

Annual report on the implementation of international training programmes for 2009/10



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ACRONYMS

AADP	African Agricultural Development Plan
AET	Agricultural Education and Training
AgriBEE	Agricultural Black Economic Empowerment
ARC	Agricultural Research Council
BATAT	Broadening Access to Agriculture Thrust
BTOR	Back to Office Report
CASP	Comprehensive Agricultural Support Programme
DAFF	Department of Agriculture, Forestry and Fisheries
FAO	Food and Agriculture Organisation
HRD	Human Resource Development
HET	Higher Education and Training
ICC	International Coordinating Committee
NDDTC	National Detector Dog Training Centre
NERPO	National Emerging Red Meat Producers Organisation
MILE	Master's in International Law and Economics
MoU	Memorandum of Understanding
PDA	Provincial Department of Agriculture
RAC	Royal Agricultural College
SA	South Africa
SIDA	Swedish International Development Agency
SDA	Skills Development Act
TCP	Technical Cooperation Programme
UK	United Kingdom
USDA	United States Department of Agriculture
APO	Associate Professional Officer
ALF	African Land and Food
DIRCO	Department of International Relations and Cooperation
UN	United Nations
YPO	Young Professional Officer

EXECUTIVE SUMMARY

The international training programme of the Department of Agriculture, Forestry and Fisheries (DAFF) is implemented in terms of internal and external international training programme policies. The DAFF accesses international training opportunities through bilateral and multilateral agreements signed between South Africa and other countries. Through the Department of International Relations and Cooperation (DIRCO), Embassies and High Commissions, opportunities that are related to agriculture are sent to DAFF for further coordination. When such programmes are received, they are aligned with the DAFF international training strategy for the agricultural sector (2006) to verify their relevance to key government priorities and scarce skills requirements. The DAFF international training programme is implemented by using the following methods: Staff/student exchange programmes, industrial placements, undergraduate and postgraduate studies, short courses, conferences, seminars and capacity-building interventions in joint technical cooperations with other countries.

In the 2009/10 financial year DAFF publicised a total of 34 international training opportunities. A total of 92 officials across the agricultural sector applied in line with the requirements of the training programmes. Of the 92 officials who applied, a total of 38 officials were successful and they participated in various training programmes. The coordinated programmes were short courses in the United States of America, Indonesia and Sweden. The other programmes coordinated were postgraduate Master's programmes in the United Kingdom, Switzerland, and Australia, a fact-finding mission to Birmingham University, industrial placements in Rome and Ethiopia and a study tour in Australia.

The international training strategy makes provision for DAFF to mobilise resources for the promotion of Agriculture Education and Training (AET) projects. For 2009/10 the Directorate: Education, Training and Extension Services identified two major projects which needed more financial resources to complement the allocated budget. The two identified projects were career awareness and preparations for an international training programme alumni conference. The two projects were the major focus for identification of resources for the 2009/10 financial year. As such, comprehensive business proposals for the two projects were developed, approved and distributed to corporate social investment companies and other stakeholders.

The directorate further engaged with Embassies and High Commissions to create awareness of the envisaged international training programme alumni conference. In implementing the coordination of the international training programme, DAFF relies on programmes that waive tuition, accommodation, local travel and living allowances for its officials. The Directorate: Education, Training and Extension Services covers only the costs for return air tickets in line with the international training programme policy. For 2009/10 the Directorate spent a total of R486 949. The amount was spent on international flights, travel insurance and courier costs for the international training programme application forms.

1. BACKGROUND

The Department of Agriculture, Forestry and Fisheries coordinates the implementation of international training programmes on an annual basis. The implementation of the programme is guided by approved policies on external and internal international training programmes (2006). The DAFF accesses such opportunities through bilateral and multilateral agreements signed between South Africa and other countries. As such, DAFF receives available international training programmes in the field of agriculture from the Department of International Relations and Cooperation (DIRCO), Embassies and High Commissions for further implementation. When these programmes are received, they are aligned with the DAFF International Training Strategy for the agricultural sector (2006) to verify their relevance to key government priorities in agriculture.

Other international training opportunities are accessed either through forums that South Africa is a member of or has signed technical cooperation with such as United Nations (UN), Food and Agriculture Organisation (FAO), South-South Cooperation and the World Trade Organization (WTO). Some of these bodies and/or technical cooperation agreements do not offer structured training programmes. However, DAFF gains valuable training through missions and study tours executed by them.

There are international training programmes that have gained prominence over the years through their consistency and comprehensive waiver of training costs, living costs and travel allowances offered to DAFF officials who participate in their training. The most prominent training programmes that DAFF coordinated in 2009/10 include the Cochran and Bourlaug fellowships offered by the Foreign Agricultural Service in the United States Department of Agriculture (USDA), the African Land and Food Fellowship (ALF) offered by the United Kingdom, Sweden International Development Agency (SIDA) short courses offered by the government of Sweden and study tours and industrial placements executed through DAFF/FAO capacity-building projects (GCP/RAF/412/SAF).

2. OBJECTIVES

The objectives of the international training programme are to:

- 2.1 develop the competency of human capacity in the agricultural sector;
- 2.2 facilitate training in subject areas where the South African agriculture sector is lacking;
- 2.3 develop skills that will enable South Africans to become leaders in their fields; and
- 2.4 acquire skills that will make people in the sector capable of addressing development issues.

