

2009/10



*Annual report on the implementation of
the Experiential Training, Internship and
Professional Development Programme*



agriculture,
forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

*Annual report on the implementation
of the Experiential Training,
Internship and Professional
Development Programme*

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Definition of terms

Internship:	A structured workplace experience programme that is agreed to between the intern and the supervisor/line manager who is delegated this responsibility by a department
Intern:	Also called a graduate intern; a person who is contracted with a department to engage in an internship programme
Trainee:	Also called student intern; a student who is currently studying towards a higher education qualification and has to undertake work experience in order to fulfil the requirements of the qualification
Mentor:	A person who is trained and appointed to offer advice, knowledge, wisdom and insight that may be useful to the protégé's professional and personal development
Contract:	A legitimate agreement between the department and the intern, describing the conditions of employment
Youth:	A person who is between the ages of 18 and 35 years

Acronyms

AgriSETA	Agricultural Sector Education and Training Authority
AMDP	Agri Management Development Programme
AIDP	Agriculture Industry Development Programme
ASGISA	Accelerated and Growth Initiative for South Africa
B.Sc.	Bachelor of Science
B.V.Sc.	Bachelor of Veterinary Sciences
CASP	Comprehensive Agricultural Support Programme
CESM	Classification of Education Study Matter
DAFF	Department of Agriculture, Forestry and Fisheries
DEXCO	Department of Agriculture Executive Committee
DPSA	Department of Public Service and Administration
ETES	Education, Training and Extension Services
Hons	Postgraduate Degree (Honours)
Nat. Dipl.	National Diploma
NC	National Certificate
NGO	Non-governmental Organisation
NQF	National Qualifications Framework
PDP	Professional Development Programme
PDI	Previously Disadvantaged Individual
Ph.D.	Postgraduate Degree (Doctorate)
PoE	Portfolio of Evidence
PPECB	Perishable Products Export Control Board
PWD	People with Disabilities
SAPIP	South African Pesticide Initiative Programme
SAQA	South African Qualifications Authority
USB-ED	University of Stellenbosch Business School



Executive summary

This annual report on the implementation of the Experiential Training, Internship and Professional Development Programme covers the activities relating to the 2009/10 intake of interns/trainees. The report elaborates on implementation procedures which include recruitment, selection, placement, monitoring and evaluation as well as the progress achieved against the expected outputs.

The report indicates that 184 interns/trainees participated in the programme during the 2009/10 financial year and were placed under various categories of the programme as follows: 118 (64,1%) as conventional interns, 30 (16,3%) as Agri Industry Development Programme interns and 36 (19,6%) as Young Professional Development Programme interns. Of the 184 interns/trainees who participated in the programme, 98 (53,3%) were females and 86 (46,7%) were males. With regard to race, 182 (98,9%) were Africans and two (1,1%) were Coloureds.

As part of monitoring the progress of interns and the overall evaluation of the programme, monthly progress reports of interns were received and analysed, and monitoring visits and mock interviews were conducted. Worth noting from this report is that out of the 184 interns, 39 (21,2%) managed to secure permanent employment during their participation in the programme and sixteen (16) were appointed by the Department of Agriculture, Forestry and Fisheries (DAFF). The report further indicates that 34 young professionals were registered for further studies during the 2009 academic year and the end-of-year performance of 31 (91,2%) of them was satisfactory while for the other three (8,8%) it was not satisfactory.

This report also contains the 2006/07–2009/10 report on the implementation of the Export Technologist Programme of the Perishable Products Export Control Board as well as the 2009/10 report on the implementation of the internship programme by various provincial departments of agriculture. Those reports are attached as annexures to this report. The DAFF contributes an amount of R600 000,00 annually to the PPECB for the training of Export Technologists who are placed in the agricultural export industry for their internship programme.



1. BACKGROUND AND OBJECTIVES

1.1 Introduction and background

In 2003, the Department of Public Service and Administration issued “DPSA Circular No. 2003/1”, which calls for all government departments to place as interns in their various functional units the number of unemployed graduates with requisite skills equal to 5% of their total staff complement as part of the strategy to combat the rising levels of unemployment among qualified youth (“youth” being defined in the National Youth Commission Act of 1996).

Even before the DPSA issued the circular, DAFF had already developed a policy on Experiential Training, Internship and Professional Development Programme which was approved by DEXCO in 2003. In developing the policy for the programme, DAFF was guided by legislation and national strategies on skills development such as the Skills Development Act (Act No. 79 of 1998), the Skills Development Levies Act, and the National Human Resources Development Strategy for the Public Service.

Since the inception of the programme, 947 qualified unemployed graduates have participated in the programme. A total of 368 programme beneficiaries were able to secure permanent employment during their period of participation in the programme. Of this total, DAFF was able to employ 143 interns.

During these seven years of implementation, the programme underwent rigorous restructuring and revitalisation in order to respond to new trends in the agricultural sector and economic value chain. In 2006, entrepreneurial development was introduced as an additional pillar of the programme to help young people with the urge and vision to follow a career in business. As part of efforts to revamp the programme, the Young Professional Development Programme pillar was introduced in 2008/09. This innovative part of the programme targets young graduates in requisite science degrees and sponsors them to study towards Honours, Master’s and Ph.D. degrees. This is viewed as a critical contribution to the agricultural research base in the country.

For the 2009/10 financial year, 184 interns have been recruited to undergo rigorous training in order to acquire work-related experience so that their chances for real employment can be enhanced. Interns are allocated an experienced mentor(s) to guide and supervise their structured on-the-job training and the logbook system is used to manage their progress effectively and efficiently.

1.2 Objectives of the programme

- To contribute to accelerated service delivery by government through the improved introduction of skilled personnel in the public service
- To afford learners at tertiary institutions an opportunity to get practical work experience as a requirement for them to obtain their qualifications
- To enhance the employability of unemployed agricultural and other graduates
- To develop the skills and capacity of previously disadvantaged people to direct commercial viable enterprises and engage effectively with the markets
- To resolve the general shortage of qualified and skilled people in the workforce by encouraging graduates to equip themselves with the necessary practical experience
- To bridge the gap that exists between school and work by taking stock of skills gaps
- To ensure the long-term sustainability of the agricultural sector in SA by ensuring the meaningful participation of black agricultural graduates
- To actualise the government’s job creation strategy and voluntarism
- To promote the recruitment, development and retention of a sustainable cadre of scientists, technologists, technicians and other associated professionals and management support in the DAFF
- To provide the DAFF with highly-skilled people and address the skills gaps within the agricultural sector



- To promote linkages with external bodies and strengthen the capabilities of the workforce to contribute toward a prosperous agricultural sector

2. RECRUITMENT AND SELECTION

2.1 Needs analysis

Each year a needs analysis survey is conducted to determine the number and requirements of interns/trainees each directorate or functional unit of the DAFF or agribusiness can accommodate. For 2009/10, a needs analysis questionnaire was sent to all directorates within the DAFF as well as commodity organisations and agribusinesses. The information received was captured and analysed accordingly. Based on the information received on the needs analysis questionnaires, a total of 184 internship opportunities were allocated to various categories of the programme as follows: 118 for the conventional interns, 30 to the Agriculture Industry Development Programme and 36 to the Professional Development Programme.

2.2 Advertisement of internship vacancies

From the needs analysis, an advertisement with internship opportunities for 2009/10 was compiled and flashed on 21 September 2008 in three national newspapers, i.e. the *Sunday Times*, *City Press* and *Daily Sun* as well as local print and electronic media. Invariably the advertisement specified the different areas where interns/trainees were required, based on information obtained from the needs analysis questionnaire.

A total of 6 622 applications were received in response to the advertisement from all provinces. The applications were screened, captured and sorted according to requirements indicated on the advertisement and preliminary schedules of shortlisted applicants were compiled.

2.3 Shortlisting and interviews

The preliminary schedules of shortlisted candidates together with the applications were forwarded to relevant directorates for further shortlisting in November 2008. A brief guide of how to conduct shortlisting and interviews was also sent with the applications to ensure that directorates execute the process within approved human resources prescripts. Interviews were conducted from November 2008 to January 2009 and the Directorate: Education, Training and Extension Services rendered secretariat services. All successful candidates were issued with appointment letters to resume their training on 1 February 2009.

3. ARRIVAL PROGRAMME OF 2009/10 INTERNS/TRAINEES

3.1 Arrival

Interns/trainees reported at the DAFF premises on 2 February 2009. The first day was dedicated to administrative matters. Contracts were signed and all relevant documents like certified copies of IDs, Z56 forms for electronic payment of stipends into their banking accounts and workplans from mentors were received. The contents of the forms were explained in order to give them a better understanding of the agreements entered into.

