



LITERACY AND THE WORKFORCE OF TOMORROW

7 September 2021



GOLD FIELDS



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The world of work is being reshaped



CHANGE
CONTEXT

Advancing technologies



Anytime,
anywhere
connectivity



Advances in AI
and cognitive
computing



Cloud
computing



Internet of things
and sensors



Augmented/
virtual reality



Social, local,
mobile

New approaches to work



Rise of gig economy
and freelancing



Open sourcing of
ideas and products

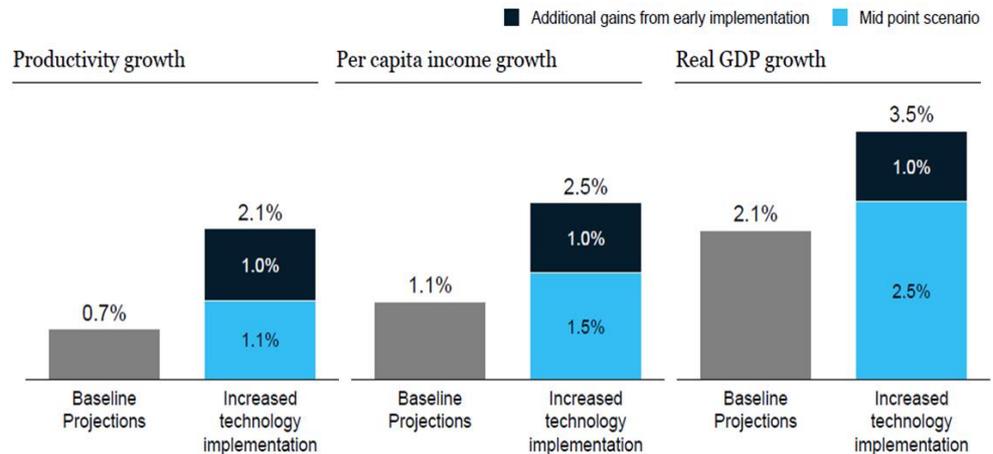


New models of
employment



- South Africa like many developing countries struggle with educational inequalities, which disproportionately affect underprivileged communities
- This inequality impacts both people and the economy
- Demands for workers with advanced skill sets is already higher than supply
- Productivity in SA mining operations for key commodities has declined in relation to other Regions

Increased digitization and faster pace of technology implementation could provide a major boost to South Africa’s future economic prosperity



NOTE: Numbers may not sum due to rounding. Model assumes labour displaced joins back into the economy and are at least as productive as 2015
 SOURCE: Stats SA, ONET, World Bank, BLS, Oxford Economics, McKinsey Global Institute analysis

Digitisation could trigger a breakthrough in women’s empowerment

Focus on strengthening STEM and digital skills



REQUIRED
SHIFTS

- The drive for embracing technology, innovation and modernisation can only be realised by a workforce that is skilled in science, technology, engineering and maths (STEM) disciplines.
- Various studies have predicted that **STEM jobs are projected to grow nearly twice as fast as non-STEM jobs.**
- Many organisations (like Gold Fields, BHP or Anglo) are investing in skills development programmes to address this skill gap and ensure that the industry has the skills it needs in the immediate future.
- Another angle identified to address this skill gap is to drive more diverse and inclusive cultures. Organisations are having to rethink their talent acquisition and talent strategies to diversify the type of talent they bring on board and widen the talent pool they recruit from.

“As the voice of the minerals mining industry, we see the importance of education every day through the innovators that develop next-generation mining technologies and techniques that power the U.S. economy.

We have a long-standing commitment to support and encourage science, technology, engineering and math (STEM) education. Strong STEM programmes help prepare the next generation of mining innovators and keep American mining at the forefront of scientific development and technological advancement”.

STEM Education Today Shapes Tomorrow's
Mining Innovation
Posted on August 28, 2015 by Minerals Make
Life





Build capabilities to future-proof our business

To strengthen our market position we are focusing on identifying the core capabilities that will matter in the future and proactively reskilling our workforce to adopt these.

South Deep Basic Education Interventions for Employees and Host Communities

Interventions	Leaners
AET	981
FLC	231
Learnerships	408
Bursars	62
Graduates and Interns	137
Portable Skills	474
Community Maths and Science programme	155
Mentorship	959
FET Training Programme	148
RPL	31





Embrace digitization

- Prioritise industries where south Africa has or can develop a technology- driven competitive advantage
- Identify emerging capabilities needed for the future workforce
- Identify job families that will need to be reshaped or reskilled

Ensure that the workforce is future ready

- Use immersive technology (virtual and augmented reality) to accelerate development and assessment of competence
- Prepare future-focused competency frameworks
- Strengthen innovation, creativity, empathy and leadership capabilities

Invest strategically in human capital

- Drive improvement in teaching quality, literacy and STEM subjects
- Promote stronger technical and vocational education and training, to ramp up the development of technical and digital skills
- Focused development strategies on youth or under-represented populations to promote inclusivity

Adopt a collaborative approach

- Partnerships between government, educational institutions and business is essential to ensure that the workforce of the future is shaped
- Align stakeholders' objectives and approaches
- Developing collaborative “skills hubs” for impact



Thank you

QUESTIONS AND ANSWERS



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