

Through the consultation process, the MQA's OFO Code PIVOTAL Skills List in Table 3.14 was determined by considering the hard-to-fill vacancies reported in the WSP-ATRs. The analysis entailed a frequency run of the top 10 most identified occupations by companies through the WSP-ATR submissions. This was then cross-tabbed by provinces and subsectors to identify the number of occurrences per occupations within 2 variables (province and subsector). Thereafter, the sum of province and subsector was calculated to develop the top 10 pivotal occupations for the MMS.

It is important to note that since the PIVOTAL list is OFO code-based, it is not possible to reflect other critical priorities within the occupation due to the limitations with the reporting framework. For example, AET, MDP, as well as skills related to mineral beneficiation and sustainability are blanket priorities in the sector and required to be developed within many occupations and at different NQF levels. Therefore, highlighting some of these occupations in the PIVOTAL list would be excluding many others which are as applicable. Considering this, as well as that PIVOTAL skills is also required to address scarce and critical skills, the research team chose to focus its PIVOTAL list on those occupations which are hard-to-fill vacancies only.

The interventions listed in the PIVOTAL list were informed by understanding the unique reasons for the challenges faced by employers where each of the occupations are concerned. The PIVOTAL list is ranked in order of OFO code according to advice by key stakeholders in the sector, including representatives of the industry, labour and government.

Table 3-14: MQAs' OFO Code Pivotal List (2019-20)

| OFO Code | Occupation name | Companies Specifying Occupation | No. of hard-to-fill vacancies |
|-------------|--|---------------------------------|-------------------------------|
| 2017-132104 | Engineering Manager | 206 | *169 |
| 2017-132201 | Mining Operations Manager | 174 | 192 |
| 2017-214601 | Mining Engineer | 121 | 132 |
| 2017-226302 | Safety, Health, Environment and Quality (SHE&Q) Practitioner | 108 | 132 |
| 2017-312101 | Mining Production Supervisor | 264 | 582 |
| 2017-312103 | Engineering Supervisor | 114 | 132 |
| 2017-651501 | Rigger | 114 | *90 |
| 2017-651302 | Boiler Maker | 114 | 240 |
| 2017-653306 | Diesel Mechanic | 126 | 402 |
| 2017-671202 | Millwright | 106 | 358 |

Source: MQA WSP ATR (2018) *Vacancies are lower than the number of company counts as not all companies specified the number of vacancies available in their organisation and some had no available vacancies at the time of reporting.