

Annual report on the implementation of international training programmes for 2010/11



agriculture,
forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

Annual report on the implementation of international training programmes for 2010/11

Directorate: Sector, Education and Training

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

Contents

<i>Acronyms</i>	iii
<i>Foreword</i>	v
EXECUTIVE SUMMARY	1
1 Background	1
2 Objectives	1
3 Implementation methods used for the coordination of international training programmes	2
4 Administrative matters	3
4.1. Amendment of international training policies and strategy	3
4.2. International Training Directory	3
4.3 Selection process	3
4.4 Logistical arrangements	3
4.5 Orientation of recommended candidates	4
5 Beneficiaries of international training programmes 2010/11	4
6 Coordinated international training programmes in 2010/11	4
6.1 Summary of the 2010/11 coordinated international training programmes	4
6.2 Summary of beneficiaries of the 2010/11 International Training Programme	7
6.2.1 African Land and Food Fellowship	7
6.2.2 Cochran Fellowship Programme	8
6.2.3 Borlaug Fellowship	9
6.2.4 Pest and disease diagnostics course	9
6.2.5 Train the Trainer Extension Methodology Training	10
6.2.6 International HRD workshop programmes	10
6.2.7 Agricultural seminars—China	11
6.2.8 Workshop on Promoting Market-orientated Agricultural Extension	11
6.2.9 DAFF/CHINA scholarship	12
6.2.10 Climate change mitigation and adaptation	13
7 Monitoring and evaluation of international training programme beneficiaries	13
7.1 International Training Programmes Alumni Association	13
7.2 Review workshops	13
7.3 Back to office reports	14
7.4 International training agreement form (FTA FAX 1)	14
8 Mobilisation of resources nationally	14
8.1 Implementation of resource mobilisation	14
9 Future strategic focus of the international training programme	14
9.1 The DAFF Alumni Association Annual Conference	14
10 Conclusion	15
11 The financial state of expenditure	15

Tables

Table 1: A summary of all international training opportunities coordinated for 2010/11	5
Table 2: Number of officials who benefited from the International Training Programme for 2010/11	7
Table 3: Analysis of the Land and Food Fellowship Programme beneficiaries per race and representation for 2010/11.....	8
Table 4: Analysis of the Cochran Fellowship 2010 beneficiaries per race and representation for 2010/11	8
Table 5: Analysis of the 2010 Borlaug Fellowship beneficiaries per race and representation for 2010/11	9
Table 6: Analysis of the seminar on import and export commodity quality inspection beneficiaries per race and representation for 2010/11	10
Table 7: :Analysis of agricultural extension methodology beneficiaries per race, representation for 2010/11	10
Table 8: Analysis of the 2010 International HRD workshop programmes beneficiaries per race and representation for 2010/11	11
Table 9: Analysis of the agricultural management seminars hosted by the Chinese government beneficiaries per race and representation for 2010/2011	11
Table 10: Analysis of the market orientated workshop beneficiaries per race and representation for 2010/11	12
Table 11: Analysis of the China fact-finding mission beneficiaries per race and representation for 2010/11.....	12
Table 12: Analysis of climate change—mitigation and Adaption Training Programme beneficiaries per race, gender and representation for 2010/11	13
Table 13: Financial State of Expenditure.....	15

Graphs

Graph 1: Beneficiaries of international training programmes as per host country for 2010/11	4
Graph 2: Shortlisted candidates per training programme for 2010/11.....	6
Graph 3: Number of BTORs received from each study field for 2010/11	14

Acronyms

AADP	African Agricultural Development Plan
ALF	African Land and Food
AET	Agricultural Education and Training
AgriBEE	Agricultural Black Economic Empowerment
ARC	Agricultural Research Council
BATAT	Broadening Access to Agriculture Thrust
BTOR	Back to Office Report
CASP	Comprehensive Agricultural Support Programme
CRDP	Comprehensive Rural Development Programme
DAFF	Department of Agriculture, Forestry and Fisheries
DIRCO	Department of International Relations and Cooperation
FAO	Food and Agriculture Organization
GOPC	Governance and Operational Policy Committee
HRD	Human Resource Development
HET	Higher Education and Training
ICC	International Co-ordinating Committee
MOU	Memorandum of Understanding
PDA	Provincial Department of Agriculture
RAC	Royal Agricultural College
SA	South Africa
SIDA	Swedish International Development Agency
SDA	Skills Development Act
TCP	Technical Cooperation Programme
UK	United Kingdom
USDA	United States Department of Agriculture
UN	United Nations

foreward

I am pleased to present the 2010/11 Annual Report on International Training Programmes.

