

Annual report

**Implementation of the Experiential Training,
Internship and Professional Development
Programme**

2011/12



**agriculture,
forestry & fisheries**

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

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Programme**

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DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

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ACRONYMS

AETP	Agri-export Technologist Programme
AgriBEE	Agricultural Black Economic Empowerment
B.Sc.	Bachelor of Science
B.V.Sc.	Bachelor of Veterinary Science
CESM	Classification of educational study matter
DAFF	Department of Agriculture, Forestry and Fisheries
DEXCO	Departmental Executive Committee
DPSA	Department of Public Service and Administration
EMDP	Entrepreneur Management Development Programme
Hons	Postgraduate degree (Honours)
MAST	Marine Administration System
NQF	National Qualifications Framework
PDP	Professional Development Programme
Ph.D.	Postgraduate degree (Doctorate)
PoE	Portfolio of Evidence
PPECB	Perishable Products Export Control Board
SAQA	South African Qualifications Authority
SET	Sector, Education and Training
USB-ED	University of Stellenbosch Business School



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



EXECUTIVE SUMMARY

This Annual report on the implementation of the Experiential Training, Internship and Professional Development Programme covers the activities relating to the 2011/12 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 242 interns/trainees participated in the programme during the 2011/12 financial year and were placed under various categories of the programme as follows: 161 (66,5%) were placed as conventional interns, 29 (12,0%) as Entrepreneur Management Development Programme (EMDP) interns, 24 (9,9 %) as Agri-export Technologist Programme (AETP) interns and 28 (11,6%) as Young Professional Development Programme interns. Of the 242 interns who participated in the programme, 135 (55, 8%) were females and 107 (44,2%) were males. With regard to race, 228 (94,2%) were African, 7 (2,9%) were coloured, 5 (2,1%) were white and 2 (0,8%) were Indian beneficiaries.

As part of monitoring the progress of interns and the overall evaluation of the programme, monthly progress reports of interns were received and analysed. Monitoring visits were also conducted to verify information provided in the monthly reports. PowerPoint presentations and mock interviews were also conducted to capacitate interns with skills necessary for job interviews. Worth noting from this report, is that out of the 242 interns, 34 (14, 0%) managed to secure permanent employment during their participation in the programme and 12 were appointed by the Department of Agriculture, Forestry and Fisheries (DAFF). The report further indicates that 28 young professionals were registered for further studies during the 2011 academic year and the end-of-year performance of all of them was satisfactory.

1. BACKGROUND AND OBJECTIVES

1.1 Introduction

In 2003, the Department of Public Service and Administration (DPSA) issued a circular, No. 2003/1, which called for all government departments to place a number of unemployed graduates with the requisite skills equal to 5% of their total staff complement as interns in their various functional units as part of the strategy to combat the rising levels of unemployment among qualified youth; the term “youth” being defined in the National Youth Commission Act, 1996 (Act No. 19 of 1996).

Even before the DPSA issued the circular, the DAFF had already developed a policy as well as the Experiential Training, Internship and Professional Development Programme which was approved by DEXCO in 2003. In developing the policy for the programme, the DAFF was guided by legislation and national strategies on skills development such as the Skills Development Act, 1998 (Act No. 79 of 1998), the Skills Development Levies Act, 1999 (Act No. 9 of 1999) and the National Human Resources Development Strategy for the Public Service.

Since the inception of the programme, 1 465 qualified unemployed graduates participated in the programme. A total of 526 programme beneficiaries were able to secure permanent employment during their period of participation in the programme. Of this total, the DAFF was able to employ 160 interns.

During these nine years of implementation, the programme underwent rigorous restructuring and revitalisation in order to respond to new trends in the agriculture, forestry and fisheries sector and economic value chain. As part of efforts to re-vamp 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, Masters and Ph.D. degrees. This is viewed as a critical contribution to the research base in the country.

For the 2011/12 financial year, 242 interns/trainees were recruited to undergo rigorous training in order to acquire work-related experience so that their chances for real employment can be enhanced. Interns/trainees are allocated 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

- Contribute to accelerated service delivery by government through the improved introduction of skilled personnel in the public service
- Afford learners at tertiary institutions an opportunity of practical work experience as a requirement for them to obtain their qualifications
- Enhance the employability of unemployed agriculture, forestry, fisheries and other graduates
- Develop the skills and capacity of previously disadvantaged people to direct commercially viable enterprises and engage effectively with the markets
- Resolve the general shortage of qualified and skilled people in the workforce by encouraging graduates to equip themselves with the necessary practical experience



- Bridge the gap that exists between school and work by taking stock of skills gaps
- Ensure the long-term sustainability of the agriculture, forestry and fisheries sector in South Africa by ensuring the meaningful participation of graduates from previously disadvantaged groups
- Actualise the government's job creation strategy and voluntarism
- Promote the recruitment, development and retention of a sustainable cadre of scientists, technologists, technicians and other associated professionals and management support in the DAFF
- Provide the DAFF with highly-skilled people and address the skills gaps within the agriculture, forestry and fisheries sectors
- Promote linkages with external bodies and strengthen the capabilities of the workforce to contribute towards a prosperous agriculture, forestry and fisheries 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 within the DAFF or agribusiness can accommodate. For 2011/12, 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 242 internship opportunities were allocated to various categories of the programme as follows:

- Conventional: 161 interns
- Entrepreneur Management Development Programme: 29 interns
- Agri-export Technologist Programme: 24 interns
- Young Professional Development Programme: 28 interns

2.2 Advertisement of internship vacancies

From the needs analysis, an advert with internship opportunities for 2011/12 was compiled and published in the City Press on 10/10/2010.

The internship opportunities were also advertised on the website of the DAFF and invariably the advertisement specified the different areas where interns/trainees were required based on information obtained from the needs analysis questionnaires. A total of 12 285 applications were received in response to the advert nationwide. The applications were screened, captured and sorted according to requirements specified 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 2010. A brief guide on how to conduct shortlisting and interviews was also sent with the applications to ensure that directorates execute the process within approved recruitment and selection prescripts. Interviews were conducted from November 2010 to January 2011 and the Directorate: Sector Education and Training rendered secretariat services. All successful candidates were issued with appointment letters to resume their training on 1 February 2011.

3. ARRIVAL PROGRAMME OF 2011/12 INTERNS/TRAINEES

3.1 Arrival

Interns/trainees reported for their internship training on 1 February 2011. The first day was dedicated to administrative matters. Contracts were signed and all relevant documents like certified copies of IDs, Z56 forms for electronic payments of stipend into their banking accounts and workplans from mentors were received. The contents of the forms were also explained to interns 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 interns/trainees was held at the Premier Hotel from 15 to 18 February 2011. The purpose of the session was to give new interns/trainees a broad overview of the programme and the expected output. Over



and above, it was also meant to lay the foundation for participants to have a better understanding of the department, its values and the work ethics.

Officials from various functional units in the DAFF such as Financial Administration, Security Services, Communication Services, Information and Communication Technology, Employee Development and Performance Management, Facilities and Travel Management, Strategic Planning, the Transformation 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 aspects were covered during the session:

- The purpose and expectations of the interns orientation programme;
- Strategic overview of DAFF's internship programme in view of Government Outcome 5;
- The structure of the newly established Department of Agriculture, Forestry and Fisheries;
- DAFF Media Protocol, Internal /External Communications, Etiquette (telephone, table, etc.);
- Experiential Training, Internship and Professional Development Programme policy;
- Code of conduct, disciplinary procedures, grievance procedure and protocol;
- Dress code;
- Training, capacity building and empowerment of interns;
- Interns' Logbook/Management toolkit;
- Monthly Progress Reports;
- Monthly claims of interns;
- Quarterly Performance Assessments and Monitoring visits;
- Equity and gender issues in DAFF;
- Procedure on S&T (domestic and foreign) for interns;
- Management of losses;
- Procedures relating to monthly payment of stipends of interns;
- Entrepreneurial Development Programme;
- Telephone and internet policy;
- Health, Wellness and Employee Assistance;
- Transport, accommodation, no shows, etc.;
- Security management, access cards, theft, etc.;
- Vetting: Qualifications, citizenship and criminal record;
- Batho Pele Principles and service delivery;
- How to find a job and interview techniques;
- Interview skills.