3. IMPLEMENTATION METHODS USED FOR THE COORDINATION OF INTERNATIONAL TRAINING PROGRAMMES

The international training programme of DAFF is implemented using various methods depending on the specification of the available training opportunities. *The international training strategy for the agriculture sector (2006)* recommends the following methods:

3.1 Staff/student exchange programme

This programme provides opportunities for staff and/or other potential trainees to be deployed in organisations elsewhere. This arrangement leads to practical on-the-job training.

3.2 Shadowing consultants/industrial placements

These placements provide technical experience for qualified professionals in scarce skills in agriculture. After placement, the participants utilise their experience from international countries in improving the policy, technical and management work of the DAFF.

3.3 Undergraduate studies

The abovementioned studies are informed by the skills requirement analysis and are guided by the sector strategic plan objectives and the capacity to provide such skills.

3.4 Postgraduate studies

Research topics for postgraduate studies are determined by the skills requirements in the country and the sector strategic plan objectives. The emphasis is on practices that are sustainable.

3.5 Short courses

Short courses focusing on trade, import and export programmes and regulatory issues are targeted as key areas of training. Short course training is focused but not limited to sustainable development, risk management, monitoring and evaluation, total quality management, contingency planning, project and investment appraisal and auditing.

3.6 Conferences and seminars

Appropriate and motivated conferences and seminars that offer an element of training and have strategic importance, such as events involving international regulatory issues, trends, best practices and standards, are targeted as international training interventions.

3.7 Capacity-building interventions in joint technical cooperation with other countries

Experts in identified areas are sent to other countries for technical exchange programmes, study tours and industrial placements.

4. ADMINISTRATIVE MATTERS

4.1 International Training Directory

When training opportunities are received from international countries, they are aligned with the DAFF's international training strategy so that their relevance to DAFF key programmes can be verified. A directory of available international training opportunities that are accessed from DIRCO, Embassies and High Commissions is compiled on an annual basis. The information in the directory is categorised according to the names of the programmes, the mechanism

through which the training is offered, the host country, field of study, duration of the course and cost implications if there are any. Depending on the deadline suggested by the host country, the opportunities are publicised through letters, e-mails and memoranda to all sector partners to select or nominate eligible candidates. For the 2009/10 financial year, a total of 34 international training opportunities were received from 15 countries and the information was compiled into a directory before distribution to relevant stakeholders for access.

TABLE 1 A summary of coordinated international training opportunities as contained in the 2009/10 Directory

Name of programme	Method of training	Host country	Field of study	Duration
1. African Land and Food Fellowship	Postgraduate studies	UK	International Rural Development	12 months
2. MILE Scholarship	Postgraduate studies	Berne, Switzerland	Master's in International Law and Economics	12 months
3. Africa-Australia Development Scholarship Programme	Postgraduate studies	Australia	Master's in Genetics and Animal Breeding	24 months
4. COCHRAN Fellowship	Short courses	USA	Biosafety Pest Risk Analysis process Agricultural Trade policy Food Safety Regulations Agricultural Statistics	2 weeks 2 weeks 2 weeks 2 weeks 2 weeks
5. Borlaug Fellowship	Short courses	USA	Better Process Control Agriculture Finance	8 weeks 8 weeks
6. SIDA International Training Programme	Short course	Sweden	Climate Change – Mitigation and Adaption Rural and Peri-Urban Land Administration in the SADC Region Forest Certification Course	1 month
7. Indonesian Training Programme	Short courses	Indonesia	Agricultural Extension Methodology	2 weeks
8. Netherlands (Fellowship programme)	Short course	Netherlands	Governance and food safety in international food chains	3 weeks
9. Galilee Tuition Scholarship	Short courses	Israel	Water crop production management Agribusiness, export and marketing management Advance Dairy Technology and Farming Management Project Management	3 weeks 3 weeks 3 weeks 3 weeks
10. Cargo canine instructor course	Short course	USA	National Detector Dog Training Centre	11 weeks
11. International Rural Youth Workshop	Workshop	Germany	Rural Youth	3 weeks
12. Taipei International Human Resource Development Workshop Programmes	Workshop Workshop Workshop Workshop Workshop	Taiwan Taiwan Taiwan Taiwan Taiwan	Agribusiness Strategy and Management Food Safety Agricultural Marketing and Rural Development International Promotion Poultry and Livestock	2 weeks 2 weeks 2 weeks 2 weeks 2 weeks
13. Seminars for developing countries	Seminar	China	Import and Export Commodity Quality Inspection	3 weeks
14. World sheep and wool conference	Conference	Australia	Livestock Production	2 weeks
15. FAO/DAFF Birmingham University Mission	Fact-finding mission	Birmingham	International Aid Management	1 week
16. Associate Professional Officer (APO) under FAO/DAFF agreement	Industrial placement	Ethiopia	Aid Management	1 year
17. Associate Professional Officer (APO) under FAO/DAFF agreement	Industrial placement	Rome	Donor Aid Policies	1 year
18. Middle Level Management (MLM) under FAO/DAFF agreement	Industrial placement	Lesotho Namibia Namibia	Animal Health Soil Conservation Animal Health	3 months 3 months 3 months

Table 1 above shows that a total of 34 international training programmes were coordinated during the 2009/10 financial year.

