

Empowering Futures

Transforming Lives through MQA's Collaborative Partnership

Harmony's partnership with the Mining Qualifications Authority (MQA) is enabling employees to build careers in the mining industry. Through the MQA's Adult Education and Training (AET) programme, we have enabled employees to enhance their literacy and kickstart their dreams.

Jean-Pierre (JP) Nel, a Stope team member at Masimong Operations - originally from Welkom, one of Harmony's host communities in the Free State - is just one of many employees who used the opportunities MQA provided to soar to new heights. At a young age, JP became the bread winner of his family, supporting his

mother and sister, after his father Mr. John Nel sadly passed away in a mine-related accident. Having left high school in grade 9 to step in for his father, JP had to transition from an Afrikaans background into a corporate environment where English is the primary medium of communication.

Despite the challenges he faced, he saw an opportunity to further his education with the Harmony Adult Education and Training (AET) programme and in just two years he successfully completed four AET levels and is

preparing to enrol for NQF Level 1. Not only does JP now speak English with confidence, but he also aspires to continue his studies in the hopes of becoming an engineer one day.

JP's story highlights the incredible strides the programme has made in ensuring success for employees. At Harmony, we recommit ourselves to ensuring continued success in building a literate, skilled and empowered workforce in collaboration with the MQA, the Department of Higher Education, Department of Science and Innovation, and all our partners in labour and communities.

As part of our effort, we have set an ambitious goal, that by 2027 we want to achieve a fully literate workforce and have done the following to reach this milestone:



Converting traditional AET FSG centre into Digital Learning with 24/7 access for Own-Time learning



Increased enrollment campaign, thus increasing capacity intakes



Intensifying Placement Assessments to determine literacy levels



Incorporated AET into career progression paths in mining and engineering



Introducing beyond AET programs such as Online Metric



At Harmony, we acknowledge that the success of our company comes from the success of our employees as we work together to **#MineWithPurpose**.