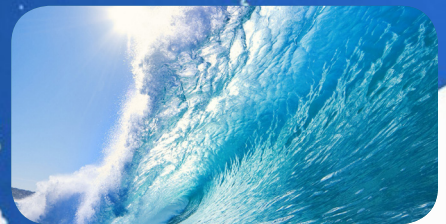
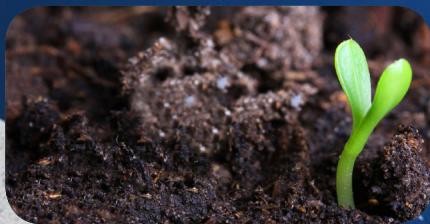


# ANNUAL REPORT

## ON THE IMPLEMENTATION OF THE EXPERIENTIAL TRAINING, INTERNSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMME

2014/15



agriculture,  
forestry & fisheries

Department:  
Agriculture, Forestry and Fisheries  
REPUBLIC OF SOUTH AFRICA



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**ON THE IMPLEMENTATION OF THE EXPERIENTIAL  
TRAINING, INTERNSHIP AND PROFESSIONAL  
DEVELOPMENT PROGRAMME**

**2014/15**



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## ACRONYMS

AETP	:	Agri-export Technology Programme
AgriBEE	:	Agricultural Black Economic Empowerment
B.Sc.	:	Bachelor of Science
B.V.Sc.	:	Bachelor of Veterinary Science
B.Tech	:	Bachelor of Technology
CESM	:	Classification of Education Study Matter
DAFF	:	Department of Agriculture, Forestry and Fisheries
DPSA	:	Department of Public Service and Administration
D.Tech	:	Doctorate degree in Technology
EXCO	:	Executive Committee
Hons	:	Postgraduate degree (Honours)
M.Com	:	Masters degree in Commerce
M.Sc	:	Masters degree in Science
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

## 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 is an annual report on the implementation of the *Experiential Training, Internship and Professional Development Programme* and it covers the activities relating to the 2014/15 intake of interns/trainees. The report elaborates on the implementation procedures, which include recruitment, selection, placement, monitoring and evaluation as well as the progress achieved against the expected outputs.

The report indicates that 286 interns/trainees participated in the programme during the 2014/15 financial year and were placed under various categories of the programme as follows:

- Conventional interns: 182 (63, 6%)
- Industrial Placement interns: 25 (8, 8%)
- Agri-export Technology Programme interns: 50 (17, 5%)
- Young Professional Development Programme interns: 29 (10, 1%)

Of the 286 interns who participated in the programme, 172 (60, 1%) were females and 114 (39, 9%) were males. With regard to race, 261 (91, 3%) were Africans, 20 (7, 0%) were Coloureds and 5 (1, 7%) were whites.

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 the interns with skills necessary for the job interviews. Worth noting from this report is that out of the 286 interns, 32 (11, 2%) secured permanent employment during their participation in the programme of which 16 (5, 6%) were appointed by DAFF. The report further indicates that 29 young professionals were registered for further studies during the 2014 academic year and the end-of-year performance of 28 was satisfactory and one was unsatisfactory. Of the 29 young professionals who participated in the programme, 8 successfully completed their professional development and graduated.

The report further illustrates investment made by Provincial Departments of Agriculture (PDAs) in recruitment of interns during the 2014/15 financial year. In summary, PDAs recruited 589 interns of which 57 managed to secure employment during their participation in the programme.

In measuring the return on investments of the programme for the past years (2003/4-2014/15) and impact analysis thereof, section eleven of the report highlight the following:

58 938 applications were received from qualified unemployed graduates over the past five financial years (2010/11-2014/15) and the analysis is as follows:

- 22 212 were agriculture related qualifications
- 6 586 were forestry related qualifications
- 6 847 were fisheries related qualifications
- 23 579 were support function related (Administration, Human Resource Management, Finance, Information Communication Technology etc).

Out of 58 938 applications received over the past five years, DAFF recruited 1 226 as interns regretting 57 646. In terms of directives and prescripts from dpsa, DAFF should have recruited 1 750 over this period but only recruited 1 226 interns due to limited budget (shortfall of 514 recruits was recorded).

In summary, Table 48 of the report indicates that 2 274 unemployed graduates participated in the programme since its inception in 2003/4 to 2014/15 and the department invested R107 188 910.95. Of the 2 274 interns recruited, 631 secured employment during their participation in the programme as follows:

- DAFF employed 220
- Other Government Departments employed 152
- Private sector employed 259



The analysis of their salary levels is as follows:

- Salary levels 8 -11 : 128
- Salary levels 5 - 7 : 383
- Salary levels 2 - 4 : 120

Notwithstanding the outstanding contribution made by the department over the years in providing training space for young people, the following challenges and recommendations are highlighted in the report:

**Limited budget:** for 2014/15 financial year, DAFF allocated R 17, 8 million for the programme and 286 unemployed graduates were recruited to participate in the programme as opposed to 350 as prescribed by the directive from dpsa and the shortfall of 64 recruits was recorded. It is recommended that the budget be increased to at least R 26 million in order to comply with the prescripts and directives from dpsa on recruitment of interns in public service (i.e. number of interns recruited should be 5 % of total establishment of the department). This will not only ensure compliance to dpsa but will be in line with creation of one million jobs by 2030 as outlined in the National Development Plan.

**High volume of qualified unemployed graduates regretted:** for 2014/15, 15 214 applications were regretted due to limited budget. It is recommended that other funding institutions e.g. National Skills Fund, SETAs be approached to assist with additional funds to place these applicants with relevant farms to acquire practical hands-on experience to enhance their chances of employability and entrepreneurship.



# BACKGROUND AND OBJECTIVES

## Introduction and background

The Youth Employment Accord: 6 signed on 18 April 2013 by representatives from government and social partners as part of the New Growth Path initiative, represents a collective pledge to cooperate and to empower a new generation of young people with skills and decent jobs. It illustrates a significant breakthrough in the government efforts to increase youth participation and employability into the economy and training.

Commitment two of the signed accord hinges on work exposure and government together with social partners committed to connect young people with employment opportunities, through among others, support for job placement schemes, work readiness promotion programmes for young school-leavers and provide young people with work experience to enhance their chances of employability. This will serve as a catalyst in creation of one million jobs as outlined in the National Development Plan.

As a contribution to commitments of the Youth Employment Accord, the Department of Agriculture, Forestry and Fisheries (DAFF) implemented the Experiential Training, Internship and Professional Development Programme to provide the best possible environment for youth skills acquisition and avail its work environment as a training space. Through the programme, qualified unemployed graduates are offered practical hands-on experience to acquire requisite skills and knowledge to make them attractive to the job market.

Since the inception of the programme in 2003, 2 274 qualified unemployed graduates participated in the programme and 631 secure permanent employment during their participation in the programme, of whom DAFF employed 220. For the 2014/15 financial year, 286 interns were recruited and placed within relevant functional units in DAFF, industry or research institutions to undergo rigorous on-the-job-training under the supervision of experienced and committed mentors to guide their training and the logbook system was used to manage their progress effectively and efficiently.

## 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 employment of unemployed graduates.
- Develop the skills and capacity of previously disadvantaged people to direct commercial 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 sectors in South Africa by ensuring the meaningful participation of graduates from previously disadvantaged groups.
- Actualising the government's job creation strategy.
- 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 toward a prosperous agriculture, forestry and fisheries sector.

# RECRUITMENT AND SELECTION

## 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 2014/15, a needs analysis questionnaire was sent to all directorates within 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, 286 internship opportunities were allocated to various categories of the programme as follows:

- Conventional: 182 interns
- Industrial Placement: 25 interns
- Agri-export Technology Programme: 50 interns
- Young Professional Development Programme: 29 interns.

## Advertisement of internship vacancies

From the needs analysis, an advert with internship opportunities for 2014/15 was compiled and published in *City Press* on 15/09/2013 and *The New Age* on 12/09/2013.

The internship opportunities were also advertised on the website of the DAFF and invariably the advertisement specified the different areas in which interns/trainees were required. In total, 15 500 application forms 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.

## Short-listing and interviews

The preliminary schedules of shortlisted candidates together with the applications were forwarded to relevant directorates and agribusinesses for further short-listing in October 2013. A brief guide of how to conduct short-listing 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 2013 to January 2014 and the Directorate: Sector Education and Training rendered secretariat services. All successful candidates were issued with appointment letters to resume their training on 03 February 2014.

# ARRIVAL PROGRAMME OF 2014/15 INTERNS/TRAINEES

## Arrival

Interns/trainees reported for their internship training on 03 February 2014. 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 the stipend in their banking accounts and workplans from mentors were received. The contents of the forms were also explained to the interns in order to give them a better understanding of the agreements entered into.

## Orientation and induction programme

The orientation and induction session of the new interns was held at the Holiday Inn hotel (Pretoria) from 12 to 15 February 2014. The purpose of this session was to give new interns/trainees a broad overview of the internship programme and what is expected from them. Over and above this, it was also meant to lay a foundation for participants to come to a better understanding of the DAFF, its values and the work ethics.

Officials from various functional units such as Financial Accounting, Security Services, Communication Services, Information and Communication Technology, Employee Development and Performance Management, Department of Trade and Industry, Strategic Planning, Transformational Unit, Human Resources Management and National Youth Development Agency were invited to make presentations in order to inform interns/trainees about detailed roles of their units.