3.2 Orientation and Induction Programme

The orientation and induction session of the new intake was held at the Arcadia Hotel (Pretoria) from 9 to 10 February 2009. The purpose of this session was to give new interns/trainees a broad overview of the programme and the expected outputs. Over and above this, it was also meant to lay a foundation for participants to come to a better understanding of the department, its values and its work ethics.

- Officials from various functional units in the DAFF such as Financial Administration, Security Services, Agricultural Information Services, Information and Communication Technology, Employee Development, Facilities and Travel Management, Strategic Planning, the Trans-



formation Unit and Human Resources Management, were invited to make presentations in order to inform interns/trainees in detail about the roles of their units.

- The following issues were covered during the session:
 - Landscape of the DAFF Experiential Training, Internship and Professional Development Programme
 - Code of conduct and dress code
 - Subsistence and travel allowances (domestic and foreign) and claims
 - Management of losses
 - Security management access cards and theft
 - Experiential Training, Internship and Professional Development Programme policy
 - Code of conduct and disciplinary procedures
 - Grievance procedure and protocol
 - The Logbook/Management tool
 - Interns' monthly progress reports, claims and quarterly performance assessments
 - Intern monitoring visits
 - Internal and external communication, media protocol, telephone and table etiquette, etc.
 - Telephone and internet policy
 - Health, wellness and employee assistance programmes
 - Procedures with regard to government vehicles and accommodation
 - Overview of the structure of the DAFF and the DAFF Strategic Plan

3.3 Capacity building programmes for trainees

All conventional and Agriculture Industry Development Programme interns/trainees attended a four-day abridged accredited project management fundamentals course at NQF level 4 presented by Imsimbi Training at the Premier Hotel from 16 March to 9 April 2009.

The objective of the course was to provide learners with a thorough knowledge of the Project Management model and project process groups. The course provided learners with a fundamental understanding of the project life cycle, parties and documentation involved and the role played by the project management administrator throughout the life cycle of the project. This was intended to enable interns/trainees to plan properly for effective service delivery.

All attendees were expected to submit Portfolios of Evidence as part of the practical assessment of the course. Out of the 144 interns who attended the training 139 (96,5%) were deemed competent and five (3,5%) were declared incompetent.

4. ANALYTICAL REPORTS OF THE IMPLEMENTATION OF VARIOUS CATEGORIES OF THE EXPERIENTIAL TRAINING, INTERNSHIP AND PROFESSIONAL DEVELOPMENT

The programme catered for three major categories of interns/trainees in 2009/10:

4.1 Conventional

- Job seekers: targets qualified unemployed graduates who need practical hands-on experience in order to enhance their employability; they constitute the thrust of the programme.
- Experiential training: targets students who need experiential training as a requirement for obtaining formal qualifications at an institution of higher learning.

Once recruited, they are placed with relevant functional units or directorates within the DAFF for a period of 12 months for their training. A total of 118 interns/trainees were recruited and recommended for placement as conventional interns; they constituted 64,1% of the 2009/10 total intake. Out of these 118 conventional interns/trainees, six were doing experiential training.

The profiles of the 2009/10 conventional interns/trainees are presented in the following tables:

TABLE 1 Breakdown by race, gender and disability of “conventional” interns/ trainees (n = 118)

Race	Gender	No.	(Disabled)	Total
African	Male	58	1	59
	Female	59	0	59
Coloured	Male	0	0	0
	Female	0	0	0
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		117	1	118

Table 1 shows that the majority of the beneficiaries of the programme are Africans. This confirms that the highest percentage of qualified unemployed graduates still resides among Africans. The table further shows that 59 females (50,0%) and 59 males (50,0%) were appointed as “conventional” interns/trainees. Out of the total of 118 conventional interns recruited, only one was disabled, which reflects the serious challenge of recruiting people with disabilities.

TABLE 2 Breakdown according to age of “conventional” interns/trainees (n = 118)

20–25 years		26–30 years		31–35 years		35+		Gender		Grand Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
31	24	17	28	11	7	0	0	59	59	118

Table 2 shows that the majority (55) of the conventional interns/trainees recruited were between the ages of 20 and 25. A total of 45 were between the ages of 26 and 30.

TABLE 3 Breakdown according to placement of “conventional” interns/trainees (n = 118)

Directorate (DAFF functional units)	Gender		Total
	Female	Male	
Agricultural Development Finance	1	2	3
Agricultural Information System	2	1	3
Animal Health	1	2	3
Animal Production	5	4	9
Agricultural Product Inspection Services	2	3	5
Business Entrepreneurial Development	2	1	3
Bio-safety	1	0	1
National CASP Office	0	1	1
Economic Services	4	0	4
Employee Development	2	1	3
Education Training and Extension Services	5	2	7
Financial Administration	0	3	3
Food Security	2	0	2
Food Safety and Quality Assurance	6	3	9
Genetic Resource	3	0	3
Human Resources Management	3	6	9
Information Communication Technology	1	4	5
Intergovernmental Stakeholder Relations	1	1	2
International Relations	0	2	2
International Trade	1	1	2
Land Settlement	5	3	8
Land Use and Soil Management	3	5	8
Marketing	0	2	2
Office of the Director-General	1	1	2
Plant Health	1	5	6
Plant Production	2	3	5
Research Technology Development	2	1	3



Directorate (DAFF functional units)	Gender		Total
	Female	Male	
Supply Chain Management	1	1	2
Sector Services	1	0	1
Strategic Planning	1	1	2
Total	59	59	118

Table 3 shows that the Directorates: Food Safety and Quality Assurance, Human Resources Management and Animal Production accommodated the highest numbers of “conventional” interns/trainees, nine, respectively.

TABLE 4 Breakdown according to placements within functional units of “conventional” interns/trainees ($n = 118$)

Line function (Core agricultural units)		Support function (Non-core agricultural units)		Total
Females	Males	Females	Males	
37	30	22	29	118

Table 4 shows that the majority of the participants (67) were placed within line function directorates and 51 were placed within support function directorates of the DAFF.

TABLE 5 Breakdown according to provinces where “conventional” interns/trainees are coming from ($n = 118$)

Provinces	Gender		Total number
	Male	Female	
KwaZulu-Natal	1	5	6
Northern Cape	0	0	0
Eastern Cape	3	2	5
Free State	0	1	1
Mpumalanga	5	5	10
North West	4	6	10
Limpopo	37	31	68
Gauteng	8	9	17
Western Cape	1	0	1
Total	59	59	118

Table 5 shows that the highest number of “conventional” interns came from Limpopo Province (68), followed by Gauteng with 16.

TABLE 6 Breakdown according to municipalities or districts where “conventional” interns/trainees are coming from ($n = 118$)

Municipality/district	Gender		Total
	Female	Male	
Bela-Bela	0	2	2
Bojanala	0	1	1
Bophirima	1	0	1
Buffalo City	0	1	1
Bushbuckridge	1	1	2
Capricorn	7	11	18
Delmas	1	0	1
Dr J.S. Moroka	2	1	3
Ekurhuleni	1	1	2
eThekweni	0	1	1
Fetakgomo	1	0	1
Gert Sibande	0	1	1

Municipality/district	Gender		Total
	Female	Male	
Greater Giyani	0	1	1
Ilembe	1	0	1
Johannesburg Metro	0	4	4
Madibeng	3	1	4
Makhado	1	1	2
Makhudu Thamaga	1	1	2
Mangaung	1	0	1
Mbombela	0	1	1
Mhlathuze	1	1	2
Mkhanyakude	1	0	1
Mnquma	0	1	1
Modiri Molema	1	0	1
Mopani	5	6	11
Moses Kotane	1	0	1
Mpasah	1	0	1
Naledi	0	1	1
Nkangala	1	1	2
Nqutu	1	0	1
O.R. Tambo	0	1	1
Rustenburg	0	2	2
Sekhukhune	3	1	4
Thulamela	6	2	8
Transkei	1	0	1
Tshwane	8	2	10
Tygerberg	0	1	1
uMgungundlovu	1	0	1
Vhembe	7	11	18
Total	59	59	118

Table 6 shows that the majority of the conventional interns/trainees (18) came from Capricorn and Vhembe districts respectively (Limpopo Province).