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

The programme catered for three major categories of interns/trainees in 2011/12.

4.1 Conventional

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

A total of 161 interns/trainees were recruited and recommended for placement as conventional interns and they constituted 66, 5% of the 2011/12 total intake. Of the 242 conventional interns/trainees, 08 were doing experiential training. Once the interns are recruited, they are placed with relevant functional units or directorates within the DAFF for a period of 12 months for their training. Interns are allocated a mentor(s) to systematically guide their training. A logbook system is used to record the planning and progress of interns/trainees.

The profiles of the 2011/12 conventional interns/trainees are presented in the following tables:



TABLE 1 Breakdown by race, gender and disability of conventional interns/trainees (n = 161)

Race	Gender	Number	Disabled	Total
African	Male	63	2	65
	Female	92	0	92
Coloured	Male	0	0	0
	Female	1	0	1
Indian	Male	2	0	2
	Female	0	0	0
White	Male	0	0	0
	Female	1	0	1
Total		159	2	161

Table 1 shows that the majority of the beneficiaries of the programme are Africans (157) followed by Indians (2), Coloured (1), and White (1). The table further shows that 94 females (58,4%) and 67 males (41,6%) were appointed as conventional interns. Out of the 161 conventional interns recruited, two were disabled, which reflects the serious challenge of recruiting people with disabilities.

TABLE 2 Breakdown according to age of conventional interns/trainees (n = 161)

20–25 years		26–30 years		31–35 years		35+		Gender		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
49	41	39	19	6	5	0	2	94	67	161

Table 2 shows that the majority (90) of conventional interns/trainees recruited were between the ages of 20–25, followed by 58 between ages of 26 – 30, followed by 11 between 31–35 and two above 35 years.

TABLE 3 Breakdown according to placement of conventional interns/trainees (n = 161)

Directorate/Industry	Gender		Total
	Female	Male	
Americas, Australia, Europe and Middle East Relations	1	0	1
Aquaculture Technical Services	0	1	1
Animal Production	1	0	1
BBBE Charters Compliance	1	0	1
Cedara	0	1	1
Communications	4	1	5
Cooperatives and Enterprises Development	1	2	3
Compliance: North East Coast	1	1	2
Compliance: South East Coast	1	1	2
Employee Development and Performance Management	3	2	5
Employee Relations	1	0	1
Food and Agriculture Organization	1	1	2
Financial Administration	1	2	3
Food Safety and Quality Assurance	1	3	4
Genetic Resource	3	0	3
Human Resources Management	3	0	3
Information Communication Technology	2	2	4
Infrastructure Services	0	5	5
Inspection Services	2	3	5
International Trade	2	1	3
Land Use and Soil Management	1	4	5
Plant Health and Quality Assurance	0	2	2
Plant Production	2	2	4
Policy Research Support	1	12	13
Rhodes University	0	1	1
Sector Education and Training	4	4	8



TABLE 3 Breakdown according to placement of conventional interns/trainees (n = 161) (cont.)

Directorate/Industry	Gender		Total
	Female	Male	
Sector Transformation and Gender Mainstreaming	1	1	2
Small Holder Development	2	1	3
Southern Africa and Africa Relations	0	1	1
Stakeholder Relations	2	0	2
Statistics and Economic Analysis	1	2	3
Strategic Planning	1	0	1
Supply Chain Management	1	1	2
Subsistence Farming	1	1	2
University of Limpopo	1	0	1
Water Use and Irrigation Development	1	1	2
Total	81	80	161

Table 3 shows that the Directorate: Policy Research Support accommodated the highest number of conventional interns/trainees, namely 13, followed by the Directorate: Sector Education and Training with eight.

TABLE 4 Analysis of conventional interns/trainees according to placements within the DAFF line and support functional units (n = 161)

Line function (core technical units)		Support function (non-core technical units)		Total
Female	Male	Female	Male	
50	43	44	24	161

Table 4 shows that the majority of the participants (93) were placed within technical line function units and 68 were placed within support function directorates of the DAFF.

TABLE 5 Breakdown according to provinces where conventional interns/trainees are coming from (n = 161)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	11	10	21
Eastern Cape	14	8	22
Free State	2	1	3
Mpumalanga	7	1	8
North West	2	1	3
Limpopo	34	33	67
Gauteng	17	10	27
Western Cape	7	3	10
Total	94	67	161

Table 5 shows that the highest number of conventional interns come from Limpopo Province (67) followed by Gauteng and Eastern Cape with 27 and 22 respectively.

TABLE 6 Breakdown according to municipalities or districts where conventional interns/trainees are coming from (n = 161)

Municipality/District	Gender		Total
	Female	Male	
Aganang	0	1	1
Alfred Nzo	2	0	2
Amajuba	1	0	1
Amathole Distric	1	0	1

TABLE 6 Breakdown according to municipalities or districts where conventional interns/trainees are coming from (n = 161) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Blouberg	1	0	1
Botlhabela	1	0	1
Buffalo City	1	3	4
Bushbuckridge	1	0	1
Cape Town	6	4	10
Capricorn	4	0	4
City of Johannesburg	0	2	2
City of Tshwane	13	4	17
Dr J.S. Moroka	1	1	2
Edumbe	1	0	1
Ekurhuleni	4	1	5
Ehlanzeni	2	0	2
Ethekwini	1	1	2
Elias Motswaledi	0	1	1
Fetakgomo	0	1	1
Greater Giyani	0	3	3
Greater Letaba	1	0	1
Greater Tzaneen	2	1	3
kwaMbonambi	0	2	2
Ladysmith	0	1	1
Lepelle Nkumpi	0	2	2
Madibeng	1	0	1
Makhado	5	5	10
Makhuduthamaga	4	3	7
Matjhabeng	1	0	1
Mbashe	1	0	1
Mangaung	1	0	1
Mhlontlo	1	1	2
Mlalazi	1	0	1
Mnquma	0	1	1
Mogale City	0	1	1
Molemole	0	1	1
Mopani	1	3	4
Moses Kotane	1	0	1
Msukaligwa	1	1	2
Msunduzi	1	0	1
Mutale	1	0	1
Ngqusha	1	0	1
Nkomazi	1	0	1
Nyandeni	1	1	2
Msunduzi	2	1	3
O.R. Tambo	2	0	2
Polokwane	5	1	6
Sedibeng	0	1	1
Setsotso	0	1	1
Thohoyandou	1	0	1
Thulamela	3	9	12
Tubatse	1	0	1
Tygerberg	1	0	1
Tzaneen	1	1	2
Ubuhle Bezwe	1	0	1
Umfoloji	0	1	1
Umgugundlovu	1	1	2
Umhlathuze	1	3	4
Umnambithi	1	0	1
Umshwati	1	0	1
Umsunduzi	1	1	2
Uthungulu	1	0	1
Vhembe	4	2	6
Total	94	67	161



Table 6 shows that the majority of conventional interns/trainees (17) came from City of Tshwane municipality followed by Thulamela municipality with twelve.