The following aspects were covered during the session:

- Purpose and expectations of the intern's orientation programme;

- Strategic overview of DAFF's internship programme;
- Internal/External communications (communications and media protocol);
- S & T claims and management of losses;
- Security management (access cards, theft and vetting, etc);
- Experiential Training, Internship and Professional Development Programme policy;
- Employee relations issues (code of conduct, disciplinary procedures);
- Youth support services;
- Enterprise and youth development;
- Interns' logbooks/management toolkit;
- Monthly confirmation of employment of interns;
- Telephone and internet policy;
- Health, wellness and employee assistance;
- Transport and accommodation and no shows;
- Capacity building, training and empowerment;
- Monthly progress report, workplan and quarterly performance; and
- Overview of DAFF structure (strategic plan, functions, etc).

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

The programme catered for four major categories of interns/trainees in 2014/15:

### **Conventional**

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

A total of 182 interns/trainees were recruited and recommended for placement as conventional interns and they constituted 63, 6% of the 2014/15 total intake. Of the 182 conventional interns/trainees, 16 were doing experiential training. Once recruited, they were placed with relevant functional units or directorates within the DAFF for a period of 12 months for their training programme.

The profiles of the 2014/15 conventional interns/trainees are presented in the following tables:

**Table 1: Breakdown by race, gender and disability of "Conventional" interns/trainees (n= 182)**

<b>Race</b>	<b>Gender</b>	<b>No.</b>	<b>(Disabled)</b>	<b>Total</b>
African	Male	69	0	69
	Female	107	0	107
Coloured	Male	3	0	3
	Female	2	0	2
Indian	Male	0	0	0
	Female	0	0	0
White	Male	1	0	1
	Female	0	0	0
<b>Total</b>		<b>182</b>	<b>0</b>	<b>182</b>

Table 1 above shows that majority of beneficiaries of the programme are Africans (176) followed by Coloureds (5) and then by Whites with one. The table further shows that 109 females (59,9%) and 73 males (40,1%) were appointed as conventional interns.



**Table 2: Breakdown according to age of “Conventional” interns/trainees (n= 182)**

20–25 years		26–30 years		31 – 35 years		35+		Gender		Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
62	30	42	34	5	9	0	0	109	73	182

Table 2 above shows that majority (92) of conventional interns/trainees recruited were between the ages of 20 and 25, followed by 76 of those who are between the ages of 26 and 30 and 14 who are between the ages of 31 and 35.

**Table 3: Breakdown according to placement of “Conventional” interns/trainees (n=182)**

Directorate (DAFF functional units)	Gender		Total
	Female	Male	
Americas, Australasia, Europe and Middle East Relations	1	0	1
Africa Relations	0	1	1
Agriculture Research Council	2	0	2
Agricultural Inputs Control	0	2	2
Agro-Processing Support	2	0	2
Animal Health	1	1	2
Animal Production	3	1	4
Aquaculture Research	1	0	1
BBBEE Charters Compliance	1	0	1
Comprehensive Agricultural Support Programme	1	0	1
Chief Directorate: Forestry Operations	1	0	1
Chief Directorate: Marine Resources Management	1	0	1
Chief Directorate: Monitoring, Control & Surveillance	2	0	2
Commercial Forestry	1	1	2
Communication Services	4	1	5
Compliance	2	2	4
Cooperative Enterprise Development	3	0	3
Development Finance Coordination	1	0	1
Deputy Director-General: Forestry & Natural Resources Management	1	0	1
Employee Development and Performance Management	3	1	4
Employee Relations	2	0	2
Facilities Management	1	1	2
Financial Accounting	1	3	4
Financial Management	0	1	1
Food Import and Export Standards	1	1	2
Food Import and Export Standards(Veterinary import permit office)	1	2	3
Food Safety and Quality Assurance	4	0	4
Forestry Management and Other Regions (Free State)	1	0	1
Forestry Management and Other Regions (North West)	0	1	1
Forestry Management and Other Regions (Northern Cape)	0	1	1
Forestry Management and Other Regions (Western Cape)	0	2	2
Forestry Management Eastern Cape	3	1	4

Directorate (DAFF functional units)	Gender		Total
	Female	Male	
Forestry Management KwaZulu-Natal	1	3	4
Forestry Management Limpopo/Mpumalanga	6	0	6
Forestry Regulations and Oversight	3	1	4
Human Resources Management	3	1	4
Information Communication Technology Service Strategy and Systems	4	6	10
Infrastructure Support	2	2	4
Inshore Fisheries Management	2	1	3
Inspection Services	3	1	4
Intergovernmental Relations	2	1	3
Integrated Human Resources Management	2	2	4
International Trade	1	1	2
Knowledge and Information Management	1	0	1
Land Use and Soil Management	1	4	5
Marine Fisheries Research	2	1	3
Marketing	2	0	2
Monitoring Control and Surveillance	1	1	2
National Extension Support	1	1	2
Nelson Mandela Metropolitan University	0	1	1
Offshore Fisheries Research	2	1	3
Offshore and High Seas Fisheries Management	2	0	2
Organisational Performance	0	2	2
Plant Health	1	1	2
Plant Production	3	1	4
Policy Research Support	1	1	2
Research Support and Administration	1	1	2
Revenue Management	1	1	2
Sector Education and Training	3	3	6
Sector Transformation and Gender Mainstreaming	1	1	2
Sectoral Colleges	1	0	1
Small Holder Development	1	1	2
Socio-Economic Development	1	1	2
Special Programme	1	0	1
Statistics Economic Analysis	1	1	2
Strategic Planning	1	1	2
Subsistence Farming	1	1	2
Supply Chain Management	1	1	2
Sustainable Aquaculture Management	3	1	4
University of Limpopo (Soil Science Laboratory)	1	0	1
University of Pretoria	0	1	1
Veterinary Public Health	0	1	1
Water Use and Irrigation Development	0	2	2
<b>Total</b>	<b>109</b>	<b>73</b>	<b>182</b>



Table 3 above shows that the Directorates: ICT Service Strategy and Systems accommodated the highest number of conventional interns/trainees with 10 interns, followed by Sector Education and Training and Forestry Management Limpopo/ Mpumalanga with six interns each.

**Table 4: Analysis of conventional interns/trainees according to placements within the DAFF line and support functional units (n = 182)**

Line function (core technical units)		Support function (non-core technical units)		Total
Female	Male	Female	Male	
68	46	41	27	182

Table 4 above shows that the majority of the participants (114) 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=182)**

Provinces	Gender		Total
	Female	Male	
KwaZulu-Natal	12	4	16
Northern Cape	1	0	1
Eastern Cape	13	14	27
Free State	4	4	8
Mpumalanga	3	7	10
North West	2	2	4
Limpopo	41	21	62
Gauteng	15	11	26
Western Cape	18	10	28
Total	109	73	182

Table 5 above shows that the highest number of conventional interns come from Limpopo Province (62) followed by Western Cape with 28 then Eastern Cape with 27.

**Table 6: Breakdown according to municipalities or districts where “conventional” interns/trainees are coming from (n=182).**

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	0	1
Alfred Ndzo	1	1	2
Amathole	1	0	1
Buffalo City	4	1	5
Ba Phalaborwa	1	1	2
Bloemfontein	1	0	1
Capricorn	4	3	7
City of Cape Town	16	6	22
City of Johannesburg	2	2	4
City of Tshwane	11	7	18
Dr JS Moraka	0	2	2
Eden	0	1	1
Ehlanzeni	0	1	1
Ekurhuleni	1	0	1

Municipality/District	Gender		Total
	Female	Male	
Elias Motswaledi	1	0	1
Elundini	1	0	1
Emfuleni	1	1	2
Ephraim Mogale	1	0	1
Ethekwini	3	0	3
Fetakgomo	4	2	6
Greater Giyani	2	0	2
Greater Letaba	1	0	1
Greater Tubatse	1	0	1
Greater Tzaneen	0	1	1
Hessequa	0	1	1
Highbiscus Coast	1	0	1
Insikayethu	1	1	2
John Morolong	1	0	1
King Sabatha Dalindyebo	1	1	2
Knysna	0	1	1
Lepelle Nkumpi	3	1	4
Madibeng	0	1	1
Mahikeng	1	0	1
Mafube	1	0	1
Makhado	5	0	5
Makhuduthamaga	0	1	1
Maluti-a-phofung	2	1	3
Mangaung	0	1	1
Matjhabeng	0	1	1
Mbashe	0	2	2
Mbizana	0	1	1
Mbombela	0	1	1
Mhlontlo	0	1	1
Mnquma	1	0	1
Mogalakwena	2	0	2
Molemole	2	0	2
Moretele	1	1	2
Mutale	0	1	1
Ngaka Modiri Molema	0	1	1
Nkonkobe	3	0	3
Nkomazi	2	1	3
Nongoma	0	1	1
Nyandeni	1	1	2
O.R Tambo	0	1	1
Overstand	0	1	1
Polokwane	2	2	4
Port St Johns	1	1	2

Municipality/District	Gender		Total
	Female	Male	
Sakhisizwe	0	1	1
Sekhukhune	2	0	2
Setsoto	0	1	1
Stellenbosch	1	0	1
Thulamela	8	8	16
Tygerberg	0	1	1
Umjindi	0	1	1
Umsunduzi	4	3	7
Umzimkulu	1	0	1
Umzimvubu	0	1	1
Uthungulu	2	0	2
Vhembe	2	2	4
<b>Total</b>	<b>109</b>	<b>73</b>	<b>182</b>

Table 6 above shows that the majority of the conventional interns/trainees come from the City of Cape Town municipality with 22 interns followed by the City of Tshwane municipality with 18.

