



SA Coal Mining Industry Scarce Skills Shortage

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Job Applicants



Contents

- Request for study
- Research methodology
- Situation within the coal mining industry
- The future
- Recommendations



Request for Study

- SACMA and SACHRA initiative
 - Current situation
 - The flow of personnel
 - Assessment of future requirements
 - Potential gap
 - Feedback



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Research Methodology

- Existing literature
- Focus on South African Coal Mining Industry
- Survey by means of questionnaire
- Presentation to SACHRA
- Pilot questionnaire
- Confidentiality was guaranteed to all participants



About the questionnaire

- The questionnaire had 5 categories
 - General data
 - Skills categories
 - Growth
 - Resignations and appointments
 - Training



Feedback received

Company	No. of Mines participated	Total no. of employees for the group	Provided group training
Sasol Mining	5 / 5	Yes	Yes
Exxaro	3 / 7	Yes	Yes
Anglo Coal	2 / 9	Yes	Yes
Xstrata Coal	4 / 13	Yes	Yes
BHP Billiton	0 / 5	Yes	Yes



Feedback received (Cont...)

- 30 679 permanent employees and 23 891 temporary workers and full time contractors
- Data represented 42% of the total labour force
- 50% of sample was from Sasol Mining
- 42% was linearly extrapolated to 100%



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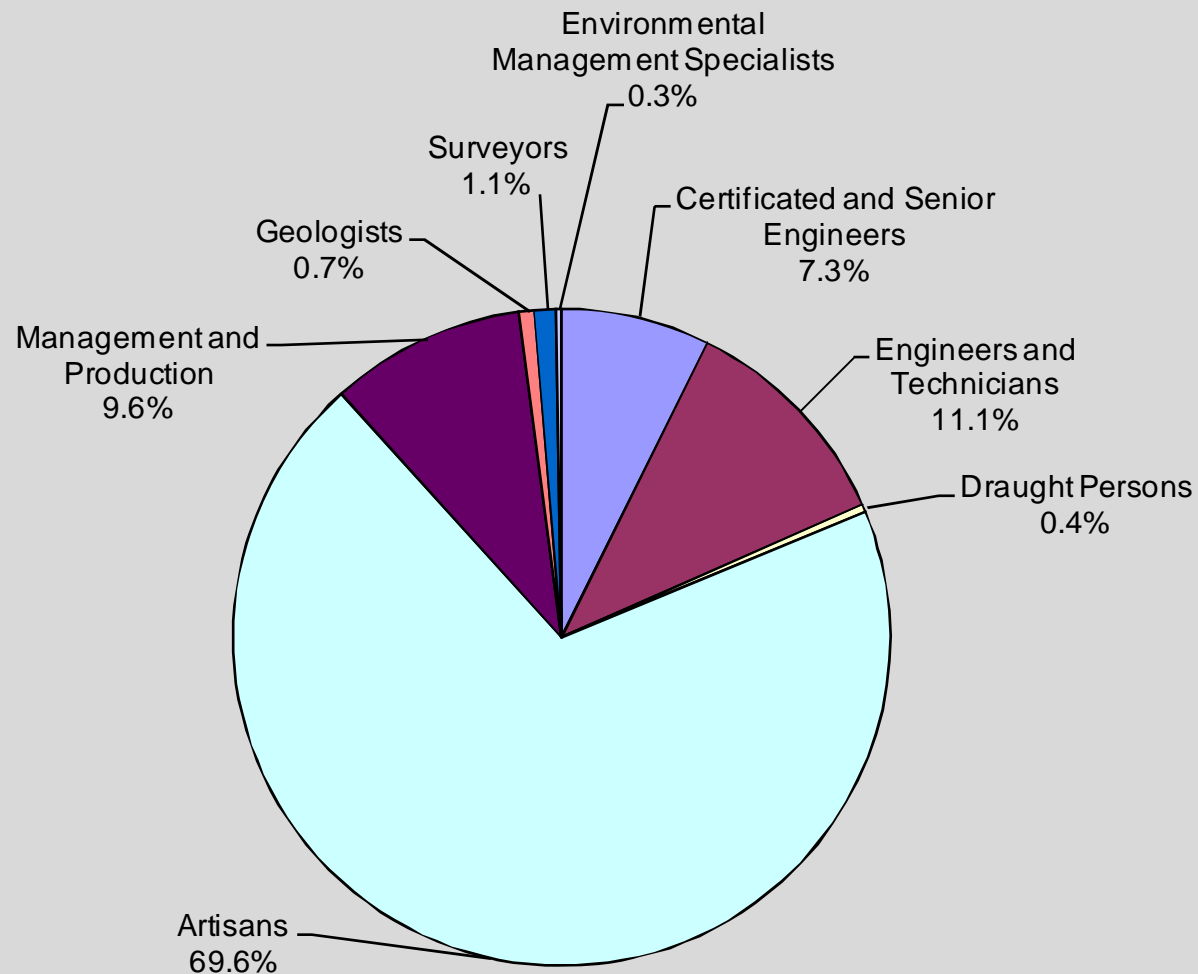


