



NEWSLETTER



The Job Market's Small Wins Can't Hide the Big Picture

Despite a small increase in formal employment (up by 12,000 jobs in Q4 2024), the reality remains sobering: South Africa still recorded a net loss of 91,000 jobs over the past year. Stats SA's latest Quarterly Employment Statistics show that while some sectors are stabilising, the broader labour market remains under strain — especially for youth, where unemployment reached a staggering 62.4% in Q1 2025 ([Stats SA, 2025](#)).

This paints a worrying picture for employers in high-impact sectors like mining, engineering, and manufacturing, where highly skilled labour is already in short supply.

With unemployment climbing and the skills gap widening, the pressure is on to rethink recruitment and long-term workforce strategy.



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Bilnor at Comodex: Fairways for Futures Golf Day!



This Mandela Day, we had the privilege of taking part in the MMEP Golf Day, an inspiring event that brings together industry leaders, mentors, and the next generation of mining professionals. The day was filled with great swings, meaningful conversations, and a shared commitment to shaping the future of mining.

The event was not only about golf but about creating opportunities for students – giving them the mentorship, leadership skills, and hands-on industry insight that will set them up for success. From meeting Tanya Graham of Commodex, to spending time with Mr Gerald Khoza and the Bilnor Projects team, we made incredible connections and shared valuable knowledge.

And of course, we capped it off with a fun raffle, where our team walked away with some fantastic prizes.

A huge thank you to everyone who joined us for the day and helped make it a huge success. We can't wait for what's next!



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South Africa's Mining Policy Gets a Critical Update



In May 2025, Cabinet approved two major policy shifts: a Critical Minerals and Metals Strategy, and the draft Mineral Resources Development Bill. The goal? Modernise South Africa's regulatory environment, attract investment, and ensure more value stays in-country.

The Critical Minerals Strategy targets resources like lithium, cobalt, vanadium, and rare earths — all vital for battery tech and green energy. Government wants to shift away from pure extraction towards beneficiation and manufacturing, giving the country a firmer foothold in global supply chains.

It's a significant pivot for the sector and sets the tone for how mining in South Africa may evolve over the next decade ([DMRE, 2025](#)).

Inside the Engine Room: Tech, Talent & Transformation

The mining sector across Africa is full of forward motion. According to recent reports in Engineering News and Mining Weekly, we're seeing a rise in cobalt extraction in the DRC, rapid growth in green steel innovations, and a spike in hydrogen-powered mining fleets. Tech adoption isn't just about shiny equipment. From AI-assisted drilling plans to sensor-integrated haul trucks, smart systems are driving both efficiency and sustainability. But it's not just tech that matters — it's who's behind it. Skilled, adaptable human capital continues to be a make-or-break factor in mine performance ([Engineering News, 2025](#)).

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CROSSROADS

Global Consultancies: Change Is No Longer Optional

The mining sector is at a crossroads. Three of the world's leading consulting firms — PwC, Deloitte, and EY — have released reports highlighting the growing urgency for the industry to transform or risk obsolescence.

Their findings signal a fundamental shift in the way mines must operate to stay competitive, relevant, and resilient. From sustainability and technology integration to leadership transformation, these reports lay out a clear roadmap: mining companies must embrace change now, or they'll fall behind. The time for incremental adjustments has passed — it's about complete evolution.



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PwC: "Value in Motion" — Value Beyond Extraction

PwC's Mine 2025 report introduces a concept that challenges long-held beliefs about the mining lifecycle: Value in Motion. Traditionally, value was only seen in the extraction of minerals — the digging, drilling, and hauling of raw materials. However, as global demand for commodities shifts and new technologies emerge, PwC asserts that mining companies must find value throughout the entire lifecycle — from exploration to post-production and even closure.

This means that mining companies should be thinking about how they can continue to create value after extraction. For instance, the integration of recycling technologies can allow mines to recover valuable materials even after they've exhausted their primary resources. Similarly, investing in post-mining land rehabilitation doesn't just reduce environmental impact, it creates opportunities for renewable energy projects, agriculture, or even eco-tourism on former mining sites.

PwC's key takeaway: Mines must broaden their view of value — shifting from a focus on just extraction to thinking about sustainability, innovation, and post-extraction opportunities.

Sources:
PwC Mine 2025



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Deloitte & EY: Mining Must Evolve or Risk Falling Behind

As the mining industry faces increasing global pressures, two major consultancies are issuing urgent calls for transformation. Deloitte underscores the importance of transformational leadership to drive innovation and help companies adapt to changing market dynamics. The firm also highlights the need for mining companies to build resilient supply chains, capable of withstanding disruptions from geopolitical tensions or environmental crises.

In a similar vein, EY warns that companies failing to prioritize sustainability and innovation will not only face reputational damage but also significant financial losses. Investors are increasingly pushing for greener practices, and consumer demand for ethical, sustainable mining is on the rise. Both consultancies emphasize that mining companies must invest in advanced technologies, such as electric fleets and carbon capture solutions, to reduce their environmental footprint. Equally important is the need to strengthen community relationships and align operations with ESG (Environmental, Social, and Governance) standards — an essential move for maintaining long-term competitiveness in the evolving global marketplace.

Sources:

[Deloitte Tracking the Trends](#)
[EY Mining Risks 2025](#)



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New from Bilnor: CV Writing Services That Open Doors

Your CV is more than a list of past jobs — it's your personal marketing tool, and in today's competitive job market, it needs to stand out. That's why we've launched professional CV writing services, tailored to help job seekers in the mining, engineering, and technical fields put their best foot forward.

Whether you're a seasoned artisan or just starting your career journey, our team understands what employers are really looking for — and how to make your skills shine on paper.

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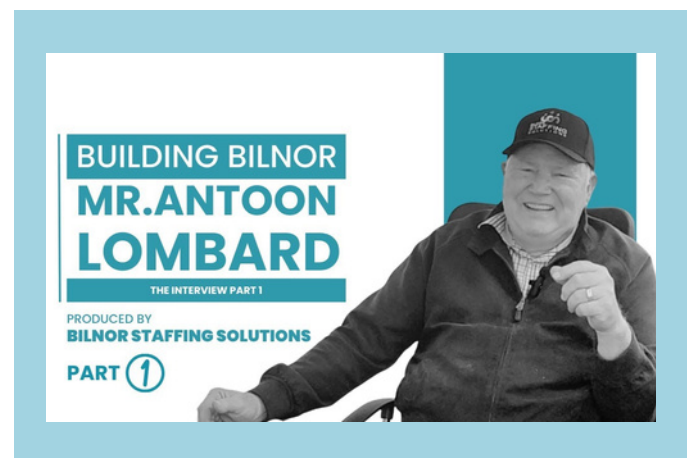
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The Legacy Behind the Bilnor Name

In Part One of a special interview series, Mr. Antoon Lombard, founder of Bilnor and Bilnor Staffing Solutions, reflects on his father, Icke Lombard. A respected prospector, Icke's legacy of generosity and hard work continues to inspire Bilnor's core values.

👉 Watch the full interview [here](#)



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August Holidays:



National Woman's Day
Sat 9th August
(not a public holiday)



KragDag - 7th - 9th August



Built on People, Powered by Purpose

As July draws to a close, one message stands out: progress is built on people. From policy shifts and tech innovation to mentorship and meaningful employment — it's clear that South Africa's future is in motion.

Bilnor remains committed to walking alongside the people, partners, and pioneers shaping what's next. Let's keep building — stronger together.

Until next month, take care and stay inspired.



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