**Table 7: Breakdown according to number of “conventional” interns/trainees per academic Institution where they graduated (n= 182)**

Name of institution	Number of interns/trainees
Buffalo City College	1
Cape Peninsula University of Technology	8
Central University of Technology	2
Damelin	1
Durban University of Technology	1
Fort Cox College	11
Glen College of Agriculture	1
Lowveld College of Agriculture	1
Mangosuthu University of Technology	1
Nelson Mandela Metropolitan Municipality	12
North Link College	1
North-West University	4
Pretoria Technical College	1
Tshwane North College	3
Tshwane University of Technology	20
University of Cape Town	1
University of Fort Hare	9
University of Johannesburg	3
University of Kwazulu-Natal	14
University of Limpopo	20
University of Pretoria	8
University of South Africa	6

Name of institution	Number of interns/trainees
University of Stellenbosch	3
University of the Free State	5
University of Venda	21
University of Western Cape	1
University of Witwatersrand	1
University of Zululand	3
Vaal University of Technology	5
Vhembe FET College	3
Walter Sisulu University	11
Total	182

Table 7 above shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, University of Venda had the highest number of 21, followed by the University of Limpopo and Tshwane University of Technology with 20 each.

**Table 8: Breakdown of level of qualification according to gender “conventional” interns/trainees (n= 182).**

Qualifications	Female	Male	Total
N6	4	1	5
Diploma	6	5	11
National Diploma	34	25	59
Bachelor’s degree	57	39	96
Bachelor’s degree (Hons)	8	1	9
Masters	0	2	2
Total	109	73	182

Table 8 above shows that the majority of the conventional interns (96) graduated with bachelor’s degrees. The table further indicates that out of the total of 182 beneficiaries, 59 graduated with national diplomas, 11 with diplomas, five with N6 certificates and 11 with postgraduate degrees.

**Table 9: Classification of Education Study Master (CESM) of “conventional” interns/trainees (n= 182).**

Category	No
Agriculture, Forestry, Fisheries and Renewable Resources	108
Business Commerce	14
Health Sciences	2
Humanities	58
Total	182

Table 9 above indicates that according to CESM, majority (108) graduated in fields of study relating to Agriculture, Forestry, Fisheries and Renewable Resources followed by 58 in Humanities, 19 in Business Commerce and 2 in Health Sciences.

## Industrial Placement

This category targets young people who have an entrepreneurial inclination 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 within relevant agribusinesses or industries for a period of 12 months for practical exposure and mentorship with regard to business-related activities. A total of 25 interns were recruited and recommended for placement as Industrial Placement interns and they constituted 8,8 % of the 2014/15 total intake.

During their 12 months participation in the programme, the candidates were subjected to intensive mentoring programme which included but not limited to the following:

- marketing;
- entrepreneurship and general management;
- communication and presentation skills;
- managing people;
- basic principles of project management;
- fundamentals of financial management;
- leadership and teamwork;
- economics for the entrepreneurs;
- operations and supply chain management; and
- sustainability.

The profiles of the 2014/15 Industrial Placement interns are presented in the following tables:

**Table 10: Breakdown by race and gender of “Industrial Placement” interns (n=25)**

Race	Gender	No.	(Disabled)	TOTAL
African	Male	10	0	10
	Female	15	0	15
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		25	0	25

Table 10 above shows that all programme beneficiaries are Africans. The table further indicates that 15 females and 10 males were appointed as Industrial Placement interns. The table further shows that no other racial groups participated in the programme.

**Table 11: Breakdown according to age of “Industrial Placement” interns (n=25)**

20 - 25 years		26 –30 years		31 –35 years		35+		Female	Male	Total
Female	Male	Female	Male	Female	Male	Female	Male			
9	3	6	6	0	1	0	0	15	10	25

Table 11 above shows that majority (12) of interns recruited in this category were between the ages of 20 and 25, and 26 and 30 respectively, followed by one who is between the ages of 31 to 35.

**Table 12: Breakdown according to placement of “Industrial Placement” interns (n=25)**

Organisations/Agribusinesses	Gender		Total
	Female	Male	
Chester Wholesale Meat	1	0	1
Eastern Cape Department of Agriculture and Agrarian Reform	0	2	2
Food and Agriculture Organisation of the United Nations (FAO)	2	1	3
Heifer SA	2	1	3
Karan Beef	1	1	2
Manstrat	2	1	3
Mpumalanga Agri Skills Development & Training	0	2	2

Organisations/Agribusinesses	Gender		Total
	Female	Male	
National Wool Growers Association	1	1	2
Pure Ocean	2	0	2
Raw Farming	0	1	1
Rudles	2	0	2
Zinnerville Animal Clinic	2	0	2
<b>Total</b>	<b>15</b>	<b>10</b>	<b>25</b>

Table 12 above shows that Manstrat, Heifer SA and FAO accommodated the highest numbers with three each.

**Table 13: Breakdown according to provinces where “Industrial Placement” interns are coming from (n=25)**

Provinces	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Eastern Cape	3	5	8
Mpumalanga	1	1	2
North West	2	0	2
Limpopo	7	2	9
Gauteng	1	1	2
<b>Total</b>	<b>15</b>	<b>10</b>	<b>25</b>

Table 13 above indicates that the majority of interns are coming from Limpopo (nine) followed by Eastern Cape Province with eight.

**Table 14: Breakdown according to municipalities where “Industrial Placement” interns come from (n=25)**

Municipality/District	Gender		Total
	Female	Male	
Alfred Nzo	0	2	2
Buffalo City	2	1	3
Bojanala	2	0	2
Capricorn	1	0	1
City of Tshwane	1	1	2
Fetakgomo	0	1	1
Greater Giyani	1	0	1
Insikayethu	0	1	1
Makhado	3	1	4
Mnquma	1	0	1
Mthonjaneni	1	0	1
Nkomazi	1	1	2
Sakhisizwe	0	1	1
Thulamela	2	0	2
Uthungulu	0	1	1
<b>Total</b>	<b>15</b>	<b>10</b>	<b>25</b>

Table 14 above shows that the highest numbers (four) of the programme beneficiaries are from Makhado Municipality followed by Buffalo City Municipality with three interns.

## Agri-export Technology 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 interest 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 Technology 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 head start in advancing themselves professionally within the thriving export sector.

A total of 50 interns were recruited and recommended for placement as AETP interns and constituted 17, 5% of the total 2014/15 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 pack houses, 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 the PPECB for training, interns are also registered for the NQF and a unit standard aligned National Certificate: Perishable Produce 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 Produce Export Technology.
- The fundamental units are facilitated by CVS College and the core units by PPECB subject matter experts.
- The learner has 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.

In terms of competency results, all AETP interns were declared competent. The profiles of the 2014/15 AETP interns are presented in the following tables:

**Table 15: Breakdown by race, gender and disability of AETP interns (n = 50)**

Race	Gender	Number	Disabled	Total
African	Male	14	0	14
	Female	24	0	24
Coloured	Male	6	0	6
	Female	4	0	4
Indian	Male	0	0	0
	Female	0	0	0
White	Male	2	0	2
	Female	0	0	0
Total		50	0	50

Table 15 above shows that the majority of programme beneficiaries are Africans (38) followed by Coloureds (10) then Whites (2). The table further indicates 28 females and 22 males who were appointed as AETP interns and no Indians or people with disabilities were recruited.



**Table 16: Breakdown according to age of AETP interns (n = 50)**

20 - 25 years		26 – 30 years		31 – 35 years		35+				Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
16	9	8	9	4	4	0	0	28	22	50

Table 16 shows that the majority (25) of the AETP interns recruited were between the ages of 20 to 25, followed by 17 between ages of 26 to 30 and 8 between ages 31 to 35.

**Table 17: Breakdown according to placement of AETP interns (n = 50)**

PPECB regional offices	Gender		Total
	Female	Male	
Ceres	3	2	5
Citrusdal	3	1	4
De Doorns	0	1	1
Durban	4	1	5
Grabouw	1	3	4
Gauteng	7	4	11
Nelspruit	2	3	5
Paarl	1	1	2
Port Elizabeth	2	1	3
Robertson	0	2	2
Greater Tzaneen	5	3	8
Total	28	22	50

Table 17 shows that the highest number of AETP interns (11) was accommodated at Gauteng office followed by (8) interns at Greater Tzaneen.

**Table 18: Breakdown according to provinces where AETP interns are coming from (n = 50)**

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	6	1	7
Eastern Cape	3	3	6
Free State	0	1	1
Mpumalanga	7	4	11
Limpopo	5	2	7
Gauteng	1	3	4
Norther Cape	0	1	1
Western Cape	6	7	13
Total	28	22	50

Table 18 above indicates that the majority of interns (13) are coming from the Western Cape, followed by Mpumalanga with eleven.