TABLE 7 Breakdown according to number of conventional interns/trainees per institution where they graduated (n = 161)

Name of institution	Number of interns/trainees
Cape Peninsula University of Technology	8
Durban University of Technology	2
Fort Cox College of Agriculture	11
Nelson Mandela Metropolitan University	6
North West University	3
Oval International College	1
Rhodes University	1
Tshwane University of Technology	36
University of Fort Hare	1
University of Free State	2
University of Johannesburg	3
University of Kwazulu Natal	12
University of Limpopo	22
University of Stellenbosch	3
University of Pretoria	4
University of South Africa	7
University of the Witwatersrand	2
University of Venda	22
University of Zululand	5
Vaal University of Technology	3
Walter Sisulu University	7
Total	161

Table 7 shows that, in terms of the academic institutions where the beneficiaries of the programme graduated from, Tshwane University of Technology has the highest number (36) followed by University of Limpopo and University of Venda with 22 each.

TABLE 8 Breakdown of level of qualifications according to gender of conventional interns/trainees (n = 161)

Qualifications	Female	Male	Total
Diploma	6	4	10
National Diploma	31	16	47
National Certificate	4	5	9
Bachelor's Degree	42	34	76
Bachelor's Degree (Hons)	11	7	18
Master's Degree	0	1	1
Total	94	67	161

Table 8 shows that the majority of the conventional interns (76) graduated with bachelor's degrees. The table further indicates that out of the total of 161 beneficiaries, 47 graduated with national diplomas, 10 with diploma, nine with national certificates and 19 with postgraduate degrees.

TABLE 9 Classification of educational study matter (CESM) of conventional interns/trainees (n = 161)

Category	Number of interns/trainees
Agriculture, Forestry, Fisheries and Renewable Resources	93
Business Commerce	36
Health and Health Care	8
Senior Certificate	8
Humanities	16
Total	161



Table 9 indicates that according to the CESM, the majority (93) graduated in fields of study related to Agriculture, Forestry, Fisheries and Renewable Resources followed by 36 in Business Commerce and 16 in Humanities.

4.2 Entrepreneurial Management Development Programme (EMDP)

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 29 interns/trainees were recruited and recommended for placement as EMDP interns and constituted 12,0% of the 2011/12 total intake.

The Entrepreneur Management Development Programme interns/trainees 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 businessmen and women. The course consists of the following modules:

- Introduction to learning;
- marketing;
- business directed 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 to assignments, the students were also expected to compile comprehensive business plans which they presented on 25 November 2011 to an evaluation committee comprising four representatives from DAFF and two from the USB-ED.

The purpose of the business plan presentations was to assess the practicality and viability of their business plans. All 29 interns who attended the Advanced Management Development Programme with the USB-ED, were regarded as competent and completed the course.

The profiles of the 2011/12 EMDP interns/trainees are presented in the following tables:

TABLE 10 Breakdown by race, gender and disability of EMDP interns (n = 29)

Race	Gender	Number	Disabled	Total
African	Male	15	0	15
	Female	12	0	12
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		29	0	29

Table 10 shows that the majority of the beneficiaries of the programme are Africans (27) followed by coloureds (2). The table further indicates that 16 males and 13 females were appointed as EMDP interns and no Indians, whites, or people with disabilities recruited.



TABLE 11 Breakdown according to age of EMDP interns (n = 29)

20–25 years		26–30 years		31–35 years		35+		Gender		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
7	11	3	4	2	0	1	1	13	16	29

Table 11 shows that the majority (18) of the interns recruited were between the ages of 20-25, followed by 7 between ages of 26–30 and 2 on 31–35 and two above 35 years.

TABLE 12 Breakdown according to placement of EMDP interns (n = 29)

EMDP companies	Gender		Total
	Female	Male	
Afrivet	1	0	1
Citrus Academy	3	0	3
Heifer S.A.	2	1	3
Settlers Agricultural Farming	1	1	2
Karan Beef	0	3	3
Lafata	1	0	1
Manstrat	4	2	6
MASDT	0	2	2
NERPO	1	0	1
Tiji Holdings	1	0	1
Two-a-Day	1	1	2
Rudles Agric-Enterprise	2	0	2
NWGA	1	1	2
Total	18	11	29

Table 12 shows that Manstrat accommodated the highest numbers (6) of EMDP interns.

TABLE 13 Breakdown according to provinces where EMDP interns are coming from (n = 29)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	0	1	1
Northern Cape	0	0	0
Eastern Cape	3	1	4
Free State	0	0	0
Mpumalanga	0	6	6
North West	2	2	4
Limpopo	5	5	10
Gauteng	2	1	3
Western Cape	1	0	1
Total	13	16	29

Table 13 indicates that majority of interns are coming from Limpopo (10) followed by Mpumalanga Province with 6.

TABLE 14 Breakdown according to municipality where EMDP interns are coming from (n 29)

Municipality/District	Gender		Total
	Female	Male	
Fetakgomo	0	1	1
Gert Sibande	0	2	2



TABLE 14 Breakdown according to municipality where EMDP interns are coming from (n 29) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Giyani	0	1	1
Intsikayethu	1	0	1
Izinnqoleni	0	1	1
Johannesburg	1	0	1
Makhuduthamaga	1	0	1
Maquassi Hills	0	1	1
Marble Hall	2	0	2
Mogalakwena	1	0	1
Moretele	1	0	1
Mthonelo	0	1	1
Ngaka Modiri Molema	1	1	2
Nkonkobe	1	0	1
Steve Tshwete	0	1	1
Thembisile	0	1	1
Thulamela	0	1	1
Tshwane	1	1	2
Xhariep	0	1	1
Total	15	14	29

Table 14 shows that the highest numbers (2) of the programme beneficiaries are from Capricorn, Gert Sibande, Marble Hall, Ngaka Modiri Molema, and Tshwane Municipality.

4.3 Agri-export Technologist Programme (AETP)

This category of internship was introduced in 2006 as part of the Agricultural Black Economic Empowerment (AgriBEE) initiative to support an incubator programme targeting young people with the urge and vision to become Agri-export Technologists. The department implements the programme in collaboration with 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 to the agri-export supply chain and to provide them with a headstart in advancing themselves professionally within the thriving export sector.

A total of 24 interns/trainees were recruited and recommended for placement as AETP interns and constituted 9,9% of the total 2011/12 intake. Once recruited, interns are placed in various regional offices of PPECB for a period of 12 months for practical exposure and mentorship with regard to the export industry.

The level of exposure and training for interns is aligned with that of a junior inspector employed at PPECB. The training is conducted on various aspects, including product standard requirements for export and inspection methodologies which take place at packhouses, depots, farms and airports serviced by PPECB. It comprises on-the-job training by knowledgeable inspectors who also conduct ongoing assessment of knowledge and skills gained through written tests and practical assessments.

While attached to regional offices of PPECB for training, interns are also registered for the NQF and a unit standard aligned National Certificate: Perishable Products Export Technology to empower them with valuable technical skills needed in the export industry. The training towards the attainment of the national certificate is conducted as follows:

- Learners converge for three weeks in a central place to complete the theoretical component comprising the fundamental and core units of the National Certificate: Perishable Products Export Technology.
- The fundamental units are facilitated by CVS College and the core units by PPECB subject matter experts.
- Learners have a choice of two product electives to be completed and it is dependent on the region in which the learner is placed because products differ from region to region.
- Electives are therefore completed in their region as part of the practical training with support and guidance by the inspector.
- Learners also submit a Portfolio of Evidence (POE) for assessment and moderation in order to be declared competent.

The competency results of AETP interns were not available at the time of printing of this report.

The profiles of the 2011/12 AETP interns/trainees are presented in the following tables:



TABLE 15 Breakdown by race, gender and disability of AETP interns (n = 24)

Race	Gender	Number	Disabled	Total
African	Male	7	0	7
	Female	13	0	13
Coloured	Male	2	0	2
	Female	2	0	2
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		24	0	24

Table 15 shows that the majority of the beneficiaries of the programme are Africans (20) followed by Coloureds (4). The table further indicates that fifteen females and nine males were appointed as AETP interns and no Indians, whites, or people with disabilities were recruited.

