

AGRICULTURAL TRAINING INSTITUTES TRAINING POLICY

DIRECTORATE: SECTORAL COLLEGES



agriculture,
forestry & fisheries

Department:
Agriculture, forestry & fisheries
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TABLE OF CONTENTS

1.	Preamble	3
2.	Abbreviations	3
3	Scope of Application	3
4.	Principles	3
5.	Who is eligible for training	3
6.	Rules and regulations	4
7.	Trainers	4
8.	Standard	4
9.	Authorisation	5
10	On Farm Training	5
11.	After Care Services	5
	Annexure A Terms of Reference for the training committee	5

1. PREAMBLE

Agricultural Training institutes (ATIs) are committed to developing farmers and officials in the agricultural field, using an approach that aims at developing knowledge attitudes and skills for farming.

This policy document provide a framework, guidelines, norms and standards that will ensure that proper training programmes are coordinated in an effective and efficient manner. It further seeks to ensure that emerging farmers and commercial farmers have an equal opportunity for and access to training programmes.

2. ABBREVIATIONS

2.1	ASGISA	Accelerated and Shared Growth Initiative for South Africa
2.2	ATIs	Agricultural Tertiary Institutes
2.3	BATAT	Broadening of Access to Agriculture
2.4	SAQA	South African Qualifications Authority

3. SCOPE OF APPLICATION

This policy will allow ATIs to provide necessary training to potential trainees in the agricultural field and also ensure that the standard is maintained accordingly.

4. PRINCIPLES

The training programme shall be based on the following principles:

- 4.1 Training must be seen as a sound investment in the development of the Sector and the economy as a whole.
- 4.2 Training needs must be aligned to the objectives and priorities of the Department of Agriculture, Forestry and Fisheries.
- 4.3 All training opportunities attended by partakers should be need based and link strategically to broader human resource development.
- 4.4 All training must be directed by a training plan that includes a cost/benefit analysis.
- 4.5 Training programmes must be coordinated in such a way that they assist previously disadvantaged farmers to overcome obstacles to their development into commercial farmers.

5. WHO IS ELIGIBLE FOR TRAINING?

All farmers, prospective farmers and learners are eligible for training, depending on whether an individual meets the requirements of the particular training programme.

For the training of farmers the requirements are as follows:

- 5.1 Farmers must be willing and able to attend the whole session
- 5.2 Farmers should come for training on commodities they are engaged with in their respective farms
- 5.3 For learnership training the requirements are as follows:
 - Learners must come for commodities they are engaged with
 - A person must have at least Grade 9 (STD 7).

6. RULES AND REGULATIONS

Learners who come for training at the ATIs are expected to adhere to the following rules:

- 6.1 Anybody who gets involved in theft will be expelled from training
- 6.2 Drug and alcohol abuse is not allowed and can lead to disciplinary measures, which include dismissal
- 6.3 Vandalism of property is an offence which leads to disciplinary measures
- 6.4 Trainees must adhere to time for training and also time for checking in their respective rooms
- 6.5 Any other behavior contrary to the spirit of learning will lead to disciplinary measures.

7. TRAINERS

- 7.1 Trainers are expected to offer quality training which encompass both theory and practicals
- 7.2 Trainers are expected to develop and update training manuals in local languages
- 7.3 Trainers are expected to have specific protective clothing.

8. STANDARD

- 8.1 As indicated, training is expected to be of quality and include both theory and practicals:
 - 8.1.1 70% practicals and 30% theory
 - 8.1.1 Training materials to meet required standards.

9. AUTHORISATION

Skills Development Act No. 79 of 1998
Human Resources Development Strategy
Broadening of Access to Agriculture Trust (BATAT)
SAQA Framework,
SAQA Act
ASGISA

10. ON-FARM TRAINING

- 10.1 This will be done based on demand, on compatibility and feasibility.
- 10.2 Security, accommodation, meals and other logistics will also be considered before decision is taken.

11. AFTER CARE SERVICES

- 11.1 The aftercare services will be rendered in conjunction with extension services to assist farmers on the ground and also measure impact of their training
- 11.2 This will be done in partnership with both districts and municipalities to ensure proper intervention.

Annexure A

TERMS OF REFERENCE FOR THE TRAINING COMMITTEE

- 1. Ensure that training opportunities are streamlined and effectively utilized.
- 2. Ensure that training takes place on an effective and efficient basis.
- 3. Establish and maintain a sound partnership with all stakeholders through an effective communication strategy.
- 4. Ensure transparency, equal opportunities and gender sensitivity in the selection of candidates.
- 5. Develop new strategies that are aimed at impacting on future training.