TABLE 7 Breakdown according to number of “conventional” interns/trainees per academic institution where they graduated (n = 118)

Name of institution	Number of interns/trainees
1. University of the Western Cape	1
2. University of the Free State	1
3. University of Pretoria	6
4. University of the North West	5
6. Tshwane University of Technology	38
7. University of Fort Hare	2
8. University of Limpopo	26
9. University of Johannesburg	3
10. University of South Africa	2
11. University of Venda	21
12. University of Zululand	1
13. Orbit FET College	1
14. Grootfontein College of Agriculture	1
15. WITS University	2
16. Durban University of Technology	1
17. Central University of Technology	1
18. Walter Sisulu University	1
19. Vaal University of Technology	1
20. Mangosuthu University of Technology	3
21. Roodepoort College	1
Total	118



Table 7 shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, Tshwane University of Technology has the highest number at 38, followed by the University of Limpopo and the University of Venda with 26 and 21, respectively.

TABLE 8 Breakdown of level of qualifications according to gender and race of “conventional” interns/trainees (n = 118)

Qualifications	Male	Female	Total
National Diploma	19	27	46
National Certificate	0	1	1
Bachelor’s Degree	31	26	57
Bachelor of Technology	2	2	4
Bachelor’s Degree (Hons)	7	2	9
Master’s Degree	0	1	1
Total	59	59	118

Table 8 indicates that the majority (57) of the conventional interns/trainees graduated with bachelor degrees. The table further indicates that out of the total of 118 beneficiaries, 46 graduated with National Diplomas, one with a National Certificate and 14 with postgraduate degrees.

TABLE 9 Classification of Educational Study Matter (CESM) of “conventional” interns/trainees (n = 118)

Category	No.
Agriculture and Renewable Resources	54
Business Commerce	61
Humanities	3
Total	118

Table 9 indicates that according to CESM, the majority (61) studied Business Commerce while 54 studied Agriculture and Renewable Resources.

4.2 Agriculture Industry Development Programme (AIDP)

This category targets young people who have an entrepreneurial urge and vision to follow a career in business as one of the Department of Agriculture, Forestry and Fisheries’ AgriBEE initiatives. Once recruited, they are placed with relevant agribusinesses or industries for a period of 12 months for practical exposure and mentorship with regard to business-related activities. A total of 30 Interns/trainees were recruited and recommended for placement as AIDP interns; they constituted 16,3% of the total 2009/10 intake.

In addition to the project management training they received as indicated under capacity development of interns above, the Agriculture Industry Development Programme interns/trainees further attended an accredited and unit standard-aligned Advanced Management Development course with the University of Stellenbosch Business School (USB-ED). The aim of the course is to equip the interns/trainees with the necessary leadership and entrepreneurial skills to enable them to be potential participants in business.

The course is pitched at NQF level 7 and consists of the following modules:

- Introduction to learning
- Marketing
- Business-driven action learning
- Entrepreneurship and general management
- Communication and presentation skills
- Managing people
- Fundamentals of financial management
- Labour issues and labour practice
- Safety, health and risk management
- Leadership and teamwork
- Economics
- Operations management
- Business plan development

All attendees were expected to submit an assignment per module as part of their assessment. In addition, they had to compile comprehensive business plans which they presented on 20 November 2009 to an evaluation committee consisting of two representatives each from DAFF and the University of Stellenbosch Business School (USB-ED) respectively. The purpose of the business plan presentations was to assess the practicality and viability of their business plans. Out of the total 30 interns/trainees who attended the Advanced Management Development Programme with the University of Stellenbosch Business School, 17 (56,7%) were deemed competent and completed the course while 13 (43,3%) could not complete because they failed one module each. Those who did not complete will have to re-register for the failed module during 2010/11 and pass it in order to be declared competent and be able to graduate.

The profiles of the 2009/10 AIDP interns/trainees are presented in the following tables:

TABLE 10 Breakdown by race and gender of AIDP interns/trainees (n = 30)

Race	Gender	No.	Disabled	Total
African	Male	12	0	12
	Female	18	0	18
Coloured	Male	0	0	0
	Female	0	0	0
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		30	0	30

Table 10 shows that all 30 of the beneficiaries of the programme were Africans and that there were no people with disabilities. The table further shows that 18 females (60,0%) and 12 males (40,0%) were appointed as AIDP interns/trainees.

TABLE 11 Breakdown according to age of AIDP interns/trainees (n = 30)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
13	5	4	4	1	3	0	0	18	12	30

Table 11 indicates that the majority (18) of the beneficiaries were between the ages of 20 and 25 and nine were between the ages of 26 and 30. Only four participants were older than 30 years.

TABLE 12 Breakdown according to placement of AIDP interns/trainees (n = 30)

Agribusiness	Female	Male	Total
Manstrat	6	0	6
Citrus Academy	3	1	4
NERPO	4	2	6
MADSED	2	2	4
Heifer International	1	2	3
National Wool Growers' Association	1	1	2
MASDT	1	1	2
Milk Producers' Organisation	0	1	2
SENWES	0	1	1
Mokha Trading	0	1	1
Total	18	12	30

Table 12 shows that the Agribusinesses, Manstrat and Nerpo, accommodated the highest numbers of "conventional" interns/trainees – six, respectively.



TABLE 13 Breakdown according to number of AIDP interns/trainees per academic institution where they graduated (*n* = 30)

Name of institution	Number of interns/trainees
1. University of Pretoria	4
2. Lowveld College of Agriculture	2
3. University of Zululand	2
4. University of North West	2
5. Tshwane University of Technology	3
6. Taung College of Agriculture	1
7. Mangosuthu University of technology	2
8. Grootfontein College of Agriculture	2
9. University of Limpopo	1
10. Kwafica High School	1
11. Maruatona High School	1
12. Mkhenyantaba High School	1
13. Hoër Tegniese Skool	1
14. Duck Ponds High School	1
15. Setswakgosing High School	1
16. Sevumalane High School	1
17. Funda Senior Secondary School	1
18. Mabopane High School	1
19. Senoane Secondary School	1
20. Palmerton High School	1
Total	30

In terms of the academic institution where the beneficiaries of the programme graduated from, the University of Pretoria had the highest number (four), followed by Tshwane University of Technology (three).

TABLE 14 Breakdown of level of qualifications according to gender and race of AIDP interns/trainees (*n* = 30)

Qualifications	Male	Female	Total
National Diploma	4	5	9
Bachelor's Degree	3	3	6
Bachelor's Degree (Hons)	0	1	1
National Certificate (Grade 12)	4	7	11
Higher Certificate in Agriculture	1	1	2
Master's	0	1	1
Total	12	18	30

Table 14 indicates that the majority (11) of the interns/trainees were in possession of National Senior Certificates followed by nine with National Diplomas.

TABLE 15 Classification of Educational Study Matter (CESM) of AIDP interns/trainees (*n* = 30)

Category	Number
Agriculture, Rural Development and Renewable Resources	21
Business and Commerce	8
Humanities	1
Total	30

Table 15 shows that Agriculture, Rural Development and Renewable Resources accounted for 21 students (70,0%) followed by Business and Commerce with eight (26,6%) and Humanities with only one (3,3%) of the CESM for 2009/10 AIDP interns/trainees.

TABLE 16 Breakdown according to provinces where AIDP interns/trainees come from (n = 30)

Province	Gender		Total
	Male	Female	
Gauteng	3	9	12
North West	1	2	3
Limpopo	2	4	6
Eastern Cape	2	1	3
Northern Cape	0	0	0
Mpumalanga	2	1	3
Free State	0	0	0
KwaZulu-Natal	2	1	3
Western Cape	0	0	0
Total	12	18	30

Table 16 shows that the highest number of AIDP interns came from Gauteng Province (12), with six coming from Limpopo.

TABLE 17 Breakdown according to municipalities where AIDP interns/trainees come from (n = 30)

Municipalities	Gender		Total
	Male	Female	
Odi District	1	0	1
Morephele	2	0	2
O.R. Tambo	0	2	2
Imfuleni	2	0	2
Umkhanyakude	1	1	2
Vhembe	0	1	1
Amajuba	0	1	1
Dr Ruth Mompoti	0	1	1
Nkangala	1	1	2
Ekhuruleni	1	1	1
Sekhukhune	0	2	2
Umzumbe	0	1	1
Elias Motsoaledi	0	1	1
Nkomazi	1	1	2
Tshwane	0	1	1
Mopani	0	1	1
eThekwini	0	2	2
Mangaung	1	0	1
Frances Baard	0	1	1
Amathole	1	0	1
Govan Mbeki	1	0	1
Total	12	18	30

In terms of the municipalities where the AIDP interns come from, Table 17 shows that they were evenly distributed among various municipalities.

4.3 Young Professional Development Programme (YPDP)

The Young Professional Development Programme was introduced by the DAFF for the first time in January 2008 and it is in its second year of implementation. It is a capacity-building programme contributing to a relevant and credible future agricultural scientific base for the agricultural sector. It was introduced to address the shortage of skilled agricultural professionals and technical staff that is one of the handicaps to agricultural development in South Africa. Through this programme, a pool of young scientists, engineers, technologists and technicians from the previously disadvantaged groups will be created.