TABLE 16 Breakdown according to age of AETP interns (n = 24)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
10	5	4	4	1	0	0	0	15	9	24

Table 16 shows that the majority (15) of the AETP interns recruited were between the ages of 20–25, followed by eight between ages of 26–30 and only one was between 31–35 years.

TABLE 17 Breakdown according to placement of AETP interns (n = 24)

PPECB regional offices	Gender		Total
	Female	Male	
Central	2	0	2
Ceres	1	1	2
Citrusdal	0	1	1
Durban	1	1	2
Grabouw	0	2	2
Groblersdal	1	0	1
Hazyview	1	0	1
Mokopane	0	1	1
Mbombela	2	0	2
Paarl	2	0	2
Port Elizabeth	2	0	2
Robertson	1	1	2
Tzaneen	2	2	4
Total	15	9	24

Table 17 shows that the highest number of AETP interns (4) was accommodated at Tzaneen regional office.

TABLE 18 Breakdown according to provinces where AETP interns are coming from (n = 24)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Northern Cape	0	0	0



TABLE 18 Breakdown according to provinces where AETP interns are coming from (n = 24) (cont.)

Province	Gender		Total
	Female	Male	
Eastern Cape	2	0	2
Free State	0	0	0
Mpumalanga	5	2	7
North West	0	0	0
Limpopo	0	0	0
Gauteng	3	1	4
Western Cape	4	5	9
Total	15	9	24

Table 18 indicates that the majority of interns (9) are coming from the Western Cape, followed by Mpumalanga Province with seven.

TABLE 19 Breakdown according to municipality where AETP interns are coming from (n = 24)

Municipality/District	Gender		Total
	Female	Male	
Central	2	0	2
Ceres	1	1	2
Citrusdal	0	1	1
Durban	1	1	2
Grabouw	0	2	2
Groblersdal	1	0	1
Mokopane	0	1	1
Mbombela	3	0	3
Paarl	2	0	2
Port Elizabeth	2	0	2
Robertson	1	1	2
Tzaneen	2	2	4
Total	15	9	24

Table 19 shows that the majority of the programme beneficiaries (4) are from the Tzaneen Municipality.

TABLE 20 Breakdown according to number of AETP interns per academic institution where they graduated (n = 24)

Name of institution	Number of interns/trainees
Boland College Worcester	4
Cape Peninsula University of Technology	2
Elsenburg	3
Lowveld College of Agriculture	3
Mongosuthu University	3
Nelson Mandela Metropolitan University	1
Tshwane University of Technology	3
University of Limpopo	2
University of Venda	3
Total	24

Table 20 shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, the highest number (4) qualified at the Boland College, Worcester.



TABLE 21 Analysis of qualification level of AETP interns (n = 24)

Qualification	Total
National Certificate	3
Higher Certificate	1
Diploma	1
National Diploma	11
Bachelor's degree	8
Total	24

Table 21 shows that the majority of the AETP interns (11) graduated with National Diplomas. The table further indicates that out of the total of 24 beneficiaries, 8 graduated with a Bachelor's degree followed by 3 with National Certificates.

4.4 Young Professional Development Programme

The Young Professional Development Programme was introduced by the DAFF in 2008 and was in its third year of implementation in 2011/12. It is a capacity-building programme contributing to a relevant and credible future scientific base for the agriculture, forestry and fisheries sector. It was introduced to address the shortage of skilled professionals and technical staff, which is one of the handicaps to research development in South Africa. Through this programme, a pool of young scientists, engineers, technologists and technicians from the previously disadvantaged groups are created.

This category targets young graduates in possession of the requisite Bachelor's degree such as B.Sc.; B.Sc. Agriculture, Forestry or Fisheries; B.Sc. Engineering and B.V.Sc. as well as postgraduate qualifications in agriculture, forestry and fisheries or natural sciences 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, forestry and fisheries. Successful candidates are taken as interns, placed with a relevant research institution/industry and attached to experienced mentors/supervisors while furthering their studies and they receive a monthly stipend. A total of 28 interns/trainees were recruited and recommended for placement as Professional Development Programme (PDP) interns/trainees and constituted 11,6 % of the total 2011/12 intake.

The profiles of the 2011/12 PDP beneficiaries are presented in the following tables:

TABLE 22 Breakdown by race, gender and disability of PDP interns (n = 28)

Race	Gender	Number	Disabled	Total
African	Male	10	1	11
	Female	13	0	13
Coloured	Male	0	0	0
	Female	0	0	0
Indian	Male	0	0	0
	Female	0	0	0
White	Male	4	0	4
	Female	0	0	0
Total		27	1	28

Table 22 shows that the majority of young professionals came from the previously disadvantaged designated 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 above, is the high number of male beneficiaries (15).

TABLE 23 Breakdown according to age of PDP interns (n = 28)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
11	10	2	4	0	0	0	1	13	15	28

Table 23 indicates that twenty-one programme beneficiaries were within the age range of 20 – 25, 06 within the age range of 26–30 and one is above 35 years.



TABLE 24 Breakdown according to provinces where PDP interns are coming from (n = 28)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	2	1	3
Eastern Cape	0	0	0
Free State	1	2	3
Mpumalanga	0	0	0
North West	0	1	1
Limpopo	1	3	4
Gauteng	4	3	7
Western Cape	4	1	5
Total	13	15	28

Table 24 shows that the majority of the young professionals (18) were doing the second year of their postgraduate studies.

TABLE 25 Breakdown according to municipalities where PDP interns are coming from (n = 28)

Municipality/District	Gender		Total
	Female	Male	
Capricorn	0	1	1
City of Tshwane	4	1	5
Hessequa	0	1	1
Mahikeng	0	1	1
Makhado	1	0	1
Makhuduthamaga	1	0	1
Merafong	1	0	1
Mbashe	0	1	1
Mbizana	0	1	1
Mfolozi	1	0	1
Mhlathuze	0	1	1
Mopani	0	1	1
Moretele	0	1	1
Naledi	0	1	1
Nkobonkobo	1	0	1
Nkomazi	0	1	1
Phalaborwa	1	0	1
Polokwane	1	0	1
Stellenbosch	1	2	3
Tzaneen	0	1	1
Umuziwabantu	1	0	1
Wostenberg	0	1	1
Total	16	10	26

Table 25 shows that the majority of the young professionals (5) come from City of Tshwane municipality

TABLE 26 Breakdown according to number of PDP interns per academic institution where they graduated (n = 28)

Name of institution	Number of interns/trainees
Central University of Technology	1
Tshwane University of Technology	2
University of Pretoria	4
University of Fort Hare	2
University of Limpopo	3
Rhodes University	1
Cape Peninsular University of Technology	3
University of Venda	1
Nelson Mandela Metropolitan University	3
University of South Africa	1
University of Stellenbosch	5
Witwatersrand University	2
Total	28



Table 26 shows that the majority of the young professionals (5) graduated at the University of Stellenbosch followed by the University of Pretoria with 4.

5. FIELDS OF STUDY AND PLACEMENT OF YOUNG PROFESSIONALS FOR THE 2011 ACADEMIC YEAR

5.1 Fields of study of young professionals for 2011 academic year

One of the conditions set for participation in the Young Professional Development Programme is to register for post graduate studies in one of the identified scarce and critical skills in agriculture, forestry and fisheries approved by the DAFF while placed with the relevant industry or research institution for practical hands on experience. The table below depicts fields of study registered by young professionals during the 2011 academic year.

