.6. If the levy paying employer does not claim a mandatory grant within the time period specified in sub-regulation (2), the SETA must transfer the levy paying employer's unclaimed mandatory grant to the discretionary grant by 15 August of each year.

- 1.7. A SETA Accounting Authority may grant an extension up to a maximum period of one month from the date contemplated in sub-regulation (2) for late submission of an application for a mandatory grant subject to a written request by a levy paying employer. The MSA will provide a written outcome on the application for extension within fourteen (14) working days after the closing date of applications for extensions which is 31 March every year.

## **2. Mandatory grants paid to levy paying employers**

- 2.1. A levy paying employer claiming a mandatory grant must meet the eligibility criteria for the payment of a mandatory grant as prescribed in sub-regulation (2).
- 2.2. A SETA may not pay a mandatory grant to an employer who is liable to pay the skills development levy in terms of section 3(1) of the Skills Development Levies Act, unless the levy paying employer -
  - (a) has registered with the South African Receiver of Revenue (SARS) Commissioner in terms of section 3(1) of the Skills Development Levies Act;
  - (b) has paid the levies directly to the Commissioner in the manner and within the period determined in section 6 of the Skills Development Levies Act;
  - a. is up to date with the levy payments to the Commissioner at the time of approval and in respect of the period for which an application is made;
  - (d) has submitted Annexure 2 as contemplated in regulation 4(1) that contributes to the relevant SETA SSP within the timeframes prescribed in regulation 4(2) and 4(3);
  - (e) with effect from 1 April 2013, has submitted and implemented its Workplace Skills Plan for the previous financial year to the extent that it satisfies the criteria for implementation that must be established and approved by the SETA Accounting Authority based on guidelines provided by the Department; and
  - (f) in the case of an employer who has a recognition agreement with a trade union or unions in place, there must be evidence provided that Annexure 2 has been subject to consultation with the recognised trade union(s) and the WSP and ATR must be signed off by the labour representative(s) appointed by the recognised trade union(s) unless an explanation is provided.

In support of the above, Section 10 (5) of the Mine Health and Safety Act, 1996, as amended reads:
--

“All mines must submit a workplace skills plan and the annual training reports to the Mining Qualifications Authority.”

## **LEGISLATIVE FRAMEWORK - DISCRETIONARY GRANTS AND PROJECTS POLICY**

Skills Development Act, 97 of 1998, SETA Grant Regulations 6, 7, 8 as amended and reflected below applies to Discretionary Pivotal Grants and Projects:

### **3. Allocation of discretionary grants by the SETA**

- 3.1. A SETA may determine and allocate a discretionary grant in support of the implementation of its Sector Skills Plan.
- 3.2. A SETA must develop its SSP by taking account of national strategic goals as set out in the National Skills Development Plan 2030, National Skills Accord and other relevant national priorities.
- 3.3. The APP must make clear how the SETA will allocate discretionary grants in a manner that prioritises the offering of learning Programmes to address sector needs through public education and training institutions.
- 3.4. A SETA must, on an annual basis, and in accordance with any guidelines issued by the DHET, approve a Discretionary Grants Policy, specifying how the SETA discretionary funds will be allocated to meet sector needs as set out in the SSP.
- 3.5. The Discretionary Grants Policy must set out the funding framework, the different delivery modes and project types that will be deployed and the mechanism for SETA member organisations, as contemplated in sub-regulation (10), to access the discretionary grants.
- 3.6. The Discretionary Grants Policy must set out how PIVOTAL Programmes can be delivered through public education and training institutions.
- 3.7. A SETA must prepare and distribute grant application and project proposal forms in a manner that enables within the sector national access and opportunities for a legal person or enterprises of different sizes (including small and micro enterprises, non-

governmental organisations and cooperatives in the sector to apply for any category of grant or participate in any type of Learning Programmes as identified in the SETA Discretionary Grants Policy.

- 3.8. The Discretionary Grants Policy must embrace the principles of transparency, openness, access and fairness.
- 3.9. The Discretionary Grants Policy must -
  - (i) Indicate the purpose of the various grants, funding frameworks and projects and specify what is intended to be funded from the grant, including any administrative costs that may be considered appropriate by the Accounting Authority;
  - (ii) Provide procedures and a communication strategy with potential beneficiaries as contemplated in sub regulation (10), that sets out timeframes for processing of applications, communication of decisions, and payment schedules;
  - (iii) Determine the proportion of discretionary grants that can be used for administration or project management purposes in the various grant and project categories provided it indicates that a maximum of 7.5% of any grant or SETA funded project may be used for administration or project management costs and
  - (iv) Ensure that value for money is achieved and that funds are spent on skills development to meet the sector needs.
- 3.10. A discretionary grant may be paid to a legal person, including –
  - (a) a public education and training institution;
  - (b) an employer or enterprise within the jurisdiction of a SETA, including an employer or enterprise not required to pay a skills development levy in terms of the Skills Development Levies Act;
  - (c) other legal person contemplated in sub-regulation (7) that meets the criteria for the payment of such grant; or
  - (d) an employer contemplated in section 30 and 30 (A) of the Act who has submitted to its relevant line SETA or Public Service SETA within the time frames specified in regulation 4 (2) and 4 (3), as a minimum in the format contained in Annexure 2.

- 3.11. A key focus of SETAs must be to address scarce and critical skills through Programmes that are designed to address such skills needs, and which include work integrated learning.
- 3.12. At least 80% of discretionary grant funding must be allocated to PIVOTAL Programmes.
- 3.13. A SETA may allocate a maximum of 20% to funding of Programmes other than PIVOTAL Programmes, to develop the sector in accordance with the priorities outlined in the SSP and ERRP strategy.
- 3.14. In order to obtain discretionary grant funding for PIVOTAL Programmes from a SETA, a legal person falling into the categories set out in sub-regulation (1) must complete and submit a PIVOTAL plan and PIVOTAL report using the template attached.
- 3.15. Companies employing less than 50 employees will not be required to complete the prescribed PIVOTAL plan and PIVOTAL report but will be asked to provide information on participation in PIVOTAL Programmes and the impact of these Programmes. SETAs must develop suitable templates for the provision of information by small and micro enterprises.

#### **4. Approval of grants by a SETA**

The SETA criteria for grants must be approved by the SETA Accounting Authority before funds are allocated.

#### **5. Grant disbursement schedule**

Each SETA must prepare and distribute a schedule setting out the criteria in terms of regulations 4 and 6 and the date by which grants may be issued as well as timeframes for the disbursement of grants.

## ANNEXURE B

### MQA MANDATORY GRANTS

#### Introduction

The Skills Development Act No 97 of 1998 aims to provide an institutional framework to implement national, sector and workplace strategies to develop and improve the skills level of the South African workforce. The Act makes provision for the establishment of SETAs as institutional vehicles to implement the Skills Development Act and other related legislation.

This policy framework is consistent with the provisions of the Skills Development Levies Act (Act 9 of 1999), which stipulates the processes for the management and disbursement of funds received as levy income. The Skills Development Regulations **No 35940 of 3 December 2012** sets out the **minimum requirement** in terms of grant regulation, Furthermore the Mqa has the right to include additional criteria (as referred to in section 5) in order to perform its mandate.

#### 1. Purpose of this section

The purpose of this section is to provide a uniform framework that is consistent with the principles of fairness, and which is in line with Section 2 of the Skills Development Act. The policy is applicable to levy paying and employers exempted from paying levies in the mining and minerals sector who are involved in the Mqa mandatory grants processes.

#### 2. Management of the Mandatory Grant Submissions

The SETA Grant Regulations make provision for the following:

2.1 A submission of a WSP-ATR by employers in order to claim for mandatory funding from the SETAs (In terms of section 6(3) of the Regulations, the SETA shall pay back 20% of the total levies paid by the employer upon evaluation and approval of the WSP and ATR).

2.2 A mandatory grant is a grant payable to levy paying companies upon submission and meeting the requirements of the WSP-ATR, Pivotal Plan (PP) and Pivotal Report (PR) by 30 April each year. The WSP-ATR process is designed for employers to provide data to the Mqa on their workforce and skills needs that can contribute to the sector skills plan.

2.3 The WSP-ATR Submission will only be considered if it conforms to the format prescribed by the Mqa where:

a) the Source Data template which reflects the training done (ATR and Pivotal Report) and the planned training (WSP and Pivotal Plan) for the calendar year has been uploaded on the WSP-ATR system.

2.4 An organisation that is transferring to the Mqa from another seta during the WSP-ATR submission process must submit their WSP-ATR to the current seta and send a copy of the submission from the previous seta, as well as confirmation of grant approval or rejection (the same process will apply when organisations transfer from the Mqa to other setas).

2.5 *The Mine Health and Safety Act 74 of 2008 section 10 (5) states that “All mines must submit a workplace skills plan and the annual training report to the Mining Qualifications Authority”.* Sub-section (4) “The employer must keep a record of all formal training provided in respect of each employee”

2.6 Employers in the mining and minerals sector who do not have mining rights and whose personnel costs are below the prescribed threshold of R500 000.00 per annum, are still required to submit their WSPs and ATRs for the purposes of research and recording of their details on the Mqa database.

2.7 Payments for mandatory grants shall be made quarterly and any Mandatory Grants not claimed within a particular financial year (as per the seta grant regulation) will be transferred to the discretionary grant fund.

2.8 Any unclaimed mandatory grants will be transferred to the discretionary grant fund by 15 August of each year in which the application was due.

### **3. Eligibility for Payment of Mandatory Grants**

The Mqa may not pay a mandatory grant to an employer who is liable to pay the skills development levy in terms of section 3(1) of the Skills Development Levies Act, unless the levy paying employer:

3.1 has registered with the South African Revenue Service (Sars) Commissioner in terms of section 3(1) of the Skills Development Levies Act;

3.2 has paid the levies directly to the Commissioner in the manner and within the period determined in section 6 of the Skills Development Levies Act (SDLa);

3.3 is up to date with the levy payments to the Commissioner at the time of approval and in respect of the period for which an application is made;

3.4 has submitted Annexure 2 as contemplated in regulation 4(1) that contributes to the relevant SETA SSP within the timeframes prescribed in regulation 4(2) and 4(3);

3.5 with effect from 1 April 2013, has submitted and implemented its Workplace Skills Plan for the previous financial year to the extent that it satisfies the criteria for implementation that must be established and approved by the SETA Accounting Authority based on guidelines provided by the Department; and

3.6 In the case of an employer who has a recognition agreement with a trade union or unions in place, there must be evidence provided that a WSP-ATR report has been subject to consultation with the recognised trade union(s) and WSP-ATR report must be signed off by the labour representative(s) appointed by the recognised trade union unless an explanation is provided.

#### **4. Registration of SDFs**

4.1 Access the MQA WSP-ATR system, populate SDF and organisation details.

4.2 Using the MQA approved SDF appointment letter template, upload the recently signed SDF appointment letter which is on the company letterhead. Upload the most recent banking confirmation letter not older than 3 months.

#### **5. Evaluation Criteria for Mandatory Grant Applications**

A mandatory grant is paid once the WSP-ATR have been received, evaluated and approved by the Skills Development and Research Unit based on the following criteria:

5.1 The WSP-ATR must conform to the format prescribed by the MQA.

5.2 The WSP-ATR must be completed and submitted with all relevant signatures as per the table below.

<b>Organisational Representatives</b>	<b>Small (0-49 Employees)</b>	<b>Medium (50-149 Employees) &amp; Large (150+ Employees)</b>
Human Resource Manager/ Human Resource Development Manager/Human Resource Superintendent	Required	Required
Skills Development Facilitator	Required	Required
Trade Union	Not mandatory	Proof of consultation. Union signature is required, failing

Organisational Representatives	Small (0-49 Employees)	Medium (50-149 Employees) & Large (150+ Employees)
		which a formal explanation needs to be provided.
Employee Representative	Not mandatory	Only required if the organisation is not Unionised

5.3 For medium and large organisations, a representative is permitted to sign only once and for small organisations a representative may sign a maximum of two times, but not more than that.

5.4 For large and medium sized employers, a proof of consultation by an employer with employee representatives/trade unions is required as per the MQA Skills Development Facilitator and Skills Development Committee (SDF-SDC) guidelines. These include:

5.5 Attendance register(s) signed by all present SDC members.

5.5.1. Signed minutes of a consultation meeting by the chairperson indicating the discussion of the Proof that WSP, ATR, PP and PR were discussed during the consultation meeting with a clear way forward or decision.

5.5.2. Union signature is required, failing which a formal explanation needs to be provided.

5.5.3. The employer has submitted a WSP-ATR using the latest DHET approved Organising Framework for Occupations (OFO) Code Dictionary to classify their employee occupations.

5.5.4. The employer has submitted a self-evaluation report in the format prescribed by the MQA of the relevant WSP against the current ATR. If the alignment between WSP and ATR is less than 60%, the employer must state the reasons for the misalignment.

5.6 The signed SDF appointment letter by the employer must be uploaded successfully.

5.7 The employer has submitted a self-evaluation report in the format prescribed by the MQA of the relevant WSP against the current ATR. If the alignment is less than 60%, the employer must submit reasons for the misalignment to the MQA.

5.8 The WSP-ATR is received on or before 30th April annually except where an extension was granted in writing for a period of 30 days (refer to section 6).

5.9 The employer has submitted only one application per SDL number and the employer name that correlates with information received from the South African Revenue Services (SARS) and the

DHET; applications for all SDL numbers for a particular organisation must be submitted by the required date.

- 5.10 The employer must be paying levies to SARS against the Mqa SETA (Code 16).
- 5.11 The employer must not be in arrears with their Skill Development Levy contributions to the SETA.
- 5.12 In the case where there is insufficient information (signature/date/designation) provided on the WSP-ATR authorization page, the Accounting Authority will delegate authority to the Accounting Officer to request such information to the employer during the evaluation process. However, no additional information that will amend the WSP-ATR data will be permitted.
- 5.13 Organisations whose WSP-ATR does not meet all the requirements of the Mqa will not be considered for approval.

## **6. Extension of deadline for submission**

The submission deadline for mandatory grant applications is the 30<sup>th</sup> April of each year.

In terms of sub regulation 4, the Mqa may grant an extension of a maximum of one month to allow for the late submission of an application for a mandatory grant, subject to a written request by an employer.

The Mqa shall establish a criteria to ensure that the request for an extension is attended to:

- a. The written request for an extension must be submitted to Mqa via [MQAextensions@mqa.org.za](mailto:MQAextensions@mqa.org.za) using the Mqa WSP-ATR Submission Extension Request Form by no later than 31 March annually.
- b. Under exceptional circumstances, a mandatory grant applicant or organisations may make an official extension request to obtain an extension of their WSP-ATR submission by sending an email to [MQAextensions@mqa.org.za](mailto:MQAextensions@mqa.org.za) providing their SDL number and the reasons as to why they cannot submit by/on the 30 April. The approval of this request is at the discretion of Mqa.
- c. The request must provide detailed reasons why the submission deadline cannot be met.