This category targets young graduates in possession of requisite bachelor's degrees such as B.Sc., B.Sc. Agriculture, B.Sc. Engineering and B.V.Sc. as well as postgraduate qualifications



in agriculture or natural science who would like to further their studies at Honours, Master's and Ph.D. level in the area of research leading to innovation in critical scarce skills in agriculture. Successful candidates are taken as interns, placed with a relevant research institution/industry and attached to experienced mentors/supervisors while furthering their studies. They receive a monthly stipend. A total of 36 interns/trainees were recruited and recommended for placement as PDP interns/trainees; they constituted 19,6 % of the total 2009/10 intake.

During the recruitment process as outlined on page 2 (section 2) completing DAFF bursary holders were given preference to participate in the Young Professional Development Programme provided that they met the admission requirements of the institution of higher learning in one of the scarce skills in agriculture. In an effort to address the shortage of skilled technicians and professionals at the Grootfontein Agricultural Institute (which is one of DAFF's directorates), seven of the 36 recruited young professionals were appointed on three-year contracts which commenced on 1 June 2008; they were placed at the institution to carry out research projects for the institution. On 1 July 2009, six of them were appointed permanently by the institution.

The profiles of the 2009/10 PDP beneficiaries are presented in the following tables and graphs:

TABLE 18 Breakdown by race, gender and disability of PDP interns (n = 36)

Race	Gender	No.	Disabled	Total
African	Male	14	0	14
	Female	20	0	20
Coloured	Male	1	0	1
	Female	1	0	1
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		36	0	36

Table 18 shows that the majority of the young professionals came from the previously disadvantaged groups, which is in line with the objectives of the programme. However, the major challenge is the recruitment of people with disabilities. Worth noting from the table is that the highest number (21) were female beneficiaries.

TABLE 19 Breakdown according to age of PDP interns/trainees (n = 36)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
7	8	8	6	4	1	2	0	21	15	36

Table 19 indicates that 15 beneficiaries were within the age range of 20 to 25, while 14 were in the range of 26 to 30, five were in the range of 31 to 35 and two were older than 35 years.

TABLE 20 Breakdown of level of qualifications according to gender and race of PDP interns/trainees (n = 36)

Qualifications	Male	Female	Total
National Diploma	4	5	9
Bachelor's Degree	11	15	26
Bachelor's Degree (Master's)	0	1	1
Total	15	21	36

Table 20 shows that out of the 36 recruited young professionals, 26 graduated with bachelor's degrees in agriculture and nine with National Diplomas.

The table further shows that only one graduated with a master's degree.



TABLE 21 A breakdown of PDP interns/trainees according to provinces where they come from (n = 36)

Provinces	Gender		Total number
	Male	Female	
KwaZulu-Natal	3	1	4
Northern Cape	0	0	0
Eastern Cape	2	4	6
Free State	0	3	3
Mpumalanga	3	2	5
North West	0	2	2
Limpopo	4	3	7
Gauteng	2	5	7
Western Cape	1	1	2
Total	15	21	36

Table 21 shows that the majority of the young professionals came from the Limpopo, Gauteng and Eastern Cape provinces, respectively.

TABLE 22 A breakdown of PDP interns/trainees according to the municipality where they come from (n = 36)

Municipality/District	Gender		Total number
	Male	Female	
Moses Kotane	0	1	1
Bellville	0	1	1
City of Johannesburg	1	2	3
Nkobonkobe	0	1	1
O.R. Tambo	0	2	2
Lepelle Nkumpi	1	1	2
Steve Tshwete	1	0	1
Tshwane	1	1	2
Ramotshere	0	1	1
uMhlathuze	3	1	4
Motheo	0	3	3
Mbizana	1	0	1
Nkomazi	1	1	2
Greater Tzaneen	0	1	1
Bushbuckridge	0	1	1
Thulamela	2	0	2
Mnquma	1	0	1
Msukaligwa	1	0	1
Thaba Chweu	0	1	1
Amahlathi	0	1	1
Makhado	1	0	1
Witzenberg	1	0	1
Ekurhuleni	0	2	2
Total	15	21	36

Table 22 shows that the majority (four) of the young professionals came from the uMhlathuze Municipality.

TABLE 23 Breakdown according to number of PDP interns/trainees per academic institution where they graduated (n = 36)

Name of institution	Total number
1. University of the Western Cape	1
2. University of the Free State	4
3. University of Pretoria	3
4. University of the North West	2



Name of institution	Total number
5. University of Swaziland	2
6. Tshwane University of Technology	1
7. University of Fort Hare	3
8. University of Limpopo	7
9. University of Johannesburg	3
10. University of Stellenbosch	2
11. Rhodes University	1
12. Grootfontein College of Agriculture	1
13. Cape Peninsula University of Technology	5
14. University of Venda	1
Total	36

Table 23 shows that the majority (seven) of the young professionals graduated at the University of Limpopo.

5. FIELDS OF STUDY AND PLACEMENT OF YOUNG PROFESSIONALS FOR THE 2009 ACADEMIC YEAR

5.1 Fields of study registered by young professionals for 2009 academic year

One of the conditions set for participation in the Young Professional Development Programme is to register for postgraduate studies in one of the identified scarce skills approved by the Department of Agriculture, Forestry and Fisheries while placed with the relevant industry or research institution for practical experience. Out of a total of 36 recruited young professionals, only 34 were registered for further studies. Two young professionals attached to the Grootfontein Agricultural Institute did not register for further studies during the 2009 academic year.

TABLE 24 Analysis of fields of study registered by young professionals during the 2009 academic year according to race and gender (n = 34)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Tech. Agricultural Management	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Tech. Food Technology	7	100,0	0	0,0	0	0,0	0	0,0	4	57,1	3	42,9	7
B.Sc. Animal Nutrition (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Environmental Management (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Animal Breeding (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Aquaculture (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Grassland Science (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Statistics (Hons)	3	100,0	0	0,0	0	0,0	0	0,0	1	33,3	2	66,7	3
M.Sc. Agric. Economics	4	100,0	0	0,0	0	0,0	0	0,0	0	0,0	4	100,0	4
M.Sc. Animal Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Food Science	2	66,7	1	33,3	0	0,0	0	0,0	3	100,0	0	0,0	3
Master's in Horticulture	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Microbiology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Ichthyology and Fisheries Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Botany	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Plant Protection	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
M.Tech. Food Technology	0	0,0	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ph.D. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	32	88,9	2	5,6	0	0,0	0	0,0	15	41,7	19	52,8	34

Table 24 indicates the fields of study which the young professionals registered for in 2009. The table shows that of the 34 young professionals, eight registered for B.Sc. (Hons), 16 for M.Sc., eight for B.Tech., one for M.Tech. and one for Ph.D.

TABLE 25 Analysis of academic institutions where PDP interns/trainees registered for further studies in 2009 (n = 34)

Name of institution	Total number
1. University of the Western Cape	1
2. University of the Free State	8
3. University of Pretoria	4
4. University of Fort Hare	2
5. University of Limpopo	6
6. University of Johannesburg	3
7. University of Stellenbosch	2
8. Rhodes University	1
9. University of South Africa	2
10. Cape Peninsula University of Technology	5
Total	34

Table 25 shows that the majority (eight) of the young professionals registered for further studies at the University of the Free State.

5.2 Period of participation of young professionals in the programme

All the recruited young professionals are requested to enter into an agreement with DAFF committing them to serve the department or its entities after completion of the programme and to complete their studies within a prescribed period of participation as outlined below:

- B.Tech. and Honours degree – 2 years
- Master's degree – 2 years
- Ph.D. – 3 years

TABLE 26 An analysis of the year/level of study for the young professionals (n = 34)

Field of study	Year of study				Total duration
	1	2	3	Total	
B.Tech. Food Technology	6	1	0	7	2
B.Tech. Agric. Management	1	0	0	1	1
B.Sc. Animal Breeding (Hons)	1	0	0	1	1
B.Sc. Animal Nutrition (Hons)	1	0	0	1	1
B.Sc. Environmental Management (Hons)	1	0	0	1	1
B.Sc. Grassland Science (Hons)	1	0	0	1	1
B.Sc. Statistics (Hons)	3	0	0	3	1
B.Sc. Aquaculture (Hons)	1	0	0	1	1
B.Sc. Botany (Hons)	1	0	0	1	1
M.Sc. Agricultural Economics	0	4	0	4	2
M.Sc. Agricultural Plant Production	1	1	0	2	2
M.Sc. Animal Production	0	1	0	1	2
M.Sc. Animal Science	0	1	0	1	2
M.Sc. Aquaculture	1	0	0	1	2
M.Sc. Botany	1	0	0	1	2
M.Sc. Food Science	3	0	0	3	2
M.Sc. Microbiology	0	1	0	1	2
M.Sc. Horticulture	0	1	0	1	2
M.Sc. Pasture Science	1	0	0	1	2
Ph.D. Biotechnology	0	0	1	1	2
Total	23	10	1	34	

Table 26 shows that the majority of the young professionals were doing the first year of their postgraduate studies.