TABLE 27 Analysis of fields of study registered by young professionals during the 2011 academic year according to race and gender (n = 28)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B. Tech. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Tech. Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Tech. Food and Consumer Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B. Tech. Forestry	2	66,6	0	0,0	0	0,0	1	33,3	1	33,3	2	66,6	3
B.Sc. (Hons) Environmental Management	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. (Hons) Food Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Economic Geology Science	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0	1
B. Sc. (Hons) Agricultural Economics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. (Hons) Microbiology and Biotechnology	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
B.Sc. (Hons) Plant Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Forestry	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
M.Sc. Marine Bio-Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Soil Science	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
M.Sc. Food Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Soil Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Wood Product Science	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	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.Tech. Agriculture.	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Tech Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M. Tech Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ph.D Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1

TABLE 27 Analysis of fields of study registered by young professionals during the 2011 academic year according to race and gender (n = 28)
(cont.)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Ph.D Agric. Economics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ph.D. Animal Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Ph.D. Forestry	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	24	85.7	0	0	0	0	4	14.3	15	53.6	13	46.4	28

Table 27 shows that of the 28 young professionals recruited, 12 registered for Masters, five for B.Sc. Hons and four for both B.Tech and Ph.D.

TABLE 28 Analysis of academic institutions where PDP interns registered for further studies in 2011 (n = 28)

Name of institution	Number of interns/trainees
Central University of Technology	1
Nelson Mandela Metropolitan University	3
Tshwane University of Technology	2
University of South Africa	1
University of Venda	1
University of Pretoria	5
University of Limpopo	2
University of Fort hare	2
Rhodes University	1
Cape Peninsula University of Technology	3
Total	28

Table 28 shows that the majority of young professionals (5) registered for further studies at the University of Pretoria followed by the Nelson Mandela Metropolitan University and Cape Peninsula University of Technology with 3 each.

5.2 Period of participation of young professionals in the programme

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

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

TABLE 29 Analysis of the year/level of study for the young professionals during the 2011 academic year (n = 28)

Field of study	Year of study				Total duration of study
	1	2	3	Total	
B Tech Biotechnology	1	0	0	1	1
B.Tech. Food Technology	1	0	0	1	1
B.Tech. Food and Consumer Science	0	1	0	1	2
B. Tech. Forestry	3	0	0	3	2
B.Sc. (Hons) Environmental Management	1	0	0	1	2
B.Sc. (Hons) Food Science	1	0	0	1	1



TABLE 29 Analysis of the year/level of study for the young professionals during the 2011 academic year (n = 28) (cont.)

Field of study	Year of study				Total duration of study
	1	2	3	Total	
M.Sc. Economic Geology Science	1	0	0	1	2
B Sc. (Hons) Agricultural Economics	1	0	0	1	1
B Sc. (Hons) Microbiology and Biotechnology	2	0	0	2	1
B Sc. (Hons) Plant Science	1	0	0	1	1
M.Tech. Animal Production	1	0	0	1	2
M.Sc. Forestry	1	0	0	1	2
M. Sc. Marine Bio-Science	1	0	0	1	2
M.Sc. Soil Science	2	0	0	2	2
M.Sc. Food Science	1	0	0	1	2
M.Tech. Agriculture	1	0	0	1	2
M.Sc. Soil Science	2	0	0	2	2
M.Sc. Wood Product Science	1	0	0	1	2
M.Sc. Animal Science	1	0	0	1	2
M. Tech Food Technology	1	0	0	1	2
Ph.D. Pasture Science	1	0	0	1	3
Ph.D. Agric. Economics	1	0	0	1	3
Ph.D. Animal Production	1	0	0	1	3
Ph.D. Forestry	1	0	0	1	3
Total	27	1	0	0	28

Table 29 shows that the majority of the young professionals (27) were doing the first year of their postgraduate studies.

5.3 Placement of young professionals during the 2011 academic year

All young professionals are required to be placed with the relevant institutions in order to be exposed to various research and technological methodologies so that they can be equipped with hands-on experience of the 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 laboratories of universities for the projects also served as their mentors.

TABLE 30 Breakdown according to placement of young professionals (n = 28)

Name of institution	Gender		Total
	Female	Male	
Agricultural Research Council	3	2	5
Cape Peninsula University of Technology	2	1	3
Nelson Mandela Metropolitan University	2	1	3
Rhodes University	0	1	1
Tshwane University of Technology	0	1	1
University of Limpopo	1	0	1
University of Pretoria	1	3	4
University of Stellenbosch	1	4	5
University of Venda	0	1	1
University of Fort Hare	1	1	2
Wits University	2	0	2
Total	13	15	28

Table 30 shows that the highest number of the young professionals (5) was placed at Agricultural Research Council and University of Stellenbosch followed by University of Pretoria with four.



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

The profiles of all 2011/12 interns are summarised in the following tables:

TABLE 31 Breakdown by race, gender and disability of all interns/trainees (n = 242)

Race	Gender	Number	Disabled	Total
African	Male	95	3	98
	Female	130	0	130
Coloured	Male	3	0	3
	Female	4	0	4
Indian	Male	2	0	2
	Female	0	0	0
White	Male	4	0	4
	Female	1	0	1
Total		239	3	242

Table 31 shows a comprehensive summary according to race and gender of all categories of interns. In summary, the table shows that the majority of the participants were Africans (228), followed by coloureds (7), five whites and two Indians. The table further indicates that there were 135 females, 107 males and three people with disabilities.

TABLE 32 Breakdown according to age of all interns/trainees (n = 242)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
77	67	48	31	9	5	1	4	135	107	242

Table 32 depicts the age ranges of all interns recruited during the 2011/12 financial year. In summary, out of the total intake of 242 interns/trainees, a majority (144) of them were within the age range of 20–25, with 79 being 26–30, 14 being 31–35 while five were older than 35 years.

TABLE 33 Breakdown according to provinces where all interns/trainees are coming from (n = 242)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	14	13	27
Northern Cape	0	0	0
Eastern Cape	20	11	31
Free State	2	1	3
Mpumalanga	12	10	22
North West	5	6	11
Limpopo	43	41	84
Gauteng	26	13	39
Western Cape	13	12	25
Total	135	107	242

Table 33 indicates the provinces where all interns are coming from. In summary, the majority of the interns (84) come from Limpopo Province followed by Gauteng and Eastern Cape provinces with 39 and 31 respectively.



TABLE 34 Breakdown according to municipalities or districts which all interns/trainees are coming from (n = 242) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Aganang	0	1	1
Alfred Nzo	2	0	2
Amajuba	1	0	1
Amathole District	1	0	1
Ba-Phalaborwa	2	0	2
Blouberg	1	0	1
Bothabela	1	0	1
Buffalo City	2	3	5
Bushbuckridge	1	0	1
Cacodu	1	0	1
Cape Town	6	4	10
Capricorn	6	1	7
Ceres	1	1	2
Central	2	0	2
Citrusdal	0	1	1
City of Johannesburg	1	2	3
City of Tshwane	18	6	24
Dr J.S. Moroka	1	1	2
Durban Metro	1	1	2
Edumbe	1	0	1
Ehlanzeni	2	1	3
Ekurhuleni	4	1	5
Ethekwini	1	1	2
Elias Motswaledi	0	1	2
Fetakgomo	0	2	2
Grabouw	0	2	2
Gert Sibande	0	2	2
Greater Giyani	0	4	4
Greater Letaba	1	1	1
Greater Tzaneen	5	5	10
Groblersdal	1	0	1
Hessequa	0	1	1
Intsikayethu	1	0	1
Izinqoleni	0	1	1
kwaMbonambi	0	2	2
Ladysmith	0	1	1
Lepelle Nkumpi	0	2	2
Marble Hall	2	0	2
Madibeng	0	1	1
Mafikeng	0	1	1
Makhado	6	5	11
Makhudu Thamaga	6	3	9
Maquassi Hills	0	1	1
Mangaung	1	0	1
Matjhabeng	1	0	1
Mbashe	1	1	1
Mbizana	0	1	1
Merafong	1	0	1
Mhlathuze	1	4	5
Mhlontlo	1	1	2
Mlalazi	1	0	1
Mnquma	0	1	1
Mogalakwena	1	0	1
Mogale City	0	1	1
Mokopane	0	1	1
Molemole	0	1	1