**Table 19: Breakdown according to municipality where AETP interns are coming from (n = 50)**

Municipality/District	Gender		Total
	Female	Male	
Bizana	1	0	1

Municipality/District	Gender		Total
	Female	Male	
Breede Valley	0	1	1
Buffalo City	0	1	1
Bushbackridge	1	0	1
Capricorn	1	0	1
Cederberg	2	1	3
Drakentein	1	0	1
Ehlanzeni	0	1	1
Dr JS Moroka	2	0	2
Ekurhuleni	0	1	1
eThekwini	4	1	5
Greater Tubatse	0	1	1
Greater Tzaneen	0	1	1
Kokstad	1	0	1
Langeberg	0	1	1
Lepelle Nkumpi	1	0	1
Maluti-a-Phofuna	0	1	1
Mogalakwena	1	0	1
Mopani	1	0	1
Mkhondo	0	2	2
Mnquma	0	1	1
Namaqua	0	1	1
Nelson Mandela Metro	1	1	2
Nkomazi	4	1	5
City of Tshwane	1	2	3
uKhahlamba	1	0	1
uMzimkhulu	1	0	1
Theewaterskloof	1	3	4
Thulamela	1	0	1
Witzenberg	2	1	3
<b>Total</b>	<b>28</b>	<b>22</b>	<b>50</b>

Table 19 above shows that the majority of the programme beneficiaries (5) are from eThekwini and Nkomazi respectively followed by Theewaterskloof with four interns.

**Table 20: Breakdown according to number of AETP interns per academic institution where they graduated (n = 50)**

Name of institution	Number of interns
Boland College	4
Central University of Technology	1
Cape Peninsula University of Technology	5
Grootfontein College of Agriculture	1
Lowveld College of Agriculture	9
Jeppe College of Commerce & Computer Studies	1

Name of institution	Number of interns
Mangosuthu University of Technology	4
Nelson Mandela Metropolitan University	5
Tshwane University of Technology	4
University of South Africa	6
University of Limpopo	2
University of North West	1
University of Stellenbosch	3
University of Venda	1
Total	50

Table 20 above shows that, in terms of the academic institution where programme beneficiaries graduated from, the highest number (9) graduated from Lowveld College of Agriculture, followed by University of South Africa with six, and then by Cape Peninsula University of Technology and Nelson Mandela Metropolitan University with five graduates each.

**Table 21: Analysis of qualification level of AETP interns (n = 50)**

Qualifications	Total
N5	1
N6	1
National Senior Certificate	1
National Higher Certificate	1
Diploma	4
National Diploma	27
B Degree	15
Total	50

Table 21 shows that majority of the AETP interns (27) graduated with national diplomas, 15 with bachelor's degree followed by four with diplomas and N6, N5, National higher Certificate and National Senior Certificate with one each.

### Young Professional Development Programme (YPDP)

The Young Professional Development Programme was introduced by the DAFF in 2008 and it was in its seventh year of implementation in 2014/15. It is a capacity-building programme contributing to a relevant and credible future scientific base for the agriculture, forestry and fisheries sectors. It was introduced to address the shortage of skilled professionals and technical staff, which is one of the drawbacks to research development in South Africa. Through this programme, a pool of young scientists, engineers, technologists and technicians from the previously disadvantaged groups is created.

This category targets young graduates in possession of requisite bachelor's degrees 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 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 critically scarce skills in agriculture, forestry and fisheries. Successful candidates are taken in as interns, placed within a relevant research institution/industry and attached to experienced mentors/supervisors while furthering their studies and they receive a monthly stipend. A total of 29 interns were recruited and recommended for placement as PDP interns and constituted 10.1 % of the total 2014/15 intake.

The profiles of the 2014/15 PDP beneficiaries are presented in the following tables:

**Table 22: Breakdown by race, gender and disability of “PDP” interns (n=29)**

Race	Gender	No.	(Disabled)	Total
African	Male	7	0	7
	Female	15	0	15
Coloured	Male	1	0	1
	Female	4	0	4
White	Male	1	0	1
	Female	1	0	1
Total		29	0	29

Table 22 above shows that the majority (22) of the young professionals are Africans, followed by coloureds with five. However, the major challenge is the recruitment of people with disabilities.

**Table 23: Breakdown according to age of “PDP” interns (n=29)**

20 - 25 years		26 – 30 years		31 – 35 years		35+		Total		Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
12	5	6	3	2	1	0	0	20	9	29

Table 23 above indicates that 17 programme beneficiaries were within the age range of 20 to 25, 9 within the age range of 26 to 30 and 3 within the age range of 31 to 35.

**Table 24: A breakdown of PDP interns according to provinces where they come from (n=29)**

Provinces	Gender		Total
	Female	Male	
KwaZulu-Natal	2	1	3
Eastern Cape	7	3	10
Free State	1	0	1
Mpumalanga	1	1	2
North West	1	0	1
Limpopo	3	2	5
Gauteng	1	0	1
Western Cape	4	2	6
Total	20	9	29

Table 24 above shows that majority of young professionals (10) come from Eastern Cape, followed by Western Cape with 6.

**Table 25: Breakdown of PDP interns according to municipality where they come from (n=29)**

Municipality/District	Gender		Total
	Female	Male	
Amathole	1	0	1
Blouberg	1	0	1
Buffalo City	1	0	1
Bushbuckridge	1	1	2
City of Cape Town	3	2	5
Chris Hani	1	0	1

Municipality/District	Gender		Total
	Female	Male	
eThekwini	1	0	1
Ekurhuleni	1	0	1
Fetakgomo	1	0	1
King Sabatha Dalindyebo	1	0	1
Madibeng	1	0	1
Makana	1	0	1
Maluti-a-Phofung	1	0	1
Mhlontlo	0	1	1
Mkhanyakude	0	1	1
Mnquma	0	2	2
uMsunduzi	1	0	1
O.R Tambo	1	0	1
Polokwane	1	1	2
Sakhisizwe	1	0	1
Thulamela	0	1	1
Vhembe	1	0	1
<b>Total</b>	<b>20</b>	<b>9</b>	<b>29</b>

Table 25 above shows that majority of young professionals (5) come from City of Cape Town municipality.

**Table 26: Breakdown according to the number of PDP interns per academic institution where they graduated (n = 29)**

Name of institution	Total number
Durban University of Technology	1
Nelson Mandela Metropolitan University	1
University of the Free State	1
Tshwane University of Technology	1
Walter Sisulu University	3
University of Cape Town	1
University of KwaZulu-Natal	2
University of Limpopo	3
University of Fort Hare	2
University of Pretoria	3
Rhodes University	4
Cape Peninsula University of Technology	1
University of Stellenbosch	3
University of the Western Cape	3
<b>Total</b>	<b>29</b>

Table 26 above shows that majority of young professionals (4) graduated at the Rhodes University.

# FIELDS OF STUDY AND PLACEMENT OF YOUNG PROFESSIONALS FOR THE 2014 ACADEMIC YEAR

## Fields of study of young professionals for the 2014 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 and critical skills in agriculture, forestry and fisheries approved by the DAFF while placed with relevant industry or research institution for practical hands-on experience. The table below depicts fields of study registered by young professionals during the 2014 academic year.

**Table 27: Analysis of fields of study registered by young professionals during 2014 academic year according to race and gender (n=29)**

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
B.Tech. Forestry and Wood Technology	1	0	0	0	1	100.00	0	0	1
B.Sc. Marine Biology (Hons)	0	2	0	0	0	0.0	2	100.0	2
B.Sc. Ichthyology specialising in Aquaculture (Hons)	1	0	0	1	0	0.0	2	100.0	2
B.Sc. Ichthyology and Fisheries Science (Hons)	1	0	0	0	0	0.0	1	100.0	1
B.Sc. Oceanography and Marine Biology (Hons)	0	1	0	0	0	0.0	1	100.0	1
M.Tech. Agriculture	1	0	0	0	0	0.0	1	100.0	1
M.Tech. Oceanography	0	1	0	0	0	0.0	1	100.0	1
M.Sc. Marine Biology	1	1	0	0	1	50.0	1	50.0	2
M.Sc. Ichthyology	2	0	0	0	1	50.0	1	50.0	2
M.Sc. Environmental Science	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Forestry and Natural Science	0	0	0	1	1	100.0	0	0.0	1
M.Sc. Biochemistry	2	0	0	0	0	0.0	2	100.0	2
M.Sc. Animal Science	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Zoology	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Zoology and Aquatic Parasitology	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Aquaculture	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Agriculture	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Plant Pathology	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Soil Science	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Fisheries Science	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Entomology	1	0	0	0	0	0.0	1	100.0	1
M.Sc. Food Science	1	0	0	0	0	0.0	1	100.0	1
Ph.D. Pasture Science	1	0	0	0	1	100.0	0	0.0	1
D.Tech. Chemistry	1	0	0	0	0	0.0	1	100.0	1
<b>Total</b>	<b>22</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>33.3</b>	<b>20</b>	<b>66.7</b>	<b>29</b>

Table 27 shows that of the 29 young professionals recruited, the highest number (20) registered for Masters, followed by Honours (6), Doctorate (2) and 1 for B.Tech.

**Table 28: Analysis of academic institutions where PDP interns registered for further studies during the 2014 academic year according to race and gender (n=29)**

Name of institution	Number of interns/trainees
Cape Peninsula University of Technology	1
Central University of Technology	1
Durban University of Technology	1
Nelson Mandela Metropolitan University	1
Rhodes University	6
University of Cape Town	1
University of Fort Hare	1
University of KwaZulu-Natal	2
University of Limpopo	3
University of Pretoria	4
University of Stellenbosch	4
University of the Western Cape	4
Total	29

Table 28 shows that majority of young professionals (6) registered for further studies at the Rhodes University followed by the University of Stellenbosch, University of Pretoria and University of the Western Cape with 4 each.