5.3 Placement of young professionals during the 2009 academic year

All young professionals are required to be placed with the relevant institution to be exposed to various research and technological methodologies so that they can be equipped with hands-on experience of the agricultural research and technological environment.

The table below indicates areas where the young professionals were placed to carry out research projects relevant to their fields of study. Each young professional was assigned to a mentor who worked together with the supervisor at the institution of higher learning in the interest of the student's academic progress. The supervisors of young professionals who were placed in the laboratories of the universities for the projects also served as their mentors.

TABLE 27 Breakdown according to placement of young professionals (n = 36)

Institution of higher learning/Research institution/Industry	Gender		Total
	Female	Male	
Grootfontein Agricultural Development Institute	3	4	7
Agricultural Research Council	1	0	1
SurePure, Cape Town	1	0	1
Dewcrisp	1	0	1
HIK Abalone farm	0	1	1
University of Johannesburg	1	1	2
University of Pretoria	3	0	3
University of Limpopo	5	1	6
University of Fort Hare	1	1	2
Cape Peninsula University of Technology	1	3	4
University of the Free State	3	2	5
University of the Western Cape	1	0	1
University of Stellenbosch	0	2	2
Total	21	15	36

Table 27 shows that the majority (seven) of the young professionals were placed at the Grootfontein Agricultural Development Institute followed by the University of Limpopo with six and the University of the Free State with five.

6. SUMMARY OF PROFILES OF ALL CATEGORIES OF THE EXPERIENTIAL TRAINING, INTERNSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMME

The following table summarises the profiles of all 2009/10 interns:

TABLE 28 Breakdown by race, gender and disability of all interns/trainees (n = 184)

Race	Gender	No.	Disabled	Total
African	Male	84	1	85
	Female	97	0	97
Coloured	Male	1	0	1
	Female	1	0	1
Asian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	1	0	0
Total		183	1	184

Table 28 shows a comprehensive summary according to race and gender of all categories of interns. In summary, the table shows that the majority (182) of the participants were Africans and two were Coloureds. The table further indicates that there were 98 females and 86 males.

TABLE 29 Breakdown according to age of all interns/trainees (n = 184)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
51	37	29	38	16	11	2	0	98	86	184

Table 29 depicts the age ranges of all interns recruited during the 2009/10 financial year. In summary, out of the total intake of 184 interns/trainees, the majority (88) were within the age range 20 to 25, with 67 being 26 to 30 and 27 being 31 to 35 while two females were older than 35 years.

TABLE 30 Breakdown according to provinces where all interns/trainees are coming from (n = 184)

Province	Gender		Total
	Male	Female	
KwaZulu-Natal	6	7	13
Northern Cape	0	0	0
Eastern Cape	7	7	14
Free State	0	4	4
Mpumalanga	10	8	18
North West	5	10	15
Limpopo	43	38	81
Gauteng	13	23	36
Western Cape	2	1	3
Total	86	98	184

Table 30 depicts the provinces where all interns are coming from. In summary, the majority (81) of the interns come from Limpopo Province.

TABLE 31 Breakdown according to municipalities or districts where all interns/trainees are coming from (n = 184)

Municipality/district	Gender		Total
	Male	Female	
Amahlathi	0	1	1
Amajuba	0	1	1
Amathole	1	0	1
Bela-Bela	2	0	2
Bellville	0	1	1
Bojanala	1	0	1
Bophirima	0	1	1
Buffalo City	1	0	1
Bushbuckridge	1	2	3
Capricorn	11	7	18
City of Johannesburg	1	2	3
Delmas	0	1	1
Dr J.S. Moroka	1	2	3
Dr Ruth Mompoti	0	1	1
Ekurhuleni	2	4	6
Elias Motsoaledi	0	1	1
eThekweni	1	2	3
Fetakgomo	0	1	1
Frances Baard	0	1	1
Gert Sibande	1	0	1
Govan Mbeki	1	0	1
Greater Giyani	1	0	1
Greater Tzaneen	0	1	1
Emfuleni	2	0	2



Municipality/district	Gender		Total
	Male	Female	
Johannesburg Metro	4	0	4
Lepelle Nkumpi	1	1	2
iLembe	0	1	1
Madibeng	1	3	4
Makhudu Thamaga	1	1	2
Mangaung	1	1	2
Mbizana	1	0	1
Mbombela	1	0	1
Makhado	2	1	3
Mkhanyakude	0	1	1
Mnguma	2	0	2
Modiri Molemo	0	1	1
Mopani	6	6	12
Morephele	2	0	2
Moses Kotane	0	2	2
Motheo	0	3	3
Mbashe	0	1	1
Msukaligwa	1	0	1
Naledi	1	0	1
Ngutu	0	1	1
Nkangala	2	2	4
Nkomazi	2	2	4
Nkonkobe	0	1	1
O.R. Tambo	1	4	5
Odi District	1	0	1
Ramotshere Moiloa	0	1	1
Rustenburg	2	0	2
Sekhukhune	1	5	6
Steve Tshwete	1	0	1
Thaba Chweu	0	1	1
Thulamela	4	6	10
Transkei	0	1	1
Tshwane	3	10	13
Tygerberg	1	0	1
uMgungundlovu	0	1	1
uMhlathuze	4	2	6
uMkhanyakude	1	1	2
uMzumbe	0	1	1
Vhembe	11	8	19
Witzenberg	1	0	1
Total	86	98	184

Table 31 show the municipalities where all interns are coming from. In summary, the majority (19) came from the Vhembe district, with 18 from the Capricorn district.

7. MONITORING AND EVALUATION

7.1 Monthly and quarterly progress reports

Monitoring and evaluation of the progress of interns/trainees are crucial to the implementation of the programme. For “conventional” and AIDP interns, a day prior to the beginning of each month, the intern/trainee and the mentor agreed on the learning outcomes and key performance areas for the ensuing month and compiled a monthly workplan. Flowing from the workplan, the interns/trainees recorded all daily activities executed on the basis of the roadmap provided by the workplan.

The compulsory weekly review meetings between mentor and intern/trainee were held to evaluate the progress of interns at that level. At the end of every month, all interns compiled

their monthly progress reports on the basis of activities executed during that particular month. Such reports were forwarded to the internship unit for evaluation and assessment. Many interns/trainees struggled to produce quality reports during the first three months of their participation in the programme. Through the interventions made during monitoring visits of the first quarter, the quality of reports improved significantly.

With regard to the young professionals, quarterly progress reports signed by their supervisors/mentors were also received and analysed accordingly.

7.2 Monthly claims and stipends

All interns/trainees, except for the young professionals attached to the Grootfontein Agricultural Development Institute, had to complete claim forms (timesheets) that indicated all the days they worked in a particular month. Mentors and Senior Managers were responsible for managing this system at their respective workstations. A few days before the end of each month, reminders were sent to all interns/trainees, mentors and Senior Managers to advise them on how the timesheet should be completed. All completed claim forms, leave forms and progress reports were sent to the Directorate: Education, Training and Extension Services on a monthly basis for assessment before being forwarded to the Directorate: Financial Administration for further processing. Monthly stipends of interns/trainees were increased from R185,20 to R205,60 per day from 1 July 2009. The young professionals at the Grootfontein Agricultural Development Institute were paid automatically every month end.

7.3 Monitoring visits

Monitoring visits constituted an important monitoring mechanism of the programme. Such visits were arranged between the mentors and interns/trainees and were conducted on a quarterly basis according to a planned schedule and when the need arose. However, because of limited human resources such schedules were not always adhered to. The purpose of the monitoring visits during the first quarter was to establish how the interns/trainees were settling in at their workstations and to outline important administration aspects of the programme. Issues encountered during the monitoring visits included insufficient office space, especially with regard to directorates located at Agriculture Place, and a lack of preparedness almost every time interns are taken in.