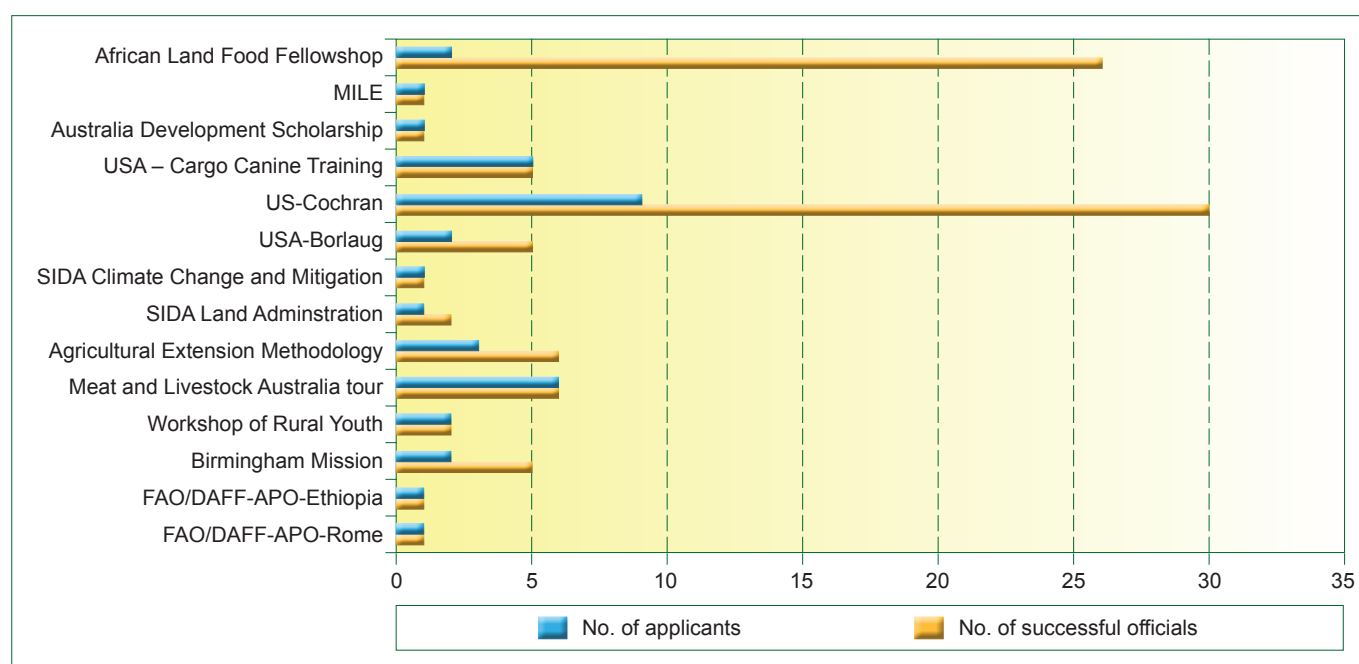
4.2 Selection process

All completed application forms from interested officials within DAFF and from other stakeholders were forwarded to the Directorate: Education, Training and Extension Services. The directorate conducted a verification process before the application forms were forwarded to the host countries, High Commissions or Embassies. This process mainly entails matching the profiles of the applicants with the entry requirements as prescribed by the various international training providers for their specific training courses. The final shortlisting and interviews are done by the international training providers themselves or agencies of the host countries in South Africa.

After the final shortlisting and interviews, the host country informs the Directorate: Education, Training and Extension Services of the outcome. The directorate then informs the successful candidates and their respective organisations. Of all the international training programmes publicised during 2009/10 a total of 38 candidates' applications for various international training programmes were successful.

TABLE 2 Number of officials who applied for publicised opportunities for 2009/10

International training programme and host country	No. of applicants or nominees	No. of successful candidates
African Land and Food Fellowship – United Kingdom	26	2
MILE Scholarship – Switzerland	1	1
Africa-Australia Development Scholarship Programme – Australia	1	1
Cochran Fellowship – United States of America	30	9
Borlaug Fellowship – United States of America	5	2
Climate Change and Mitigation – Sweden	1	1
Rural and Peri-Urban Land Administration in the SADC Region – Sweden	2	1
Agricultural Extension Methodology – Indonesia	6	3
Cargo canine instructor course – USA	5	–
Meat and Livestock Australia (MLA)	6	6
Birmingham University (fact-finding mission)	5	3
The International Workshop for Rural Youth – Germany	2	2
APO under FAO/DAFF agreement – Aid Management – Ethiopia	1	1
APO under FAO/DAFF agreement – Donor aid policies – Rome	1	1
Total	92	38



GRAPH 1 Shortlisted candidates per training programme for 2009/10

Table 2 on page 4 shows that a total of 92 candidates applied for international programmes and only 38 candidates were successful.

Graph 1 on the previous page indicates the number of officials that benefitted from international training programmes per training programme.

4.3 Logistical arrangements

After receiving a list of successful candidates from various international training countries, the Directorate: Education, Training and Extension Services prepares travel submissions requesting the Minister to approve the release of such officials. The travel submission also requests that the Director-General grant approval in accordance with treasury regulations for officials to make use of the travel, accommodation, meals and travel insurance facilities offered by the programme organiser in the host country. Officials employed by the provincial departments of agriculture (PDAs) are released by the Premiers in their respective provinces.

The Directorate: Education, Training and Extension Services prepared a total of eight travel submissions during 2009/10. The travel submissions that were prepared were for Cochran and Borlaug Fellowships in the USA, the African Land and Food Fellowship in the United Kingdom, Master of International Law and Economics in Switzerland, Australian Development Scholarship and the Workshop on Rural Youth in Germany.

4.4 Orientation of recommended candidates

Depending on the content and the duration of the training programme, the Directorate: Education, Training and Extension Services conducts orientation workshops with successful candidates before they leave the country. The purpose of the workshops is to inform them of the specific objectives of the training. Furthermore, the participants are informed about the policies governing the implementation of international training programme. For the 2009/10 financial year, one workshop was held with African Land and Food (ALF) fellows on 23 September 2009.