Situation within the coal mining industry

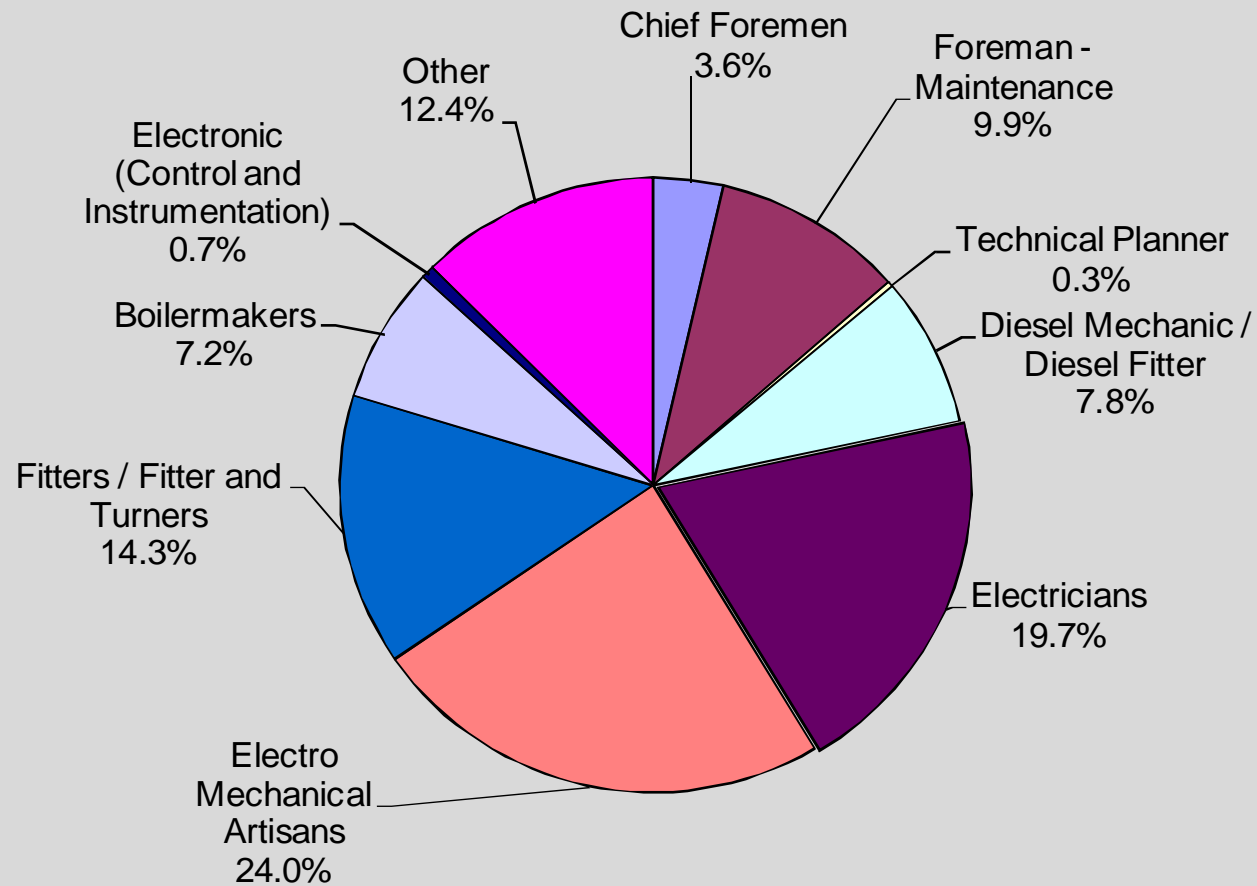
- Scarce skills make up 28% of the permanent labour force
- Machine operators and miners not covered