There has been a huge increase in international goodwill towards South Africa (SA) since 1994 as has been demonstrated by the bilateral and multilateral agreements signed between SA and other countries guided by trade, training and transfer of technology principles.

As a result of these, bilateral and multilateral agreements signed, SA has received many offers of international training programmes. The purpose of these training programmes is to enable the employees and other stakeholders within the agricultural, forestry and fisheries sector to acquire skills that will enhance their competitiveness.

The department coordinates these training programmes on annual basis. The programmes are accessed by various stakeholders through the agriculture, forestry and fisheries sector. Coordination is guided by the approved policies on external and internal international training programmes. The training also focuses on the appropriate skills required to direct fundamental DAFF key programmes such as the Comprehensive Agricultural Support Programme (CASP), African Agricultural Development Programme (AADP), and Comprehensive Rural Development Programme (CRDP).

The purpose of this report is to provide feedback on the implementation of international training accessed through bilateral and multilateral agreements with other countries.

I would like to acknowledge the invaluable contribution made by all international stakeholders who contributed in the DAFF international training programmes for the 2010/11 financial year. I would also like to acknowledge the major contribution of the Cochran Fellowship in the United States, African Land and Food Fellowship in the United Kingdom, agricultural technical training in China, the human resource development workshops in Taiwan and Train the Trainer Programme in Indonesia to the Department of Agriculture, Forestry and Fisheries' international training programme.

It is hoped that by taking part in the DAFF international training programmes, participants' experience and exposure have been broadened and the overall aim of human resource development achieved. In addition this will ensure that the training skills development initiative responds to the requirements of the economy, rural development challenges and social integration.

Finally, through the International Training Programmes Alumni Association, it is hoped that the beneficiaries of DAFF's international training programmes will one day meet to assess the impact of these training programmes on the agricultural sector of South Africa and to attempt to measure the return on investment.



Mr Langa Zita

DIRECTOR-GENERAL

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EXECUTIVE SUMMARY

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

In the 2010/11 financial year DAFF publicised a total of 14 (fourteen) international training opportunities. A total of 86 (eighty-six) officials across the agriculture, forestry and fisheries sector applied, 28 (twenty-eight) officials were successful and participated in the various training programmes. The coordinated programmes were short courses in the United States of America, Indonesia and Sweden. The other programmes coordinated were post-graduate Masters Programme in the United Kingdom, a fact-finding mission to China, agricultural seminars hosted by the Chinese Government and workshops in Taiwan and Zimbabwe.

In implementing the coordination of International Training Programme, DAFF relies on programmes that waive tuition, accommodation, local travel and living allowances for its officials. The Directorate: Education, Training and Extension Services covers costs for return air tickets only in line with the International Training Programme policy. For the 2010/11 financial year the directorate spent a total amount of R276 627, the funds were utilised for international flights, travel insurance and courier costs for the International Training Programme application forms and an orientation workshop.

1. BACKGROUND

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

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

There are international training programmes that have gained prominence over the years through their consistency and comprehensive waiver of training costs, living and travel allowances offered to DAFF officials who participate in their training. The most prominent training programmes that DAFF coordinated in 2010/11 include the Cochran and Borlaug fellowships offered by the United States Department of Agriculture (USDA)'s Foreign Agricultural Service, African Land and Food Fellowship (ALF) offered by the United Kingdom government. However, the DAFF participated in short courses offered by Indonesia, International Human Resource Development workshops offered by Taiwan, a workshop on promoting market orientated agricultural extension in Zimbabwe and agricultural seminars offered by the Chinese Government and a fact-finding mission to Universities in the Peoples Republic of China.