TABLE 3 A summary of coordinated training programmes

Name of programme	Host country
1. African Land and Food Fellowship (ALF)	United Kingdom
2. Master of International Law and Economics (MILE)	Australia
3. Africa-Australia Development Scholarship	Australia
4. Cochran Fellowship	United States of America
5. Borlaug Fellowship	United States of America
6. Climate Change and Mitigation	Sweden
7. Rural and Peri-Urban Land Administration	Sweden
8. Train the Trainer Extension Methodology	Indonesia
9. Netherlands Fellowship Programme	Netherlands
10. Cargo Canine Instructor Course	United States of America
11. Workshop on Rural Youth	Germany
12. Meat and Livestock Australia (MLA)	Australia
13. FAO Fact-finding Mission	Birmingham
14. FAO APO Programme	Ethiopia
15. FAO APO Programme	Rome

Table 3 above shows that a total of 15 programmes were coordinated in 2009/10.

5. BENEFICIARIES OF INTERNATIONAL TRAINING PROGRAMMES 2009/10

A total of 38 officials in the agriculture sector benefitted from international training programmes that were coordinated by DAFF in the 2009/10 financial year. Of the 38 beneficiaries, a total of nine benefitted from the Cochran Fellowship, six from the Meat and Livestock Australia (MLA) study tour, five from the Cargo Canine Instructor Course in USA, three from a fact-finding mission in Birmingham and two from the African Land and Food Fellowship. The six officials who benefitted from the Meat and Livestock Australia (MLA) study tour are all from the National Emerging Red Meat Producers Organisation (NERPO).

TABLE 4 Beneficiaries of international training programmes for 2009/10

Field of study	Method of training	Duration of programme	Host country	Total no. of beneficiaries
International rural development	Postgraduate studies	12 months	UK	2
Law and Economics	Postgraduate studies	12 months	Berne, Switzerland	1
Genetics and animal breeding	Postgraduate studies	24 months	Australia	1
Agricultural statistics, Trade, Agribusiness development, policy and marketing	Short course	3 weeks	USA	9
Agricultural management, extension, statistics, export	Short course	3 weeks	USA	2
Climate change – Mitigation	Short course	1 month	Sweden	1
Land administration	Short course	1 month	Sweden	1
Extension methodology	Short course	2 weeks	Indonesia	3
Rural development	Workshop	3 weeks	Germany	2
Aid management	Fact-finding mission	1 week	Birmingham	3
Aid management	FAO/DAFF Industrial Placement	1 year	Ethiopia	1
Donor aid policies		1 year	Rome	1
Cargo canine	Certificated course	11 weeks	USA	5
Meat and livestock	Study tour	2 weeks	Australia	6
Total				38

Table 4 above shows that a total of 38 officials across the sector benefitted from DAFF international training programmes in 2009/10.

6. DESCRIPTIVE INFORMATION ON COORDINATED INTERNATIONAL TRAINING PROGRAMMES IN 2009/10

For the 2009/10 financial year, the Department of Agriculture, Forestry and Fisheries coordinated a total of 34 international training programmes. The descriptions of the coordinated programmes are as follows:

6.1 African Land and Food Fellowship

The programme focuses on agriculture, food or natural resource exploitation, management and rural development in Africa. Eligible candidates from Africa are enrolled in a fully funded 12-month structured Master of Science degree in International Rural Development (MSc. IRD) at the Royal Agricultural College in London.

Since the launch of the programme in 2006, DAFF has been sending scores of eligible candidates to participate in the programme. A total of 19 South Africans have benefitted from the fellowship since its inception. Of the 19 fellows, one beneficiary is from the Northern Cape, two are from the North West, one is from Limpopo, four are from the Eastern Cape, two are from Mpumalanga and nine are from various directorates within DAFF.

Two young farmers belonging to Youth in Agriculture and Rural Development (YARD) benefitted from the ALF programme in the 2009/10 financial year. The two farmers are from the Eastern Cape and Mpumalanga provinces.

TABLE 5 Analysis of the Land and Food Fellowship Programme beneficiaries per race and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Rural development	YARD (Mpumalanga)	0	1	0	0	0	0	0	0	1
	YARD (Eastern Cape)	1	0	0	0	0	0	0	0	1
Total		1	1	0	0	0	0	0	0	2

Table 5 shows that two farmers representing YARD benefitted from the ALF programme. The table further shows that the representation is from two provinces: Mpumalanga and the Eastern Cape.

6.2 MILE Scholarship

The scholarship is offered by the government of Switzerland through its collaboration with the World Trade Institute. The Swiss government through its embassy in South Africa invited DAFF in 2009 to participate in the scholarship. One official from the Directorate: International Trade applied and was offered the scholarship. The programme uniquely combines perspectives on international law and economics to allow students to pursue in-depth studies in international trade regulation.

TABLE 6 Analysis of the Master's in International Law and Economics (MILE) beneficiaries per race and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
International Law and Economic	DAFF – D: International Trade	1	0	0	0	0	0	0	0	1
Total		1	0	0	0	0	0	0	0	1

Table 6 shows that one official representing the Directorate: International Trade benefitted from the MILE Scholarship.

6.3 Africa-Australia Development Scholarship Programme

The Africa-Australia Development Scholarship Programme is a partnership programme between the Presidency of South Africa and the Australian government. The scholarship is offered to South African agricultural scientists who are public servants and is entirely funded by the Australian government. The training is on genetics and animal breeding at the University of Western Australia.