- d. EXCO is delegated by the Accounting Authority to approve the extension requests for the WSP-ATR submission which must be subsequently ratified by the Mqa Accounting Authority Committee.
- e. Feedback to be provided first week of April to EXCO via round robin/special meeting by sending the list and detail of reason.
- f. Applicants to be notified no later than 14 days post closure of applications, 15 April if extension was granted.
- g. The maximum extension that may be granted is up to one (1) month from the submission deadline.
- h. Only mandatory grant applicants that have been granted an extension will have access to the WSP-ATR system to complete their mandatory grant application by 31 May.
- i. The CEO is delegated by the Accounting Authority to approve companies that have submitted the WSP/ATR to address their queries within the financial year.

## **7. Approved mandatory grant applications.**

- 7.1. A successful mandatory grant applicant will be entitled to 20% of the total levies paid by them in terms of section 3(1) as read with section 6 of the Skills Development Levies Act during each financial year.
- 7.2. The mandatory grant will be paid to the successful mandatory grant applicant at least quarterly every year. Mandatory grants will only be paid to employers that are not in arrears and meet the set criteria.
- 7.3. The Mqa strives towards ensuring that information regarding payment of levies and grants is correct and meets the demands of the Auditor-General. All Mqa linked employers are required to submit the proof of banking details and ensure that these are kept current, in order for the Mqa to disburse the grant amount to the correct bank account.
- 7.4. It remains the responsibility of employers to ensure that the payment of the mandatory grant is made against the correct levy number. Where mergers, acquisitions, linking or rationalizations take place, employers must inform the Mqa of the changes and indicate in writing which levy numbers are affected and replaced. Failure to do so will result in the transferring of unclaimed mandatory grants into the Mqa discretionary grant reserve and employers will forfeit any possible claims against payments.

## **8. Non-Approved mandatory grant applications**

- a. Failure to meet any of the requirements set out in sections 3, 4, 5, 6 and 10, or otherwise required by law, will be a basis upon which to reject the mandatory grant application.
- b. Unsuccessful mandatory grant applicants will be notified in writing of the outcome of their submission. Should the mandatory grant application not be approved by the Mqa due to non-compliance, the organisation will forfeit the 20% mandatory grant and it will be transferred to the discretionary grant fund.
- c. Companies that have received a non-approval may lodge an appeal within 30 working days from the day the WSP-ATR non-approval letter is issued. No late appeal will be considered in this regard. Organisations may only be eligible for dispute if they:
  - i. Have complied with the WSP-ATR submission timeline,
  - ii. Have been evaluated and having met the submission criteria, and
  - iii. If an outcome has been communicated to them.

## **9. SPOI Programmes Reporting and Planning**

SPOI means Sectoral Priority Occupation and Interventions academic learning Programmes that result in qualifications or part qualifications on the National Qualifications Framework as contemplated in regulation 3(6) and (7) as read with regulation 6(11) to (15).

To access discretionary grants, organization are required to submit a SPOI plan and report in accordance with the mining and mineral sectors skills demand and as part of the WSP-ATR process by 30 April of each year.

To access discretionary grants, organization are required to submit a PIVOTAL plan and report in accordance with the mining and mineral sectors skills demand and as part of the WSP-ATR process by 30 April of each year.

## **10. Stakeholder Consultation**

Stakeholder consultation means that concerned parties must engage in a thorough and meaningful joint consensus seeking process.

- 10.1. It is the responsibility of the employer to establish a Training/ Skills Development Committee (SDC) to oversee the training committed and training done.
- 10.2. A SDC is a forum established by the employer to consult with employees (representative trade unions where they exist and/or representatives nominated by employees where they do not) on skills development matters.
- 10.3. It is recommended that the employer should at least conduct the SDC meetings quarterly and consultation should commence as early as possible in the process of preparing for the workplace skills plan or annual training report submission.
- 10.4. An employer with 50 or more employees must submit a signed off planned training and training report by the labour representative appointed by the union or an employee representative where labour representative is absent on or before the submission deadline.
- 10.5. In the case where the union/employee representative does not want to sign, the employer must provide proof of consultation on or before the submission deadline. The following should form part of the proof of consultation pack, these include:
  - 10.5.1 Attendance register(s) signed by all present SDC members.
  - 10.5.2 Signed minutes of a consultation meeting by the chairperson indicating the discussion of the WSP-ATR.
  - 10.5.3 A formal explanation must be provided in a case where the Union refuses to sign the WSP-ATR submission report.
- 10.6. As stipulated in the SETA Grant Regulations, in the case of the employer who has a recognition agreement with a trade union/union in place, should the union representative fail to sign the WSP/ATR due to a reason/s not related to the aforementioned reports, it will be at the MQAs discretion to approve the submitted document should it meet the MQA requirements.
- 10.7. Should a dispute by the organised labour based on the WSP-ATR submission arise, the party disputing should notify the MQA of this within 30 days after the WSP-ATR submission deadline (30 April or 31 May where an extension has been granted) Late dispute submissions will not be considered. The MQA has a dispute resolution procedure to address WSP-ATR submission disputes which is stated in the SDF-SDC guideline.

## **11. Inter-SETA Transfer (IST)**

An employer that wants to be transferred in or out of the MSA (SETA- 16) must complete an Inter-SETA Transfer (IST-01) form which is available on the MSA website.

A signed motivation letter together with the signed IST-01 form must be submitted to the MSA. All relevant processes required by the Department of Higher Education and Training must be followed in this regard. The signed IST-01 form and the motivation will be considered for approval or non-approval by the MSA.

## **12. Conditions for Payment**

In terms of the skills development grant regulations, a mandatory grant is a grant payable to levy paying organisations upon submission of a Workplace Skills Plan (WSP) and Annual Training Report (ATR) by 30 April each year or 31 May for approved extensions. The WSP-ATR must meet the evaluation criteria set in this policy.

In terms of section 6(3) the SETA shall pay 20% of the total levy contribution back to the employer upon approval of the WSP-ATR.

Payments for mandatory grants shall be made quarterly and any mandatory grants not claimed in one year will be transferred to the discretionary fund reserve.

## **13. Delays, Reversal and Recovery of Payments**

- a. In the case where delayed payments of levies from SARS has occurred, the MSA will affect the necessary mandatory grant payment in the year in which SARS transferred monies to the MSA to the organisation whose WSP and ATR submission was approved in a previous year;
- b. In the case where payments are made to an organisation by the MSA and SARS subsequently reverses levies from the MSA, the MSA reserves the right to recover such payments from the employer;
- c. The MSA reserves the right to recover mandatory grants or portions thereof from organisations should verification processes indicate that the WSP and ATR submitted are invalid or inaccurate;

- d. The Mqa reserves the right to recover all monies due in respect of mandatory grants from discretionary grants and vice versa; and
- e. All grants approved in all previous financial years can no longer be claimed by an employer. Grants must be claimed within the same financial year.

## ANNEXURE C

### The Mqa Funding Policy: Discretionary Grant Levels and Rules 1 April 2026 to 31 March 2027

***The Mqa reserves the right not to allocate any grant for any Programme listed in this funding policy.***

The below projects are reported against the APP.

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
MQA- A001 HEI Lecturer Support	Linking education and the workplace.  Impact: Absorption of a lecturer into employment by the host institution, or appointment in another academic institution, or employment in the industry.	To support the development and work exposure opportunities of lecturers for a period of 5 years within the institutions	<ol style="list-style-type: none"> <li>1. A grant amount as approved by the Mqa is awarded to participating public universities and universities of technology per lecturer for the duration of the contract in line with the respective institution pay norms and standards.</li> <li>2. Payments per lecturer are made bi-annually in advance to the institution.             <ol style="list-style-type: none"> <li>a) Tranche 1 – first 6 months in advance</li> <li>b) Tranche 2 – last 6 months in advance</li> </ol> </li> <li>3. The 10 % for Personal Development cover the below:             <ol style="list-style-type: none"> <li>i. A laptop including required software used for research and teaching.</li> <li>ii. Any relevant courses that are in line with their career in becoming lecturers.</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. The Mqa will enter into an SLA with participating institutions.</li> <li>2. The grants paid by the Mqa to the institutions may include 10% of the total salary package for personal development funding of the lectures.</li> <li>3. The first tranche is paid in advance upon signing of the SLA or addendum and submission of supporting documents as per the SLA.</li> <li>4. The second tranche is paid in advance upon submission of proof of expenditure incurred, lecturer's pay slips for the first</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>iii. Travel/accommodation for research and development purposes.</p> <p>iv. Attendance of Local and International conferences for development purposes (incl. travel/accommodation/registration) in line with the latest cost containment measures instruction note.</p> <p>v. Membership fees to a Professional bodies</p> <p>All the above may be approved at the discretion of MQA.</p>	<p>six months, progress reports and conclusion of all M&amp;E activities.</p> <p>5. The MSA supports participating universities with salaries and the development of lecturers to achieve employment equity and transformation targets. (List of disciplines added on annexure D:9)</p> <p>6. Beneficiaries shall be historically disadvantaged South African citizens.</p> <p>7. The duration of the Programme is up to a maximum of five (5) years. In the period of 5 years the lecturer must complete a qualification.</p> <p>8. The extension of the Lecturer Contract may be approved at the discretion of the MSA.</p> <p>9. All tranches are paid upon completion of M&amp;E activities (physical or desktop verification of learners or</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				utilization of compensating controls)
Project MQA-A002 Bursaries (Unemployed Learners)	Linking education and the workplace  Impact: The transition of learners into internship programs or employment	To develop core and critical skills, promote transformation, and provide the Mining and Minerals Sector with a pool of suitably qualified unemployed South African graduates through financial support for higher education and training	REFER TO ANNEXURE H (BURSARY POLICY)	REFER TO ANNEXURE H (BURSARY POLICY)
MQA-A002 Bursaries (Employed learners)	Linking education and the workplace  Impact: Evidence of upward mobility and income growth of learners after completing the qualification	To develop core and critical skills, promote transformation, and provide the Mining and Minerals Sector with a pool of suitably qualified employed South African graduates through financial support for higher education and training	REFER TO ANNEXURE H (BURSARY POLICY)	REFER TO ANNEXURE H (BURSARY POLICY)

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
MQA-A003 Work Experience  <b>Note:</b> This project also includes Vacation Work	Linking education and the workplace  Impact: The absorption of learners into further training opportunities such as internship programs, and/ or absorption into employment	To ensure undergraduates get practical training required to complete their qualifications from universities, university of technology and TVET Colleges. The duration is determined by the need of the institution and the set requirements for the qualification to graduate.	<p>1. <b><u>University of Technology (UOT) Learners:</u></b></p> <p>1.1 A grant R156 000 for a period of 12 months. R39 000 per learner, per quarter is paid in advance to the host employer for the duration of the practical training as per the UOT requirements)</p> <p>2. <b><u>Vacation work learners:</u></b></p> <p>2.1 R 12 000 per learner, per month for vacation work for the duration of the vacation work as per the requirements of the University or UOT.</p> <p>3. <b><u>TVET N6 Certificated learners:</u></b></p> <p>3.1 A grant of R13 000 per learner per month for a maximum period of 24 months is awarded to employers.</p> <p>3.2 R39 000 per learner, per quarter in advance is paid to the host employer over a period of 2 years).</p> <p>3.3 The breakdown of grant distribution will be as per the Work Experience Programme guidelines.</p>	<p>1. Grants will be allocated to employers who meet the Mqa grant allocation requirements.</p> <p>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating employer.</p> <p>3. Placement of learners will be extended to the companies whose economic activities fall within the Services Incidental to Mining (SITM), subject to the company meeting the Mqa discretionary grant allocation criteria.</p> <p>4. Placement of learners by Intermediary companies will be limited to mining companies registered with the Mqa.</p> <p>5. Learners are recruited and placed by employers based on the following criteria:</p> <p>5.1 The learner is unemployed and is a South African citizen.</p> <p>5.2 A Workplace Based Learning Programme Agreement is</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>3.4 The learner allowance is a minimum of R7 500.00 per learner per month.</p>	<p>entered into and is signed by all parties involved i.e., the learner, employer and the MQA.</p> <p>6. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>7. Placement at an employer is for (P1 and P2) for universities of Technology learners.</p> <p>8. Placement at an employer is for a maximum of two years for TVET college learners.</p> <p>9. Mining Survey students are also supported for the duration of 18 months as per the requirement.</p> <p>10. Placement of university learners at an employer is for full duration of the vacation work.</p> <p>11. Employers must ensure that the grant received from the MQA covers all costs as per the requirements stipulated in the Workplace-based Learning</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>Programme agreement for work experience.</p> <p>12. The first tranche is paid upon submission of a signed workplace-based learning Programme agreement including supporting documents, the registration of agreement by the MQA, as well as completion of monitoring and evaluation activities conducted by the MQA.</p> <p>13. All tranches will be paid upon completion of M&amp;E activities (physical, virtual or desktop verification of learners or utilization of compensating controls).</p> <p>14. Each tranche thereafter is paid on receipt of learner progress reports. pay slips will suffice in a case whereby the company is unable to provide learner progress report for the reporting months as well as completion of monitoring and evaluation activities conducted by the MQA.</p> <p>15. The MQA may enter into multi-year agreement with employers and other organizations for the</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>placement of the MSA bursars on work experience Programme in line with the provisions of the allocation criteria.</p> <p>16. When a company has been paid grants and a learner contract is terminated, the employer will be required to pay back the months that the learner is not in training. However, when a termination is a result of absorption the remaining grant tranche amount will not be paid back by the employer.</p> <p>17. Should a contract be terminated prior to the completion period, the remaining grant amount will not be payable to the employer.</p> <p>18. Work Experience grants are offered in any of the mining related courses as identified in Annexure D:2</p>
MQA-A004 Learning Programmes Development (Standard Setting)	Impact: Having a pool of identified experts for support on development or review, monitoring or audits within the sector.	To ensure adequate support review or development of learning programmes and conducts of quality learning delivery	<p><b>1. Standard Setting:</b></p> <p>1.1. Standard grant rates are paid as determined by the MSA and will be for all Learning Programme development activities, support task team and SME support on audits conducted.</p>	<p>1. Standards setting is a grant available for Learning Programme, Assessment tool development and for QA audits. Activities that attract standard setting grants are:</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
		through accredited providers.	<p>1.2. Payment for SMEs that facilitate are payable per conducted session at a rate of R4 500 per day for facilitation and mentoring of “new” SMEs for learning programme and Assessment tool development and review.</p> <p>a) Payment for SMEs for audits (accreditation, monitoring and workplace approval audits) are payable per audit/s conducted at a rate of R3200 (conduct audits on accreditation, support task team, and monitoring,) and workplace approvals.</p> <p>b) Payment for Examiners is payable per script or assessment tools developed, at a rate R3000.</p> <p>c) Payment for Markers is payable per session at a rate of R1500.</p> <p>d) Payment for Moderators is payable per moderation conducted at a rate of R2000.</p> <p>e) Chief Invigilators &amp; Invigilators are payable on an hourly rate of R400 and R300 respectively.</p>	<p>1.1. Facilitation of Learning Programme and assessment tool development, and the review by QDFs.</p> <p>1.2. SME’s support on Quality Assurance Audits for accreditation, monitoring and workplace approvals including any task team activities for support on quality assurance functions.</p> <p>2. An advert for expression of interest/ nominations will be issued for activities mentioned in section 1 above.</p> <p>3. Grants are only payable to QDFs/SMEs for facilitation of learning Programme and assessment tool development, and review and SMEs for Quality Assurance Audits and workplace approvals.</p> <p>4. The QDFs/SMEs for facilitation of learning Programme and assessment tool development</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria						
				<p>and review must have been trained by the QCTO and previously registered as a QDF with the QCTO. Newly trained SMEs (previously known as QDFs) for facilitation will need to meet the MQA specific criteria to be registered as an QDF/SME on the MQA database.</p> <p>5. All payments made upon receipt of an attendance register or linked evidence to session or work done.</p>						
MQA-A005 Learning Material Development	<p>Linking education and the workplace</p> <p>Impact: Availability of standardised learning resources that is aligned to required compliances on quality learning delivery for the mining sector</p>	<p>To ensure that there is a standardised quality learning delivery and that support compliances within mining and minerals sector</p>	<p><b>2. Learning Material Development (review/develop/ align):</b></p> <p>a) An amount as determined per learning component (knowledge and practical), will be paid to the Accredited Skills Development Provider</p> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p><b>Formula</b>  <b>: Knowledge modules</b>  <math display="block">\text{Cost} = \text{Base} + \text{Credits} \times \text{Factor}</math> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Base</td> <td style="border: 1px solid black; padding: 2px;">R 50 000</td> </tr> <tr> <td>cost</td> <td></td> </tr> <tr> <td>Factor</td> <td style="border: 1px solid black; padding: 2px;">10 000</td> </tr> </table> </p></div>	Base	R 50 000	cost		Factor	10 000	<p>Learning Material Packs will be allocated based on the MQA approved standard operating procedures for allocation of discretionary grants.</p> <p>1. The writers of the learning materials must be Accredited Skills Development Providers (SDPs) (or writers under the umbrella of an Accredited Skills Development Provider) within the MMS and recognised by the MQA. <i>(This does not include</i></p>
Base	R 50 000									
cost										
Factor	10 000									