### 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 them to serve the department or its entities after completion of the programme depending on availability of vacancies and to complete their studies within a prescribed period of participation as outlined below:

- B.Tech. and Honours degree: 1 year
- Master's degree: 2 years
- Ph.D: 3 years.

**Table 29: Analysis of year-level of study for young professionals during the 2014 academic year (n = 29)**

Field of study	Year of study				Total duration
	1	2	3	Total	
B.Tech. Forestry and Wood Technology	1			1	1
B.Sc. Marine Biology (Hons)	2			2	1
B.Sc. Ichthyology specialising in Aquaculture (Hons)	2			2	1
B.Sc. Ichthyology and Fisheries Science (Hons)	1			1	1
B.Sc. Oceanography and Marine Biology (Hons)	1			1	1
M.Tech. Agriculture	1			1	2
M.Tech. Oceanography	1			1	2
M.Sc. Marine Biology	2			2	2
M.Sc. Ichthyology	2			2	2
M.Sc. Environmental Science	1			1	2
M.Sc. Forestry and Natural Science	1			1	2
M.Sc. Biochemistry	1	1		2	2
M.Sc. Animal Science		1		1	2
M.Sc. Zoology	1			1	2
M.Sc. Zoology and Aquatic Parasitology	1			1	2



Field of study	Year of study				Total duration
	1	2	3	Total	
M.Sc. Aquaculture	1			1	2
M.Sc. Agriculture		1		1	2
M.Sc. Plant Pathology		1		1	2
M.Sc. Soil Science		1		1	2
M.Sc. Fisheries Science		1		1	2
M.Sc. Entomology		1		1	2
M.Sc. Food Science		1		1	2
Ph.D. Pasture Science	1			1	3
D.Tech. Chemistry			1	1	3
Total	20	8	1	29	-

Table 29 above shows that majority of young professionals (20) were in their first year of their postgraduate studies.

### Placement of young professionals during the 2014 academic year

All young professionals are required to be placed within the relevant institution 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 the laboratories of the universities for projects also served as their mentors.

**Table 30: Breakdown according to placement of young professionals (n = 29)**

Name of institution	Gender		Total
	Female	Male	
Agricultural Research Council	1	0	1
Department of Agriculture, Forestry and Fisheries	3	0	3
Durban University of Technology	1	0	1
Nelson Mandela Metropolitan University	0	1	1
Rhodes University	5	1	6
University of Cape Town	1	0	1
University of Fort Hare	0		1
University of KwaZulu-Natal	1	1	2
University of Limpopo	1	2	3
University of Pretoria	4	0	4
University of Stellenbosch	0	2	2
University of the Western Cape	3	1	4
Total	20	9	29

Table 30 above shows that the highest number of young professionals (6) was placed at Rhodes University, followed by the University of Pretoria and University of the Western Cape with 4 each.

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

The following tables summarises the profiles of all 2014/15 interns:

**Table 31: Breakdown by race, gender and disability of all interns/trainees (n= 286)**

Race	Gender	No.	Disability	Total
African	Male	100	0	100
	Female	161	0	161
Coloured	Male	10	0	10
	Female	10	0	10
Indian	Male	0	0	0
	Female	0	0	0
White	Male	4	0	4
	Female	1	0	1
Total		286	0	286

Table 31 above shows a comprehensive summary according to race and gender of all categories of interns. In summary, the table shows that the majorities of participants were Africans (261), followed by coloureds (20) and whites (5). The table further indicates that there were 172 females and 114 males.

**Table 32: Breakdown according to the ages of all interns/trainees (n= 286)**

20 - 25 years		26 –30 years		31 –35 years		35+		Total		Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
99	47	62	52	11	15	0	0	172	114	286

Table 32 above depicts the age ranges of all interns recruited during the 2014/15 financial year. In summary, out of the total intake of 286 interns/trainees, majority (146) of them were within the age range of 20 to 25, with 114 being 26 to 30 and 26 being 31 to 35.

**Table 33: Breakdown according to provinces where all interns/trainees are coming from (n=286)**

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	21	7	28
Northern Cape	1	1	2
Eastern Cape	26	25	51
Free State	5	5	10
Mpumalanga	12	13	25
North West	5	2	7
Limpopo	56	27	83
Gauteng	18	15	33
Western Cape	28	19	47
Total	172	114	286

Table 33 above indicates the provinces where all interns are coming from. In summary, the majority (83) of the interns come from Limpopo Province followed by Eastern Cape with 51 interns.

**Table 34: Breakdown according to municipalities or districts where all interns/trainees are coming from (n= 286).**

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	0	1
Alfred Nzo	1	3	4
Amathole	2	0	2
Bizana	1	0	1
Bloemfontein	1	0	1
Breede Valley	0	1	1
Buffalo City	7	3	10
Baphalaborwa	1	1	2
Blouberg	1	0	1
Bojanala	2	0	2
Bushbuckridge	2	1	3
Capricorn	6	3	9
Cederberg	2	1	3
Chris Hani	1	0	1
City of Cape Town	19	8	27
City of Johannesburg	2	2	4
City of Tshwane	13	10	23
Drakentien	1	0	1
Dr JS Moroka	2	2	4
Eden	0	1	1
Ehlanzeni	0	2	2
Ekurhuleni	2	1	3
Eliase Motswaledi	1	0	1
Elundini	1	0	1
Emfuleni	1	1	2
Ephraim Mogale	1	0	1
eThekweni	8	1	9
Fetakgomo	5	3	8
Greater Giyani	3	0	3
Greater Letaba	1	0	1
Greater Tubatse	1	1	2
Greater Tzaneen	0	2	2
Hessequa	0	1	1
Highbiscus Coast	1	0	1
Insikayethu	1	2	3
John Morong	1	0	1
King Sabatha Dalindyebo	2	1	3
Kokstad	1	0	1
Knysna	0	1	1
Langeberg	0	1	1
Lepelle Nkumpi	4	1	5
Madibeng	1	1	2
Mahikeng	1	0	1

Municipality/District	Gender		Total
	Female	Male	
Mafube	1	0	1
Makana	1	0	1
Makhado	8	1	9
Makhuduthamaga	0	1	1
Maluti-a- Phofuna	3	2	5
Mangaung	0	1	1
Matjhabeng	0	1	1
Mbashe	0	2	2
Mbizana	0	1	1
Mbombela	0	1	1
Mhlontlo	0	2	2
Mkhanyakude	0	1	1
Mkhondo	0	2	2
Mnquma	2	3	5
Mogalakwena	3	0	3
Molemole	2	0	2
Mopani	1	0	1
Mthonjaneni	1	0	1
Moretele	1	1	2
Mutale	0	1	1
Namaqua	0	1	1
Nelson Mandela Bay	1	1	2
Ngaka Modiri Molema	0	1	1
Nkonkobe	3	0	3
Nkomazi	7	3	10
Nongoma	0	1	1
Nyandeni	1	1	2
O.R Tambo	1	1	2
Overstand	0	1	1
Polokwane	3	3	6
Port St Johns	1	1	2
Sakhisizwe	1	2	3
Sekhukhune	2	0	2
Setsoto	0	1	1
Stellenbosch	1	0	1
Theewaterskloof	1	3	4
Thulamela	11	9	20
Tygerberg	0	1	1
Ukhahlamba	1	0	1
Umjindi	0	1	1
Umsunduzi	5	3	8
Umzimkulu	2	0	2
Umzimvubu	0	1	1

Municipality/District	Gender		Total
	Female	Male	
Uthungulu	2	1	3
Vhembe	3	2	5
Witzenberg	2	1	3
Total	172	114	286

Table 34 shows the municipalities where all interns are coming from. In summary, majority (27) of interns come from City of Cape Town Municipality followed by City of Tshwane with 23.

## MONITORING AND EVALUATION

### Monthly and quarterly progress reports

Monitoring and evaluation of the progress of interns/trainees is crucial and fundamental to the implementation of the programme. For Conventional and Industrial Placement 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 the mentor and an 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 the respective institutions of higher learning where they enrolled for their postgraduate studies.

### Payment of monthly stipends

All interns/trainees had to complete 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 time sheets, leave forms and progress reports were sent on a monthly basis to the Directorate: Sector Education and Training for assessment before being forwarded to the Directorate: Human Resources Management 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 April 2014 when the **dpsa** increased the salaries of public servants.

### 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:

- Most of the interns were nervous and could not express themselves eloquently in response to questions posed to them.
- In responding to questions, most of them 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 the interns after the interviews to discuss their interview performance.
- During the feedback sessions, the 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 is to expose the interns to presentation skills and to evaluate the layout and format of their presentations. It is further meant to build the confidence of the 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, the interns were requested to compile progress reports from 03 February 2014 when they commenced with their internship programme to 30 September 2014 and to highlight the following in the report:

- activities executed;
- skills learned;
- highlights; and
- challenges and recommendations.