Issues dealt with during other monitoring visits included spot checks on logbooks, leave records and the presentation of quarterly reports by interns/trainees. Mock interviews were also conducted with interns to assess their performance in an interview setup and to give them feedback and advise on how best to respond to questions during the interviews. The mock interview exercise was meant to improve the performance of interns during interviews and thus improve their chances of being employed. Interns were given a dummy advert for a position two weeks before the date of the monitoring visit (interview) and they were requested to apply for the advertised post using the Z83 form and to prepare themselves for interviews. The following was established during the interviews held with interns:

- The majority of the interns were nervous and could not express themselves eloquently in response to questions posed to them.
- When responding to questions, the majority of interns struggled to link their experiences with qualifications and the requirements and duties of the advertised positions.
- On questions like “Why do think you are the right candidate for the position?” the majority of the interns failed to convince the panel because they were very brief with their answers without explaining their attributes and expertise relevant to the duties of the advertised positions.
- Feedback sessions were held with interns after the interviews to discuss their interview performance.
- During the feedback sessions, interns were given hints on how to respond to questions during interviews.



7.4 Success indicators of the programme

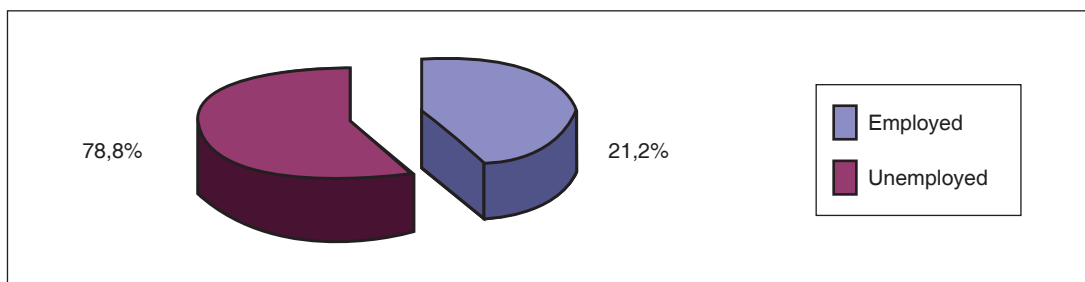
7.4.1 Status of employment

The major success indicator of the programme is the number of participants who secure employment or establish their own businesses during their training programme. The interns were expected to be very aggressive in their approach to looking for employment and business opportunities. Therefore, monitoring employment was an important tool to evaluate the impact of the programme and a comprehensive database to track the employment of these interns was established and continuously updated. The employment database consisted of the following elements:

- Personal details of the interns
- Organisation or directorates where they are placed
- Period of stay in the programme
- Organisation where employment is secured
- Position and salary level

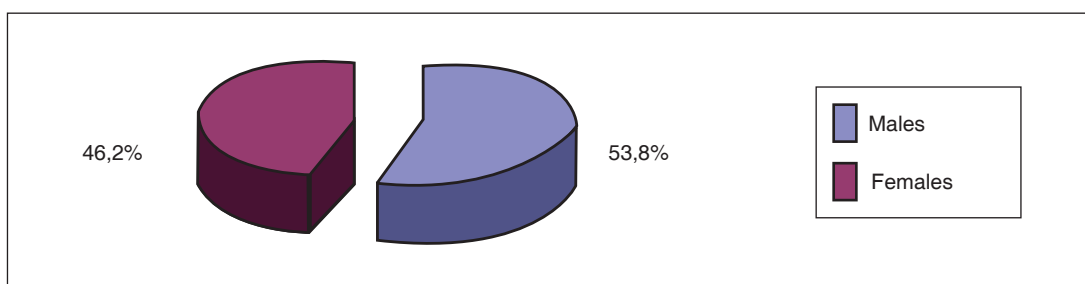
Out of the 184 interns who participated in the programme, 39 (21,2%) secured employment while 145 (78,8%) could not secure employment. This rate of employment of interns during the 2009/10 programme was lower compared to the 68 interns (46,0%) who secured employment during 2008/09. This was due to the impact of the global economic recession that severely affected the availability of jobs worldwide, even in South Africa. The analysis of the status of employment is outlined in the following graphs:

GRAPH 1 Analysis of status of employment ($n = 39$)



Graph 1 shows that 39 trainees/interns (21,2%) secured employment while 145 (78,8%) could not secure permanent employment.

GRAPH 2 Analysis of status of employment by gender ($n = 39$)



Graph 2 above shows that out of the 39 interns/trainees who secured employment, 18 (46,2%) were females and 21 (53,8%) were males.

Table 32 Status of employment according to organisation ($n = 39$)

Organisation	No.	%
DAFF	16	41,0
Other government departments	12	30,8
Private sector	11	28,2
Total	39	100,0

Table 32 shows that most interns 28 (71,8%) secured employment within the public service, with 16 (41,0%) being appointed by DAFF. The table further indicates that 11 (28,2%) were employed by the private sector.

TABLE 33 Analysis of period of stay before securing employment (n = 39)

Period of participation	Total
1–3 months	04
4–6 months	13
7–9 months	16
9–12 months	06
Total	39

Table 33 indicates that the majority of the interns/trainees (16 or 41, 0 %) secured employment during the third quarter (7–9 months) of their participation in the programme.

TABLE 34 Analysis of levels of employment of trainees/interns (n = 39)

Salary level	Number of interns/trainees
SL 9	08
SL 8	08
SL 7	07
SL 6	08
SL 5	07
SL 4	01
Total	39

Table 34 indicates the levels at which trainees/interns secured employment during their participation in the programme. The table shows that the majority of interns (eight) secured employment at salary levels 6, 8 and 9 followed by seven at salary levels 5 and 7. It is worth noting that 16 of them (41,0%) were appointed at middle management level.

7.4.2 Academic performance of young professionals

The other success indicator of this category of the internship programme is the number of participants who successfully complete their postgraduate studies and are absorbed into the mainstream of the economy in the agricultural sector. Out of the total intake of 36 young professionals, 34 were registered for postgraduate studies as shown in Table 24 above. Their performance is outlined in the following tables.

TABLE 35 An analysis of 2009 academic performance of young professionals (n = 34)

Field of study	No. passed	% passed	No. failed	% failed	Total
B. Tech. Food Technology	5	71,4	2	28,6	7
B. Tech. Agric. Management	1	100,0	0	0,0	1
B.Sc. Grassland Science (Hons)	0	0,0	1	100,0	1
B.Sc. Animal Breeding (Hons)	1	100,0	0	0,0	1
B.Sc. Animal Nutrition (Hons)	1	100,0	0	0,0	1
B.Sc. Environmental Management (Hons)	1	100,0	0	0,0	1
B.Sc. Statistics (Hons)	3	100,0	0	0,0	3
B.Sc. Aquaculture (Hons)	1	100,0	0	0,0	1
M.Tech. Food Technology	1	100,0	0	0,0	1
M.Sc. Agric. Economics	4	100,0	0	0,0	4
M.Sc. Plant Protection	2	100,0	0	0,0	2
M.Sc. Animal Production	1	100,0	0	0,0	1
M.Sc. Animal Science	1	100,0	0	0,0	1
M.Sc. Ichthyology and Fisheries Science	1	100,0	0	0,0	1
M.Sc. Botany	1	100,0	0	0,0	1
M.Sc. Food Science	3	100,0	0	0,0	3
M.Sc. Microbiology	1	100,0	0	0,0	1



Field of study	No. passed	% passed	No. failed	% failed	Total
Master's in Horticulture	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	1
Ph.D. Biotechnology	1	100,0	0	0,0	1
Total	31	91,2	3	8,8	34

Table 35 shows the academic performance of 34 young professionals who registered for postgraduate studies in 2009. The performance of 31 young professionals (91,2%) was satisfactory while that of three (8,8%) was not satisfactory.

TABLE 36 An analysis of young professionals whose performance was satisfactory in 2009 (n = 31)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Tech. Food Technology	5	100,0	0	0,0	0	0,0	0	0,0	3	60,0	2	40,0	5
B.Tech. Agric. Management	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Animal Breeding (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Animal Nutrition (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Environmental Management (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Statistics (Hons)	3	100,0	0	0,0	0	0,0	0	0,0	1	33,3	2	66,7	3
B.Sc. Aquaculture (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M. Tech. Food Technology	0	0,0	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Agricultural Economics	4	100,0	0	0,0	0	0,0	0	0,0	0	0,0	4	100,0	4
M.Sc. Agricultural Plant Protection	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
M.Sc. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Animal Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Ichthyology and Fisheries Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Botany	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Food Science	2	66,7	1	33,3	0	0,0	0	0,0	3	100,0	0	0,0	3
M.Sc. Microbiology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Master's in Horticulture	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Ph.D. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	29	93,5	2	6,5	0	0,0	0	0,0	13	41,9	18	58,1	31

In terms of the data presented in the table above, the performance of 31 young professionals was satisfactory and they would proceed to the next level of study in 2010.