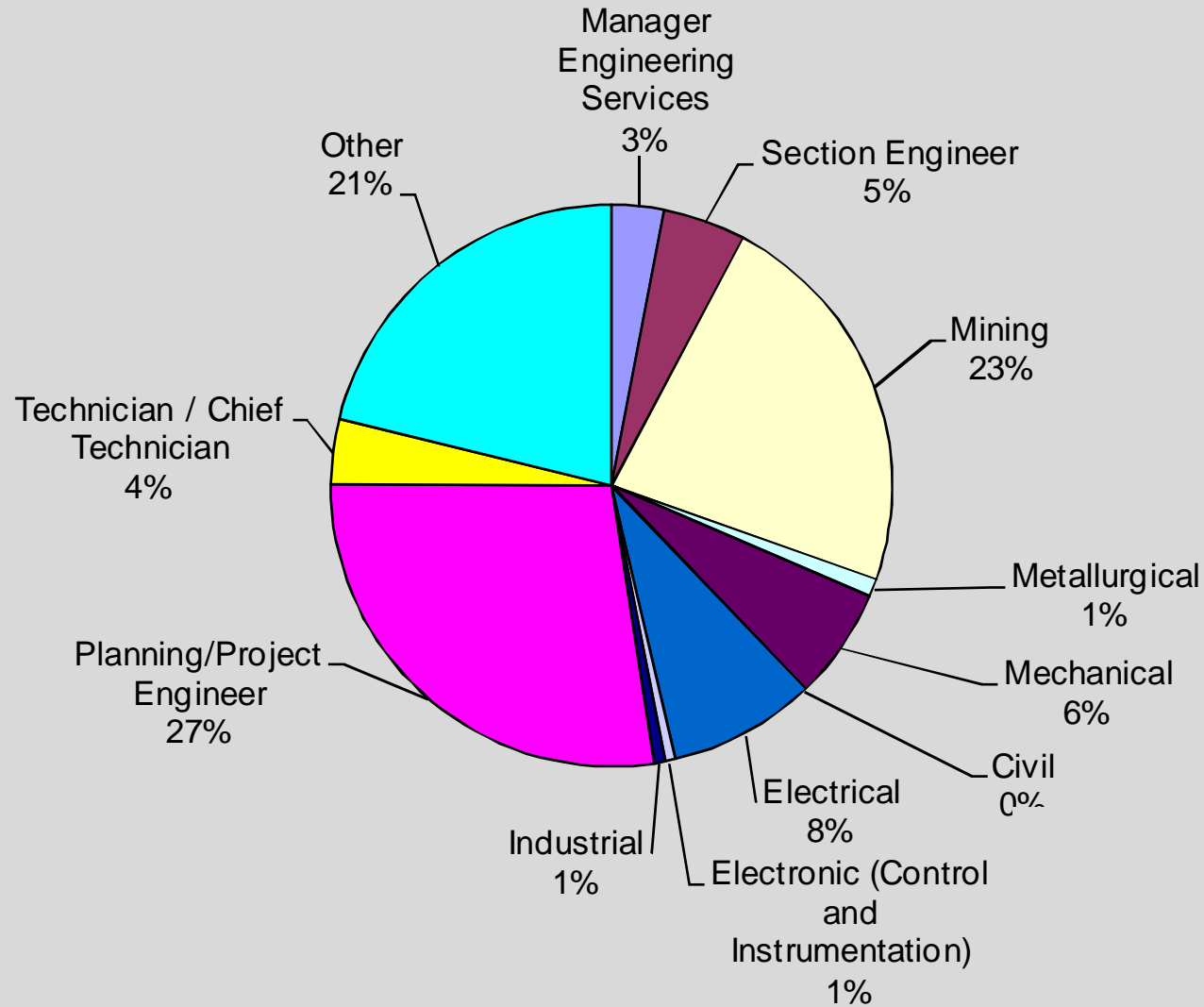
Scarce skills categories



Artisan Disciplines



Engineering disciplines

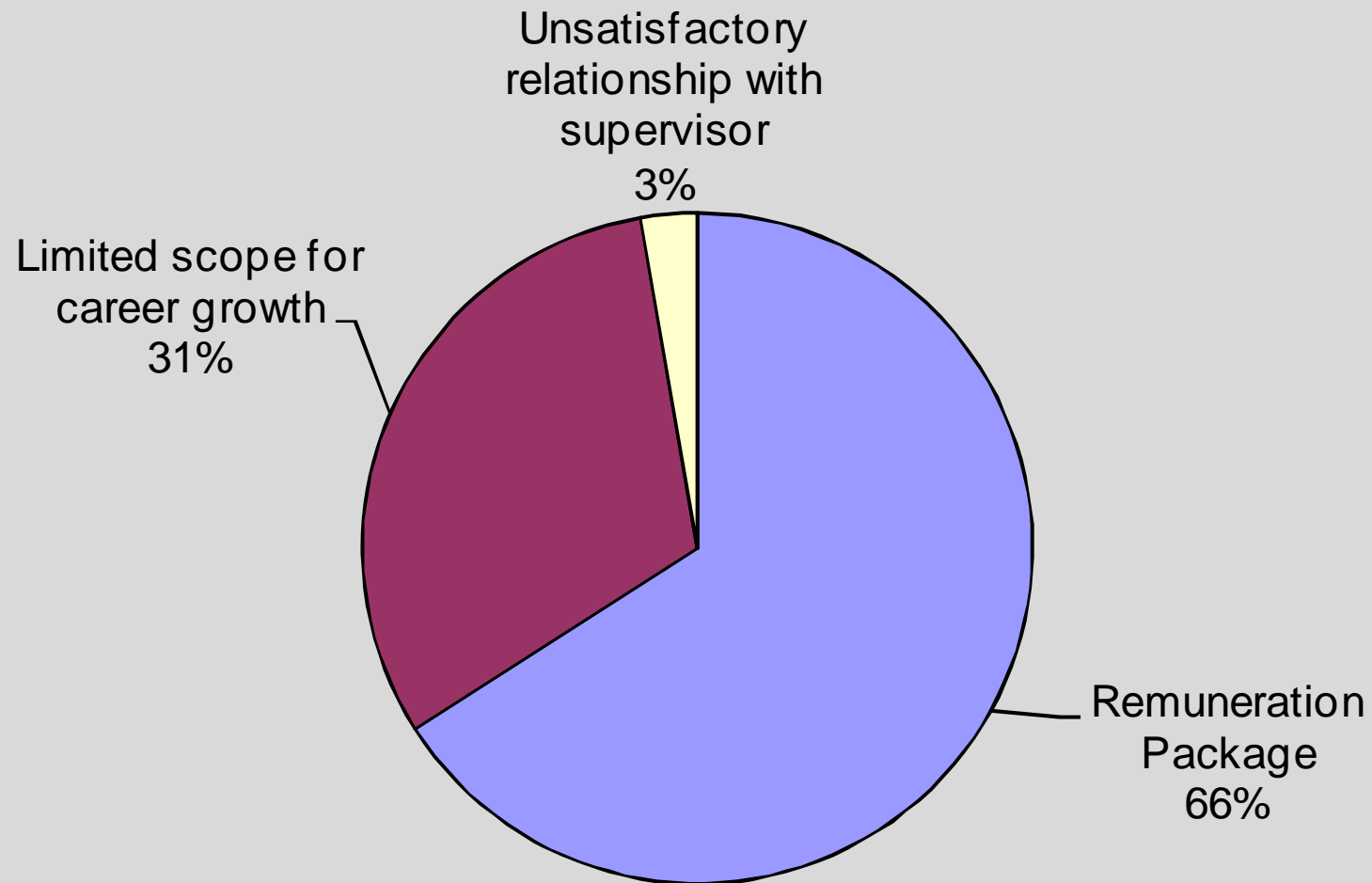


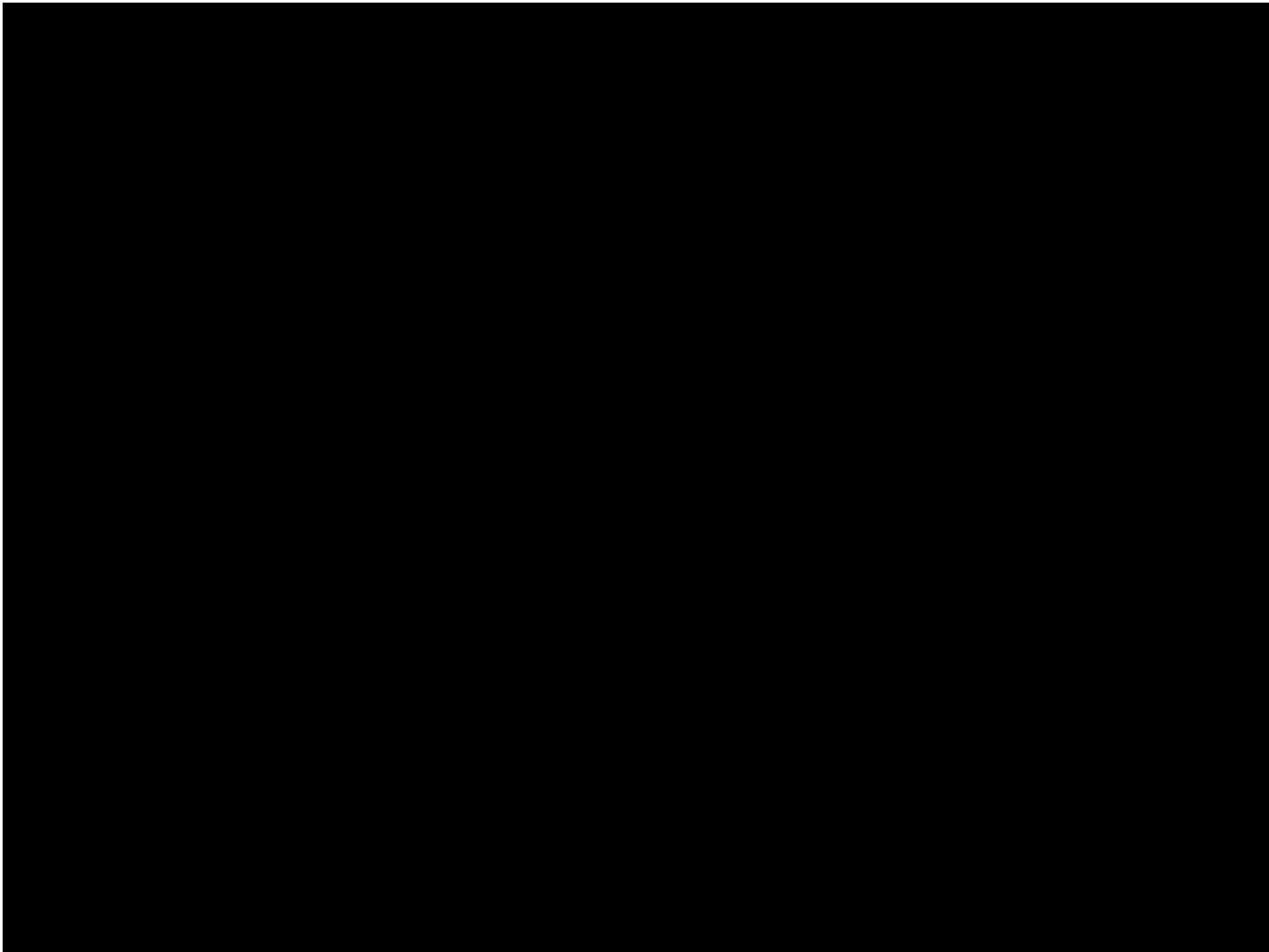
Situation in Sept 2007

- $\pm 8\%$ positions were vacant in the scarce skills categories
- 15,1% of the employees in the scarce skills categories resigned during the previous 12 months
- 17,2% new appointments were made
- The movement was mainly within the coal mining industry