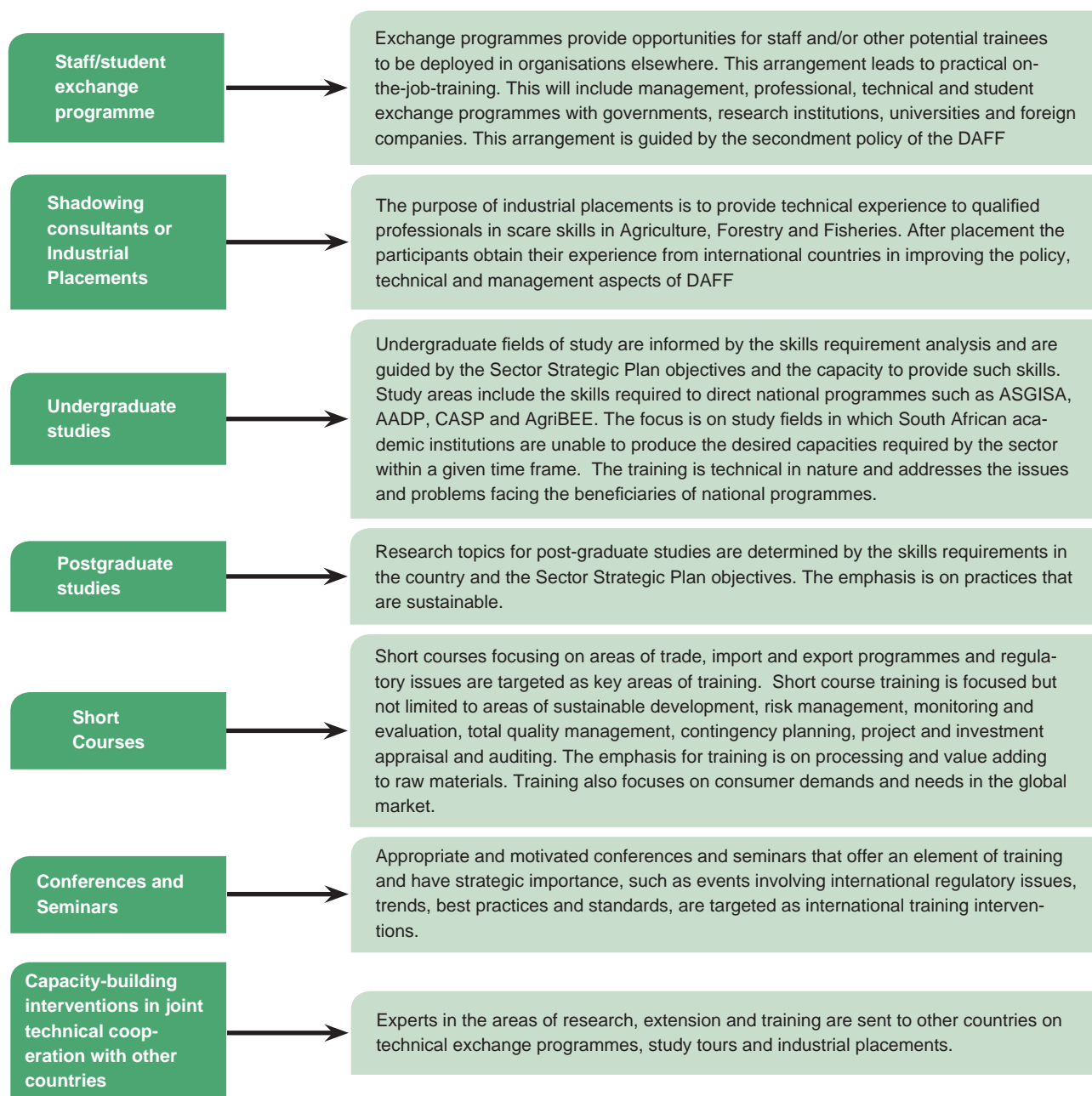
2. OBJECTIVES

The objectives of the International Training Strategy are to:

- Develop the competency of human capacity in the sector.
- Facilitate training in subject areas in which the South African agricultural sector is lacking.
- Develop skills that will enable South Africans to become competitive in their fields.
- Acquire skills that will make people in the sector capable of addressing development issues.