For the 2009/10 financial year, one African male from the Directorate: Grootfontein Agricultural Development Institute (D: GADI) participated in the Africa-Australia Development Scholarship Programme.

TABLE 7 Analysis of the Master's in genetics and animal breeding beneficiaries per race and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Genetics and animal breeding	DAFF – D: GADI	1	0	0	0	0	0	0	0	1
Total		1	0	0	0	0	0	0	0	1

Table 7 shows that one official benefitted from the Africa-Australia Development Programme.

6.4 Cochran Fellowship Programme

The Cochran Fellowship Programme is part of the United States Department of Agriculture's Foreign Agricultural Industries Division (USDA/FAS/ICD/FID). The US Congress made funds available for training agriculturalists from middle income countries and emerging democracies. Training opportunities are for senior and middle level specialists and administrators concerned with agricultural trade, agribusiness development, management, policy and marketing from the public and private sectors.

The Cochran Fellowship Programme offers short-term opportunities, mostly ranging from two weeks to three months depending on the objectives of the programme. Training takes place in the United States. Participants meet with professionals in their fields, attend university courses and seminars and participate in field observations and industry visits. The Cochran Fellowship is one of the prominent international training programmes that DAFF has been benefitting from since its inception.

For the 2009/10 financial year a total of nine officials from various directorates within DAFF participated in the Cochran Fellowship Programme. The participating officials were three females and six males from the following directorates: Agricultural Post Inspection Service (APIS), Plant Health (PH), International Trade (IT) and Agricultural Statistics (AS).

TABLE 8 Analysis of Cochran Fellowship Programme beneficiaries per race, gender and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Biosafety	DAFF	1	0	1	0	0	0	0	0	2
Agri-trade policy	DAFF	1	0	0	0	0	0	0	0	1
Food safety regulations	DAFF	0	1	0	0	0	0	0	0	1
Agricultural statistics	DAFF	2	1	0	0	0	0	0	0	3
PRA processing	DAFF	1	1	0	0	0	0	0	0	2
Grand total		5	3	1	0	0	0	0	0	9

Table 8 shows that a total of nine officials benefitted from the Cochran Fellowship. The table further shows that six of the participants were male and three were female.

6.5 Borlaug Fellowship

The Borlaug Fellowship Programme was launched in March 2004 in the United States of America in honour of Dr. Norman E. Borlaug who has been hailed as the father of the green revolution. The aim of the Fellowship is to provide agricultural research scientist, faculties and policymakers with one-on-one training in the fields of agricultural research and practical experience. The participants are exposed to new technologies that enhance their own research endeavours.

The programme helps developing countries to strengthen sustainable agricultural practices by providing short-term scientific training and collaborative research opportunities for visiting researchers, policymakers and university faculties while they work with a mentor.

For the 2009/10 financial year, two officials from DAFF participated in the Borlaug Fellowship Programme.

TABLE 9 Analysis of Borlaug Fellowship Programme beneficiaries per race, gender and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Process control	DAFF	0	1	0	0	0	0	0	0	1
Agricultural finance	DAFF	1	0	0	0	0	0	0	0	1
Grand total		1	1	0	0	0	0	0	0	2

Table 9 shows that two officials participated in the Borlaug Fellowship Programme during 2009/10.

6.6 Swedish International Development Agency

Since 2007, DAFF has benefitted from international training programmes offered by the Swedish government through cooperation with the Swedish International Development Agency (SIDA) which is an authority under the jurisdiction of the Swedish Ministry for Foreign Affairs.

As part of its bilateral development assistance, SIDA offers a number of technical and administrative fields, primarily in the form of short courses and seminars in which Sweden has a considerable level of expertise to offer. Two DAFF officials benefitted from SIDA training programmes hosted in 2009/10.

SIDA training programmes take place in phases. The first preparatory phase takes place in the participant's region or home country. The second phase takes place in Sweden.

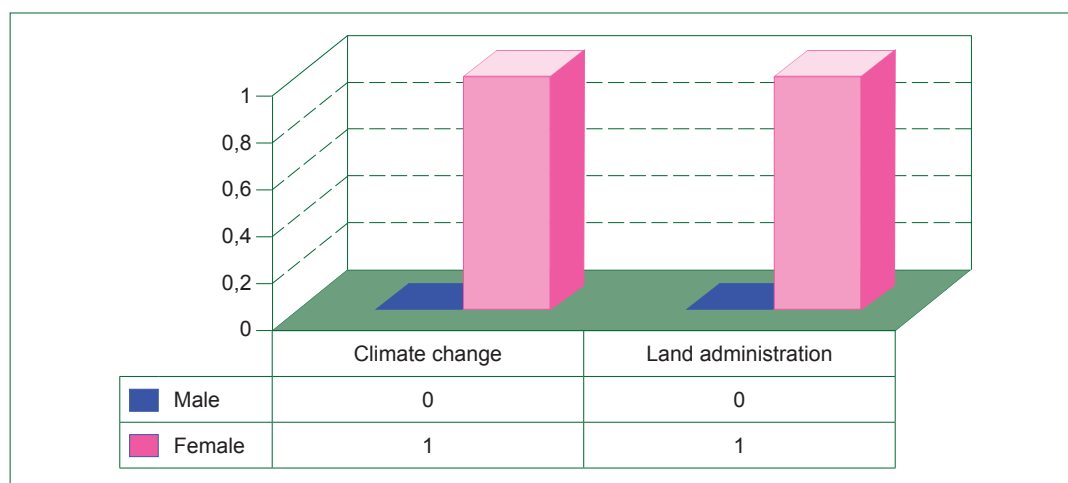
The two SIDA programmes that DAFF benefitted from are:

- 6.6.1 Climate Change – Mitigation and Adaptation.
- 6.6.2 Rural and Peri-Urban Land Administration.