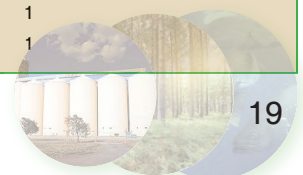


TABLE 34 Breakdown according to municipalities or districts which all interns/trainees are coming from (n = 242) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Mopani	1	4	5
Moretele	1	1	2
Moses Kotane	1	0	1
Mthonelo	0	1	1
Msukaligwa	1	1	2
Msunduzi	4	2	6
Mutale	1	0	1
Naledi	0	1	1
Nelspruit	3	0	3
Ngaka Modiri Molema	1	1	2
Ngqusha	1	0	1
Nkobonkobo	1	0	1
Nkomazi	1	1	2
Nkonkobe	1	0	1
Nyandeni	1	1	2
O.R. Tambo	2	0	2
Paarl	2	0	2
Polokwane	6	1	7
Port Elizabeth	2	0	2
Robertsons	1	1	2
Sedibeng	0	1	1
Setsotso	0	1	1
Stellenbosch	1	2	3
Steve Tshwete	0	1	1
Thembisile	0	1	1
Thohoyandou	1	0	1
Thulamela	3	10	13
Tubatse	1	0	1
Tygerberg	1	0	1
Ubuhle Bezwe	1	0	1
Umfoloji	1	1	2
Umgungundlovu	1	1	2
Umnambithi	1	0	1
Umshwati	1	0	1
Umuziwabantu	1	0	1
Uthungulu	1	0	1
Vhembe	4	2	6
Waterberg	1	0	1
Wostenberg	0	1	1
Xhariep	0	1	1
Total	137	105	242

Table 34 shows the municipalities from which all interns are coming from. In summary, the majority of the interns (24) come from the Tshwane Municipality followed by Thulamela with 13.

7. MONITORING AND EVALUATION

7.1 Monthly and quarterly progress reports

Monitoring and evaluation of the progress of interns/trainees is crucial and fundamental in the implementation of the programme. For conventional and EMDP 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, monthly progress reports on activities executed signed by their supervisors/mentors were also received and analysed accordingly. In addition, half yearly and end-of-year examination results were also received from respective institutions of higher learning where they enrolled for their postgraduate studies.

7.2 Monthly claims and stipends

All interns/trainees had to complete claim forms (timesheets) that indicated all the days worked in a particular month. Mentors and Senior Managers were responsible for managing the 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 on monthly basis to the Directorate: Sector Education and Training for assessment before being forwarded to the Directorate: Financial Administration for further processing. Because the stipends of interns/trainees are linked to a specific notch of a particular salary level of public servants as guided by the DPSA, their stipends were also increased from 1 June 2011 when the DPSA increased the salaries of public servants.

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 work stations and to outline important administration aspects of the programme.

Issues dealt with during other monitoring visits included spot checks on logbooks, leave records and presentations 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 subsequently 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
- In responding to questions, the majority of the interns struggled to link their experiences with qualifications, requirements and duties of the advertised positions
- On questions like "Why do you 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

PowerPoint presentation sessions were also conducted during the third quarter monitoring visits. The main purpose of presentations was to expose interns with regard to presentation skills and to evaluate the layout and format of their presentations. It is further meant to build the confidence of interns and to measure the extent to which they respond to questions asked, based on their presentations. Two weeks before the date of the monitoring visit, interns were requested to compile progress reports from 01 February 2011 when they commenced with their internship programme to 30 September 2011 and to highlight the following in the report:

- Activities executed
- Skills learned
- Highlights
- Challenges and recommendations

They further used information in the report to prepare a PowerPoint presentation. During the presentation session, each intern was given 20 minutes to deliver the presentation and questions based on the presentation were asked at the end. The following was established during the presentation sessions:



- The quality and standard of presentations by some interns were generally good
- Interns struggled to maintain good eye contact with audience during their presentations
- There was information overload on some slides of interns and some used a very small font size which was not clearly visible
- At the end of the presentation session, interns were given advice and tips on how best they can improve in future

7.4 Training and capacity building for interns

Over and above the practical hands-on training which interns received, they were further enrolled for relevant soft and technical skills training. The training provided learners with fundamental knowledge necessary to execute the allocated tasks and responsibilities. The analysis of training programmes attended by interns is outlined in Table 35.

TABLE 35 Analysis of training and capacity building attended by interns during 2011/12

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
BAS FCP 4.4 Upgrade Technical Workshop	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
CPI Impact on Agricultural Sector	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Customer Service Standard and Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Developing Applications for J2EE Platform	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Desktop I: Getting started with GIS	1	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1	100,0	1
Epoch Machine Operation Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
E-Sponder Application	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Familiarisation Training	3	100,0	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	3
Farm Together	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
FBO Database Training	1	0,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Fire Safety Training	0	0,0	0	0,0	0	0,0	1	0,0	0	0,0	1	100,0	1
Germplasm System	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Global Harmonised System	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Induction on HR and OHS	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Integrated Development Plan Assessor's Training	1	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Invertebrates Identification Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Invertebrate Sampling and Identification	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Introduction to World Trade Organization laws	3	100,0	0	0,0	0	0,0	0	0,0	1	33,3	2	66,6	3
Lab Africa Exhibition	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Leadership and Management for Executive Secretaries	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
Marine Administration System (MAST)	2	100,0	0	0,0	0	0,0	0	0,0	2	100,0	0	0,0	2
Marine Invertebrate Identification	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Micro-Finrec	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1



TABLE 35 Analysis of training and capacity building attended by interns during 2011/12 (cont.)

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Forestry Summit	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
National Forest Act and National Veld and Forest Fire Act Foundation Course	7	100,0	0	0,0	0	0,0	0	0,0	2	28,6	5	71,4	7
Online Security Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
National Certificate: Perishable Products Export Technology	19	82,6	4	17,4	0	0,0	0	0,0	8	34,8	15	65,2	23
Pet Food Industry	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Poultry Production Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Project Management	7	100,0	0	0,0	0	0,0	0	0,0	2	28,6	5	71,5	7
Public Service Induction	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Rainwater-Harvesting	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Real-time PCR Rotor Gene Operation Training	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Safety and Survival at Sea Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Sample Preparation Seminar — Agilent Technologies	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Sea-going Dedical	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Seed Analysis Training	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
Skills Development Facilitator	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Small Stock Expo and Product	0	0,0	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Technical Orientation	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Entrepreneurial Management Development Programme (EMDP)	27	93,1	2	6,9	0	0,0	0	0,0	15	51,7	14	48,3	29
Window 7 and Microsoft Office Deployment Programme	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Workshop on Energy and Water Saving	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Workshop on Google Earth/Maps	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	108	92,3	7	6,0	0	0,0	2	1,7	46	39,3	71	60,7	117

In terms of the data presented in Table 35, the highest number (29) of interns attended the EMDP facilitated by the University of Stellenbosch Business School followed by the National Certificate: Perishable Produce Export Technology with 23.