Main reasons for resignations





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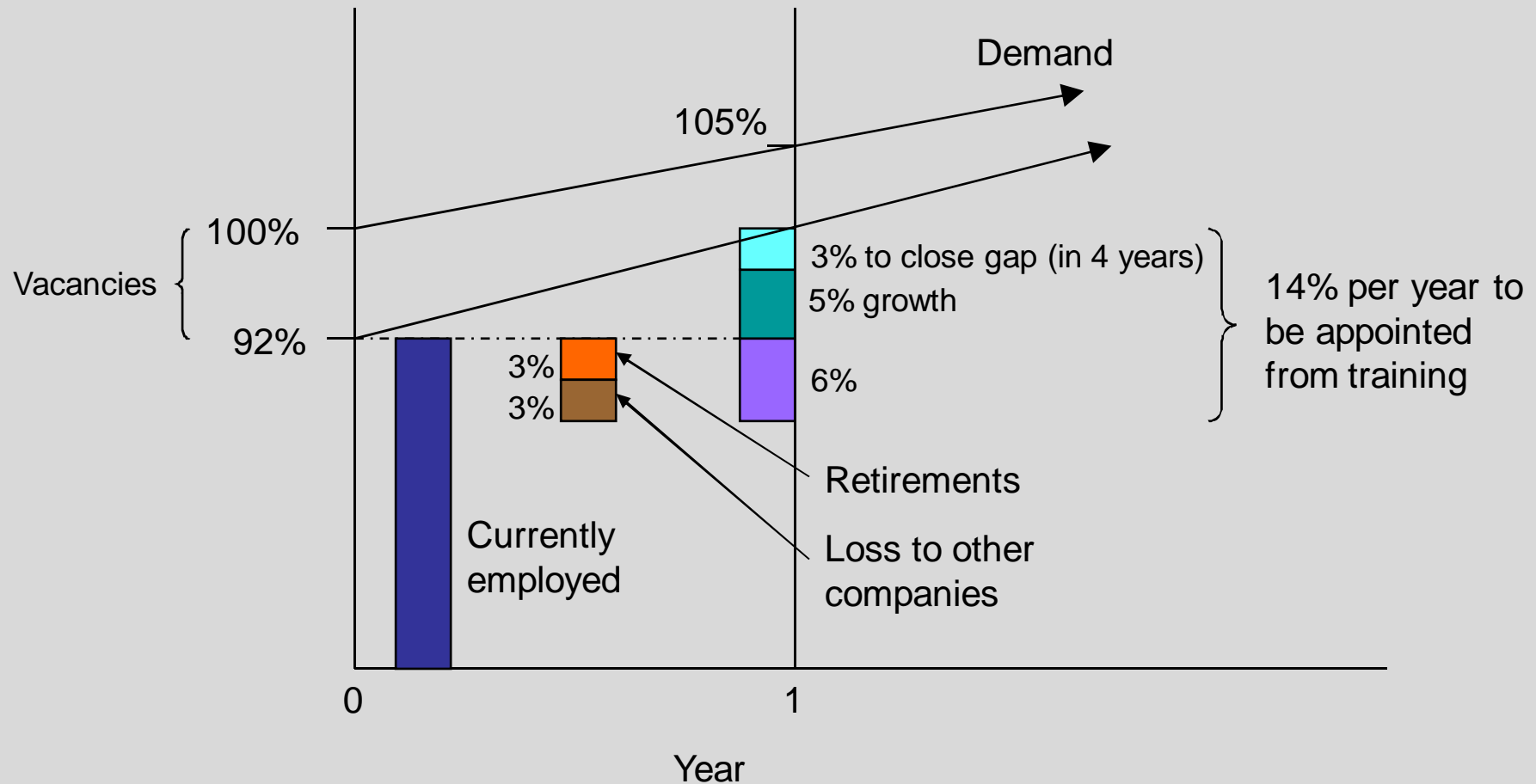


The future...