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p><b>Formula</b>  <b>: Practical modules</b>  <b>Cost = Base + Credits x Factor</b>            Base cost <span style="border: 1px solid black; padding: 2px;">R 10 000</span>            Factor <span style="border: 1px solid black; padding: 2px;">1 000</span></p> <p>*credits = credits of QCTO module</p>	<p><i>providers that have Programme approval status with the MQA.)</i></p> <ol style="list-style-type: none"> <li>2. A valid SDP Accreditation number must be supplied.</li> <li>3. Writers of learning packs <u>must</u> be SMEs (expertise and experience) in the particular field that they will be developing learning packs for; therefore, CV's of the writer/s must be submitted. Writers of learning packs must have experience in writing learning material previously for the MQA or have a min. of 2 years' curriculum development experience.</li> <li>4. The CVs of the writer/s must accompany all application forms.</li> <li>5. Details of any learning material packs/curriculum development written in the past must also be detailed in the writers CV as this can be used to check the performance of a particular writer based on past experience. (The MQA may also use the Community Expert Practitioners (CEPs) validation signoff</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>documents to evaluate a writer on learning packs developed)</p> <p>6. SDP's must have the capacity in-terms-of the number of writers to develop the learning material packs applied for (No more than 50 learning material packs will be allocated to one writer)</p> <p>7. The MQA may, at its discretion collaborate with similar delegated partners (QCTO, NAMB, DHET, TVETs, NSF SETAs or MHSC) or identify any accredited SDP for support on review/align/develop learning packs as per identified needs within the applicable approval process.</p> <p>8. The MQA shall enter into a Memorandum of Agreement (MoA) with the allocated Accredited Skills Development Providers.</p> <p>9. Payment will be made when the learning material has been ratified by the Community of Expert Practitioners (CEP) members; and the ratified material is received by the MQA</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>10. The Mqa reserves the right to withhold payment if the skills development provider has not satisfactorily complied with the terms of the signed MoA with the Mqa.</p> <p>11. Preferential consideration will be given to Historically Disadvantaged Individuals (writers) who are subject matter experts and meet the criteria to develop learning material packs and are South African citizens.</p>
MQA-A006 Internships	<p>Linking education and the workplace</p> <p>Impact: absorption of learners into permanent employment by the host company or permanent appointment by another company.</p>	<p>To ensure that graduates (diploma/degree/ N6(diploma)/ Trade Certificate) get work experience which is related to their qualification for them to be ready for employment.</p>	<ol style="list-style-type: none"> <li>1. A maximum amount of R340 002 per learner is awarded to employers for a maximum period of two years.</li> <li>2. R56 667 per learner, every 4 months in advance is paid to the employer over a period of two years.</li> <li>3. The learner allowance is a minimum of R9 000.00 per learner per month.</li> <li>4. Mqa may enter into MoAs with Universities and Universities of</li> </ol>	<ol style="list-style-type: none"> <li>1. Grants will be allocated to employers who meet the Mqa grant allocation requirements.</li> <li>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> <li>3. Placement of learners will be extended to the companies whose economic activities fall</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>Technology for placement of interns. A grant amount as approved by the MSA is awarded to participating public universities and universities of technology per intern per month in line with the respective institution pay norms and standards. Stipend is capped at R9000 per month.</p>	<p>within the Services Incidental to Mining (SITM), subject to the company meeting the MSA discretionary grant allocation criteria.</p> <p>4. Placement of learners by Intermediary companies will be limited to mining companies registered with the MSA.</p> <p>5. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>6. Learners are recruited and placed by employers based on the following criteria:</p> <ul style="list-style-type: none"> <li>a. The learner is unemployed and a South African citizen.</li> <li>b. The learner should have achieved the relevant qualification at a university or University of Technology level or TVET College (N6 Diploma) or Trade Certificate to be accepted into the Programme.</li> </ul>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>c. A Workplace Based Learning Programme Agreement is entered into and is signed by all parties involved i.e. the learner, employer and the MQA.</p> <p>7. The first tranche is paid upon the submission of signed workplace-based learning Programme agreement including supporting documents, the registration of the contract by the MQA as well as completion of monitoring and evaluation activities by the MQA.</p> <p>8. Each tranche thereafter is paid on receipt of learner progress reports or pay slips for the reporting months from the employer or a report from the learner as well as completion of monitoring and evaluation activities conducted by the MQA.</p> <p>9. All tranches will be paid upon completion of M&amp;E activities (physical or desktop verification of learners or utilization of compensating controls).</p> <p>10. Employers must ensure that the grants received from the MQA</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>cover all costs of training as per the requirements stipulated in this policy and the Workplace Based Learning Programmes agreement.</p> <p>11. The Mqa may enter into a multi-year agreement with employers and other organizations for the placement of the Mqa bursars on internship Programme in line with the provisions of the allocation criteria.</p> <p>12. When a company has been paid grants and a learner contract is terminated, the employer will be required to pay back the months that the learner is not in training. However, when a termination is a result of absorption the remaining grant tranche amount will not be paid back by the employer.</p> <p>13. Should a contract be terminated prior to the completion period, the remaining grant amount will not be payable to the employer.</p> <p>14. Internship opportunities are offered to unemployed graduates in any of the mining and minerals related core and non-core</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				disciplines as identified in Annexure D:3.
MQA-A007  Learnerships core (Non-Artisan) (Employed and Unemployed)  Excludes those for the Diamond Processing, Jewellery Manufacturing and for Learners with Disabilities	Linking education and the workplace  Impact: <ul style="list-style-type: none"><li>Reduction in unemployment</li><li>Empowered, employable youth contributing to local economic growth and transformation.</li></ul>	To facilitate access to and participation in workplace-based learning opportunities and occupationally directed programmes aimed at developing competent learners, enhancing employability, and addressing priority skills needs within the Mining and Minerals Sector.	An amount of R60 000 per learner per Learnership is awarded.  <u>Payment tranches:</u> <ul style="list-style-type: none"><li>R 30 000 on registration.</li><li>R 30 000 upon completion.</li><li>The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2024, as amended or any other applicable legislation.</li></ul>	<ol style="list-style-type: none"> <li>Grants will be allocated to employers who meet the Mqa grant allocation requirements.</li> <li>The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating host employer.</li> <li>The Registration grant will be disbursed on submission of signed workplace-based learning Programme agreement including supporting documents, the registration of the contract by the Mqa as well as completion of monitoring and evaluation activities by the Mqa.</li> <li>The registration grant will be paid after registration of the workplace-based learning Programme agreement.</li> <li>The Completion grant will be processed after the Learner has been declared competent and a</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>Certificate or Statement of Results is issued.</p> <p>6. The following accurate supporting documents are to be submitted to the Mqa together with a duly signed Workplace Based Learning Programme Agreement:</p> <p>6.1 A clear certified copy of South African Identity Document (ID) or passport</p> <p>6.2 A Workplace Based Learning Programme Implementation Plan or Training Plan.</p> <p>7. A contract of employment for 18.2 (unemployed learners) which is not less than the period of the Workplace Based Learning Programme Agreement. A confirmation letter of socio-economic status from the Employer will also be required for unemployed Learners.</p> <p>8. For 18.1 (employed learners) a confirmation of employment or record of service.</p> <p>9. The grant will be processed to the employer who must be registered</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>with the MQA as a levy payer or is exempted.</p> <p>10. The employer will utilise a MQA/QCTO accredited skills development provider with the capacity and resources to conduct training.</p> <p>11. Unemployed learners that are funded must be South African citizens.</p> <p>12. Minimum Stipends must be paid as per the National Minimum Wage Act Number 9 February 2024 for Learners in Learnerships and Apprenticeships.</p> <p>13. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>14. Non-Artisan Learnership funding will be offered to learners in any of the disciplines as indicated in Annexure D: 7.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
Learnerships (Non-Artisan RPL Employed and Unemployed Learners)	Linking education and the workplace	<p>MQA-A007</p> <ul style="list-style-type: none"> <li>• To facilitate access to and participation in workplace-based learning opportunities and occupationally directed programmes aimed at developing competent learners, enhancing employability, and addressing priority skills needs within the Mining and Minerals Sector.</li> </ul>	<ol style="list-style-type: none"> <li>1. An amount of R 30 000 per learner per Learnership is awarded to the employer on approval of achievements by the Quality Assurance (QA) unit or upon Certification.</li> <li>2. The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended or any other applicable legislation.</li> </ol>	<ol style="list-style-type: none"> <li>1. Grants will be allocated to employers who meet the Mqa grant allocation requirements.</li> <li>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> <li>3. The following accurate supporting documents are to be submitted to the Mqa together with a duly signed Workplace Based Learning Programme Agreement: <ol style="list-style-type: none"> <li>3.1 A clear certified copy of South African Identity Document (ID) or passport once ID/passport copy has been obtained it should be placed on a file.</li> <li>3.2 A Learning Programme implementation plan or Training Plan.</li> <li>3.3 A confirmation of employment letter on the company letterhead for 18.1 (employed learners) or record of service.</li> </ol> </li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>3.4 A confirmation letter of socio-economic status or a Retrenchment letter from the Employer will also be required for unemployed Learners.</p> <p>4. A grant is disbursed for payment to companies with approved allocation.</p> <p>5. The employer will utilise a MSA accredited skills development provider.</p> <p>6. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>7. Non-Artisan Learnership funding will be offered to learners in any of the disciplines as indicated in Annexure D:4 &amp; D: 7.</p>
MQA-A007 Learnerships Non-core (Non-Artisan)	Linking education and the workplace	To facilitate and expand access to workplace-based learning opportunities and occupationally	<p>1. <u>Learnership</u></p> <p>1.1 An amount of R35 000 per learner per Learnership is awarded.</p>	<p>1. Grants will be allocated to employers who meet the MSA grant allocation requirements.</p> <p>2. The MSA shall enter into a Memorandum of Agreement</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
(Employed and Unemployed)	Beneficiation including Learners with Disability and Non-MQA learnerships.	directed programmes that support artisan development, skills alignment with industry needs, and sustainable employability within the Mining and Minerals Sector.	<p>1.2 Two tranches will be disbursed for payment for beneficiation non-Artisans learnerships:</p> <ul style="list-style-type: none"> <li>i. R 10 000 paid on submission of signed workplace-based learning Programme agreement including supporting documents, the registration of the contract by the MQA as well as completion of monitoring and evaluation activities by the MQA.</li> <li>ii. R25 000 on approval of achievements by the Quality Assurance (QA) unit or upon Certification.</li> </ul> <p><b>2. Learners with Disability:</b></p> <p>2.1 An amount of R 50 000 per learner per Learnership is awarded for learners with disabilities.</p> <p>2.2 R 15 000 disbursed on submission of signed workplace-based learning</p>	<p>(MoA) with each participating employer.</p> <p>3. The Registration grant will be disbursed on submission of signed workplace-based learning Programme agreement including supporting documents, the registration of the contract by the MQA as well as completion of monitoring and evaluation activities by the MQA.</p> <p>4. The registration grant will be paid after registration of the workplace-based learning agreement irrespective of the commencement date of the learner.</p> <p>5. The Completion grant will be disbursed after the Learner has been declared competent and a Certificate or Statement of Results is issued.</p> <p>6. The following accurate supporting documents must be submitted to the MQA together with the duly signed Workplace Based Learning Programme Agreement:</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>Programme agreement including supporting documents, the registration of the contract by the MSA as well as completion of monitoring and evaluation activities by the MSA.</p> <p>2.3 R35 000 on approval of achievements by the QA unit or certification.</p> <p>2.4 The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended or any other applicable legislation.</p>	<p>6.1 A certified copy of South African Identity Document (ID) or passport once ID/passport copy.</p> <p>6.2 Learnership Implementation plan or Training Plan.</p> <p>6.3 A contract of employment for 18.2 (unemployed learners) which is not less than the period of the Workplace Based Learning Programme Agreement. A confirmation letter of socio-economic status from the Employer will also be required for unemployed Learners.</p> <p>6.4 For 18.1 (employed learners) a confirmation of employment or record of service.</p> <p>6.5 For learners with disabilities, proof of the disability is required and certified by the South African Social Security Agency (SASSA) or other relevant body/accredited person.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<ul style="list-style-type: none"> <li>7. Unemployed learners must be South African citizens.</li> <li>8. Mqa will only fund one learnership per learner per NQF level.</li> <li>9. The employer will utilise the Mqa/Qcto accredited skills development provider.</li> <li>10. Employers taking on learners with disabilities must ensure that the work environment accommodates learners in terms of accessibility.</li> <li>11. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant seta/organisation.</li> </ul>
MQA-A008 SDF Support	Identify and increase production of occupations in high demand	Improve skills development planning and decision-making through research	There is no grant for this project. The cost incurred relates to the Skills Development Facilitator (SDF) Workshops.	Support is provided for capacity building of SDFs.