For the 2009/10 financial year, two female officials from DAFF participated in the SIDA training courses.

TABLE 10 Analysis of SIDA training programme beneficiaries per race, gender and representation

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Climate change – mitigation and adaptation	DAFF – D: Disaster Management	0	1	0	0	0	0	0	0	1
Land administration	DAFF – D: Land Settlement	0	1	0	0	0	0	0	0	1
Grand total		0	2	0	0	0	0	0	0	2



GRAPH 2 Analysis of SIDA Training Programmes beneficiaries per race, gender and training course for 2009/10

Table 10 shows that two officials benefitted from SIDA training courses.

Graph 2 indicates that two females benefitted from SIDA training courses.

6.7 Train the Trainer Extension Methodology Training: Indonesia

The government of Indonesia in cooperation with the Japan International Cooperation Agency (JICA) organised the “train the trainer” course as part of the participatory training programme on agricultural extension methodology. The purpose of the training is to upgrade the knowledge of the participants in implementing participatory training programmes for agricultural extension. The programme exposed the participants to a better understanding of agricultural development programmes and activities in Indonesia, particularly with regard to farmer activities.

For the 2009/10 financial year a total of three officials from provincial departments of agriculture participated in the Agricultural Extension Methodology course that was held in Indonesia.

TABLE 11 Analysis of Agricultural Extension Methodology beneficiaries per race, gender and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Agricultural extension methodology	Limpopo	0	2	0	0	0	0	0	0	2
	Northern Cape	1	0	0	0	0	0	0	0	1
Grand total		1	2	0	0	0	0	0	0	3

Table 11 shows that three officials benefitted from the Indonesian training programme. The officials are from the Limpopo and Northern Cape provinces.

6.8 International Workshop for Rural Youth in Germany

Flowing from the cooperation agreement signed between the Federal Ministry of Food, Agriculture and Consumer Protection of the Republic of Germany and the Department of Agriculture, Forestry and Fisheries in 2008, DAFF was invited to participate in the workshop for Rural Youth in Germany in 2009. Two young farmers representing Youth in Agriculture and Rural Development (YARD) were nominated to represent DAFF in the workshop. The two young farmers were both from the Eastern Cape.

TABLE 12 Analysis of the International Workshop for Rural Youth per representation, race and gender for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Rural development	YARD	2	0	0	0	0	0	0	0	2
Grand total		2	0	0	0	0	0	0	0	2

Table 12 shows that two representatives of YARD benefitted from the rural workshop in Germany.

6.9 Meat and Livestock Australia (MLA)

The National Emerging Red Meat Producers Organisation (NERPO) Executive Council together with the Directorate: Animal and Aquaculture Production (AAP) were invited by Meat and Livestock Australia (MLA) to participate in a study tour in Australia. The study tour is a culmination of a close relationship between MLA, NERPO and DAAP, which has resulted, among other things, in the publication of a recipe book for mutton and lamb in 2006 and the training of animal production extension officers in communication techniques in 2007. In line with DAFF's Internal International Training Policy, the Directorate: Education, Training and Extension Services paid for the return air tickets for six NERPO Executive Council members to participate in this study tour.

TABLE 13. Analysis of the Meat and Livestock Australian tour per representation, race and gender for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Meat and livestock	NERPO	5	1	0	0	0	0	0	0	6
Grand total		5	1	0	0	0	0	0	0	6

Table 13 shows that six members of NERPO benefitted from the meat and livestock study tour in Australia.

6.10 Cargo canine instructor course

The cargo canine instructor course was organised by the National Detector Dog Training Centre (NDDTC) in the United States of America. The training is a comprehensive programme that accommodated the training needs of South African Agricultural Food Quarantine Inspectors (Cargo Trainee Canine Instructor), as well as supplying trained cargo detector dogs. The NDDTC training programme was an intensive 13-week cargo canine instructor course aimed at providing the officials with the necessary skills to procure suitable cargo canines for scent detection. The course included basic cargo canine officer training.

For the 2009/10 financial year, five officials representing the Directorate: Agricultural Inspection Services participated in the cargo canine instructor course in the United States of America.

TABLE 14 Analysis of the cargo canine instructor course in the USA per representation, race and gender for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Dog handling	DAFF	0	4	0	0	0	0	0	1	5
Grand total		0	4	0	0	0	0	0	1	5

Table 14 shows that five beneficiaries from DAFF benefitted from the cargo canine instructor course.

6.11 FAO/DAFF Cooperation Agreement (GCP/RAF/412/SAF)

The Department of Agriculture, Fisheries and Forestry (DAFF) has signed a five-year cooperation agreement with the Food and Agricultural Organisation (FAO) of the United Nations (UN) in the field of capacity building. The government of South Africa in its commitment to regional cooperation initiated this project to build its own capacity not only to plan and target assistance but also to have knowledge about international development cooperation. As such, the agreement addresses the lack of a strong and effective support capacity for future management of South African international development cooperation in agricultural and food security operations in neighbouring countries.

The agreement has two components. The first component focuses on capacity building for South Africa's agricultural foreign aid. The component covers arrangements for South Africans at various levels of seniority to be attached to FAO or other national and international bodies for exposure to aid delivery and to support systems for achieving food security and rural development. The mechanisms that are used for exposure to international programmes and institutions are: Associate Professional Officers (APO), Young Professional Officers (YPO), visiting experts and study tours.