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

The International Training Programme of DAFF is implemented, using various methods depending on the specification of the available training opportunities. The International Training Strategy for the Agriculture, Forestry and Fisheries Sector (2006) recommends the following methods:



4. ADMINISTRATIVE MATTERS

4.1 Amendment of International Training Policies and Strategy

The process of aligning the Internal and External International Training Policies of former Department of Agriculture, Department of Water and Forestry and Department of Environmental Affairs and Tourism into new Internal and External International Training Policies for the DAFF was initiated by the Director: Education, Training and Extension Services (Agriculture), Director: Integrated Human Resources Management (Fisheries) and Acting Director: Policy and Strategy (Forestry).

The task team comprising Project Managers who are responsible for the implementation of internal and external international training policies from Agriculture, Forestry and Fisheries was established and a series of workshops were held to align the policies on the following dates:

- 25 May 2010: Pretoria (Agriculture offices)
- 13 and 14 July 2010: Pretoria (Forestry offices)
- 30 November 2010 (Agriculture Place)

The draft of the amended internal and external international training policies for the DAFF was concluded on 30 November 2010 and it was endorsed by Director: Education, Training and Extension Services (Agriculture)

The amended internal and external international training policies for the DAFF were approved on 11 March 2011 by the Governance and Operational Policy Committee (GOPC).

4.2 International Training Directory

When training opportunities are received from international countries, they are aligned to the DAFF International training Strategy to verify their relevance to key programmes. On an annual basis a directory of available international training opportunities that are accessed from DIRCO, Embassies and High Commissions is compiled. The information in the directory is categorised according to the name of the programmes, the mechanism through which the training is offered, the hosting country, field of study, duration of the course and cost implications if there are any. Depending on the deadline suggested by the hosting country, the opportunities are publicised through letters, e-mails and memoranda to officials in DAFF and/or sector partners to nominate the eligible candidates to participate in publicised programmes. For 2010/11 financial year, a total number of 14 (fourteen) international training programmes were received from 12 (twelve) countries and the information was compiled into a directory before distribution to relevant stakeholders for access.

4.3 Selection process

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

From the final shortlisting and interviews, the hosting country/agency informs the Directorate: Education, Training and Extension Services of the outcome. The Directorate then informs the successful candidates and their respective organisations of the outcome. Of all the international training programmes publicised during 2010/11 a total of 28 (twenty eight) candidates were successful for various international training programmes.

4.4 Logistical arrangements

After receiving a list of successful candidates from various international training countries, the Directorate: Education, Training and Extension Services prepares travel submissions requesting the Minister to approve the release of such officials. The travel submission also requests the Director-General to grant approval in accordance with treasury regulations for officials to make use of the travel, accommodation, meals and travel insurance facilities offered by the programme organiser in the host country.

The officials who are based in the Provincial Departments of Agriculture (PDAs) are released by the MECs in their respective provinces. The Directorate: Education, Training and Extension Services prepared a total number of 8 (eight) travel submissions, during 2010/11. The 3 (three) travel submissions that were prepared were for training in the USA, 1 (one) for the African Land and Food Fellowship in the United Kingdom, the workshops in Taiwan and Zimbabwe, 2 (two) submissions for agricultural seminars in China and the fact-finding mission in China.

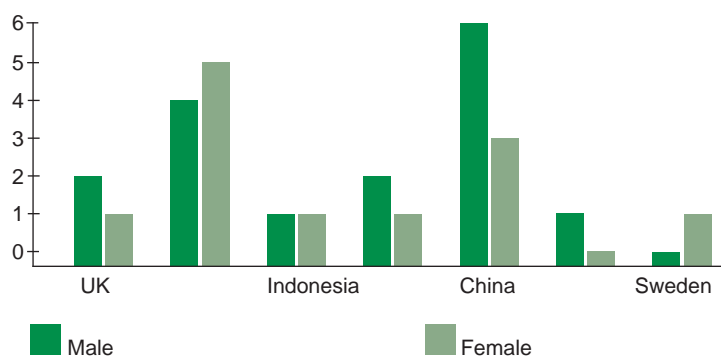
4.5 Orientation of recommended candidates

Depending on the content and the duration of the training programme, the Directorate: Education, Training and Extension Services conducts orientation workshops with successful candidates before they leave the country. The purpose of the workshops is to share the specific objectives of the training. Furthermore, the participants are informed about the policies governing the implementation of International Training Programme. For the 2010/11 financial year, 1 (one) workshop was held with African Land and Food (ALF) fellows on 15 September 2010.