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
MQA-A009 Pre-AET, AET, MQA GETC NQF L1 Mining Operations including N1, N2, N3 Engineering and elementary digital skills	Linking education and the workplace  Impact: <ul style="list-style-type: none"><li>• Empowered workforce with foundational skills to support productivity, safety, and career advancement.</li><li>• Reduction in workplace incidents linked to misunderstanding of instructions or signages (Safety non-Compliance)</li><li>• Improved transformation and upward mobility within the mining workforce.</li></ul>	Facilitate opening of workplace-based learning opportunities and access to occupationally directed Programmes  To facilitate access to Adult Education and Training opportunities that improve foundational learning, enhance literacy and numeracy skills, and enable progression into occupationally directed programmes and sustainable employment within the Mining and Minerals Sector.	Full time and part time classes for <b>employed and unemployed</b> learners in Adult Education and Training (AET) Programmes.  <b>1. Pre-AET Programme</b> 1.1 A grant of R5 000 per learner is awarded to the MQA registered levy paying employers/Employers exempted from paying levies upon completion of the Pre AET Programme.  The MQA will disburse:  a) R5 000 on completion of the pre-AET Programme (R2 500 to the learner through the employer and R2500 to the employer).  <b>2. AET 1,2,&amp;3</b> 2.1 A grant of R10 000 per learner is awarded to the MQA registered levy paying employers/Employers exempted from paying levies. upon completion of two learning areas (Communication and Numeracy):	<ol style="list-style-type: none"><li>1. Grants will be allocated to employers who meet the MQA grant allocation requirements.</li><li>2. AET Grants are disbursed on completion of a Level/Programme irrespective of the financial year of registration.</li><li>3. Grants will be disbursed to companies with approved allocation and report completed learners on the MIS.</li><li>4. The principle of first come first served will be applied during the reallocation process.</li><li>5. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li><li>6. A clear certified copy of a South African Identity Document (ID) or passport and signed enrolment form are required. Once the ID/passport copy has been obtained, it must be uploaded on the MQA's Management Information System. (No under 16-year-old person will be allowed to be</li></ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>a) R5 000 to the employer on completion of two learning areas (Communication and Numeracy)</p> <p>b) R5 000 to the learner through the employer upon completion of communication and numeracy.</p> <p><b>3. <u>GETC NQF1 (58267)</u></b></p> <p>2.1 The Mqa will disburse R10 000 per learner on completion of NQF 1 in all learning areas to the employer and R5 000 to the learner through the employer.</p> <p><b>3. <u>Nated Courses, N1, N2 and N3</u></b></p> <p>3.1 A grant of R10 000 per learner is awarded to the Mqa registered levy paying employers/ employers exempted from paying levies utilising an accredited TVET college upon completion of four subjects/modules of N1, N2 or N3.</p> <p>3.2 The Mqa will disburse R10 000 per learner on completion of N1 and/or N2 and/or N3 to the employer (R5 000 to the</p>	<p>registered. The correct ID and not the birth certificate must be uploaded).</p> <p>7. The employer will use an accredited skills development provider for AET.</p> <p>8. A statement of results issued by an accredited external assessment body.</p> <p>9. AET1-4 Programmes must be externally assessed.</p> <p>10. For the Mqa NQF Level 1 qualification the Mqa Certificate or Statement of Results will be required.</p> <p>11. A statement of results or certificates from an Accredited TVET college or DBE must be provided for N1 – 3 and <u>Amended Senior Certificate (Adult Matric)</u> as proof of competence on the external assessment.</p> <p>12. For Pre-AET, an Internal Certificate issued by an accredited skills development provider will be required.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>learner through the employer and R5 000 to the employer).</p> <p>4. <b><u>AET Level 4 AND AMENDEND SENIOR CERTIFICATE (ADULT MATRIC)</u></b></p> <p>4.1 Grant of R2500 per learning area to the employer and equally divided between the learner and employer.</p> <p>5. <b><u>Elementary Digital Skills</u></b></p> <p>5.1 The Programme entails training of employees on digital literacy (technical know-how) through impartation of knowledge, skills and attitude that will enable them to be safe and empowered in the digital world)</p> <p>5.2 Interns, In-service trainees and volunteers, fixed term and contract workers will not covered.</p> <p>5.3 The MQA will pay a grant amount of R2 000.00 for inhouse training or external skills development provider (NQF or NON- NQF).</p>	<p>13. Adult Matric refers to individuals who never completed their matric.</p> <p><b><u>Elementary Digital Skills</u></b></p> <ol style="list-style-type: none"> <li>Grants will be allocated to employers who meet the MQA Discretionary grant allocation requirements.</li> <li>The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			5.4 MQA will fund training that will be conducted for a minimum of 2 days.	<ul style="list-style-type: none"> <li>3. Grant will be disbursed on completion of a Programme.</li> <li>4. Learners cannot be funded for more than one Programme in a year.</li> <li>5. The payment of the grant will be supported by the following documentary evidence; <ul style="list-style-type: none"> <li>5.1 Clear certified Identity Document (ID)/ passport,</li> <li>5.2 Enrollment form,</li> <li>5.3 Confirmation letter of employment by the employer.</li> <li>5.4 Statement of results/certificate issued by the skills development provider with an outline of the course content.</li> </ul> </li> </ul>
MQA-A010 Occupational Health and	Linking education and the workplace	To facilitate access to occupationally directed learning and workplace-based	A grant of R 3 000 per employed learner is awarded to the mines and mining contractors on completion of the skills Programme.	<ul style="list-style-type: none"> <li>1. Grants will be allocated to Mines and mining contractors that meet the MQA Discretionary grant allocation requirements.</li> </ul>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
Safety (OHS) Skills Programmes	<p>Impact:</p> <ul style="list-style-type: none"> <li>• Significant reduction in workplace incidents, near misses, and fatalities.</li> <li>• Establishment of a strong, proactive “Zero Harm” safety culture.</li> <li>• Long-term sustainability and resilience of safety performance in the sector.</li> <li>• Improved regulatory compliance</li> </ul>	training opportunities that enhance Occupational Health competencies, promote safer working environments, and address critical and scarce skills within the Mining and Minerals Sector		<ol style="list-style-type: none"> <li>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating mine and mining contractors.</li> <li>3. The principle of a first come first served will be applied during the reallocation process.</li> <li>4. Occupational Health and Safety Skills Programmes Grants are disbursed of a Programme irrespective of the financial year of registration.</li> <li>5. The mines and mining contractors will utilize the accredited skills development providers with the capacity and resources to conduct training.</li> <li>6. Confirmation of employment on a company letter head, clear certified Identity Document (ID)/ passport and signed skills enrolment form should be uploaded on the MIS on registration.</li> <li>7. A skills Programme enrolment form is to be signed by both the learner and head of department</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>before uploading onto the Mqa MIS</p> <p>8. A grant is disbursed for payment to employers with approved allocation and report completed learners earlier than others, subject to approval by the Mqa.</p> <p>9. List of Occupational Health and Safety approved skills Programmes will be provided under annexure D: 10.</p>
MQA –A013 1. (Artisan Development: Employed and Unemployed) Approved Centres of Specialisation (the list is provided by the DHET annually)	Linking education and the workplace  Impact: <ul style="list-style-type: none"><li>Increased supply of artisans</li><li>Increased employability rates</li><li>Increased supply of artisans with required/rel</li></ul>	To facilitate and expand access to workplace-based learning opportunities and occupationally directed programmes that support artisan development, skills alignment with industry needs, and sustainable employability within the Mining	<p>1. A maximum amount of R206 290 per learner is payable.</p> <p>2. A four-tranche process will be used for disbursing payments.</p> <p><u>Disbursement tranches:</u></p> <p><b>1. Tranche 1:</b> R 51 572.50 disbursed on registration.</p> <p><b>2. Tranche 2:</b> R 51 572.50 disbursed after completion of first year of artisan training.</p>	<p>1. Grants will be allocated to employers who meet the Mqa grant allocation requirements.</p> <p>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating employer.</p> <p>3. Tranche 1 is disbursed on registration of the learner; M&amp;E project monitoring shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility by as well as the submission of the following</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p>event work experience.</p> <ul style="list-style-type: none"> <li>Increased number of trade businesses</li> </ul>	<p>and Minerals Sector.</p> <p>Support industry collaboration with public college system</p>	<p><b>3. Tranche 3:</b> R 51 572.50 disbursed after completion of second year of artisan training.</p> <p><b>4. Tranche 4:</b> R 51 572.50 disbursed on completion of artisan Programme after the learners have been found competent on an artisan Programme or not found competent after three (3) attempts to pass the trade test.</p> <p>3. The revised grant amount is subject to the Ministers approval</p> <p>4. The Mqa may fund the following intervention under the artisan development Programmes.</p> <ol style="list-style-type: none"> <li>Upskilling of unemployed qualified artisans</li> <li>Development of master artisan</li> <li>Entrepreneurial skills training</li> <li>Purchase of startup tool kits for unemployed artisans who did not receive toolboxes upon completion of the Programme.</li> <li>Establishment of incubators.</li> </ol>	<p>documents together with a duly signed Workplace Based Learning Programme Agreement:</p> <ol style="list-style-type: none"> <li>A clear certified copy of South African Identity Document (ID) or passport</li> <li>A learning Programme Implementation Plan or Training Plan.</li> <li>A contract of employment for 18.2 (un-employed learners) which is not less than the period of the Workplace Based Learning Programme Agreement. A confirmation letter of socio-economic status from the Employer will also be required for unemployed Learners.</li> <li>For 18.1 (employed learners) a confirmation of employment on the company letterhead.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>vi. Support international linkages Programmes for artisans.</p> <p>5. This will be done through the MQA supply chain processes.</p>	<p>4. Tranche 2 is disbursed after completion of first year of artisan training. M&amp;E project monitoring shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility.</p> <p>5. Tranche 3 is disbursed after completion of second year of artisan training. M&amp;E project monitoring shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility before the tranche is paid.</p> <p>6. Tranche 4 is disbursed on completion of artisan Programme after the learners has been found competent on artisan Programme or not found competent after three (3) attempts to pass the trade test. test (irrespective of the outcome of the trade test).</p> <p>7. Employer party who will implement Work Integrated</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>Learning (WIL) must be workplace approved by the relevant SETA/Organization.</p> <p>8. The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended or any other applicable legislation.</p> <p>9. Artisan Development employer to utilize an accredited skills development provider. For CoS, the training provider must be an approved Centers of Specialisation.</p> <p>10. A list of trades to be supported in artisan development and CoS priority trades is indicated in annexure D:6</p> <p>11. The same applies for Centers of Specialisation, however, grants can also be paid to TVET Colleges who are able to be lead employers through the signing of the MoA/SLA.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
MQA-A014 Artisan Aides Skills Programme (Employed and Unemployed)	Linking education and the workplace	To facilitate and expand access to workplace-based learning opportunities and occupationally directed programmes that support artisan development, skills alignment with industry needs, and sustainable employability within the Mining and Minerals Sector.	<p><b>1. SKILLS PROGRAMMES</b></p> <p>1.1 An amount of R15 000 is disbursed on completion of the artisan aides skills Programme</p> <p>1.2 The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended or any other applicable legislation.</p>	<ol style="list-style-type: none"> <li>1. Grants will be allocated to employers who meet the MQA grant allocation requirements.</li> <li>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> <li>3. A clear certified copy of a South African Identity Document or Passport is required.</li> <li>4. A skills Programme enrolment form is to be signed by both the learner and the employer before uploading onto the MQA MIS.</li> <li>5. Reallocation companies with approved allocation and report completed learners earlier than others, subject to approval by MQA.</li> <li>6. The employer will use an accredited skills development provider.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>7. Employer party who will implement WIL must be workplace approved by the relevant body.</p> <p>8. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>9. A list of trades/qualifications to be supported is indicated in annexure D:8</p>
MQA-A045  Artisan Recognition of Prior Learning (ARPL) (Employed Learners and Unemployed)	Linking education and the workplace	To facilitate and expand access to workplace-based learning opportunities and occupationally directed programmes that support artisan development, skills alignment with industry needs, and sustainable employability within the Mining	<ol style="list-style-type: none"> <li>1. A grant amount of R 35 000 is disbursed to employed learners and R55 000 for unemployed learners upon the learner's successful completion of the Trade Test.</li> <li>2. Employed learners: R35 000 on successful completion of the Programme.</li> <li>3. Unemployed learners: R55 000 on successful completion of the Programme.</li> <li>2. The minimum amount to be paid for Stipends must be in line with the relevant</li> </ol>	<ol style="list-style-type: none"> <li>1. Grants will be allocated to employers who meet the MQA grant allocation requirements.</li> <li>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> <li>3. ARPL Grants are disbursed on completion of a Programme irrespective of the financial year of registration.</li> <li>4. The following supporting documents are to be submitted to the MQA together with a duly signed Workplace Based</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
		and Minerals Sector.	<p>Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended or any other applicable legislation.</p>	<p>Learning Programme Agreement</p> <p>1.1 A clear certified copy of South African Identity Document (ID) or passport.</p> <p>A Learning Programme implementation plan or Training Plan.</p> <p>A confirmation of employment letter on the company letterhead for 18.1 (employed learners).</p> <p>A confirmation letter of socio-economic status from the Employer will also be required for (18.2) unemployed Learners.</p> <p>5. A grant is paid to companies with approved allocation and report and completed learners earlier than others, subject to approval by MQA.</p> <p>6. The employer will utilise a QCTO/SETA accredited skills development provider.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>7. For Employed Learners (18.1), ARPL funding for non MQA qualifications will be available.</p> <p>10. A list of trades/qualifications to be supported is indicated in annexure D:6</p>
MQA-A 015 TVET College Support: NCV, Level 4 Graduates to achieve artisan status.	Linking education and the workplace  Impact: <ul style="list-style-type: none"><li>Increased supply of artisans</li><li>Increased employability rates</li><li>Increased supply of artisans with required/relevant work experience.</li></ul>	<ul style="list-style-type: none"> <li>Support industry collaboration with public college system</li> <li>To facilitate and expand access to workplace-based learning opportunities programmes that support artisan development, skills alignment with industry needs, and sustainable employment for</li> </ul>	<p>A maximum amount of R 206 290 is payable per learner. The grant will be paid in four equal tranches.</p> <p><b><u>Disbursement tranches:</u></b></p> <ol style="list-style-type: none"> <li><b>Tranche 1:</b> R51 572.50 paid upon submission of Workplace Based Learning Programme Agreement including supporting documents, registration of the agreement by the MQA, completed monitoring and evaluation activities conducted by MQA and proof of workplace approval by the relevant SETA for the host employer.</li> </ol>	<ol style="list-style-type: none"> <li>Grants will be allocated to employers/organizations' who meet the MQA grant allocation requirements.</li> <li>The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer, the organisation and/or TVET College allocated grants for this project.</li> <li>Employers should be MQA registered and paying levies; or be levy exempted as well as well employers outside the mining and mineral sector. Preference will be given to Employers within the mining and minerals sector.</li> <li>Tranche payment:</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<ul style="list-style-type: none"> <li>Increased number of trade businesses</li> </ul>	the TVET learners.	<p>2. <b>Tranche 2:</b> R51 572.50. paid after a period of 6 months the learner being active on the Programme.</p> <p>3. <b>Tranche 3:</b> R51 572.50 paid after 12 months of the learner being active on the Programme.</p> <p>4. <b>Tranche 4 (Trade Testing):</b> R51 572.50 paid on completion of artisan Programme after the learners have been found competent on an artisan Programme and/or not found competent after three (3) attempts to pass the trade test.</p>	<p>a) The grant is as per the National Artisan Development Policy.</p> <p>b) Tranche 1 is disbursed on registration of the learner; completion of monitoring and evaluation activities M&amp;E project monitoring shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility by the MQA as well as the submission of the following documents together with a duly signed Workplace Based Learning Programme Agreement:</p> <p>a) Identity Document (ID) or passport</p> <p>b) A learning Programme Implementation Plan or Training Plan.</p> <p>c) A contract of employment which is not less than the</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>period of the Workplace Based Learning Programme Agreement. A confirmation letter of socio-economic status from the Employer will also be required for unemployed Learners.</p> <p>c) Tranche 2 to be paid after a period of 6 months in the Programme and submission of proof of stipend, progress reports by the employer and MQA Project Manager's monitoring report, M&amp;E project monitoring report which shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility.</p> <p>d) Tranche 3 to be paid after a period of 12 months in the Programme and submission of proof of stipend payments, progress reports by the employer, MQA report and</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>M&amp;E project monitoring report which shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility</p> <p>e) Tranche 4 is disbursed on completion of artisan Programme after the learners has been found competent on artisan Programme or not found competent after three (3) attempts to pass the trade test. test (irrespective of the outcome of the trade test).</p> <p>5. Employer party who will implement WIL must be workplace approved by the relevant SETA/Organisation.</p> <p>6. The duration of the Programme is as per the trade test regulation.</p> <p>7. The minimum amount to be paid for Stipends must be in line with the relevant Sectoral determination issued by the relevant Minister as per the National Minimum Wage Act Number 9 of 2018, as amended</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>or any other applicable legislation.</p> <p>8. A list of trades to be supported is indicated in annexure D:6</p>
MQA -A015 TVET & CET College support	<p>Linking education and the workplace</p> <p><b><u>CET AET</u></b></p> <p>Impact: Empowered communities with foundational education to access occupational programmes.</p>	<p><b><u>CET AET</u></b></p> <ul style="list-style-type: none"> <li>• Support industry collaboration with public college system</li> <li>• To facilitate access to Adult Education and Training opportunities that improve foundational learning, enhance literacy and numeracy skills, and enable progression into occupationally directed programmes and</li> </ul>	<p>1. <b><u>CET AET</u></b></p> <p>1.1 A grant of R5 000 per learner is awarded to the registered public CET:</p> <p>1.2 The MQA will disburse R5 000 per learner;</p> <p>a) R2 500 paid to the CET on registration of the learner</p> <p>b) R2 500 to the CET on completion of the Programme.</p>	<p><b><u>CET AET</u></b></p> <p>1. Grants will be allocated to register CET Colleges who meet the MQA grant allocation requirements.</p> <p>2. Grants will be disbursed to CET colleges with approved allocation.</p> <p>3. Grants are disbursed on registration of the learner (submission of the learner enrolment form and certified ID copy, and on completion of the Programme (submission of the SOR, Completion letter or Certificate) irrespective of the financial year of registration.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>CET and TVET Lecturers Awarded Bursaries</u></b></p> <p>Impact: Evidence of upward mobility and income growth of learners after completing the qualification.</p>	<p>sustainable employment for community members.</p> <p><b><u>CET and TVET Lecturers Awarded Bursaries</u></b></p> <p>To develop core and critical skills, promote transformation, and ensure that there is subsequent pool of suitably qualified lecturers through financial support for higher education and training.</p>	<p>2. <b><u>CET and TVET Lecturers Awarded Bursaries</u></b></p> <p>2.1 A grant that may be awarded will cover 100% of tuition (including registration fees), and books.</p>	<p>4. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating CET College.</p> <p><b><u>CET and TVET Lecturers Awarded Bursaries</u></b></p> <p>The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating TVET/ CET College.</p> <ol style="list-style-type: none"> <li>1. Bursars that fail more than 50% of their modules /subjects shall automatically be suspended from the bursary scheme.</li> <li>2. Bursars who have been suspended from the bursary scheme may re-apply for a bursary upon successfully completing the failed courses at their own expense, subject to the academic institution permitting them to register for all the qualifying courses required to be completed for the succeeding year of study.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<ul style="list-style-type: none"> <li>3. Bursars must apply for funding every academic year through their CET/TVET colleges.</li> <li>4. The bursary scheme shall not cover the cost of repeat subjects.</li> <li>5. The bursary costs change annually depending on the institution's fee structure.</li> <li>6. Support is provided for university or university of technology (Certificates, Higher Certificates, Diploma, B-Tech, bachelor's degree, Honors, Masters and PhD Programmes and or other relevant Programmes listed.</li> <li>7. Bursars should be South African citizens studying in South African public institutions</li> <li>8. Historically Disadvantaged South Africans will be prioritised.</li> </ul>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>Lecturers exposed to industry through skills Programmes</u></b></p> <p>Impact: Evidence of upward mobility and income growth of TVET lecturers after completing the qualification.</p> <p>Employment opportunities within the MMS</p>	<p><b><u>Lecturers exposed to industry through skills Programmes</u></b></p> <p>To support the development and work exposure opportunities of lecturers within the MMS to become qualified Artisans.</p>	<p>3. <b><u>Lecturers exposed to industry through skills Programmes</u></b></p> <p>A maximum amount of R 108 000 is payable per lecturer. The grant will be paid as follows:</p> <p><b>Disbursement tranches:</b></p> <p>a) R 36 000 paid to the host employer (R 12 000 a month paid for a period of 3 months) through the College.</p> <p>b) A maximum of R 72 000 paid to the TVET College for replacement cost of the lecturer</p>	<p>9. Bursars should be employed by the CET/TVET colleges.</p> <p>10. No retrospective tuition fees payments will be considered upon the approval of the bursary application.</p> <p>11. The bursary contract is only in effect after it has been signed by both the bursar and the MQA.</p> <p><b><u>Lecturers exposed to industry through skills Programmes</u></b></p> <p>1. Grants will be allocated to employers and TVET colleges who meet the MQA grant allocation requirements.</p> <p>2. The MQA shall enter into a tripartite Memorandum of Agreement (MoA) with the host employer and TVET College for hosting of the lecturer to gain work exposure.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			(R 24 000 per month paid to the college for a period of three months)	<ul style="list-style-type: none"> <li>3. Host Employers should be MQA registered and paying levies or be levy exempted.</li> <li>4. TVET Colleges should be public TVET colleges registered with the Department of Higher Education and Training.</li> <li>5. Participating lecturers should meet the following criteria: <ul style="list-style-type: none"> <li>a) Permanent employee of the TVET college</li> <li>b) South African citizen</li> </ul> </li> <li>6. Tranche payment: <ul style="list-style-type: none"> <li>a) Tranche 1 to be paid upon signing of the tripartite agreement and submission of lecturer certified ID copy, skills Programme enrolment form.</li> <li>b) Tranche 2 will be paid upon submission of a host employer monthly report on work exposure and pay slips on the salary paid to the</li> </ul> </li> </ul>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>TVET students requiring Work Integrated Learning to complete their qualifications placed in workplaces (WIL)</u></b></p> <p>Impact: The absorption of learners into further training opportunities such as internship programs after acquiring their qualifications, and/or absorption into employment.</p>	<p><b><u>TVET students requiring Work Integrated Learning to complete their qualifications placed in workplaces (WIL)</u></b></p> <p>To ensure TVET undergraduates get practical training required to complete their qualifications. The duration is determined by the need of the institution and the set requirements for the qualification.</p>	<p>4. <b><u>TVET students requiring Work Integrated Learning to complete their qualifications placed in workplaces (WIL)</u></b></p> <p>4.1 An Amount of <b>R21 000</b> per learner is paid every <b>6</b> months in advance to the TVET College</p> <p>4.2 Total Grant amount is dependent on the duration of the Programme which is minimum of 12 months to a maximum of 24 months.</p>	<p>replacement lectures for the first month of the Programme.</p> <p>c) Tranche 3 will be paid upon submission of the host employer monthly report and pay slip of the replacement lecturer for the second month of the programme.</p> <p><b><u>TVET students requiring Work Integrated Learning to complete their qualifications placed in workplaces (WIL)</u></b></p> <ol style="list-style-type: none"> <li>1. Grants will be allocated to registered public TVET Colleges who meet the MQA grant allocation requirements.</li> <li>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating TVET College.</li> <li>3. Grants will be disbursed to TVET colleges with approved allocation.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>TVET and CETs Managers trained on curriculum related studies.</u></b></p> <p>Impact: Improved and industry aligned curriculum.</p>	<p><b><u>TVET and CETs Managers trained on curriculum related studies.</u></b></p> <p>To improve management of curriculum facilitation at TVETs and CETs to achieve good performance results.</p>	<p>5. <b><u>TVET and CETs Managers trained on curriculum related studies.</u></b></p> <p>5.1 The allocated TVET/CET will provide a list of managers to be trained and the required training.</p> <p>5.2 MQA will pay up to a maximum of <b>R4 500</b> per lecturer to the accredited skills development provider.</p>	<p>4. Monitoring and Evaluation may be conducted for each tranche due.</p> <p>5. Grants are disbursed on registration of the learner (submission of the learner enrollment form and certified ID copy, and thereafter six months in advance for the duration of the Programme upon receipt of progress reports and proof of stipends paid to learners).</p> <p><b><u>TVET and CETs Managers trained on curriculum related studies.</u></b></p> <p>1. Allocation will be awarded to registered public TVET and CET Colleges who meet the MQA grant allocation requirements.</p> <p>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating TVET and CET College.</p> <p>3. The MQA will source accredited skills development providers to conduct training to TVET and</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b>TVET Colleges Internships</b></p> <p>Impact: absorption of qualifications holders into permanent employment by the host company or permanent appointment by another company.</p>	<p><b>TVET Colleges Internships</b></p> <p>To ensure that graduates get work experience aligned to their qualification for work-readiness.</p>	<p>5.3 The Mqa will source providers through its procurement process to conduct the training.</p> <p><b>6. TVET Colleges Internships</b></p> <p>6.1 The College will be paid the following grant amounts per placed learner per month:</p> <ul style="list-style-type: none"> <li>a) R5 500 for a learner possessing an NQF Level 6 qualification.</li> <li>b) R6 500 for a learner possessing an NQF Level 7 qualification.</li> <li>c) R7 500 for a learner possessing an NQF Level 8 qualification.</li> <li>d) R8 500 for a learner possessing an NQF Level 9 qualification.</li> </ul>	<p>CET Managers as per their needs.</p> <p>4. Grants will be paid to the Mqa sourced accredited skills development provider.</p> <p><b>TVET Colleges Internships</b></p> <ol style="list-style-type: none"> <li>1. Allocation will be awarded to registered public TVET Colleges who meet the Mqa grant allocation requirements.</li> <li>2. The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating TVET Colleges.</li> <li>3. The TVET College will recruit graduates from TVET Colleges and Institutions of Higher Learning and place them within the Colleges for internship Programme.</li> <li>4. The Mqa may conduct Monitoring and Evaluation before each tranche is paid.</li> <li>5. The graduates will be placed maximum period of 24 months.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>CET colleges</u></b>  <b><u>Lecturers awarded</u></b>  <b><u>Skills Programmes</u></b></p> <p>Impact:            Empowered CET lecturers and improved facilitations skills.</p>	<p><b><u>CET colleges</u></b>  <b><u>Lecturers awarded</u></b>  <b><u>Skills Programmes</u></b></p> <p>To empower lecturers with skills required to improve facilitation of education and training in CET Colleges</p>	<p>7. <b><u>CET colleges Lecturers awarded Skills Programmes</u></b></p> <p>The allocated TVET/CET will provide a list of managers to be trained and the desired training course. The Mqa will source providers using its internal procurement process</p>	<p>6. Mqa will disburse grants six (6) months in advance upon receipt of relevant supporting documents for each tranche due as per the MoA that the parties will enter into.</p> <p><b><u>CET colleges Lecturers awarded Skills Programmes</u></b></p> <ol style="list-style-type: none"> <li>Allocation will be awarded to registered CET Colleges who meet the Mqa grant allocation requirements.</li> <li>The Mqa shall enter into a Memorandum of Agreement (MoA) with each participating CET Colleges.</li> <li>The Mqa will source accredited skills development providers to conduct training to CET Lecturers as per their needs.</li> <li>Grants will be paid to the Mqa sourced accredited skills development provider.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	<p><b><u>CET Colleges Internships</u></b></p> <p>Impact: absorption of TVET and HEI qualifications holders into permanent employment by the host company or permanent appointment by another company.</p>	<p><b><u>CET Colleges Internships</u></b></p> <p>To ensure that TVET and HEI graduates get work experience aligned to their qualification for work-readiness.</p>	<p>8. <b><u>CET Colleges Internships</u></b></p> <p>8.1. The CET College will be paid the following grant amounts per placed learner per month:</p> <ul style="list-style-type: none"> <li>a) R5 500 for a learner possessing an NQF Level 6 qualification.</li> <li>b) R6 500 for a learner possessing an NQF Level 7 qualification.</li> <li>c) R7 500 for a learner possessing an NQF Level 8 qualification.</li> <li>d) R8 500 for a learner possessing an NQF Level 9 qualification.</li> </ul>	<p><b><u>CET Colleges Internships</u></b></p> <ol style="list-style-type: none"> <li>1. Allocation will be awarded to registered CET Colleges who meet the MQA grant allocation requirements.</li> <li>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating CET Colleges.</li> <li>3. The CET College will recruit graduates from TVET Colleges and Institutions of Higher Learning and place them within the Colleges for internship Programme.</li> <li>4. The MQA may conduct Monitoring and Evaluation before each tranche is paid.</li> <li>5. The graduates will be placed for a maximum period of 24 months.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				6. M QA will disburse grants six (6) months in advance upon receipt of relevant supporting documents for each tranche due as per the MoA that the parties will enter into.
MQA -A015 Science, technology, engineering and Mathematics and innovation (STEMI) Support Project	Linking education and the workplace	Facilitate opening of workplace- based learning opportunities and access to occupationally directed Programmes.	<ol style="list-style-type: none"> <li>1. To support grade 10, 11 and 12 learners in STEMI subjects in mine host and or labour sending communities.</li> <li>2. To support the development of teachers in STEMI subjects, to enable them to reach more learners and ensure impact through high quality teaching.</li> <li>3. Grant levels in this project are to be determined by budget availability.</li> </ol>	<ol style="list-style-type: none"> <li>1. A targeted approach will be used to call for proposals from Public Universities, Public Universities of technology and M QA levy paying employers to submit proposals for support to STEMI learners and teachers in mine host and or labour sending communities.</li> <li>2. The M QA will prescribe the details of the proposal to be submitted.</li> <li>3. A detailed Service Level Agreement (SLA) will be signed with the identified entity for the support of learners and educators to improve their performance in STEMI subjects.</li> <li>4. Support will be provided to learners from the rural and urban areas.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>5. The MQA will enter into a partnership agreement with the DBE to avail resources to support the project in terms-of content coverage and any other relevant matter connected herewith.</p>
MQA-A017 Foundation al Learning Competenc e	Linking education and the workplace	Facilitate opening of workplace- based learning opportunities and access to occupationally directed Programmes.	<p>A grant of R5 000 per learner is awarded to employers upon completion of the Programme.: R2 500 to the learner through the employer and R2 500 to the employer on completion of the Programme (Communication and Numeracy)</p>	<ol style="list-style-type: none"> <li>1. Grants will be allocated to employers who meet the MQA Discretionary grant allocation requirements.</li> <li>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each participating employer.</li> <li>3. The principle of a first come first served will be applied during the reallocation process.</li> <li>4. The grant will be paid to the companies for learners completing the FLC Programme irrespective of the financial year of registration.</li> <li>5. A clear certified copy of a South African Identity Document (ID) or passport. is required. The</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>certified ID copy or passport should be uploaded on the MQA MIS.</p> <p>6. An FLC enrolment form is to be signed by both the learner and head of department before uploading onto the MQA MIS</p> <p>7. A statement of results or certificate issued by relevant accredited external assessment body, must be uploaded on the MQA MIS.</p>
MQA-A019 Mine Community Development	Linking education and the workplace  Impact: Employment opportunities and entrepreneurship (sustainable businesses).	<ul style="list-style-type: none"> <li>Facilitate opening of workplace-based learning opportunities and access to occupationally directed Programmes.</li> <li>Facilitate training for stakeholders, communities,</li> </ul>	<p>To facilitate and support the training of Mine community members and labour sending areas on skills to render the communities sustainable. Below are the interventions of the Mine Community Development Programme:</p> <ol style="list-style-type: none"> <li><b>Unemployed Youth</b></li> <li><b>Entrepreneurial Skills</b></li> <li><b>Small Scale Mining</b></li> <li><b>Rural Development projects (sending areas)</b></li> </ol>	<p>1. The MQA will prioritise funding to mining communities, including of ex- mineworkers, people with disabilities and women in mining. Preference will be given to projects that are implemented in partnership with the mines.</p> <p>2. Data from government agencies like StatsSA report, COGTA data, Special Economic Zones and</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
		and entrepreneurs	<p>Grant amount of up to R16 000 per person, with training costs of up to R 2 000 per month and stipend of R 2 000 per person per month.</p> <p>Payments will be made in four tranches:</p> <ol style="list-style-type: none"> <li>First Tranche 25% plus two months' stipend amount will be paid after the SLA is signed by all parties, submission of learners' enrolment form, proof that learners have worked for a mine or a contractor of the mine and certified ID copies.</li> <li>Second tranche of 25% will be paid after the submission of a progress report, M&amp;E verification report, Proof of learners stipend payment with an exception of soon-to-be-retrenched miners and project manager's reports.</li> <li>M&amp;E project monitoring shall be allocated either for M&amp;E verification or utilization of compensating controls in order to determine grant disbursement eligibility.</li> <li>Third Tranche of 25% will be released after the submission of Statements of Results</li> </ol>	<p>other reputable sources who have to identified poverty nodes and target districts and municipalities that are in the mining communities and mining sector labour-sending areas affected by poverty, unemployment and inequality will be used to fund interventions.</p> <p>3. Grants will be allocated to employers/organizations who meet the MQA grant allocation requirements.</p> <p>4. The MQA shall enter into an Agreement (MoA) with each participating skills development provider (including public and private).</p> <p>5. The MQA shall fund recognised Skill Programme registered with MQA or other SETAs or NQF</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>and/or completion letter or SETA certificates, (not internal provider certificates unless the SETA issues a confirmation letter) Proof of learners stipend payments, managers progress reports.</p> <p>e. Final tranche 25% will be released after submission of proof of implementation of the exit strategy and close-out report.</p> <p>f. The number of stipends paid should be aligned to the duration of the Programme.</p>	<p>Registered Programmes or public Universities and Universities of Technology accredited Programmes.</p> <p>6. The skills development provider must be accredited/approved by the relevant SETA/Organisation for the learning Programmes to be implemented.</p> <p>7. All submissions of proposals must indicate an alignment to an opportunity post training (exit strategy).</p> <p>8. The MQA may conduct due diligence and monitoring &amp; evaluation activities in between the payment of tranches. These will be either physical or virtual.</p> <p>9. The MQA will pay a grant amount per learner as per Grant Levels specified.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>10. The beneficiaries will consist of people living in Mine Communities and labour sending areas or employees already retrenched/ laid off and ex-miners.</p> <p>11. Ex-mine workers who are 65 years and above will be allowed to nominate their beneficiaries to participate on their behalf.</p> <p><b>Worker-Initiated Training</b></p> <p>1. MQA will advertise discretionary grants, the worker-initiated training intervention will be part of the interventions to be advertised on National media.</p> <p>2. Trade Unions to submit applications as well as a proposal as part of the application, outlining the training Programmes to be implemented for their members. Submission of</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>proposals to indicate the following:</p> <ol style="list-style-type: none"> <li>3.1. the training Programme that is to be implemented.</li> <li>3.2. purpose of the training Programme and how is it going to benefit the beneficiaries.</li> <li>3.3. Number of beneficiaries to be trained.</li> <li>3.4. Cost of training of the intervention</li> <li>3.5. Duration of training Programme</li> <li>3.6. Beneficiaries of training Programmes should be workers and worker leaders from the Mining and Minerals Sector Unions.</li> <li>4. The Mqa will enter into MoA with allocated trade unions to implement the training interventions.</li> <li>5. Funding will be for recognised Programmes registered with</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p><b>10. Worker-Initiated Training</b></p> <ol style="list-style-type: none"> <li>1. A standard grant amount per learner as approved by the Mqa will be made available in line with the Mqa funding policy grant amount. for similar Programmes.</li> <li>2. For accredited and non-accredited/ (In-House) Programmes the Mqa will pay for the actual cost of training up to a maximum amount of R2 000.00 per learner per Programme.</li> <li>3. The payment of tranches will also be disbursed in line with the requirements stipulated in projects of a similar nature. For accredited and non-accredited/ (In-House) Programmes payment will be made upon completion.</li> </ol>	MQA or other SETAs, NQF Registered Programmes, Universities and Universities of Technology accredited Programmes as well as accredited and non-accredited Programmes (In-House) for capacity building as identified by unions will also be supported.

