



# Kusasaletu Mine Apprenticeship

**Great Britain. National Coal Board**



## **Kusasaletu Mine Apprenticeship:**

**The Contribution of Harmony Goldmine's Protech Training to Trainee's Socio-economic Development** Portia Mmakgosi Chaane, 2018 Informal skills training programmes ISTPs are imperative in promoting the socio economic development of poor people who have missed the opportunity to acquire formal skills training programmes FSTPs Mining companies have extensive multidisciplinary expertise in artisanal and technical skills and are mandated by legislation to provide these skills to poor people to improve their socio economic development Mining companies subsequently report money spend on ISTPs without determining the contribution of such training to traineesi 8 socio economic development Protech training is an example of several ISTPs offered by Harmony Goldmine It provides artisanal and technical skills to the youth of Wedela at Carletonville near Kusasaletu mining shaft Harmony Goldmine reports money spend on their ISTPs however due to the lack of studies programme contribution Harmony does not know the contribution of Potech training to traineei 8 s socio economic development It was against this background that the researcher embarked on a study to determine the contribution of Harmony Goldminesi 8 Protech training to traineesi 8 socio economic development with specific reference to traineesi 8 human development employment human dignity housing healthcare and food security The applied research study used a qualitative research approach The research design was a collective intrinsic case study Purposive sampling was used to select two trainers and sixteen trainees who were part of Protech training at Kusasaletu mining shaft from 2013 to 2015 as participants for the study Data was collected by way of one on one interviews guided by a semi structured interview schedule Data was analysed in accordance to thematic analysis by Clark and Braun 2013 Relevant ethical considerations were adhered to during the study The themes that emerged from the data was similar for trainers and trainees and therefore presented in an integrated manner Findings indicate that Protech training contributes to socio economic development in that trainees acquire skills that approve their capabilities to find employment or self employment However trainees face challenges in starting their own businesses due to a lack of entrepreneurship skills and tools and the brief training period to master the newly learnt skill s A human rights based approach was an appropriate conceptual framework to determine the contribution of Protech training to traineesi 8 socio economic development Employed and self employed trainees were able to renovate their homes and to attain sufficient and quality food However only employed trainees were able to access private health care services Protech training contributes to promoting human dignity but the actualisation thereof is influenced by the employment status of trainees In order to optimise informal skills training programmesi 8 contribution to socio economic development the researcher recommends that Protech training be extended to at least six months that the mine provide apprenticeship and learnerships and place graduate trainees into jobs *Outline of Mining Apprenticeship Scheme* Coal Industry National Consultative Council. Industrial Relations Department, 1965

**National apprenticeship scheme for engineering craftsmen in the mining industry**, 1953 *Grow with T.A.F.E.*

School of Mines and Industries Ballarat,1983      **National Apprenticeship Scheme for Mining Surveyors** Great Britain.  
National Coal Board,1955      Miner Trade Apprenticeship Manitoba. Apprenticeship and Tradesmen's Qualifications  
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