5. BENEFICIARIES OF INTERNATIONAL TRAINING PROGRAMMES 2010/11

A total number of 28 (twenty-eight) officials in the agriculture, forestry and fisheries sector benefited from international training programmes coordinated by DAFF in the 2010/11 financial year. Of the 28 (twenty eight) beneficiaries, a total number of 7 (seven) benefited from Cochran Fellowship, 1 (one) from the Borlaug Fellowship, 3 (three) from the post-graduates studies in the UK, 1 (one) from USA Plant Training, 2 (two) from the Indonesian agricultural extension methodology training, 1 (one) from the Climate Change—Mitigation and Adaption in Sweden, 3 (three) from the HRD workshops in Taiwan and 5 (five) from the agricultural seminars in China, 1 (one) from a workshop promoting market orientated agricultural extension in Zimbabwe and 5 (five) officials participated in a fact-finding mission in China.

GRAPH 1: BENEFICIARIES OF INTERNATIONAL TRAINING PROGRAMMES AS PER HOST COUNTRY FOR 2010/11



The graph above indicates that 28 (twenty-eight) officials benefited from the training hosted by the countries mentioned in the graph above.

6. COORDINATED INTERNATIONAL TRAINING PROGRAMMES FOR 2010/11

6.1 Summary of the 2010/11 coordinated international training programmes

For the 2010/11 financial year the Directorate: Education, Training and Extension Services coordinated a total number of 14 (fourteen) international training programmes which consist of 34 (thirty four) study fields. These training opportunities which were coordinated and implemented include various training courses ranging from short courses in the United States of America, Sweden and Indonesia. Other candidates participated in the post-graduate Masters Programme in the United Kingdom, some candidates participated in HRD workshops in Taiwan and some attended agricultural seminars and a fact-finding mission in China.

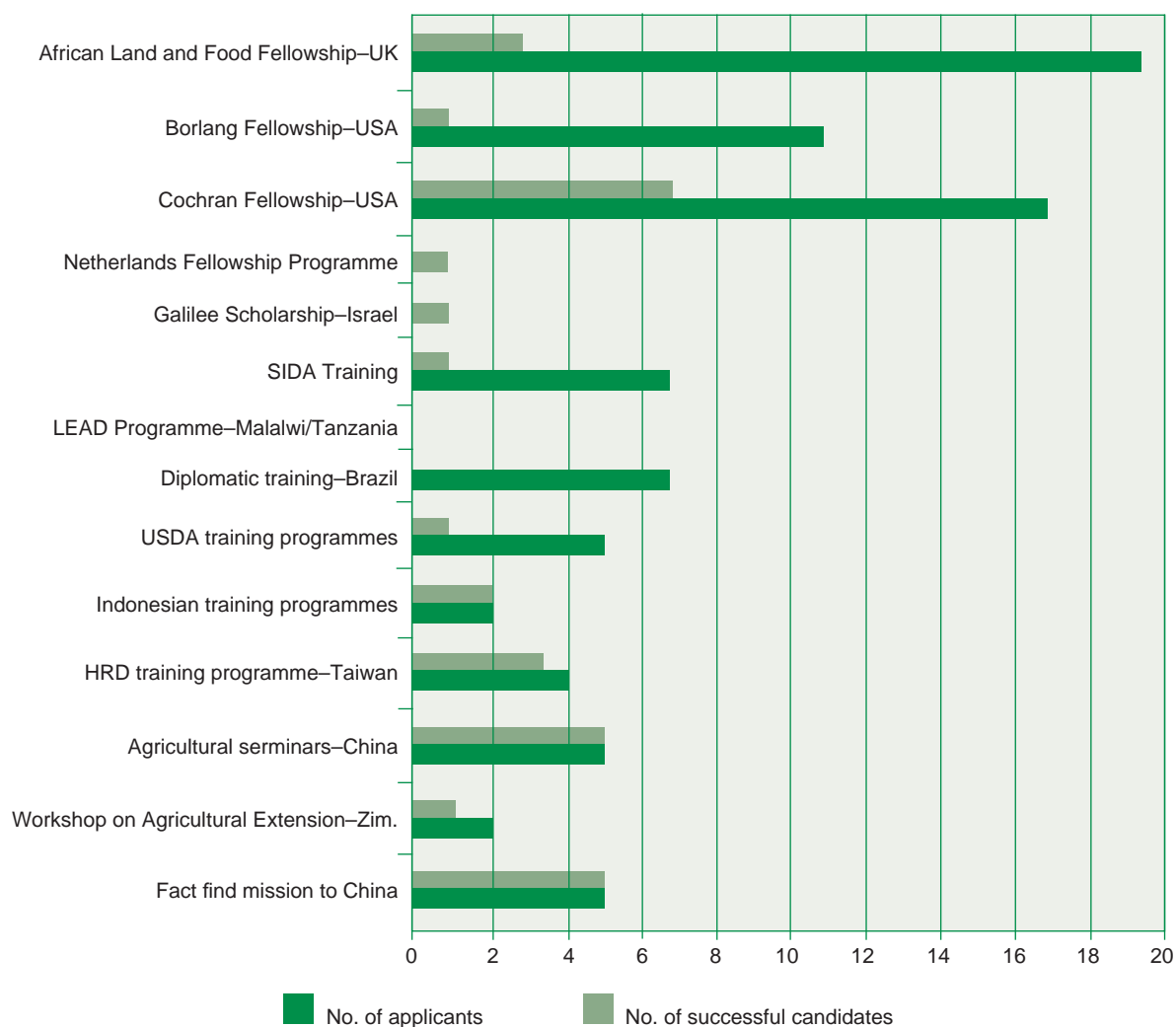
TABLE 1: A SUMMARY OF ALL INTERNATIONAL TRAINING OPPORTUNITIES COORDINATED FOR 2010/11