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
MQA-A032 Soon to be retrenched and retrenched workers.	<p>Linking education and the workplace</p> <p><b>Impact:</b> Retrenchments are averted and affected employees are reskilled, upskilled and cross skilled.</p> <p>For those already retrenched, the desired impact will be reskilling, upskilling, cross skilling and entrepreneurship (sustainable businesses).</p>	<p>Facilitate opening of workplace-based learning opportunities and access to occupationally directed Programmes.</p> <ul style="list-style-type: none"> <li>Facilitate training for soon to be retrenched or retrenched mine workers.</li> </ul>	<p>To facilitate and support the upskilling; reskilling; skilling and cross skilling of Mine employees who are soon to be retrenched or retrenched.</p>	<ol style="list-style-type: none"> <li>1. This funding is available to workers of the mines which are under business rescue, distress and have or are about to initiate Section 189.</li> <li>2. For soon to be retrenched employees, this funding will be for those learning programmes that have been identified to skill, reskill, cross skill or upskill to avert retrenchments.</li> <li>3. For those employees who have just been recently retrenched, the learning programmes would be to enable them to be trained on skills that would make them self-sustainable post retrenchments.</li> <li>4. The Mqa will prefer a co-funding model with mines for higher impact</li> <li>5. Proposals could be submitted by the affected mine; state-owned enterprises operating within the</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>mining, minerals and energy sector and/ or trade unions within the sector whose members would have been affected or to be affected.</p> <ol style="list-style-type: none"> <li>6. If a mine has already closed and hasn't made an application at closure, applications will be accepted from groups representing the affected workers.</li> <li>7. The ex- mineworkers would have been employees of an affected Mine who were retrenched by the mine.</li> <li>8. The affected Mine should be submitting WSP, ATRs and paying levies for them to be considered for funding.</li> <li>9. There will be no call for application for these requests, submissions will be accepted throughout the year.</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>10. Funding will be subject to the availability of funds and will be on a first-come first-serve basis.</p> <p>11. The payment of grants will be in line with the requirements as stipulated in projects of similar nature.</p> <p>12. Programmes that will be funded will be short programmes, skills programmes and learnerships. For Non-accredited/ (In-House) Programmes, payment will be made upon completion.</p> <p>13. For learners who are currently enrolled in learning programmes, the Mqa will assist with providing funding for these learning programmes to completion. When the mine can no longer host the learners, the Mqa will attempt to find a workplace for them.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>14. Depending on budget availability, the Mqa will consider funding TERS rulings.</p> <p>15. Upon approval of allocation, an SLA will be entered into with the affected mine and mine community.</p>
MQA-A020	<p>Linking education and the workplace</p> <p>Impact: Learners receive coaching and guidance, resulting in improved learning outcomes, workplace competence, and programme completion rates</p>	<p>To support Employers and Learners with on-the job coaching activities. The coach will be placed at workplace for a period of 12 months to assist learners through their structured workplace-based learning programme</p>	<ol style="list-style-type: none"> <li>1. An amount of R240 000 per coach is awarded to employers for a period of one (1) year to provide an occupational coaching Programme that will provide structured on-the-job training.</li> <li>2. Each tranche will be R120 000</li> <li>3. The grant will be paid in 2 tranches (bi-annually).</li> <li>4. The Employer must pay gross salaries for the Coach a minimum of R 18 000,00 per month for the period of 12 months.</li> <li>5. The Mqa will fund the training of Coaches to develop their coaching skills. The Mqa will appoint the service provider who will provide training for the coaches.</li> </ol>	<ol style="list-style-type: none"> <li>1. The Mqa will appoint a service provider(s) through the Mqa supply chain processes. A detailed service level agreement will be entered into between Mqa and the service provider to deliver the training for the coaches.</li> <li>2. Companies will submit applications for the number of coaches to be trained. Mqa will evaluate and allocate the number of coaches per company meeting the Mqa allocation criteria.</li> <li>3. The Mqa shall enter into a Memorandum of Agreement</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>(MoA) with each participating employer.</p> <p>4. Preference will be given to Employers who have learners on artisan development programmes.</p> <p>5. The duration of the Workplace Coaches Programme is twelve (12) months with the grant amount of R240 000 per coach.</p> <p>6. The first tranche is paid on signing of the contract including supporting documents, the registration of the contract by the MQA, monitoring as well as and evaluation activities conducted by the MQA.</p> <p>7. The second tranche will be paid to the employer 6 months after the coach has been on the Programme, upon the submission of progress report of the previous 6 months, the report should be signed by both the coach and the employer.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>8. All tranches will be paid upon completion of M&amp;E activities (physical or desktop verification of learners or utilization of compensating controls).</p> <p>9. The grant will be paid in 2 tranches (bi-annually).</p> <p>10. The MQA may fund the same coach for a period not exceeding five (5) years.</p> <p>11. When a company has been paid grants and a learner contract is terminated, the employer will be required to pay back the months that the learner is not in training. However, when a termination is a result of absorption the remaining grant tranche amount will not be paid back by the employer.</p> <p>12. A coach should preferably be an HDSA.</p> <p>13. Preference should be given to retired/unemployed individuals</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>with relevant qualifications and experience in the relevant discipline on this project.</p> <p>14. The coach must have a minimum of 5 years working experience in the relevant field.</p> <p>15. The coach must have a minimum of 5 years or more working experience in the relevant field and relevant qualification. If the coach does not possess the relevant qualification to the discipline, they wish to coach the learners on, they should have at least 10 years working experience in the relevant discipline.</p>
MQA-A022 Management Development Programme	<p>Linking education and the workplace</p> <p>Impact: A learner obtaining certificate and is employed/absorbed in the Management position, or wage</p>	<p>To support the training of HDSA employees on Management Development Programme so that employees in the MMS can effectively perform their managerial duties to</p>	<p>To support qualifying HDSA employees with management development Programmes including MBAs/MBLs,</p> <p>The MQA will pay for the cost of training to a maximum amount of R120 000 per employee. This amount will be paid to employers for the duration of the Programme enrolled for.</p> <p>1. Tranche 1: 50% is paid at registration.</p>	<p>1. Grants will be allocated to employers who meet the MQA grant allocation requirements.</p> <p>2. The MQA shall enter into a Memorandum of Agreement (MoA) with each employer allocated grants for this project.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	progression income growth or	improve productivity in the MMS and progress into managerial positions upon completion of the MDP.	<p>2. Tranche 2: 50% will be paid when a certificate/statement of results/completion letter is submitted to the MQA.</p>	<p>3. The employees must be registered with an accredited institution</p> <p>4. The first tranche is paid on submission of the signed MEDP contract including supporting documents, the registration of the agreement by the MQA, as well as completion of monitoring and evaluation activities conducted by MQA.</p> <p>5. The final tranche is paid on completion of the Programme by the learner.</p>
MQA-A023 Executive Development Programme	<p>Linking education and the workplace</p> <p>Impact: A learner obtaining certificate and is employed/absorbed in the Executive Management position, or wage progression or income growth</p>	<p>To support the training of HDSA employees on Executive Development Programme so that employees in the MMS can effectively perform their Executive duties to improve leadership in the MMS and for Senior managers to</p>	<p>1. A grant amount will be paid to the institution that will be approved to conduct the Executive Development Programme in line with the approved budget for the project.</p> <p>2. The grant amount will be payable in 3 tranches:</p>	<p>1. To support qualifying HDSA employees with executive development programmes.</p> <p>2. The programme is specifically for current executives and individuals earmarked for executive positions.</p> <p>3. The MQA will appoint an Institution through the MQA supply chain processes. A detailed service level agreement will be entered into between MQA and the Institution to deliver the</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
		progress into executive positions upon completion of the EDP.	<ul style="list-style-type: none"> <li>a. Tranche 1: 50% is paid registration on registration.</li> <li>b. Tranche 2: 30% Progress Report</li> <li>c. Tranche 3: 20% is paid on completions letter/ certificates.</li> </ul>	<p>Executive Development Programme.</p> <p>4. The Mqa will appoint an Institution through the Mqa Discretionary Grants allocation processes</p> <p>5. The Mqa will implement this project in partnership with public University/Universities. The Mqa will develop Terms of Reference (ToRs) for the appointment of a suitable university or Universities to become a potential implementation partner(s).</p> <p>6. The Mqa will issue a call for submission of expression of interest to universities and the universities will respond to the call through submission of proposal(s) for implementation of this programme as per the requirements on the ToR.</p> <p>7. The Mqa will then sign a Memorandum of Agreement with the qualifying university/Universities that have met the requirements and approved by Mqa</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>8. Companies apply for this intervention by submitting applications and nominating individuals from their companies who are current executives or earmarked for executive positions to take part in this programme. And individuals can nominate themselves and submit the application forms, however the individual applications must be supported by their companies.</p> <p>9. The company or individual applying for this programme must ensure that their companies are:</p> <ol style="list-style-type: none"> <li>Registered employer of the MSA.</li> <li>Submit the WSP/ATR.</li> <li>Paying levies</li> </ol> <p>10. The MSA shall enter into a Service Level Agreement (SLA) with the approved Institution.</p>
MQA-A041 HDSA Candidacy Programme	Linking education and the workplace  Impact: A learner successfully completing	Ensure the delivery of quality and impactful learning Programmes in the	1. An amount of R169 998 is awarded to employer per learner per year to a maximum of three years.	1. The MSA shall enter into a Memorandum of Agreement (MoA) with each participating host employer allocated grants for this project.