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

### Training and capacity building for the interns

Apart from 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 the interns is outlined in Table 35 below:

**Table 35: Analysis of training and capacity building attended by the interns during 2014/15**

Training programmes	Race				Gender				Total
	Africans	Coloured	Indian	White	Males	%	Female	%	
Basic Project Management	9	0	0	0	4	44,4	5	55,6	9
Technical Probation	3	1	0	0	1	25,0	3	75,0	4
Issuing Permits	2	0	0	0	1	50,0	1	50,0	2
Train the Trainer	1	0	0	0	1	100,0	0	0	1

Training programmes	Race				Gender				Total
	Africans	Coloured	Indian	White	Males	%	Female	%	
Contract Management	2	0	0	0	1	50,0	1	50,0	2
Arc Reader 10.2.1	1	0	0	0	1	100,0	0	0	1
GIS Arc Spatial Tool	1	0	0	0	1	100,0	0	0	1
International Trade Relations	2	0	0	0	2	100,0	0	0	2
Inmagic Database Training	1	0	0	0	0	0	1	100,0	1
Animal Feed Manufacturers Association Presentation	2	0	0	0	2	100,0	0	0	2
Asecos Safety Storage Cabinets	1	0	0	0	0	0	1	100,0	1
Overview Aspects of Vet Diseases & Diseases Control	1	0	0	0	0	0	1	100,0	1
Strategic Planning	1	0	0	0	1	100,0	0	0	1
Tomato Production	1	0	0	0	1	100,0	0	0	1
GPS Training	1	0	0	0	1	100,0	0	0	1
Revenue Management	1	0	0	0	1	100,0	0	0	1
Cashmere	1	0	0	0	1	100,0	0	0	1
MISR Imagery Training	1	0	0	0	1	100,0	0	0	1
Analysis of Agribusiness Enterprise	1	0	0	0	0	0	1	100,0	1
ITC Market	1	0	0	0	1	100,0	0	0	1
WTO SPS on-line course	3	0	0	0	2	66,7	1	33,3	3
National Certificate: Perishable Products Export Technology	38	10	0	2	22	44,0	28	56,0	50
<b>Total</b>	<b>75</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>45</b>	<b>51,1</b>	<b>43</b>	<b>48,9</b>	<b>88</b>

In terms of the data presented in the table above, the highest number (50) of interns attended the National Certificate: Perishable Products Export Technology, followed by nine who attended Basic Project Management.

## SUCCESS INDICATORS OF THE PROGRAMME

### Employment status

The major success indicator of the programme is the number of participants who secure employment or establish their own businesses after 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; and
- Position and salary level.

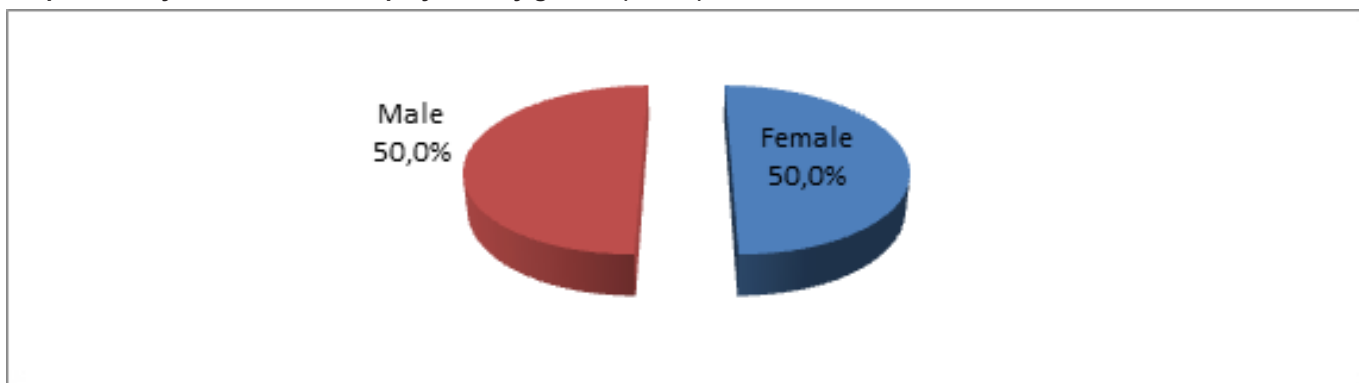
Out of the 286 interns who participated in the programme, 32 (11, 2%) secured employment while 252 (88,8%) could not secure employment. The analysis of the status of employment is outlined in the following graphs:

**Graph 1: Analysis of status of employment of all interns (n = 32)**



Graph 1 above shows that out of the total intake of 286 interns/trainees, 32 (11.2%) secured employment while 254 (88.8%) could not secure employment during their participation in the programme.

**Graph 2: Analysis of status of employment by gender (n = 32)**



Graph 2 shows that out of the 32 interns/trainees who secured employment, 16 (50%) were females and 16 (50%) were males.

**Table 36: Status of employment according to the organisation (n = 32)**

Organisation	No.	%
DAFF	16	50,0
Other government departments	9	28,1
Private sector	7	21,9
Total	32	100

Table 36 shows that most interns 16 (50, 0%) secured employment within the DAFF. The table further indicates that 9 (28, 1%) were employed by the private sector, and other government departments appointed 7 (21, 9%)



**Table 37: Analysis of period of stay before securing employment (n =32)**

Period of participation	Total
1 – 3 months	04
4 – 6 months	11
7 – 9 months	11
10 – 12 months	06
Total	32

Table 37 indicates that majority of interns/trainees 22 (68, 8%) secured employment during the second and third quarter (4-6 and 7–9 months) of their participation in the programme.

**Table 38: Analysis of levels of employment of the trainees/interns (n = 32)**

Salary level	Number of interns/trainees
SL 11	03
SL 10	01
SL 9	02
SL 8	03
SL 7	05
SL 6	02
SL 5	10
SL 4	03
SL 3	02
SL 2	01
Total	32

Table 38 indicates the levels at which the trainees/interns secured employments during their participation in the programme. The table further shows that the majority of interns (10) secured employment at salary level 5 followed by salary level 7 with 5 interns. It is worth noting that nine of them (28, 1%) were appointed at middle management level.

### 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 employed into the mainstream of the economy in the agriculture, forestry and fisheries sectors. The tables below outline the academic performance of the 29 young professionals registered for postgraduate studies as outlined in Table 27 above.

**Table 39: Analysis of 2014 academic performance of young professionals (n = 29)**

Field of study	Performance: satisfactory	%	Performance: Not satisfactory	%	Total
B.Tech. Forestry and Wood Technology	1	100,0	0	0,0	1
B.Sc. Marine Biology (Hons)	2	100,0	0	0,0	2
B.Sc. Ichthyology specialising in Aquaculture (Hons)	2	100,0	0	0,0	2
B.Sc. Ichthyology and Fisheries Science (Hons)	1	100,0	0	0,0	1
B.Sc. Oceanography and Marine Biology (Hons)	1	100,0	0	0,0	1
M.Tech. Agriculture	1	100,0	0	0,0	1
M.Tech. Oceanography	1	100,0	0	0,0	1
M.Sc. Marine Biology	2	100,0	0	0,0	2
M.Sc. Ichthyology	2	100,0	0	0,0	2
M.Sc. Environmental Science	1	100,0	0	0,0	1

Field of study	Performance: satisfactory	%	Performance: Not satisfactory	%	Total
M.Sc. Forestry and Natural Science	1	100,0	0	0,0	1
M.Sc. Biochemistry	2	100,0	0	0,0	2
M.Sc. Animal Science	1	100,0	0	0,0	1
M.Sc. Zoology	1	100,0	0	0,0	1
M.Sc. Zoology and Aquatic Parasitology	0	0,0	1	100,0	1
M.Sc. Aquaculture	1	100,0	0	0,0	1
M.Sc. Agriculture	1	100,0	0	0,0	1
M.Sc. Plant Pathology	1	100,0	0	0,0	1
M.Sc. Soil Science	1	100,0	0	0,0	1
M.Sc. Fisheries Science	1	100,0	0	0,0	1
M.Sc. Entomology	1	100,0	0	0,0	1
M.Sc. Food Science	1	100,0	0	0,0	1
Ph.D. Pasture Science	1	100,0	0	0,0	1
D.Tech. Chemistry	1	100,0	0	0,0	1
<b>Total</b>	<b>28</b>	<b>96,6</b>	<b>1</b>	<b>3,4</b>	<b>29</b>

Table 39 shows the academic performance of 29 young professionals who registered for postgraduate studies in 2014. The performance of 28 young professionals (96,6%) was satisfactory and only one (3,4%) was unsatisfactory.

**Table 40: Analysis of young professionals whose performance was satisfactory in 2014 (n = 28)**

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.		no.
B.Tech. Forestry and Wood Technology	1	0	0	0	1	100,00	0	0	1
B.Sc. Marine Biology (Hons)	0	2	0	0	0	0,0	2	100,0	2
B.Sc. Ichthyology specializing in Aquaculture (Hons)	1	0	0	1	0	0,0	2	100,0	2
B.Sc. Ichthyology and Fisheries Science (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Oceanography and Marine Biology (Hons)	0	1	0	0	0	0,0	1	100,0	1
M.Tech. Agriculture	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Oceanography	0	1	0	0	0	0,0	1	100,0	1
M.Sc. Marine Biology	1	1	0	0	1	50,0	1	50,0	2
M.Sc. Ichthyology	2	0	0	0	1	50,0	1	50,0	2
M.Sc. Environmental Science	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Forestry and Natural Science	0	0	0	1	1	100,0	0	0,0	1
M.Sc. Biochemistry	2	0	0	0	0	0,0	2	100,0	2
M.Sc. Animal Science	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Zoology	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Aquaculture	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Agriculture	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Plant Pathology	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Soil Science	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Fisheries Science	1	0	0	0	0	0,0	1	100,0	1

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	no.
M.Sc. Entomology	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Food Science	1	0	0	0	0	0,0	1	100,0	1
Ph.D. Pasture Science	1	0	0	0	1	100,0	0	0,0	1
D.Tech. Chemistry	1	0	0	0	0	0,0	1	100,0	1
Total	21	5	0	2	9	32,1	19	67,9	28

In terms of the data presented in Table 40 above, the performance of 28 young professionals was satisfactory and they would proceed to the next level of study in 2015. Out of these 28 young professionals, eight completed their studies and their analysis is further outlined in Table 42 below.