TABLE 37 An analysis of young professionals whose performance was not satisfactory in 2009 (n = 3)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Tech. Food Technology	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
B.Sc. Grassland Science (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	3	100,0	0	0,0	0	0,0	0	0,0	1	33,3	2	66,7	3

In terms of the data presented in Table 37, the performance of three young professionals was unsatisfactory and they were to be suspended from the programme in 2010.

TABLE 38 An analysis of young professionals who completed their studies and graduated in 2009 (n = 5)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Tech. Food Technology	4	100,0	0	0,0	0	0,0	0	0,0	3	75,0	1	25,0	4
B.Tech. Agric. Management	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. (Hons) Statistics	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
B.Sc. (Hons) Aquaculture	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	8	100,0	0	0,0	0	0,0	0	0,0	3	37,5	5	62,5	8

Table 38 shows that eight young professionals completed their studies during the 2009 academic year. The analysis of the fields of study of those who completed their courses is as follows: four in B.Tech. Food Technology, one in B.Tech. Agric Management, two in B.Sc. (Hons) Statistics and one in B.Sc. (Hons) Aquaculture.

7.5 Analysis of the whereabouts of the young professionals who completed their studies in 2009

- B.Tech. Food Technology students (four):
 - One was appointed permanently at Kalk Bay Foods in Cape Town.
 - One was appointed at McCain in Johannesburg.
 - One undertook further studies at Cape Peninsula University of Technology.
 - One was placed at QK Meats SA (PTY) LTD in Johannesburg under DAFF’s Internship Programme.
- B.Tech. Agric. Management (one): Appointed permanently as a technician in DAFF at the Directorate: Grootfontein Agricultural Development Institute.
- B.Sc. (Hons) Aquaculture (one): Placed as a DAFF intern at the Directorate: Animal Production.
- B.Sc. (Hons) Statistics (two): Placed as DAFF interns at Manstrat Agribusiness.

7.6 Analysis of exit interview forms

Upon resignation, interns/trainees are required to complete an exit interview form as a tool to evaluate the effectiveness of the programme. The majority of interns/trainees reflected the following as benefits of the programme:

- Relevant exposure thus leading to securing employment
- Exposure to the workplace
- Boosted competence and confidence
- Access to resources, information and assistance for job searches and interviews
- Skills gained as follows:
 - Project Management knowledge
 - Presentation skills
 - Policy implementation
 - Report writing

8. CERTIFICATION CEREMONY OF THE 2009/10 INTERNS/TRAINEES AND MENTORS

The certification ceremony of the 2009/10 mentors and interns was held at the Monument Function and Conference Centre on 29 January 2010. The purpose of the event was to bid farewell to the interns, to congratulate those who have secured employment and to recognise and appreciate the mentors for their dedication and commitment in mentoring the interns. Guests who attended the ceremony included the Honourable Minister of Agriculture, Forestry



and Fisheries, Ms Tina Joemat-Pettersson, Chief Directors and Directors within DAFF, mentors, interns, agribusinesses, representatives from provincial departments of agriculture, representatives from the University of Stellenbosch Business School, CEOs of both AgriSETA and FoodBev SETA and stakeholders from the agricultural sector.

The following certificates were awarded during the ceremony:

- Certificates of services to the interns
- Certificates of recognition and appreciation to the mentors
- Certificates of appreciation to the agribusinesses for hosting the AIDP interns
- Accredited certificates of competence to interns who successfully completed their project management training with Imsimbi Training
- Accredited certificates of competence to AIDP interns who successfully completed their Agri Management Development course with the University of Stellenbosch Business School

Key speakers of the day included the following:

- Director: Education, Training and Extension Services, who outlined the purpose and objectives of the certification ceremony as well as the profiles of the 2009/10 interns
- Chief Director: Sector Services and Research, who gave an overview of skills development in the agricultural sector
- Honourable Minister Tina Joemat-Pettersson, who gave the keynote address and emphasised entrepreneurship among young people

9. SUMMARY OF BENEFICIARIES OF THE PROGRAMME FROM INCEPTION IN 2003 TO 2009

The table below shows the beneficiaries of the programme from 2003 to 2009 under various categories of the programme. According to the information presented, a total of 947 interns benefitted from the programme with the highest number of beneficiaries recorded during the 2009/10 financial year (184). Out of 947 beneficiaries who participated in the programme, 368 secured employment during their participation in the programme.

TABLE 39 An analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003 to 2009 (*n* = 947)

Year	Number of interns/trainees who participated and secured employment during their participation in the Internship Programme							Total participants	Total employed
	Conventional		Agriculture Industry Development Programme			Young Professional Development Programme			
	No. participants	No. employed	No. participants	No. employed	No. owning business	No. participants	No. employed		
2003/04	96	46	0	0	0	0	0	96	46
2004/05	138	38	24	15	1	0	0	162	53
2006/07	133	66	35	13	9	0	0	168	79
2007/08	140	75	24	8	1	0	0	164	83
2008/09	124	57	24	10	0	25	1	173	68
2009/10	118	28	30	04	2	36	7	184	39
Total	749	310	137	50	13	61	8	947	368

Table 39 indicates that 2009/10 saw the highest number of beneficiaries as compared to other financial years.

10. STATUS OF EXPENDITURE

Expenditure for the implementation of the programme during this financial year included venues for the orientation programme, certification ceremonies of both mentors and interns, the

printing of logbooks, files, advertisements, project management training, consultancy fees, the printing of reports, the framing of certificates, transport, accommodation and monthly allowances for interns/trainees. The total amount spent for the 2009/10 Experiential Training, Internship and Professional Development Programme was R11 652 059,90.

TABLE 40 Status of expenditure

Item description	Amount (R)
Personnel	
Intern/trainee remuneration	9 514 070,30
Orientation programme	114 810,00
Goods and services	
Capturing of applications	195 000,00
Advertisements	
Printing and publications	42 793,00
Consultancy services (Kroll)	
Training (project management)	528 233,80
Training (Agri Management Development Programme)	
Exit ceremony	192 276,40
Total	11 652 059,90

Table 40 shows that the total amount spent for the implementation of the programme during 2009/10 was R11 652 059,90. The highest amount spent was on the remuneration of interns (R9 514 070,30) followed by the Agri Management Development Programme with R1 167 140,70.

11. CONCLUSION AND RECOMMENDATIONS

The 2009/10 report on the implementation of the Experiential Training, Internship and Professional Development Programme indicates both success stories and challenges.

According to the directive from the DPSA, each government department is expected to employ at least 25% of the total number of interns who participated in the internship programme. This means that for 2009/10, DAFF was expected to appoint 46 interns permanently. Only 16 were appointed, which is a serious challenge. In order to meet the employment quota set by the DPSA, it is recommended that interns be targeted for all entry-level positions in the department.

The report shows that 30 young people were recruited to participate in the entrepreneurial category of the DAFF's internship programme. The students were placed in agribusinesses under the leadership of experienced mentors and further registered with the University of Stellenbosch Business School to acquire skills and expertise with regard to entrepreneurship and how to start and manage one's own business. At the end of the 12 months, these interns are well-equipped with knowledge but getting funding or start-up business packages is a major obstacle which in the end compels the interns to look for any form of employment to alleviate poverty. Based on this challenge, it is recommended that the Directorate: Business and Entrepreneurial Development budget to provide start-up packages for interns who successfully complete the programme. The funding model of the National Youth Development Agency needs to be reviewed because it does not provide funding for business in agriculture.

The report further indicates that 36 young people were recruited as young professionals and were further awarded bursaries from the DAFF to further their studies in one of the identified scarce and critical skills in agriculture. Eight such students completed their studies but finding employment within DAFF is a major challenge and such interns go to the private sector, which is not a good return on investment. It is therefore recommended that human resource plan-



ning by various directorates include prioritising the appointment of graduate bursary holders of the department to ensure a good return on investment.



Annexures

ANNEXURE A: REPORT ON THE IMPLEMENTATION OF THE AGRI EXPORT TECHNOLOGISTS PROGRAMME BY PPECB FROM 2006/07 TO 2009/10

Background

As part of the AgriBEE initiative, DAFF in 2006 supported an incubator programme targeting Black Export Technologists and implemented by the Perishable Products Export Control Board (PPECB). The Agri Export Technologist Programme is a career development programme within the agricultural export market designed to expose learners at a theoretical and practical level on the agri export supply chain and to provide them with a headstart in advancing themselves professionally within the thriving export sector. The programme is a partnership between the PPECB, the South African Pesticide Initiative Programme (SAPIP), DAFF and AgriSETA.