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
	Certificate Competency.	of Mining and Minerals Sector.  Support the development of HDSAs on programmes for the attainment of Government Certificate of Competency (GCCs) and other Certificate of Competence	<p>2. An Amount of R56 666 per learner every 4 months in advance is paid to the host employer.</p> <p>3. The learner allowance is a minimum of R9 000.00 per learner per month.</p> <p>To support unemployed/ employed individuals placed in structured work-based Programmes at host companies, the individual undergoes learning that will lead to readiness for the Certificate of Competency examination. The support will also be provided to Graduates who were previously on the MQA funded Internship Programme and also to graduates who were funded by the companies, but they did not complete all the necessary training related to their GCC</p>	<p>2. Employer party who will implement Work Integrated Learning (WIL) must be workplace approved by the relevant SETA/Organisation.</p> <p>3. Placement of learners by Intermediary companies will be limited to mining companies registered with the MQA.</p> <p>4. The grant is paid every 4 months in advance.</p> <p>5. The first tranche is paid upon submission of a signed Workplace Based Learning Programme Agreement including supporting documents, the registration of the agreement by the MQA, as well as monitoring and evaluation activities conducted by MQA.</p> <p>6. Each of the subsequent tranches are paid on receipt of learner progress reports.</p> <p>7. All tranches will be paid upon completion of M&amp;E activities (physical or desktop verification</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>of learners or utilization of compensating controls).</p> <p>8. Employers must ensure that the grant received from the MQA covers all costs as per the requirements stipulated in the Workplace Based Learning Programme Agreement.</p> <p>9. The employer supports structured on-the-job training to employed/unemployed individuals with relevant highest qualifications.</p> <p>10. When a company has been paid grants and a learner contract is terminated, the employer will be required to pay back the months that the learner is not in training. However, when a termination is a result of absorption the remaining grant tranche amount will not be paid back by the employer.</p> <p>11. Should a contract be terminated prior to the completion period, the remaining grant amount will not be payable to the employer.</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				12. Candidacy opportunities are offered to unemployed/ employed individuals in the disciplines as identified in Annexure D: 5.
MQA-A042 HDSA Accredited skills development Provider Support	Linking education and the workplace	Ensure the delivery of quality and impactful learning Programmes in the Mining and Minerals Sector.	<ol style="list-style-type: none"> <li>1. The Mqa determines discretionary grant for HDSAs that meet Mqa set standard for accreditation and approved as skills development providers by the Mqa for the mining and minerals sector.</li> <li>2. The grant is paid to those institutions that obtain accreditation status first (as per the annual target).</li> <li>3. Support is <u>only</u> for HDSA in the MMS who attains accreditation status. A grant of R 100 000 inclusive of VAT per provider is payable after the attainment of accreditation.</li> </ol>	<ol style="list-style-type: none"> <li>1. There's no grant advert, allocation, or application.</li> <li>2. The Mqa shall receive applications for accreditation within mining and minerals sector.</li> <li>3. The following information are considered for identification of the potential HDSA. <ol style="list-style-type: none"> <li>a) A company registration certificate (CIPC);</li> <li>b) A tax clearance certificate (SARS);</li> <li>c) A certified company bank statement for the designated account.</li> <li>d) Certified ID copies of Directors.</li> </ol> </li> <li>4. The HDSA grant payment is disbursed upon submission of the following evidence: <ol style="list-style-type: none"> <li>a) Submission of a signed accreditation letter confirming that the institution has met</li> </ol> </li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>the set accreditation standards.</p> <p>5. The MQA may conduct verification and request any additional information to approve grants prior payment of the grant.</p>
MQA A044 Research Partnerships	<p>Identify and increase production of occupations in high demand.</p> <p>Impact: data driven decision making, innovation and continuous improvement in skills planning (strategic, responsive and impactful programmes)</p>	Improve skills development planning and decision-making through research.	<ol style="list-style-type: none"> <li>1. Partnership with public Universities and Universities of Technology to undertake MQA research that could facilitate transformation at macro, meso, and micro levels through skills development in the MMS.</li> <li>2. The MQA determines discretionary grant in alignment with the MQA approved Research Agenda.</li> </ol>	<ol style="list-style-type: none"> <li>1. In consultation with different role players, MQA will annually develop a research agenda.</li> <li>2. Once the research agenda is approved, the MQA will develop Terms of Reference (ToRs) for each research project clearly outlining thematic areas, deliverables and timeframes, and requirements for each research project.</li> <li>3. The MQA will approach or target potential research partners (Public Universities and Universities of Technology) to express an interest through the submission of a research proposal(s) for each research topic outlining the requirements as per the ToR.</li> <li>4. The MQA will then sign a Memorandum of Agreement with</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>the qualifying universities or universities of Technology that have been evaluated and approved to conduct research for the MQA.</p> <p>5. The MQA may fully and /or partially fund a Research Project as per MQA approved Research Agenda.</p>
MQA046	<p>Linking education and the workplace</p> <p>Impact: Entities supported will be able to be self-sustainable as they would have acquired the necessary skills development needs required for their businesses and entities within the mining sector will be able to do business with the mines</p>	<ul style="list-style-type: none"> <li>• Facilitate opening of workplace-based learning opportunities and access to occupationally directed Programmes.</li> <li>• Facilitate training for stakeholders, communities and entrepreneurs.</li> </ul>	<ol style="list-style-type: none"> <li>1. To support small business, cooperatives, and NGOs/CBOs/NPOs with accredited relevant and required training, mentorship and or financial support.</li> <li>2. For financial support the MQA will enter into partnerships with other funding agencies of government whose mandate it is to provide funding to SMMEs.</li> <li>3. A maximum of R20 000 is payable per business and or cooperative for training and mentorship on any of these, but not limited to, themes/topics: <ul style="list-style-type: none"> <li>a. Business planning/goal setting.</li> <li>b. Opportunities for growth and market positioning for SSMEs.</li> </ul> </li> </ol>	<p><b>Requirements for beneficiary entities.</b></p> <ol style="list-style-type: none"> <li>1. The business must have been registered with CIPC or Department of Social Development for NGOs/ CBOs/ NPOs or relevant registration institutions by at least 28 February 2023.</li> <li>2. Company must be 100% owned by South African Citizens;</li> <li>3. Employees must be 90% South Africans;</li> <li>4. Priority will be given to businesses owned by</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
			<p>c. Practical legal requirements for SMMEs.</p> <p>d. Marketing and sales.</p> <p>e. Financing and funding</p> <p>f. Financial management for growth.</p> <p>g. HR and people management.</p> <p>h. Focusing on the future growth and growing your businesses.</p> <p>4. First tranche payment of R10 000 will be payable upon registration of learners on the accredited course.</p> <p>5. The final payment of R10 000 will be paid upon submission of a SETA issued statement of results/certificate of competence.</p> <p>6. Applications for this project will be accepted from small businesses, cooperatives, and NGOs/CBOs/NPOs only and not from any entity applying on their behalf.</p>	<p>Women, Youth and People with Disabilities;</p> <p>5. Be registered and compliant with SARS and UIF;</p> <p>6. FICA documents (e.g. Municipal accounts, letter from traditional authority) should be submitted with the application and</p> <p>7. Submission of a business profile for the supported business.</p> <p><b>Applicable to allocated training providers</b></p> <p>8. The Mqa will enter into an SLA with the successful provider to conduct the training.</p> <p>9. Preference will be given to providers supporting SMMEs in mining and labour sending areas.</p> <p>10. The Mqa will enter into an MOA with providers or</p>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				employers to implement this training after selecting such through the MSA DG Allocation process.
MQA048 World Skills Competition	Linking education and the workplace	Facilitate opening of workplace-based learning opportunities and access to occupationally directed Programmes.	The budget to be approved for the World Skills Competition will be recommended by the Governance Committees and the and then approved by the MSA Accounting Authority.	<ol style="list-style-type: none"> <li>1. This is categorized as a Special Project in line with Section 8 of this MSA Funding Policy.</li> <li>2. The project will be approved on a yearly basis by the MSA Accounting Authority.</li> <li>3. The MSA will then sign a Partnership Memorandum of Understanding with the DHET WSSA Directorate Chief Director.</li> <li>4. This will be followed by a Memorandum of Agreement signed with the Director General of the DHET.</li> <li>5. Part of the approved funds will then be disbursed to the World Skills South Africa (WSSA) which is under the auspices of DHET Directorate for WSSA.</li> <li>6. The WSSA portion of funding mentioned in Section 5 above</li> </ol>