Name of programme	Method of training	Hosting country	No.	Field of study	Duration
African Land and Food Fellowship	Post-graduate studies	UK	1	International Rural Development	12 months
Cochran Fellowship	Short courses	USA	2	MSU Food Safety	2 weeks
			3	MSU Biosafety	2 weeks
			4	Agriculture Credit and Finance	2 weeks
			5	Extension Programme Development	2 weeks
			6	Agricultural Policy Development and Writing	2 weeks
Borlaug Fellowship	Short courses	USA	7	Agricultural Biotechnology, Sanitary and Phytosanitary	8 weeks
Sida International Training Programme	Short course	Sweden	8	Urban and Land Administration	1 month
			9	Plant Breeding and Seed Production	1 month
			10	Climate Change—Mitigation and Adaption	1 month
			11	Forest Certification	1 month
Netherlands (Fellowship Programme)	Short course	Netherlands	12	Market Access for Sustainable Development	2 weeks

Name of programme	Method of training	Hosting country	No.	Field of study	Duration
Galilee Tuition Scholarship	Short courses	Israel	13	Water Crop Production Management	3 weeks
			14	Agribusiness, Export and Marketing Management	3 weeks
			15	Advance Dairy Technology and Farming Management	3 weeks
			16	Project Management	3 weeks
International Environmental Development Programme	Short courses	Tanzania	17	Population Environment Development	1 week
		Malawi	18	Leadership in Climate Change	1 week
Diplomatic Training Programme	Short courses	Brazil	19	Rural Development	2 weeks
			20	Savannah and Atlantic Forestry	1 week
			21	System Production	1 week
			22	Soya Production	1 week
USDA Training Programmes	Short courses	USA	23	Pest and Disease Diagnostics for International Trade and Food Security	2 weeks
			24	Plant Health Systems	2 weeks
Train the Trainer Extension Methodology Training	Short courses	Indonesia	25	Agricultural Extension Methodology	2 weeks
International Human Resource Development work-shops	Workshops	Taiwan	26	Agribusiness Strategic Management	2 weeks
			27	Agricultural Marketing and Rural Development	2 weeks
			28	Food Safety	2 weeks
			29	Trade Promotions	2 weeks
Agricultural technical training	Seminars	China	30	Imports and Exports Commodity	3 weeks
			31	Agricultural Management	3 weeks
			32	Inspection and Quarantine	3 weeks
Workshop on Promoting Market Orientated Agricultural Extension	Workshop	Zimbabwe	33	Promoting Market Orientated Agricultural Extension	2 Days
DAFF/China Scholarship	Fact finding mission	China	34	Fact-finding Mission	1 week

The table above shows that a total of 14 (fourteen) international training programmes were coordinated during the 2010/11 financial year. The table further shows the duration, study field and host country.