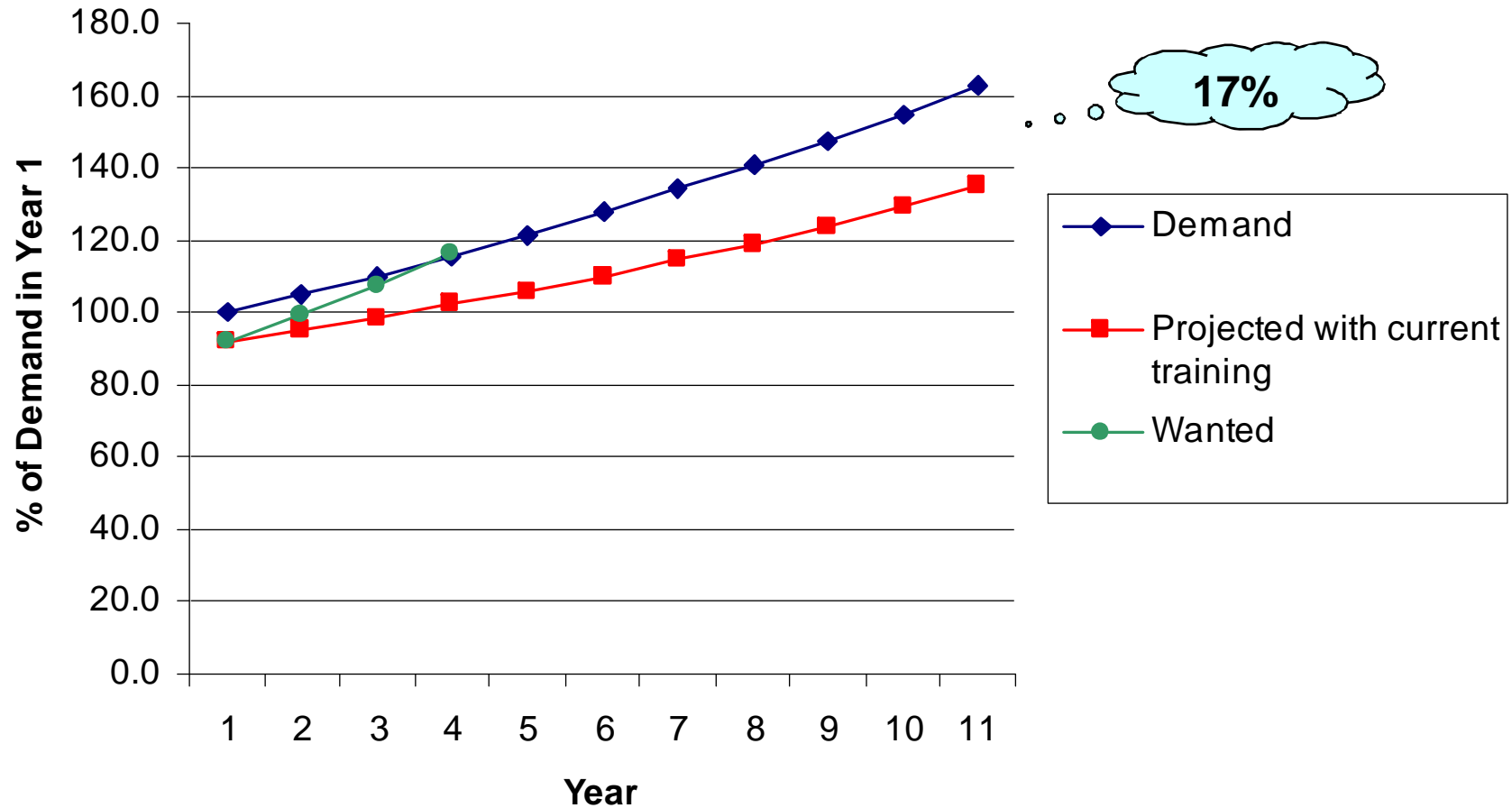
- SA economy grows by approximately 4 - 6% per year
- 50% of employees are 45 yrs and older (estimation)
- Smaller companies do not have training programs – estimated 3% loss
- The coal mining industry will need to appoint 14% more of its current workforce per annum



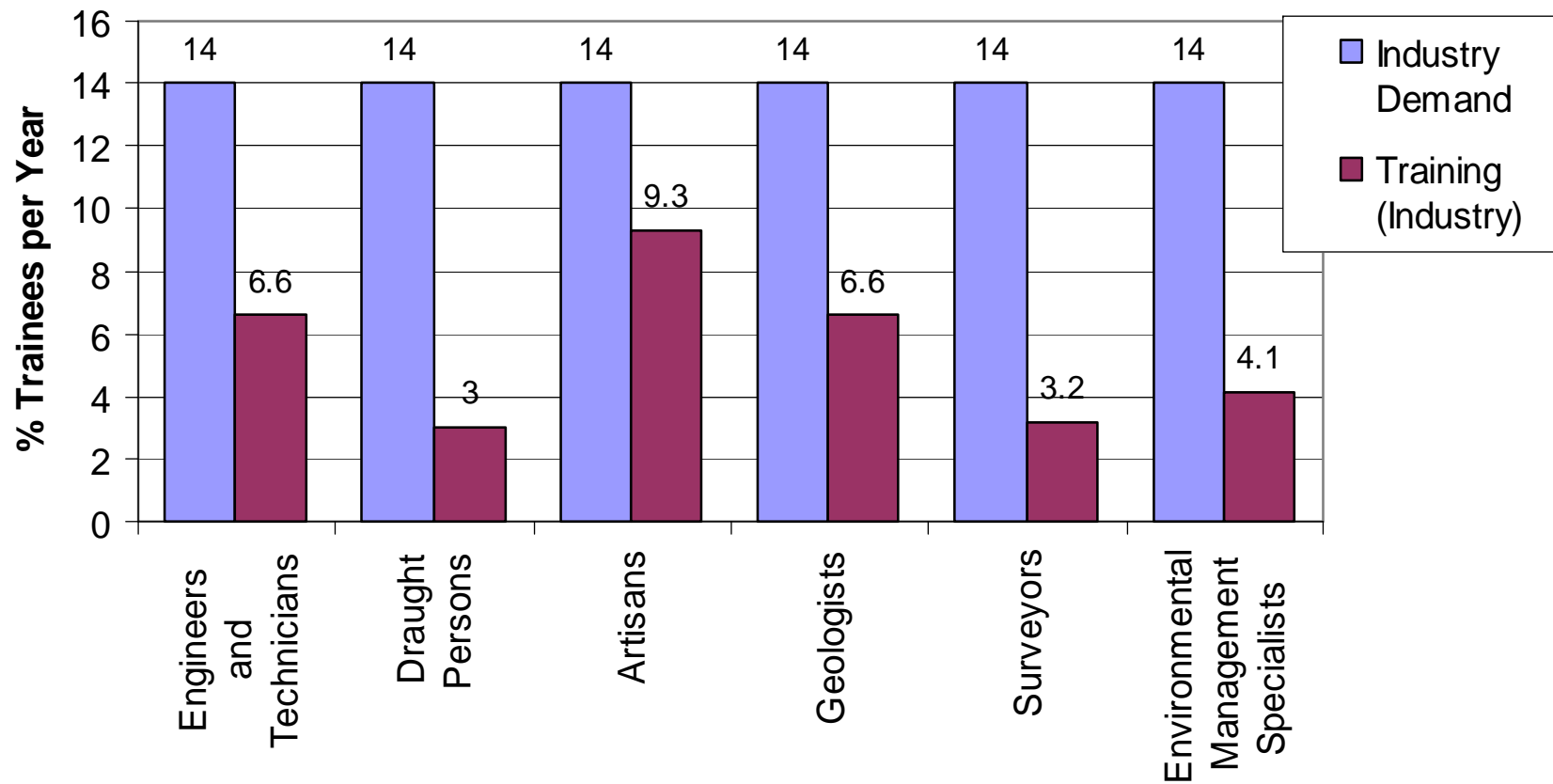
Portions of 14% per year to be appointed from training