Project	NSDP Outcome	Objective	Grant Levels	Grant Rules and Criteria
				<p>will be ring-fenced within the NSF to support the MQA Accounting Authority Approved skill/s at Provincial, National, Regional and International Competitions</p> <p>7. The other portion of the approved funds will be utilized by the MQA WSSA internal Task Team for the funding of Local Competitions within the MMS including Travelling, Accommodation and Meals for Task Team Members, MQA Executives and Accounting Authority.</p>

## ANNEXURE D

### 1. List of disciplines supported for the Bursary project include:

- Metallurgical Engineering
- Jewellery Design Manufacturing and related qualifications
- Geology
- Mining Engineering
- Mechanical Engineering
- Mining Surveying
- Electrical Engineering (Heavy Current predominantly)
- Chemical Engineering (Mineral Processing)
- Environmental Health and Management
- Analytical Chemistry
- Electro Mechanical Engineering/ instrumentation Mechanician
- Industrial Engineering
- Occupational Health and Safety Management
- Quality Management (Analytical chemistry)
- Occupational Hygiene
- Occupational Medicine
- Operation Management
- Physics and Hydrogeology
- Geo-metallurgy
- Environmental Geology
- For unemployed bursars other disciplines may be considered (up to 20% of the total target for financial year)
- For employed learners, the Mqa will also award bursaries for studies outside the above-mentioned disciplines which is in line with job employed for.
- Other Programmes or modules that are key economic drivers (e.g., Exploration, drone technology, 4IR related Programmes,)

### 2. List of disciplines supported for Work Experience:

- Metallurgical Engineering
- Jewellery Design Manufacturing and related qualifications
- Geology
- Mining Engineering
- Mechanical Engineering

- Mining Surveying
- Electrical Engineering-(Heavy Current Only)
- Chemical Engineering (Mineral Processing)
- Environmental Health and Management
- Analytical Chemistry
- Electro Mechanical Engineering/ instrumentation Mechanician
- Industrial Engineering
- Occupational Health and Safety
- Occupational Hygiene
- Other non-core MQA disciplines may be considered
- Other disciplines may be considered (only 20% of what is allocated to the employer)

**3. List of disciplines supported for Internships include:**

- Metallurgical Engineering
- Jewellery Design Manufacturing and related qualifications
- Geology
- Mining Engineering
- Mechanical Engineering
- Mining Surveying
- Electrical Engineering-(Heavy Current)
- Chemical Engineering (Mineral Processing)
- Environmental Health and Management
- Analytical Chemistry
- Electro Mechanical Engineering/ instrumentation Mechanician
- Industrial Engineering
- Occupational Health and Safety
- Occupational Hygiene
- Other non-core MQA disciplines may be considered
- Other disciplines may be considered (only 20% of what is allocated to the employer)

**4. List of disciplines/occupations supported for qualifications and learning Programme including RPL**

- Onsetter
- Winding Engine Driver

- Small winder
- Scraper Winch Operator
- Rock Drill Operator
- Driller
- Geological Technician
- OHS Practitioner
- Mineral Beneficiation Process Controller
- Engineering and Mine Manager (Stage 2 occupational qualifications)
- Mine Overseer
- Drone technology
- Production/Operations Supervisor: Shift Overseer /Shift Boss
- Mobile Mining Equipment Operator
- Mining and Machine Operators
- Ventilation Officer
- Mining support worker
- Any other non MSA learnership programmes including the 4IR skills below:

Occupational Qualifications Developed	Occupational Code	Occupational Title	NQF
1. Artificial Intelligence	251201	AI Developer	5
2. Cyber Security	252901	Cyber Security Analyst	5
3. Cloud computing	252301	Cloud Administrator	4
4. Design thinking	242102	DT Lead	4
5. Design thinking Practitioner	251102	DS Practitioner	5
6. Data science	251102	DS Practitioner	5
7. Internet of Things	251201	IOT Developer	4
8. Systems development	251201	Software Developer	5
9. Robotic Processing Automation	251201	RPA Developer	5
10. Quality Engineering Automation	251901	Quality Test Automator	5
11. eWaste	311906	eWaste Operation	4
12. Mobile Computing Technician Devices	672205	Mobile Computing Technician Devices	4
13. Laptop Repairer	672205	Mobile Computing Technician Laptop Repairer	4

Occupational Qualifications Developed	Occupational Code	Occupational Title	NQF
14. Wearables	672205	Mobile Computing Technician Wearables	4
15. Accessories	672205	Mobile Computing Technician Accessories	4
16. Peripherals Repairer	672205	Mobile Computing Technician Peripheral	4
17. Drone Technician	311401	Drone Technician	4
18. Remote Piloting Aircraft (RPAS)	733211	Remotely Piloted Aircraft Systems Pilot	4
19. Remote Piloting Aircraft (RPAS) Technician	311401	(RPAS) Technician	4
20. Blockchain	251201-000-00-00	Advanced Occupational Certificate: Blockchain Developer	6
21. 3D Printing	713201-000-00-00	Advanced Occupational Certificate: 3D Printing Technical Administrator	6
22. Extended Reality (AR &VR)	251301-000-00-00	Advanced Occupational Certificate: Extended Reality Developer (XR)	6
23. Optical Fibre Network	672202-001-00-00	Higher Occupational Certificate: Fibre Optic Technician	5

- Other disciplines may be considered (only 20% of what is allocated to the employer)

##### 5. List of disciplines supported for the HDSA Candidacy:

- Electrical Engineering GCC;
- Mechanical Engineering GCC;
- Mine Managers Certificate of Competence MMC;
- Mine Survey GCC;
- Mine Overseer;
- Blasting Certificate
- Mineral Council Certificates
  - Survey and Sampling
  - Mine Environmental Control
  - Rock Engineering
- Other disciplines may be considered (only 20% of what is allocated to the employer)

## 6. List of disciplines supported for Artisan related interventions:

### Artisan Development and ARPL

- Boilermaker
- Rigger Ropesman
- Diesel Mechanic
- Fitter & Turner
- Fitter including Machining
- Heavy Equipment Mechanic/Earthmoving
- Electrical
- Millwright
- Welder
- Instrumentation Mechanician
- Diesel Fitter
- Goldsmith
- Diamond Cutter
- Diamond and Gemstone Setter
- Earthmoving
- Auto Electrician/Autotronics
- Plater Welder
- Plater Boilermaker
- Mechatronics
- Plater Boilermaker
- Autotronics/ Auto-electrical
- Other non-core MQA trades may be considered.
- Any other qualifications registered with the MQA
- Other disciplines may be considered (only 20% of what is allocated to the employer)

### Centre of Specialisation Priority trades

- 641201 Bricklayer
- 671101 Electrician
- 671202 Millwright
- 651302 Boilermaker
- 642601 Plumber
- 653101 Mechanic including automotive mechanic

- 653306 Diesel mechanic
- 641501 Carpenter and Joiner
- 651202 Welder
- 651501 Rigger
- 652302 Fitter and turner
- 653303 Mechanical fitter
- 642607 Pipe fitter