The second component of the agreement focuses on building capacity for formerly disadvantaged emerging farmers to improve their incomes, to be mainstreamed and to become more competitive and productive.

The Directorate: Education, Training and Extension Services provides general oversight of the project. The other critical role of the directorate is the coordination of international capacity-building interventions provided through the agreement. For 2009/10 the directorate coordinated a fact-finding mission to Birmingham University and the placement of two associate professional officers in Ethiopia and Rome for a period of one year each.

6.11.1 Birmingham University Mission

In line with component 2 of the project Birmingham University was identified as an institution with a fully fledged international aid programme which South Africa could partner with for support and benchmarking purposes. DAFF and FAO identified an institution in South Africa with a strong faculty of agriculture that could partner with Birmingham University for the establishment of an aid management faculty. A log frame was developed and distributed to all the previously disadvantaged universities in South Africa which have a faculty of agriculture. Through the log frame, the universities were requested to indicate their level of international linkages and their potential to host aid management training within their faculties. Out of all the previously disadvantaged universities contacted, Fort Hare University emerged as the one university which met most of the requirements listed in the log frame and was confirmed as the institution that would work with Birmingham University to establish a faculty of aid management within their institution. As a mechanism to reinforce the arrangement, DAFF arranged a fact-finding mission to Birmingham University in June 2009. The purpose of the mission was to expose the University of Fort Hare's project leaders to Birmingham's model of aid management. Three officials participated in the mission. Two participants were from Fort Hare University and the other participant represented the Eastern Cape Provincial Department of Agriculture.

TABLE 15. Analysis of Birmingham University Mission per race, gender and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
International aid management	University of Fort Hare	1	0	0	0	0	0	1	0	2
	Eastern Cape	0	0	0	0	0	0	1	0	1
Grand total		1	0	0	0	0	0	2	0	3

Table 15 shows that three officials participated in the fact-finding mission to Birmingham University. The table further shows that the representation was from the University of Fort Hare and the Eastern Cape Provincial Department of Agriculture.

6.11.2 Associate Professional Officer (APO) programme

The main objective of the placement (posting) is to provide two years of specialised professional training experience for duly qualified Associated Professionals in the implementation of development in the following two areas:

- Training of South African nationals in the management of external aid with a view to strengthening South Africa's capacity to manage its own growing development cooperation with other countries.
- Review of aid policies in crisis situations (emergency) and post-crisis situations (rehabilitation) including assessment of how to formulate responses in different types of disaster situations.

One successful professional in emergency coordination was placed in Ethiopia and the other one, in aid policy review, was placed in Rome. The two officials who benefitted are DAFF interns from the directorates of International Relations and Strategic Planning.

TABLE 16. Analysis of Ethiopia APO programme per race, gender and representation for 2009/10

Field of study	Representation	African		Indian		Coloured		White		Total no.
		M	F	M	F	M	F	M	F	
Aid management	DAFF – D: International Relations	0	1	0	0	0	0	0	0	1
Donor management	DAFF – D: Strategic Planning	1	0	0	0	0	0	0	0	1
Grand total		1	1	0	0	0	0	0	0	2

The table above shows that two DAFF interns from the directorates of International Relations and Strategic Planning participated in the APO programme.

7. MONITORING AND EVALUATION OF INTERNATIONAL TRAINING PROGRAMME BENEFICIARIES

Monitoring and evaluation is a fundamental element used to ascertain whether the implemented international training programmes meet the required standards as highlighted in the objectives of the strategy. The international training strategy makes provision for the Directorate: Education, Training and Extension Services to monitor the progress of completed international training programmes through an alumni database, review workshops and back to office reports (BTORs).

7.1 International Training Programmes Alumni Association

The Department of Agriculture, Forestry and Fisheries has since 2007 conceptualised the establishment of an alumni association for the beneficiaries of international training programmes. The Terms of Reference (TORs) and the constitution of the association were developed and approved in 2008. The Directorate: Education, Training and Extension Services has developed a standard affiliation form for the Alumni Association. All beneficiaries of DAFF international training programmes are requested to register as members of the association upon completion of their training programmes. A total of 152 officials across the agriculture sector have registered in the DAFF Alumni Association database. The officials who have registered on the database are issued with standard letters confirming their membership in the Alumni Association.

7.2 Review workshops

As a strategy to analyse completed training programmes and determine their value, the Directorate: Education, Training and Extension Services conducted review workshops with beneficiaries who had completed their training. The purpose of the review workshops is to ascertain the impact of the training programmes on individual beneficiaries. The Directorate: Education, Training and Extension Services conducted a Review Workshop with 2008/09 African Land and Food returning fellows on 26 March 2009. The purpose of the workshop was to give the fellows who have successfully completed the programme a chance to share their experiences with the directorate. During the review workshop, the fellows made presentations on their development projects and their experiences during the training.

7.3 Back to office reports

According to the internal international training policy, employees of the DAFF are supposed to submit a back to office report (BTOR) upon completion of their various international training programmes. It is through the BTORs that the beneficiaries share with DAFF the lessons learnt and their recommendations in line with the international training they participated in. BTORs further create a sense of responsibility, obligation and accountability in the beneficiaries. The Directorate: Education, Training and Extension Services also requested monitoring reports from international training providers to check the progress of DAFF beneficiaries who participate in training programmes exceeding a period of six months.

A total of eight back to office reports were received for 2009/10. The Cochran group that went to the USA submitted six back to office reports—the two from the group that participated in the biosafety course, three from the group that

participated in the agricultural statistics course and one official that participated in the pest risk assessment course. The Directorate also received a back to office report from the official that participated in the rural and peri-urban land administration course in Sweden. For the Borlaug Fellowship Programme only one back to office report was received.

