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## 'Demand for skills going to increase in SA industry'

Johannesburg – The demand for skills and their transferability across industries is going to increase, according to a survey released yesterday.

“The war for talent is over, and talent has won,” Landelahni Business Leaders chief executive Sandra Burmeister said at the release of the staff recruitment firm’s 2008 mining survey. “We must encourage the return of retired mining professionals to run key projects or act as coaches and mentors to those coming up the ranks. This should be part of a formal company-wide coaching and mentoring programme.”

Internal skills had to be identified and assessed to determine competency levels and potential for ongoing training and development.

“Such investment in skills development is more than a scorecard measure. It is an economic imperative.”

Burmeister said the number of blacks in top management in mining had more than doubled from 12,5% in 2001 to 30,6% in 2006, over the all-industry average of 22,2%. The biggest shift occurred at non-executive director level – from 0,05% to 37%.

The number of women in top management rose from 0,01% to 9,3% between 2001 and 2006. Women in senior management increased from 0,03% to 10,1%, and those in middle management and professional positions rose from 5,4% to 18,3%.

South Africa had also become a “poaching ground for Australian and Canadian mining companies”. – Sapa

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