## **7. List of disciplines supported for Non-Artisan Programmes including RPL**

- Mining
- Surveying/Sampling
- Metallurgy
- Chemical Operations/Laboratory Analysis
- Geology
- Occupational Health & Safety
- Ventilation
- Rock Engineering
- Jewellery Manufacturing
- Any other qualifications registered with the MQA
- Other non-core MQA learnerships may be considered.
- Other disciplines may be considered (only 20% of what is allocated to the employer)

## **8. List of qualifications and skills Programmes supported for Artisan Aides**

- Artisan Aide: Diesel Mechanic
- Artisan Aide: Plater Welder
- Artisan Aide: Measurement Control and Instrumentation
- Artisan Aide: Electrical
- Artisan Aide: Rigger Ropesman
- Artisan Aide: Fitting including Machinery
- Generic Engineering
- Mechanical Aide
- Other disciplines may be considered (only 20% of what is allocated to the employer)

## 9. List of disciplines supported for HEI Lecturer Support

- Mining
- Survey
- Metallurgy
- Chemical Engineering
- Electrical Engineering
- Mechanical Engineering
- Geology
- Occupational Health & Safety
- Occupational hygiene and Environmental
- Rock Engineering
- Chemistry
- Other disciplines may be considered (only 20% of what is allocated to the employer)

## 10. List of Skills Programmes supported

Classification	Programme Code	Programme description
OHS	MQA/SP/0120/10	Skills Programme: Occupational Health and Safety activities for: Part Time/Workplace Representatives and Shop Stewards in the Mining and Minerals
	MQA/SP/0181/21	Skills Programme: Basic Hazard Identification and Risk assessment in Mining Operations
First Aid	MQA/SP/0170/17	Skills Programme: Emergency Based Care (First Aid) Basic V2
	MQA/SP/0191/22	Skills Programme: Emergency Based Care (First Aid) Risk Based
	MQA/SP/0192/22	Skills Programme: Emergency Based Care (First Aid) Advanced
Transportation and Mining (RBE)	MQA/SP/0128/10	Skills Programme: Transportation of persons, material and minerals to and from the underground workings by means of a shaft/ ONSETTER
Transportation and Mining (Winches)	MQA/SP/0187/21	Skills Programme: Underground Hard Rock: Track bound Locomotive Operator (could fall under Machinery)
	MQA/SP/0186/21	Skills Programme: Underground Hard rock: Track bound Loader Operator (could fall under Machinery)
	MQA/SP/0189/21	Skills Programme: Underground Hard Rock: Double Drum Winch Operator
Electricity	MQA/SP/0163/16	Skills Programme: Operation of Medium Voltage Switchgear and Distribution Networks (V2)
Machinery	MQA/SP/0036/05	Skills Programme: Gathering Arm Loader Operation in an Underground Coal Mine

Transportation and Mining (TMM)	MQA/SP/0066/08 A	Skills Programme: Operate Mining Machinery in an Underground Coal Mine: Cut a coalface using an arc wall type coalcutter in an underground coal mine
	MQA/SP/0066/08 B	Skills Programme: Operate mobile machinery in an underground coal mine: Place and operate and auxiliary fan in an underground coal mine
	MQA/SP/0066/08 C	Skills Programme: Operate mining machinery in an underground coal mine: Operate a belt conveyor unit to convey coal in an underground coal mine
	MQA/SP/0066/08 D	Skills Programme: Operate mining machinery in an underground coal mine: Deliver compressed air using a mobile compressor in an underground coal mine
	MQA/SP/0066/08 E	Skills Programme: Operate mining machinery in an underground coal mine: Cut and load coalsurface using a continuous miner in an underground coal mine
	MQA/SP/0066/08 F	Skills Programme: Operate mining machinery in an underground coal mine: Operate a locomotive underground
	MQA/SP/0066/08 G	Skills Programme: Operate mining machinery in an underground coal mine: Transport personnel, material or equipment using approved self-propelled mobile machines in an underground coal mine
	MQA/SP/0066/08 H	Skills Programme: Operate mining machinery in an underground coal mine: Feed and break coal using a feeder breaker in an underground coal mine
	MQA/SP/0066/08 J	Skills Programme: Operate mining machinery in an underground coal mine: Load coal using a gathering arm loader in an underground coal mine
	MQA/SP/0066/08 K	Skills Programme: Operate mining machinery in an underground coal mine: Drill a work face using a hand held drilling equipment in an underground coal mine
	MQA/SP/0066/08 L	Skills Programme: Operate mining machinery in an underground coal mine: Drill holes using a hand held rock drill in an underground coal mine
	MQA/SP/0066/08 M	Skills Programme: Operate mining machinery in an underground coal mine: Transport material and equipment using a load haul dumper in an underground coal mine
	MQA/SP/0066/08 N	Skills Programme: Operate mining machinery in an underground coal mine: Drill a coalface using mobile drilling equipment in an underground coal mine
	MQA/SP/0066/08 P	Skills Programme: Operate mining machinery in an underground coal mine: Pump water using pumping equipment in an underground coal mine
	MQA/SP/0066/08 Q	Skills Programme: Operate mining machinery in an underground coal mine: Support roof using a roof bolt machine in an underground coal mine
	MQA/SP/0066/08 R	Skills Programme: Operate mining machinery in an underground coal mine: Transport coal using shuttle mining equipment in an underground coal mine
	MQA/SP/0066/08 S	Skills Programme: Operate mining machinery in an underground coal mine: Apply stone dust using stone dusting equipment in an underground coal mine

	MQA/SP/0066/08 T	Skills Programme: Operate mining machinery in an underground coal mine: Cut a coalface using a universal type coalcutter in an underground coal mine
	MQA/SP/0190/22 (A)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Diesel Powered Quadro Cycle
	MQA/SP/0190/22 (B)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Diesel Powered Tractor
	MQA/SP/0190/22 (C)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Dozer
	MQA/SP/0190/22 (D)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Drill Rig
	MQA/SP/0190/22 (E)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Dump Truck
	MQA/SP/0190/22 (F)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Front End Loader
	MQA/SP/0190/22 (G)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Forklift
	MQA/SP/0190/22 (H)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Grader
	MQA/SP/0190/22 (I)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock LDV Light Delivery Vehicle
	MQA/SP/0190/22 (J)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock LHD Load Haul Dumper
	MQA/SP/0190/22 (K)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Mobile Scaler
	MQA/SP/0190/22 (L)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Mobilift
	MQA/SP/0190/22 (M)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Operate a Mobile Elevating Work Platform
	MQA/SP/0190/22 (N)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Rigid Rear Body Dumper
	MQA/SP/0190/22 (O)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Roof bolter
	MQA/SP/0190/22 (P)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Secondary Breaker
	MQA/SP/0190/22 (Q)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Skid Steer
	MQA/SP/0190/22 (R)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Telescopic Boom Handler
	MQA/SP/0190/22 (S)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock, Hardrock Utility Vehicle
	MQA/SP/0190/22 (T)	Skills Programme: Trackless Mobile Machine Operations UG Hardrock Water Bowzer
	MQA/SP/0177/19 (A)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Dozing V2
	MQA/SP/0177/19 (B)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Drilling V2
	MQA/SP/0177/19 (C)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Excavating V2
	MQA/SP/0177/19 (D)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Grader V2
	MQA/SP/0177/19 (E)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Haul and Dump V2

	MQA/SP/0177/19 (F)	Skills Programme: Operate Mobile Machinery for Surface Excavation Operations: Services V2
Fire	MQA/SP/0126/10	Skills Programme: Gases and Gas Testing in Underground Fiery (Coal) Mines V2
	MQA/SP/0127/10	Skills Programme: Flameproofing in Underground Fiery (Coal) Mines V2
	MQA/SP/0174/18	Skills Programme: Surface Fire Responder for Mines
	MQA/SP/0183/21	Skills Programme: Basic Fire Fighting and response to liberated gases in Surface Excavations
	MQA/SP/0169/17	Skills Programme: Gases and Gas testing in Surface Excavations (Coal)
	MQA/SP/0193/23	Skills Programme: Flame proofing for Supervisors in Underground Fiery (Coal) Mines
Miscellaneous	MQA/SP/0176/19	Skills Programme: Operate, Clean and Maintain Conveyor Belts
	MQA/SP/0151/13	Skills Programme: Monitor and Operate Plant and Equipment
	MQA/SP/0132/11	Skills Programme: Maintain a conveyor belt system in the mining and minerals sector

NB: MQA may also fund other engineering skill Programmes as and when required by sector employers.

#### List of 4IR Skills Programmes supported

Skills Programme Descriptor	NQF Level
Fifth Generation (5G)	4
Technopreneur	4
Java Programmer 4 53	4
Cybersecurity Defender	4
Python Programmer	4
HTML Programmer	4
Java Programmer	4
Skills Programme Descriptor	NQF Level
C++ Programmer	4
PCB fabrication	4
Digital and Analog Electronics	4
Smart Grids Communication	5
Substation Automation	5

Embedded Systems Developer	5
Quantum Computing	6
Data science engineering	5
Encryption	5
Automotive ethernet	5
Scrum	5
Agile	5
UI/UX	5
Reactive Native	5
Go Groovy	5
Ruby	5
Digital Terrestrial TV Decoder Installer	5
Digital Literacy Trainer	5
Information Technology Trainer	4

## **ANNEXURE E**

### **1. DISPUTE RESOLUTION FOR MANDATORY GRANTS**

- 1.1 All disputes relating to the application of this mandatory grant policy shall be dealt with in accordance with the dispute resolution procedure contained herein. All disputes from the previous financial year may not be considered.
- 1.2 Any disputes relating to mandatory grants must be referred to the Discretionary Grant Adjudication Committee (DGAC) within twenty-one (21) working days of such decision being communicated of the dispute arising or coming to the knowledge of the entity or individual raising such dispute. Such disputes should be in writing and contain all relevant information and documents. The DGAC shall use its best endeavours to resolve the dispute and issue a written communication of its decision twenty-one (21) working days from the time the dispute/complaint was lodged.
- 1.3 Should the DGAC be unable to resolve the dispute/complaint within twenty-one (21) working days or the stakeholder is not satisfied with the decision of the DGAC, the stakeholder may refer the dispute to the Chief Executive Officer (CEO) of the MQA who will use his or her best endeavour to resolve the dispute and issue a written communication of his/her decision within twenty-one (21) working days from the time the dispute was lodged.
- 1.4 If the dispute/complaint is not resolved within twenty-one (21) working days from the date it was referred to the Chief Executive Officer of the MQA, the complainant may appeal the matter to the MQA Accounting Authority (depending on the date which the Accounting Authority meeting is scheduled). Thereafter, the Accounting Authority decision will immediately be communicated to the parties concerned.
- 1.5 If the MQA Accounting Authority fails to resolve the dispute, the matter shall be referred to arbitration, each party to pay its own costs, and the costs of the arbitrator shall be shared equally between the parties.
- 1.6 The arbitration will be held in Gauteng according to the formalities and procedures settled by the arbitrator.
- 1.7 Subject to any exceptional circumstance, the arbitration must take place within 30 days of the Arbitrator being appointed.

1.8 Any decision (including an award) made by the Arbitrator shall be final and binding on the Parties and any such award may be made an order of any Court of competent jurisdiction. Nothing in this clause will preclude either party from obtaining interim relief from a Court of competent jurisdiction pending the decision of the arbitrator.

## **2. DISPUTE RESOLUTION FOR DISCRETIONARY GRANTS**

- 2.1 All disputes relating to the application of this policy to discretionary grants shall be dealt with in accordance with the dispute resolution procedure contained herein.
- 2.2 Any disputes relating to discretionary grants must be referred to the Discretionary Grant Adjudication Committee (DGAC) within twenty-one (21) working days of such decision being communicated of the dispute arising or coming to the knowledge of the entity or individual raising such dispute. Such disputes should be in writing and contain any and all relevant information and documents. The DGAC shall use its best endeavours to resolve the dispute and issue a written communication of its decision within twenty-one (21) working days from the time the dispute/complaint was lodged.
- 2.3 Should the DGAC be unable to resolve the dispute/complaint within twenty-one (21) working days or the stakeholder is not satisfied with the decision of the DGAC, the stakeholder may refer the dispute to the Chief Executive Officer (CEO) of the MQA who will use his or her best endeavour to resolve the dispute and issue a written communication of his/her decision within twenty-one (21) working days from the time the dispute/compliant was lodged.
- 2.4 If the dispute is not resolved within twenty-one (21) working days from the date it was referred to the Chief Executive Officer of the MQA, the stakeholder may appeal the matter to the MQA Accounting Authority (*depending on the date which the Accounting Authority meeting is scheduled*). Thereafter, the Accounting Authority decision will immediately be communicated to the parties concerned.
- 2.5 If the MQA Accounting Authority fails to resolve the dispute, the matter shall be referred to the arbitration, each party to pay its own costs, and the costs of the arbitrator shall be shared equally between the parties.
- 2.6 The arbitration will be held in Gauteng according to the formalities and procedures settled by the arbitrator.

- 2.7 Subject to any exceptional circumstance, the arbitration must take place within 30 days of the Arbitrator being appointed.
- 2.8 Any decision (including an award) made by the Arbitrator shall be final and binding on the Parties and any such award may be made an order of any Court of competent jurisdiction. Nothing in this clause will preclude either party from obtaining interim relief from a Court of competent jurisdiction pending the decision of the arbitrator.

**ANNEXURE F**  
**MQA BURSARY POLICY**

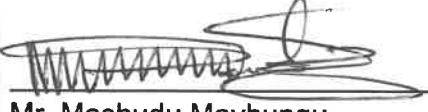
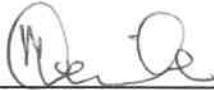
**ANNEXURE G**

**FRAMEWORK FOR THE IMPLEMENTATION OF SPECIAL PROJECTS IN THE MINING AND  
MINERALS SECTOR**

## OFFICIAL SIGN-OFF

It is hereby certified that this Funding Policy:

- Was developed by the management of Mining Qualifications in consultation with its stakeholders and approved by the Mqa Accounting Authority on **08 January 2026** for implementation in the 2026-27 financial year.

<p><b>Recommended/ Not recommended</b></p>  <hr/> <p>Mr. Xolisa Mikelana Chief Operating Officer Date: 15/01/2026</p>	<p><b>Recommended/ Not recommended</b></p>  <hr/> <p>Mr. Mashudu Mavhungu Executive Manager: Corporate Services Date: 15/01/2026</p>
<p><b>Recommended/ Not recommended</b></p>  <hr/> <p>Ms. Carol Maila Executive Manager: Stakeholder Relations Date: 15/01/2026</p>	<p><b>Recommended / Not recommended</b></p>  <hr/> <p>Ms Elaine Brass Chief Financial Officer Date: 15/01/2026</p>
<p><b>Recommended/ Not recommended</b></p>  <hr/> <p>Ms Jacqueline Modiba Chief Risk Monitoring and Evaluation Officer (Acting) Date: 15/01/2026</p>	<p><b>Approved/ Not approved</b></p>  <hr/> <p>Chief Executive Officer Dr. Thabo Mashongoane Date: 15/01/2026</p>