

## **AFRICAN MINERALSKILLS INITIATIVE<sup>1</sup>**

### **Concept Note**

#### **'Building Human Capacity and Strengthening Institutions in the Extractive Industries in Africa'**

Mineral resources have been identified by the Africa Mining Vision as a potential main driver for broad-based sustainable growth and socio-economic development in Africa. However, benefits of exploitation of mineral resources have yet to translate into significant and transformative development.. The shortage of available skills and resources to adequately support the mining sector is limiting the options for local development and growth on the continent.

In many African countries, existing educational institutions are not adequately resourced to meet the growing demands of the mining sector. The severe shortage of skills required by the mining sector - both at a professional (tertiary) and TVET (Technical, Vocational Education and Training) level - has been noted by industry, government and community representatives. In recent years, scoping work conducted by AusAID as well as the World Bank has further emphasised concerns surrounding skills shortages and has suggested that further analysis be undertaken to identify skills gaps, recommend how training needs can be addressed to meet the growing demands of the sector, and in turn contribute to broad-based and sustainable economic development. The African Mining vision has also identified this as a priority area. Unlocking the potential of Africa's educational institutions presents a major opportunity for partnership and support.

The African Mineral Skills Initiative, supported by founding partners UNECA, AngloGold Ashanti and AusAID, is being established to focus on the skills gap in relation to the mining sector. Rather than focussing on the traditionally narrow approach to mining skills as being engineering and geology, the African Mineral Skills Initiative will adopt a holistic view of the skills needed to create broad-based development benefits through the minerals industry. Such skills will include:

- Mining leadership
- Strategy setting
- Administrative and regulatory processes
- Planning and negotiation
- Stakeholder and community management and consultation

These skills will be introduced and implemented across technical, administrative, and supervisory disciplines. The initiative is established to strengthen skills provision through mining existing schools and educational institutions and create conducive working environment for the mineral industry. The African MineralsSkills Initiative is an active response and support to the Africa Mining Vision.

New research undertaken by the partnership further explores

- Skills and training needs in and relation to the mineral sector of private sector, government, and communities in four African countries.

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<sup>1</sup>Please note that this name for the initiative is tentative and still subject to change.

## Concept Note

### African Mineral Skills Initiative

Pre-ADF VIII Event 22 October 2012, 14:00-16:30

- Assessment of mining administration and management in selected African countries which between them represent mature mining jurisdictions, rapidly expanding mining jurisdictions, and low capacity mining jurisdictions.
- Assessment of capacity of education and skills providers, with the objective of identifying established institutions with the potential to play a prominent domestic and regional role as multi-sectoral institutions and to form a network of well-resourced regional centres of excellence that will support skills training and development in mining-related disciplines.

The African Minerals Skills Initiative is a partnership which involves public, private and civil society sector organisations to create support and new solutions to the skills gaps identified in relation to the mining industry and the opportunities for broad-based development that this represents. The

The African Minerals Skills Initiative will:

- 1) Develop a support framework through which existing mining schools and other education and skills institutions can access resources, curricula, innovative cross-sector learning, organisational capacity building and leadership.
- 2) Establish a network of educational institutions, nationally and internationally with an emphasis on interdisciplinary learning.

Some of the key questions the African Mineral Skills Initiative will be examining regarding human and institutional capacity building include:

- How to create regional linkages within and in relation to the mining industry, through mutually beneficial partnerships between the state, the private sector, civil society and education institutions, local communities and other stakeholders?
- How to establish institution building and capacity building through networks and sharing of resources, curricula and best practice?
- What are the catalyst interventions and linking skills that will accelerate broad benefits from the mineral industry?
- What are the governance, transparency and collaboration issues that need to be addressed to create a well-managed and sustainable industry?
- How to diversify the local and national economy through skills enhancement and mining industry related development and benefits?
- How to create a skills infrastructure that will ensure that value creation happens locally and creates benefits locally?
- How to ensure that development is localised, demand-led, and locally owned, through the optimal exploitation of mineral resources?

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- How to establish a competitive skills base, that is ready for opportunities and able to change and adapt as they arise?

In collaboration with UNIDEP, the African MineralsSkills Initiative partnership will host a pre-ADF VIII event on Monday 22 October, 14:00-16:30 titled 'Building Human Capacity and Strengthening Institutions in the Extractive Industries in Africa'. Here a cross-sector panel will address the challenges and opportunities for broad-based development, linked to the skills development in and around the mineral sector, and the session will also see the formal launch of the African Minerals Skills Initiative.