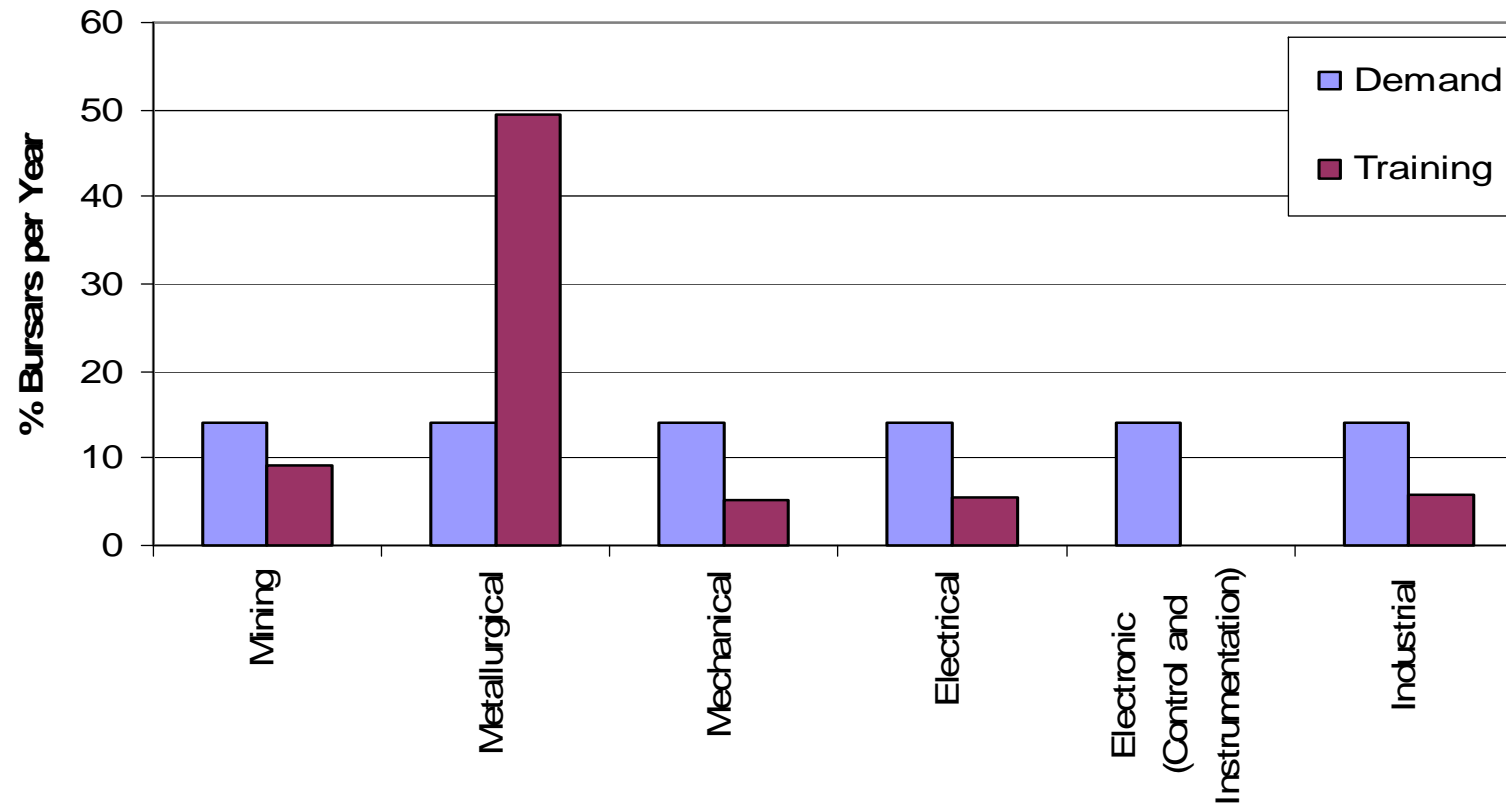
Future demand for Scarce Skills



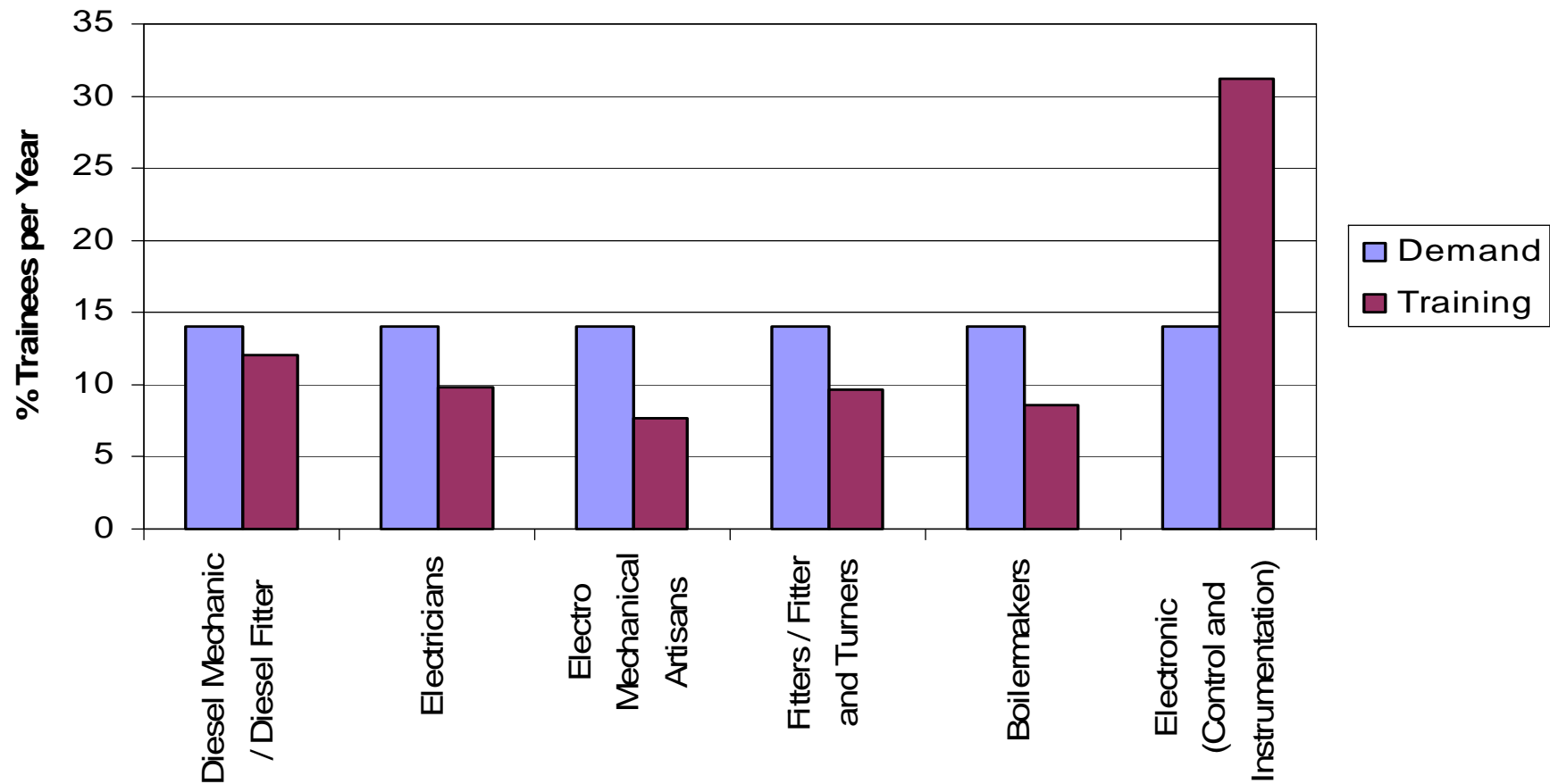
Supply and demand of trainees



Supply and demand of engineering skills



Supply and demand of artisan skills



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Recommendations

- All mining houses must investigate their future need vs. growth
- Train existing employees for scarce skills categories where potential exists
- More serious mentorship
- Recruit previous employees who resigned
- Coal Mining industry training forum
- Retired employees be contracted
- Other factors affecting scarce skills problem to be addressed in further studies



Conclusion

- There is a growing demand for coal!
- Scarce skills make up 28% permanent labour force
- Approximately 8% vacancies are difficult to fill
- The Coal Mining Industry must cooperate to ensure that training programmes will provide in their future needs
- Not enough training is done!





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