7.4.1 Employment status

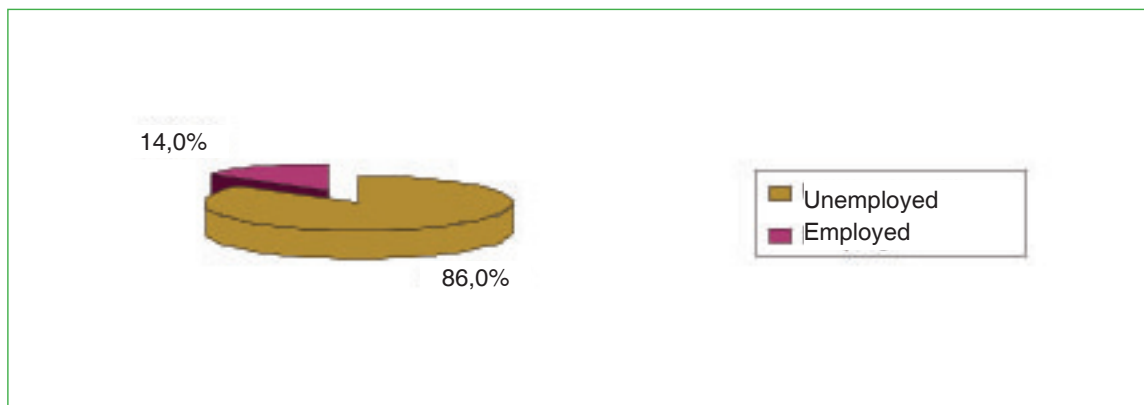
The major success indicator of the programme is the number of participants who secure employment or establish their own businesses during their training programme. The interns were expected to be very aggressive in their approach to look for employment and business opportunities. Therefore, monitoring 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

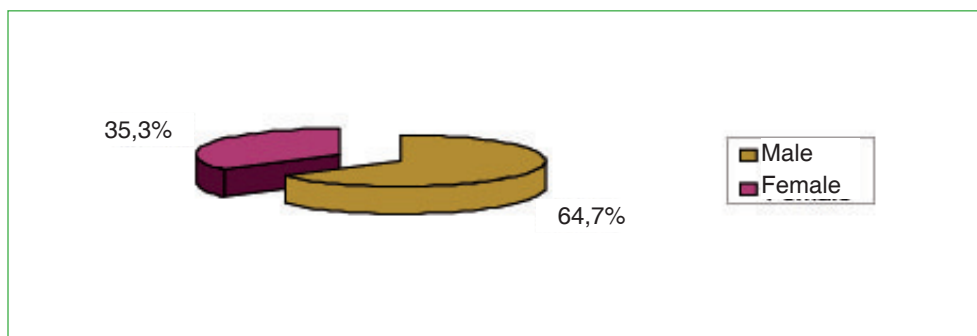
Out of the 242 interns who participated in the programme, 34 (14,0%) secured employment while 208 (86,0%) could not secure employment. The rate of employment of interns during the 2011/12 programme was higher compared to the 32 interns who secured employment during 2010/11. The analysis of the status of employment is outlined in the graphs below.

GRAPH 1 Analysis of status of employment of all interns (n = 34)



Graph 1 shows that out of the total intake of 242 interns/trainees, 34 (14,0%) secured employment while 208 (86,0%) could not secure permanent employment.

GRAPH 2 Analysis of status of employment by gender (n = 34)



Graph 2 shows that out of the 34 interns/trainees who secured employment, 22 (64,7%) were males and 12 (35,3%) were females.

TABLE 36 Status of employment according to organisation (n = 34)

Organisation	Number	%
Agriculture, Forestry, Fisheries and Renewable DAFF	12	35,3
Other government departments	7	20,6
Private sector	15	44,1
Total	34	100

Table 36 shows that most of the interns 19 (55,9%) secured employment within the public service of which the DAFF appointed 12 (35,3%). The table further indicates that 15 (44,1%) were employed by the private sector.

TABLE 37 Analysis of period of stay before securing employment (n = 34)

Period of participation	Total
1–3 months	08
4–6 months	05
7–9 months	07
10–12 months	14
Total	34

Table 37 shows that out of the 12 young professionals who completed their studies, four were appointed by the DAFF as interns, four secured permanent employment, three furthered their studies and one is in the process of being appointed by DAFF.

TABLE 38 Analysis of levels of employment of trainees/interns (n = 34)

Salary level	Number of interns/trainees
SL 11	06
SL 10	01
SL 9	01
SL 8	02
SL 7	06
SL 6	04
SL 5	09
SL 4	02
SL 3	03
Total	34

Table 38 indicates the levels at which trainees/interns secured employment during their participation in the programme. The table further shows that the majority of interns (9) secured employment at salary level 5 followed by six at salary levels 11 and 7 each. It is worth noting that eight of them (23,5%) 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 in the mainstream of the economy in the agriculture, forestry and fisheries sectors. The tables below outline the academic performance of the 28 young professionals registered for post-graduate studies as outlined in Table 27.

TABLE 39 Analysis of 2011 academic performance of young professionals (n = 28)

Field of study	Satisfactory performance	%	Unsatisfactory performance	%	Total
B Tech. Biotechnology	1	100,0	0	0,0	1
B.Tech. Food Technology	1	100,0	0	0,0	1
B.Tech. Food and Consumer Science	1	100,0	0	0,0	1
B. Tech. Forestry	3	100,0	0	0,0	3
B.Sc. (Hons) Environmental Management	1	100,0	0	0,0	1
B.Sc. (Hons) Food Science	1	100,0	0	0,0	1
M.Sc. Economic and Geology Science	1	100,0	0	0,0	1
B Sc. (Hons) Agricultural Economics	1	100,0	0	0,0	1
B Sc. (Hons) Microbiology and Biotechnology	2	100,0	0	0,0	2
B Sc. (Hons) Plant Science	1	100,0	0	0,0	1
M.Tech. Animal Science	1	100,0	0	0,0	1
M.Sc. Forestry	1	100,0	0	0,0	1
M. Sc. Marine Bio-Science	1	100,0	0	0,0	1
M.Sc. Agric. Agronomy	1	100,0	0	0,0	1
M.Sc. Soil Science	2	100,0	0	0,0	2
M.Sc. Food Science	1	100,0	0	0,0	1

TABLE 39 Analysis of 2011 academic performance of young professionals (n = 28) (cont.)

Field of study	Satisfactory performance	%	Unsatisfactory performance	%	Total
M.Tech. Agriculture	1	100,0	0	0,0	1
M.Sc. Wood Product Science	1	100,0	0	0,0	1
M.Sc. Animal Science	1	100,0	0	0,0	1
M. Tech. Food Technology	1	100,0	0	0,0	1
Ph.D.Pasture Science	0	0,0	1	100,0	1
Ph.D. Agric Economics	1	100,0	0	0,0	1
Ph.D.. Animal Production	1	100,0	0	0,0	1
Ph.D.. Forestry	1	100,0	0	0,0	1
Total	27	96.4	1	3.6	28

Table 39 shows the academic performance of 28 young professionals who registered for postgraduate studies in 2011. The performance of 27 young professionals (96,4%) was satisfactory and only 1 (3,6%) was unsatisfactory

TABLE 40 Analysis of young professionals whose performance was satisfactory in 2011 (n = 27)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B Tech. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Tech. Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Tech. Food and Consumer Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B. Tech. Forestry	2	66,7	0	0,0	0	0,0	1	33,3	1	33,3	2	66,7	3
B.Sc. (Hons) Environmental Management	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. (Hons) Food Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Economic Geology Science	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
B Sc .(Hons) Agricultural Economics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B Sc. (Hons) Microbiology and Biotechnology	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
B Sc. (Hons) Plant Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Tech. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Forestry	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
M. Sc. Marine Bio-Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Soil Science	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
M.Sc. Food Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Soil Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Wood Product Science	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
M.Sc. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1

TABLE 40 Analysis of young professionals whose performance was satisfactory in 2011 (n = 27) (cont.)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
M. Tech. Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ph.D. Agric. Economics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ph.D.. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Ph.D. Forestry	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	23	85,7	0	0,0	0	0,0	4	14,3	14	53,6	13	46,4	27

In terms of the data presented in Table 40, the performance of 27 young professionals was satisfactory. Out of these 28 young professionals, 10 completed their studies and the analysis is further outlined in Table 41 below.