**Table 41: Analysis of young professional whose performance was not satisfactory in 2014 (n = 1)**

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	no.
M.Sc. Zoology and Aquatic Parasitology	1	0	0	0	0	0,0	1	100,0	1
Total	1	0	0	0	0	0,0	1	100,0	1

In terms of the data presented in Table 41, the performance of one young professional was unsatisfactory.

**Table 42: An analysis of young professionals who completed their studies and graduated in 2014 (n = 8)**

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	Total
B.Tech. Forestry and Wood Technology	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Marine Biology (Hons)	1	50,0	1	50,0	0	0,0	0	0,0	0	0,0	2	100,0	2
B.Sc. Ichthyology specialising in Aquaculture (Hons)	1	50,0	0	0,0	0	0,0	1	50,0	0	0,0	2	100,0	2
B.Sc. Ichthyology and Fisheries Science (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Oceanography and Marine Biology (Hons)	0	0,0	1	100,0	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	1	100,0	0	0,0	1
Total	5	66,7	2	25,0	0	0,0	1	8,3	2	33,3	6	66,6	8

Table 42 shows that 8 young professionals completed their studies during the 2014 academic year. The table further indicates that six of those who completed are Honours students followed by Masters and B.Tech Students with one each

**Table 43: Analysis of the whereabouts of the young professionals who completed their studies in 2014 (n = 8)**

Young Professionals	Whereabouts
B.Sc. Marine Biology (Hons) x 2	Furthered their studies in 2015
B.Sc. Ichthyology specialising in Aquaculture (Hons) x 2	
B.Sc. Ichthyology and Fisheries Science (Hons)	
B.Sc. Oceanography and Marine Biology (Hons)	
M.Sc. Soil Science	
B.Tech. Forestry and Wood Technology	Appointed as DAFF intern

Table 43 shows that out of the 8 young professionals who completed their studies, one is appointed as DAFF intern, seven furthered their studies.

### Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2014

The table below shows an analysis of young professionals whose performance is satisfactory but could not complete their studies at the end of the 2014 academic year because they are still awaiting external supervisors to conclude assessments of their dissertations.

**Table 44: Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2014 (n = 8)**

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
M.Sc. Biochemistry	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. Agriculture	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Plant Pathology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Fisheries Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Entomology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Food Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
D.Tech. Chemistry	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	1	12,5	7	87,5	8

Table 44 indicates that eight young professionals could not complete their studies at the end of the 2014 academic year owing to delay caused by external supervisors and moderators. These eight young professionals are expected to complete their studies and graduate by September 2015.

## ANALYSIS OF EXIT INTERVIEW FORMS

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

- relevant exposure, therefore leading to securing employment;
- exposure to the workplace;
- boosting competence and confidence;
- access to resources, information and assistance for job searches and interviews;
- skills gained as follows:
  1. presentation skills,
  2. interview skills,
  3. report writing,
  4. communication skills, and
  5. computer skills.

## STATUS OF EXPENDITURE

Expenditure for the implementation of the programme during this financial year included venues for the orientation programme, the printing of logbooks, advertisements, printing of reports, transport, accommodation and monthly allowances for the interns/trainees. The total amount spent for the 2014/15 Experiential Training, Internship and Professional Development Programme is R17, 835, 022,27

**Table 45: Status of expenditure**

Item description	Amount (R)
<b>Personnel</b>	
Intern/Trainee remuneration	16,314,659.91
<b>Goods and services</b>	
Venue, travelling and accommodation for orientation programme	1,188,498.07
Logbooks	52,647.51
Newspaper adverts	272,356.83
Certificates	6,859.95
<b>Total</b>	<b>17,835,022.27</b>

Table 45 shows that the total amount spent on the implementation of the programme during 2014/15 is R17 835 022.27. The highest amount spent was on the remuneration of the interns (R16, 314,659,91).

## ANALYSIS OF RETURN ON INVESTMENT ON THE IMPLEMENTATION OF EXPERIENTIAL TRAINING, INTERNSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMME

This section provides a detailed analysis of return on investment on the implementation of Experiential Training, Internship and Professional Development Programme of the department. It paints a picture on the contribution made by the department in capacitating qualified unemployed graduates to be ready for the job market. The number of applications received versus the number of interns appointed against the allocated budget in line with the directive from dpsa is also analysed to evaluate the achievements and challenges in order to come with pertinent recommendations.

### Summary of total applications received against the number of internship opportunities provided by DAFF for the previous five years (2010/11 – 2014/15).

**Table 46: Number of applications received against internship opportunities awarded by DAFF for the previous five years (2010/11-2014/15).**

Period	Applications received	Internship opportunities allocated based on available budget	Internship opportunities needed to be allocated based on dpsa prescripts	Shortfall on internship opportunities allocated against dpsa prescripts	Application regretted due to limited budget	Budget allocated
2010/11	10 099	175	350	175	9 924	R 10 609 518.49
2011/12	12 285	242	350	108	12 044	R13 005 725.61
2012/13	11 662	265	350	85	11 357	R14 984 529.64
2013/14	9 392	258	350	82	9 107	R18 496 135.71
2014/15	15 500	286	350	64	15 214	R17 835 022.27
<b>Total</b>	<b>58 938</b>	<b>1226</b>	<b>1750</b>	<b>514</b>	<b>57 646</b>	<b>R 74 930 931.72</b>

Table 46 above shows that 58 938 applications were received by DAFF from 2010/11 – 2014/15. Of this total, DAFF recruited 1 226 as interns regretting 57 646. In terms of directive and prescripts from dpsa, DAFF was supposed to have recruited 1 750 over this period but only recruited 1 226 interns due to limited budget (shortfall of 514 recruits was recorded). The table further indicates that R 74 930 931,72 was spent.

**Analysis of applications received for the previous five years (2010/11 – 2014/15) according to technical and support functions.**

**Table 47: Number of applications received for the previous five years (2010/11-2014/15) according to technical and support functions**

Period	Technical line function			Support function	Total
	Agriculture	Forestry	Fisheries		
2010/11	3 449	1 153	1 273	4 224	10 099
2011/12	4 471	1 444	1 289	5 081	12 285
2012/13	4 366	1 489	1 314	4 779	11 662
2013/14	3 192	1 053	1 173	3 974	9 392
2014/15	6 734	1 447	1 798	5 521	15 500
Total	22 212	6 586	6 847	23 579	58 938

Table 47 above shows the analysis of 58 938 applications received from qualified unemployed graduates over the past five financial years (2010/11-2014/15). The highest applications received were for technical line function (35 645) followed by support function (Administration, Human Resource Management, Finance, Information Communication Technology etc.) with 23 579. The table further shows that for technical line function, the highest applications received were for agriculture related qualifications (22 212), followed by fisheries related qualifications with 6 847 and then by forestry related qualifications with 6 586.

**11.3 Summary of beneficiaries of the programme since inception in 2003/04 to 2014/15**

**Table 48: An analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003/04 to 2014/15 (n =2 274)**

Year	Number of interns/trainees who participated and secured employment during their participation in the internship programme											
	Conventional		Entrepreneurial Management Development Programme			Young Professional Development Programme		Agri-export Technologist Programme		Total participating	Total employed	Budget
	No. participated	No. employed	No. participated	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	11 364 635
2004/05	138	38	24	15	1	0	0	0	0	162	54	
2006/07	133	66	35	13	9	0	0	24	24	192	112	R6 072 579.98
2007/08	140	75	24	8	1	0	0	30	30	194	114	R7 610 150.84
2008/09	124	57	24	10	0	25	1	25	19	198	87	R8 564 279.12
2009/10	118	28	30	04	2	36 (18 New intake)	7	22	6	206	47	R11 652 059.90
2010/11	134	27	0	0	0	26 (5 New intake)	4	15	1	175	32	R10 609 518.49
2011/12	161	28	29	5	0	28 (24 New intake)	1	24	0	242	34	R13 005 725. 61
2012/13	172	33	30	5	0	38 (22 New intake)	1	25	0	265	39	R14 984 529.64
2013/14	170	30	30	1	0	35 (22 New intake)	3	23	0	258	34	R18 496 135.71
2014/15	182	30	25	1	0	29 (22 New intake)	1	50	0	286	32	R17 835 022.27

Year	Number of interns/trainees who participated and secured employment during their participation in the internship programme											
	Conventional		Entrepreneurial Management Development Programme			Young Professional Development Programme	Agri -export Technologist Programme		Total participating	Total employed	Budget	
	No. participated	No. employed	No. participated	No. employed	No owning businesses		No. participated	No. employed				
Total	1568	460	226	62	13	217 (138 Head count)	18	238	80	2274	631	R107 188 910.95

Table 48 above shows the analysis of programme from 2003/04 to 2014/15 under various categories of the programme. According to the information presented, 2 274 interns benefited from the programme with the highest number of beneficiaries (286) recorded during the 2014/15 financial year followed by 265 in 2012/13. Out of 2 274 beneficiaries who participated in the programme, 631 secured employment during their participation in the programme with 114 recorded in 2007/08 followed by 112 in 2006/07. The table further shows that R107 188 910,95 was spent during the period in question.