7.4 International training agreement form (FTA FAX 1)

In line with DAFF's internal international training policy, all employees of DAFF who participate in international training are obliged to sign an agreement form. The agreement is signed between the employee, his/her director and the director responsible for education and training within DAFF. As part of the agreement, the employee has to commit to serve DAFF for a period equivalent to the study period of the specific international training programme.

8. MOBILISATION OF RESOURCES FOR AGRICULTURAL EDUCATION AND TRAINING

8.1 Implementation of resource mobilisation

The international training strategy makes provision for the Directorate: Education, Training and Extension Services to mobilise resources for the promotion of Agriculture Education and Training (AET). The resources are to be declared with the Directorate: Financial Services before they can be appropriated among the projects of the directorate. The directorate compiles and annually maintains a database of companies with corporate social investments. Using the database, the directorate develops an itinerary for engaging with the identified companies for sponsorships.

For 2009/10 the directorate identified two major projects which needed more financial support over and above the allocated budget, namely career awareness, international training programmes and alumni conferences. The two projects were the major focus for the sourcing of sponsorships for the 2009/10 financial year. Therefore, comprehensive business proposals for the two projects were developed, approved and distributed to corporate social investment companies.

The directorate further engaged with Embassies and High Commissions for collaboration on the envisaged Alumni Conference and to strengthen the prominent international training programmes.

TABLE 17. Sourced sponsorships for 2009/10

Name of event	Date	Name of sponsor	Amount or quantities
Career awareness seminar	13–14 August 2009	Manstrat Management Strategies	130 school bags worth R10 100
		Siyangcoba training consultants	R2 600
		Peermont Group	130 pens for career awareness worth R325
		Elsenburg Agricultural Training Institute	20 bottles of wine for gifts to speakers worth R800
		Wesbank	15 percolators worth R850
		Department of Public Service Administration	17 pens and pencil sets
Departmental Team Building	2 October 2009	Manstrat Development Strategies	R2 000
		National Red Meat Producers Organisation (NERPO)	R4 000
		Peermont Group	30 caps and 30 T-shirts worth R1 500
Total			R22 175

Table 17 shows that a total of 22 175 sponsorships were sourced for 2009/10.

TABLE 18. Courtesy visits to Embassies/High Commissions

Embassy	Date of visit	Contact Office
High Commission of the Republic of Kenya	4 June 2009	Agricultural Attaché
Embassy of the Republic of Indonesia	15 June 2009	Counsellor: Information, Social and Cultural Affairs
Embassy of the Federal Republic of Germany	15 July 2009	Agricultural Affairs Unit
Embassy of Israel	24 July 2009	Agricultural Counsellor
Embassy of the United States of America	10 August 2009	Counsellor for Agricultural Affairs

Table 18 shows an itinerary of visited embassies during 2009/10 financial year.

9. FUTURE STRATEGIC FOCUS OF THE INTERNATIONAL TRAINING PROGRAMME

9.1 The DAFF Alumni Association Annual Conference

The international training strategy makes provision for DAFF to organise an alumni conference for beneficiaries of international training on an annual basis. The purpose of the conference is to bring together the beneficiaries of various international training programmes with the intention of obtaining feedback on the impact of the training programmes completed.

The other objectives of the conference will also be to liaise and consult with beneficiaries of international training programmes to foster unity of purpose, to maintain a database of members in order to enhance communication and information dissemination between alumni members, to analyse the implemented international training programmes and determine their value and to ascertain the impact of various international training programmes on individual beneficiaries. The envisaged alumni conference is intended to attract international training providers that are consistent in hosting participants from South Africa in their programmes.

9.2 Collaboration with other government departments

The directorate will further engage with other government departments with similar projects for collaboration purposes with the aim of cutting costs and sharing resources.

9.3 Socio-economic development partnerships

Strategic meetings will be arranged to forge partnerships between the Department of Agriculture, Forestry and Fisheries and international funders, other government departments like the Department of Labour and the Department of Trade and Industry to name a few, industries and corporate companies to source funds for Agricultural Education and Training (AET) projects.

10. CONCLUSION

The 2009/10 coordinated international training opportunities were implemented in line with the DAFF's international training strategy of 2006. In the main, the opportunities that were coordinated and implemented included short courses, fact-finding missions, graduate programmes and industrial placements. A total of 34 international training opportunities were received from various Embassies/High Commissions of foreign countries and DIRCO for access by members of the sector. Out of all the received application forms, a total of 38 candidates across the sector were successful. The successful candidates participated in various training courses ranging from short courses in the United States of America, Indonesia, Sweden and Australia to postgraduate (Master's) programmes in the United Kingdom, Australia and Switzerland. Through the FAO/DAFF cooperation agreement (GCP/RAF/412/SAF) other candidates participated in the fact-finding mission to Birmingham University and two officials were placed through YPO placements in Rome and Ethiopia.

11. FINANCIAL STATEMENT OF EXPENDITURE

The Directorate: Education, Training and Extension Services pays the return airfare for various participants of international training interventions in line with the international training policy. For the 2009/10 financial year, the directorate spent a total of R486 949 for the implementation of international training programmes.

TABLE 19. Financial statement of expenditure

Item description	Expenditure (R)
<i>Orientation and review workshops</i>	
Orientation workshop (23 September 2009)	500
<i>International travel</i>	
Flights	483 574
<i>Courier services</i>	
Couriering of application forms	1 890
Couriering of corporate gifts	985
Total	486 949