TABLE 41: An analysis of young professionals who completed their studies and graduated in 2011 (n = 10)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B. Tech. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Tech. Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	100,0	1
B. Tech. Forestry	2	66,7	0	0,0	0	0,0	1	33,3	1	33,3	2	66,7	3
B.Sc. (Hons) Environmental Management	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	100,0	1
B.Sc. (Hons) Food Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B Sc. (Hons) Microbiology and Biotechnology	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
B Sc. (Hons) Plant Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	9	90,0	0	0,0	0	0,0	1	10,0	5	50,0	5	50,0	10

Table 41 shows that 10 young professionals completed their studies during the 2011 academic year.

TABLE 42: Analysis of the whereabouts of the young professionals who completed their studies in 2011 (n = 10)

Salary level	Number of interns/trainees
B. Tech. Biotechnology	Appointed at Agricultural Research Council (Stellenbosch)
B.Tech. Food Technology	Appointed at Tiger Brands (Cape Town)
B. Tech. Forestry	Two : appointed by DAFF as interns One offered DAFF bursary for further studies (M.Tech : Forestry)
B.Sc. (Hons) Environmental Management	Offered DAFF bursary for further studies (M.Sc Environmental Management)
B.Sc. (Hons) Food Science	One Appointed by Clover (Roodeboort)
B Sc. (Hons) Microbiology and Biotechnology	Two appointed by DAFF as an interns
B Sc. (Hons) Plant Science	Appointed by National Research Foundation

Table 42 shows that out of the 10 young professionals who completed their studies, four secured permanent employment, four were appointed by the DAFF as interns and two furthered their studies.



7.4.3 Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2011

The table below shows an analysis of young professionals whose performance is satisfactory but could not complete their studies at the end of the 2011 academic year because they are still awaiting external supervisors to conclude assessments of their dissertations.

TABLE 43 Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2011 (n = 02)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B. Tech. Biotechnology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Tech. Food Technology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2

Table 43 indicates that two young professionals could not complete their studies at the end of the 2011 academic year. These two young professionals are expected to complete their studies and to graduate by June 2012.

7.5 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 therefore 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:
 - Presentation skills
 - Interview skills
 - Report-writing skills
 - Communication skills
 - Computer skills

8. SUMMARY OF BENEFICIARIES OF THE PROGRAMME FROM INCEPTION IN 2003 TO 2011

Table 44 shows the beneficiaries of the programme from 2003 to 2011 under various categories of the programme. According to the information presented, a total of 1 465 interns benefited from the programme with the highest number of beneficiaries recorded during the 2010/11 financial year. Out of 1 465 beneficiaries who participated in the programme, 526 secured employment during their participation in the programme.

TABLE 44 Analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003 to 2011 (n =1 465)

Year	Number of interns/trainees who participated and secured employment during their participation in the Internship Programme										
	Conventional		Agriculture Industry Development Programme			Young Professional Development Programme		PPECB		Total participating	Total employed
	No. participated	No. employed	No. participating	No. employed	No. owning businesses	No. participated	No. employed	No. participated	No. employed		
2003/04	96	46	0	0	0	0	0	0	0	96	46
2004/05	138	38	24	15	1	0	0	0	0	162	54
2006/07	133	66	35	13	9	0	0	24	24	168	112



TABLE 44 Analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003 to 2011 (n =1 465) (cont.)

Year	Number of interns/trainees who participated and secured employment during their participation in the Internship Programme										
	Conventional		Agriculture Industry Development Programme			Young Professional Development Programme		PPECB		Total participating	Total employed
	No. participated	No. employed	No. participating	No. employed	No. owning businesses	No. participated	No. employed	No. participated	No. employed		
2007/08	140	75	24	8	1	0	0	30	30	164	114
2008/09	124	57	24	10	0	25	1	25	19	173	87
2009/10	118	28	30	04	2	36 (18 new intake)	7	22	6	184	47
2010/11	134	27	0	0	0	26 (5 new intake)	4	15	1	175	32
2011/12	161	28	29	4	0	28 (24 new intake)	1	24	1	242	34
Total	883	337	137	50	13	87 (head count: 48)	12	116	80	1 223	492

The above table shows that the highest number of programme beneficiaries who secured employment was recorded during 2007/08 (114) followed by 2006/07 with 112.

9. STATUS OF EXPENDITURE

Expenditure for the implementation of the programme during this financial year included venues for the orientation programme, the printing of logbooks, files, advertisements, consultancy fees, printing of reports, transport, accommodation and monthly allowances for interns/trainees. The total amount spent for the implementation of the 2011/12 Experiential Training, Internship and Professional Development Programme is R13 005 725,61.

TABLE 45 Status of expenditure

Item description	Amount (R)
Personnel	
Intern/Trainee remuneration	11 276 345, 94
Goods and services	
Capturing of applications	195 000, 00
Orientation programme	847 290, 00
Advertisements	131 861, 52
Printing and publications	46 134, 90
Training	509 093, 25
Total	13 005 725, 61

Table 45 shows that the total amount spent for the implementation of the programme during 2011/12 is R13 005 725,61. The highest amount spent was on the remuneration of interns (R11 276 345,94).



10. SUMMARY OF BENEFICIARIES OF THE 2011/12 INTERNSHIP PROGRAMME IMPLEMENTED BY PROVINCIAL DEPARTMENTS OF AGRICULTURE

The number of interns who benefited from internship programme implemented by provincial departments of agriculture during 2011/12 financial year is outlined in Table 46 below:

TABLE 46 Summary of beneficiaries of the 2011/12 internship implemented by provincial departments of agriculture (n = 407)

Province	Number of beneficiaries														Total employed		
	African		Coloured		Indian		White		Total		Total beneficiaries	Provincial department	Other government departments	Private sector		Own Business	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							
Free State	17	10	0	0	0	0	0	0	0	17	10	27	19	4	0	0	23
Limpopo	114	101	0	0	0	0	0	2	2	114	101	215	1	10	0	0	18
Mpumalanga	52	75	0	0	0	0	0	2	2	52	77	129	10	0	0	0	10
Western Cape	4	11	9	9	0	0	1	2	14	14	22	36	07	1	0	0	08
Total	187	197	9	9	0	0	1	6	197	210	407	37	15	7	0	0	59

Table 46 shows that 407 beneficiaries participated in the internship programme implemented by provincial departments of agriculture. Of these beneficiaries, 197 are males and 210 are females.

11. FUTURE STRATEGIC FOCUS OF THE PROGRAMME

From 2012/13 and beyond, DAFF will also focus on placement of interns with local district municipalities in support of Zero Hunger Programme of the department. This initiative will ensure deployment of personnel with valuable skills needed at district municipality level to increase not only the production outputs but also efficiency in the entire agricultural value chain and access to markets,

12. CONCLUSION

The 2011/12 report on the implementation of the Experiential Training, Internship and Professional Development Programme indicates both success stories and challenges.

In terms of the DPSA guideline for the determination of interns in the public service, government departments are expected to appoint 5% of the total establishment as interns but the DAFF only appointed 242 interns which is 3,5% of the post establishment because of budgetary constraints. Efforts to augment the budget for 2012/13 should be made.

With regard to the appointment of interns, the DPSA requires each host government department to employ at least 25% of the total number of the interns who participated in the internship programme. This means that for 2011/12, the DAFF was expected to appoint 44 interns permanently in order to comply with the directive. Only 13 (7,4%) 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 further indicates that out of the 28 young professionals recruited, 10 completed their studies, which is a good return on investment.