#### Analysis of beneficiaries who secured employment per sector during their participation in the programme since inception in 2003/04 to 2014/15

Table 49: Analysis of beneficiaries who secured employment per sector during their participation in the programme from 2003/04 to 2014/15 (n = 631)

Period	Total employed	Employment status			
		DAFF	Other Government Departments	Private Sector	Total
2003/04	46	19	20	07	46
2004/05	54	8	10	36	54
2006/07	112	36	25	51	112
2007/08	114	32	33	49	114
2008/09	87	35	22	30	87
2009/10	47	16	12	19	47
2010/11	32	12	6	14	32
2011/12	34	12	7	15	34
2012/13	39	13	4	22	39
2013/14	34	21	4	9	34
2014/15	32	16	9	7	32
Total	631	220	152	259	631

Table 49 above shows the analysis of employment of 631 beneficiaries who secured employment during their participation in the programme from 2003/04 to 2014/15. The public sector was recorded as the highest employer with highest 372 followed by private sector with 259. In terms of the public service, DAFF employed the highest number (220) followed by other government departments with 152.

## Analysis of salary levels occupied of beneficiaries who secured employment since inception in 2003/04 to 2014/15

**Table 50: Analysis of salary levels occupied by beneficiaries who secured employment since inception in 2003/04 to 2014/15 (n = 631)**

Period	2003/04	2004/05	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	Total
SL 11	0	0	0	0	0	0	3	6	1	0	3	13
SL 10	0	0	0	0	5	0	1	1	0	2	1	10
SL 09	2	0	2	9	2	8	0	1	2	0	2	28
SL 8	8	3	14	15	10	8	4	2	2	8	3	77
SL 7	6	2	29	24	25	7	8	6	7	6	5	125
SL 6	5	0	25	14	11	16	4	4	3	2	2	86
SL 5	20	28	24	33	25	7	1	9	5	10	10	172
SL 4	3	13	8	13	4	1	9	2	8	2	3	66
SL 3	2	8	10	6	5	0	2	3	7	4	2	49
SL 2	0	0	0	0	0	0	0	0	4	0	1	5
Total	46	54	112	114	87	47	32	34	39	34	32	631

Table 50 above shows the analysis of salary levels occupied by 631 beneficiaries who secured employment during their participation in the programme from 2003/04 to 2014/15. The highest number (172) secured employment on salary level 5, followed by 125 on salary level 7. It is worth noting that 128 interns secured employment at middle management level (salary level 8-11) during their participation in the programme.

## Analysis of beneficiaries from 2003/04 to 2014/15 per province

**Table 51: Summary of beneficiaries from 2003 to 2014 per province [n =2274]**

Province	Year												Total
	2003/04	2004/05	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15		
Eastern Cape	2	18	35	16	19	17	15	31	51	50	51	305	
Free State	5	3	3	5	6	4	8	3	4	8	10	59	
Gauteng	48	55	62	72	27	41	24	39	30	39	33	470	
KwaZulu-Natal	7	7	9	17	15	15	13	27	19	27	28	184	
Limpopo	21	23	57	52	84	87	70	84	95	75	83	731	
Mpumalanga	4	1	4	6	21	22	22	22	19	15	25	161	
North West	7	50	16	18	20	17	16	11	18	14	7	194	
Northern Cape	0	0	0	0	3	0	1	0	1	1	2	8	
Western Cape	2	5	6	8	3	3	6	25	28	29	47	162	
Total	96	162	192	194	198	206	175	242	265	258	286	2274	

The table above shows that the highest number of beneficiaries (731) came from Limpopo while the lowest number (8) came from Northern Cape.



## 11.7 Analysis of beneficiaries from 2003/04 to 2014/15 per race and gender

Table 52: Summary of beneficiaries from 2003 to 2014 per race and gender [n =2 274]

Years	Race				Gender		Total
	African	Coloured	Indian	White	Male	Female	
2003/04	95	1	0	0	44	52	96
2004/05	161	1	0	0	69	93	162
2006/07	186	6	0	0	88	104	192
2007/08	189	2	1	2	91	103	194
2008/09	193	4	0	1	88	110	198
2009/10	200	6	0	0	100	106	206
2010/11	167	7	0	1	72	103	175
2011/12	228	7	2	5	107	135	242
2012/13	251	7	1	6	106	159	265
2013/14	242	11	2	3	96	162	258
2014/15	261	20	0	5	114	172	286
Total	2 173	72	6	23	975	1299	2274

The table above shows that 2274 beneficiaries benefited from the programme since its inception in 2003/04 to 2014/15. The highest number of beneficiaries were Africans (2173) followed by Coloureds with 72 and then by Whites and Indians with 23 and 6 respectively. In terms of gender, females were in majority with 1299 followed by males with 973.

## Summary of beneficiaries of the 2014/15 internship programme implemented by provincial departments of agriculture

During the 2014/15 financial year, meetings were held between DAFF and HRD Managers from the Provincial departments of agriculture to harmonise and rationalise the implementation of the internship programme. Issues discussed and agreed upon during these meetings included common tools to monitor the progress of the interns, the recruitment and selection of the interns, a common tracking system for the interns who secure employment during their participation in the programme as well as the template which provinces should use to report progress to the DAFF with regard to the implementation of the internship programme in their respective provinces.

Table 53: Summary of beneficiaries of the 2014/15 internship implemented by provincial departments of agriculture (n =589)

Province	Number of beneficiaries															
	African		Coloured		Indian		White		Total		Total beneficiaries	Employed within provincial department	Other government departments	Private sector	Own business	Total employed
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
Eastern Cape	70	94	0	0	0	0	0	0	70	94	164	4	0	0	0	4
Free State	6	15	0	0	0	0	0	0	6	15	21	0	0	1	0	1
Gauteng	11	26	0	0	0	1	0	0	11	27	38	1	1	2	0	4
KwaZulu-Natal	7	17	0	0	0	0	0	0	7	17	24	0	1	2	0	3

Province	Number of beneficiaries															
	African		Coloured		Indian		White		Total		Total beneficiaries	Employed within provincial department	Other government departments	Private sector	Own business	Total employed
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
Limpopo	43	63	0	0	0	0	0	0	43	63	106	0	0	12	0	12
Mpumalanga	51	47	0	0	0	0	0	0	51	47	98	12	0	3	0	15
Northern Cape	1	3	2	0	0	0	0	0	3	3	6	5	0	0	0	5
North West	10	14	0	0	0	0	0	0	10	14	24	0	0	11	0	11
Western Cape	21	17	28	36	0	1	4	1	53	55	108	2	0	0	0	2
<b>Total</b>	<b>220</b>	<b>296</b>	<b>30</b>	<b>36</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>254</b>	<b>335</b>	<b>589</b>	<b>24</b>	<b>2</b>	<b>31</b>	<b>0</b>	<b>57</b>

The table above shows that 589 beneficiaries participated in the internship programme implemented by provincial departments of agriculture. Of these beneficiaries, 254 (43, 1%) are males and 335 (56, 9%) are females. The highest number of beneficiaries of 164 was recorded by the Eastern Cape followed by Western Cape with 108. The table further shows that in total, 57 interns secured permanent employment.

## CONCLUSION

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

For 2014/15, DAFF placed 286 interns who were subjected to job training and supervised by committed and experienced mentors during their twelve months internship period. The knowledge and experience acquired by these young and aspirant interns will make them attractive to the labour market. Of these interns, 32 secured permanent employment during their internship period of which the department employed 16 (5,6%). The major contributing factor on this low percentage on appointment of interns in vacant entry level posts was the moratorium on advertisements declared by DAFF during 2014/15.

The report further indicates that 29 young people who were recruited as young professionals and further awarded bursaries to further their studies, eight completed their studies and graduated during the 2014 academic year, which is a good return on investment.

Notwithstanding the outstanding contribution made by the department in providing training space for young people to acquire practical hands-on-experience, the following challenges still persist:

- **Limited budget:** The *Determination of Interns in Public Service* from dpsa requires each host government department to place in their various functional units the number of unemployed graduates with requisite skills equal to five percent of their total staff compliment as interns. For 2014/15 financial year, DAFF allocated R 17, 8 million for the programme and 286 unemployed graduates were recruited to participate in the programme as opposed to 350 as prescribed by the directive from dpsa and the shortfall of 64 recruits was recorded.
- It is recommended that the budget be increased to at least R 26 million in order to comply with the prescripts and directives from dpsa on recruitment of interns in public service. This will not only ensure compliance to dpsa prescripts but will be in line with creation of one million jobs by 2030 as outline in the National Development Plan.
- **High volume of qualified unemployed graduates regretted:** for 2014/15, 15 214 applications were regretted due to limited budget.
- It is recommended that other funding institutions e,g National Skills Fund, SETAs be approached to assist with additional funds to place these applicants with relevant farms acquire practical hands-on experience to enhance their chances of employability and entrepreneurship.