This was in response to the National Scarce and Critical Skills List (ASGISA aligned) 2006 document, which highlighted a need for Natural and Physical Science Professionals where a demand of 7 867 professionals was identified in the agricultural sector in 2006/07. This increased to 8 176 in 2007/08.

The PPECB is in a distinctively strong position, with over 80 years' industry experience and extensive technical knowledge, to offer previously disadvantaged learners who possess a three-year National Diploma in an agricultural field the opportunity to develop skills in the agri export industry. Learners are given the opportunity, at a practical and theoretical level, to participate in this one-year experiential training programme where PPECB subject matter experts transfer specialist skills and knowledge.

The theoretical training includes the facilitation of the National Certificate: Perishable Produce Export Technology, which was developed by PPECB in conjunction with CVS colleges and is registered with SAQA at NQF level 5. On completion of the programme the learners receive a certificate of competence that is issued by AgriSeta.

The Department of Agriculture, Forestry and Fisheries initially entered into a contract with PPECB to fund this programme over a three-year period from 2006/07 to 2008/09 for an amount of R600 000 per annum or a total of R1,8 million. Another such contract was entered into for the period June 2009 to June 2012 on the same conditions.

Programme cycle

The life cycle of the programme is as follows:

Recruitment, selection and placement

Applicants are shortlisted against the entry requirement criteria. Shortlisted applicants are then interviewed by PPECB in the various regions and selected on the basis of the interview outcome and capacity within each region. Successful applicants are placed in the region where they live.

Induction

Learners undergo an induction into the company detailing the operational activities of PPECB as well as policies and procedures they are required to adhere to while on the learnership programme with PPECB. The programme objectives and expectations are discussed, giving an opportunity for clarification on any matters not understood by the learners.

Practical training

The level of exposure and training is aligned with that of a Junior Inspector employed at PPECB. Training is conducted on various issues, including product standard requirements for export and inspection methodologies which take place at pack-houses, depots, farms and



airports serviced by PPECB. It comprises on-the-job training with knowledgeable inspectors who also conduct ongoing assessment of knowledge and skills gained through written tests, practical evaluations by Harmonisation Specialists and PPECB national questionnaires as well as practical assessments.

Progress reporting

The programme coordinator receives a monthly progress report on each learner from the regional inspector responsible for training. Any highlighted issues raised are addressed accordingly. Quarterly site visits to each region are also conducted to review the practical progress of each learner as well as to provide any support required.

Central training intervention

The learners are gathered at a central location for a three-week period to complete the theoretical component comprising the fundamental and core units of the NC: Perishable Produce Export Technology. The fundamental units are facilitated by CVS colleges and the core units by PPECB Subject Matter Experts. Learners have a choice of two product electives to be completed and these are dependent on the region in which the learner is placed as all products are not found in all regions. Electives are therefore completed in the region as part of the practical training with support and guidance by the inspector.

Skills training

The training provided for learners is not only of a technical nature but includes soft skills training and ensures a holistic approach to the training provided. This includes issues such as employability workshops, values and attitudes and conflict management.

Certification and graduation

Assessment and moderation of the completed modules are conducted by CVS colleges and are aligned with SAQA requirements. The moderator's report is forwarded to AgriSETA for verification of the reports provided and issuing of certificates. A ceremony is held for the successful students who then graduate from the programme.

Status of employment

TABLE 41 Status of employment of the interns who completed the Agri Export Technologist Programme from 2006/07 to 2009/10 (*n* = 101)

Year	Intake		Employed by PPECB	Employed by industry	Resignations	Unemployed
	Male	Female				
2006/07	19	5	13	11	0	0
2007/08	18	12	27	3	0	0
2008/09	15	10	19	0	3	3
2009/10	14	8	6	0	1	15
Total	66	35	65	14	4	18

The above table indicates that a total of 101 beneficiaries were trained and PPECB managed to appoint 65 (64,4%) of them permanently. The table further shows that 14 (13,9%) were appointed by the export industry while 18 (17,8%) are still unemployed. The table also indicates that 4 (3,9%) resigned from the programme.

Expenditure summary

Expenditure for the implementation of the programme included the following items:

- Stipend
- Venue for training

- Accommodation
- Travel
- Training material
- Facilitation

TABLE 42 Summary of expenditure incurred for the implementation of the Agri Export Technologist Programme from 2006/07 to 2009/10

Year	No. of learners	Start date	End date	Item	Cost (R)
2006/07	24	01/10/2006	30/06/2007	Stipend	384 000,00
				Venue	123 047,00
				Accommodation	202 442,00
				Travel	64 586,00
				Facilitation	113 933,00
Total expenses incurred					888 008,00
2007/08	30	01/02/2008	30/09/2008	Stipend	420 000,00
				Venue	134 550,00
				Accommodation	210 000,00
				Travel	116 470,00
				Material	28 113,00
				Facilitation	137 464,00
Total expenses incurred					946 597,00
2008/09	25	04/08/2008	31/10/2009	Stipend	700 000,00
				Venue	76 752,00
				Accommodation	582 342,00
				Travel	124 282,00
				Material	7 376,00
				Facilitation	168 828,00
Total expenses incurred					1 029 580,00
2009/10	22	01/06/2009	31/01/2010	Stipend	308 000,00
				Venue	16 095,00
				Accommodation	56 700,00
				Travel	65 508,00
				Facilitation	33 915,00
Total expenses incurred					480 218,00

The table above indicates cost incurred for implementing the Export Technologist Programme per financial year from 2006/07 to 2009/10. The highest amount spent, R1 029 580, was recorded in 2008/09. This was followed by R946 597 for 2007/08.

Achievements

- The fact that PPECB has succeeded in training 101 students to date and employed over 60% of them is an achievement in itself.
- The highlight of the programme was the first graduation ceremony held for the first and second intake of students during October 2008.
- It is important to note that this programme is simultaneously addressing the issues of scarce skills (as previously highlighted) and the Economic Active Population (EAP) figures in terms of BEE, and focusing on previously disadvantaged individuals (PDIs).

Future plans

The DAFF will continue to contribute to the programme while looking at other areas of human resources development. There is a serious need to review the R600 000 annual budget transferred to PPECB in order to increase the number of beneficiaries.

ANNEXURE B: 2009/10 IMPLEMENTATION OF THE INTERNSHIP PROGRAMME BY PROVINCIAL DEPARTMENTS OF AGRICULTURE

Background

During the 2009/10 financial year, meetings were held between DAFF and HRD managers from provincial departments to harmonise and rationalise the implementation of the internship programme in the agricultural sector. Issues discussed and agreed upon during these meetings included common tools to monitor the progress of interns, the recruitment and selection of interns, a common tracking system for interns who secure employment during their participation in the programme as well as the template that provinces should use to report progress to the DAFF with regard to the implementation of their respective internship programmes.

Summary of beneficiaries of the 2009/10 internship programme implemented by provincial departments of agriculture

Table 43 below is a summary of beneficiaries who participated in the internship programme implemented by provincial departments of agriculture during the 2009/10 financial year.

The table above shows that 728 beneficiaries participated in the internship programme implemented by provincial departments of agriculture. Of the 728 beneficiaries, 337 (46,3%) are males and 391 (53,7%) are females. The highest number of beneficiaries, 251, was recorded by the Limpopo provincial department. The table further shows that in total, 123 interns secured permanent employment. No information was received from the KwaZulu-Natal and Northern Cape provincial departments of agriculture.

TABLE 43 Summary of beneficiaries of the 2009/10 internship implemented by provincial departments of agriculture (n = 728)

Province	Number of beneficiaries										Total beneficiaries	Absorbed into provincial department	Other government departments	Private sector	Own business	Total employed
	African		Coloured		Indian		White		Total							
	M	F	M	F	M	F	M	F	M	F						
Eastern Cape	85	53	0	0	0	0	0	0	85	53	138	42	4	1	0	47
Gauteng	35	60	1	0	0	1	0	2	36	63	99	20	2	3	0	25
KwaZulu-Natal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Free State	16	17	0	0	0	0	0	0	0	0	33	0	1	0	0	1
Cape Town	16	19	14	21	0	0	6	4	36	44	80	4	2	3	0	9
Northern Cape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Limpopo	113	138	0	0	0	0	0	0	113	138	251	2	11	6	0	19
North West	28	29	0	1	0	0	0	0	28	30	58	0	0	0	0	0
Mpumalanga	39	63	0	0	0	0	0	0	39	63	102	7	10	5	0	22
Total	332	379	15	22	0	1	6	6	337	391	728	75	30	18	0	123





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