GRAPH 2: SHORTLISTED CANDIDATES PER TRAINING PROGRAMME FOR 2010/11



The graph on the previous page indicates that 28 (twenty eight) officials that benefited from international training programmes per training programme for 2010/2011 financial year.

6.2. Summary of beneficiaries of the 2010/11 International Training Programme

A total of 10 (ten) international training opportunities were implemented from the 2010/11 financial year. These training opportunities which were coordinated and implemented include various training courses ranging from short courses post-graduate Masters Programme workshops, agricultural seminars and a fact-finding mission.

TABLE 2: NUMBER OF OFFICIALS WHO BENEFITED FROM THE INTERNATIONAL TRAINING PROGRAMMES FOR 2010/11

No.	international training programme	Host country	No. of applicants or nominees	No. of successful candidates
6.2.1	African Land and Food Fellowship	UK	19	3
6.2.2	Cochran Fellowship	USA	17	7
6.2.3	Borlaug Fellowship	USA	11	1
6.2.4	USDA Training Programmes	USA	5	1
6.2.5	Train the Trainer Extension Methodology Training	Indonesia	2	2
6.2.6	International Human Resource Development workshops	Taiwan	4	3
6.2.7	Agricultural seminars	China	5	5
6.2.8	Workshop on Promoting Market Orientated Agricultural Extension	Zimbabwe	2	1

No.	international training programme	Host country	No. of applicants or nominees	No. of successful candidates
6.2.9	Fact-finding Mission	China	5	5
6.2.10	Sida International Training Programme	Sweden	7	1
			86	28

Out of the 86 (eighty-six) received application forms, a total of 28 (twenty-eight) candidates across the sector were successful. The successful candidates participated in the following training programmes:

6.2.1 African Land and Food Fellowship—United Kingdom

The African Land and Food Fellowship (ALF) was launched by the Royal Agricultural Colleges (RACs) and the African Land and Food Fellowship Trust for African nationals in June 2006.

The aim of the programme is to build sustainable land, food and natural resource management strategies in Africa. Eligible candidates are enrolled in a fully funded 12 (twelve) months structured Master of Science degree in International Rural Development (M.Sc. IRD) at the RAC in London.

Since the launch of the programme in 2006 DAFF has been sending scores of eligible candidates to participate in the programme. A total number of 23 (twenty-three) officials have benefited from the fellowship since its inception. Of the 23 (twenty-three) officials that benefited from the fellowship, 1 (one) is from the Northern Cape, 3 (three) from the North West, 1 (one) from Limpopo, 4 (four) from the Eastern Cape, 2 (two) from Mpumalanga, 1 (one) from the Western Cape and 10 (ten) are from various directorates within DAFF.

All 23 (twenty-three) officials have successfully completed their M.Sc. in International Rural Development and have gained experience in a range of industrial secondments in the United Kingdom, Europe and West Africa.

For the 2010/11 financial year a total number of 3 (three) officials were selected to participate in the fellowship; 1 (one) official was from DAFF, 1 (one) from the Western Cape Provincial Department of Agriculture and 1 (one) from North West Provincial Department of Agriculture. The officials are currently busy with their Master of Science degree in International Rural Development (M.Sc. IRD) and will return in October 2011.

TABLE 3: ANALYSIS OF THE LAND AND FOOD FELLOWSHIP PROGRAMME BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
International Rural Development	Provincial Department of Agriculture (Western Cape)		1							1
	Provincial Department of Agriculture (North West)	1								1
	Directorate: Economic Services (DAFF)	1								1
Total		2	1	0	0	0	0	0	0	3

The table above shows that 3 (three) officials benefited from the African Land and Food Fellowship programme. The table further shows that 2 (two) officials were from the Provincial Departments of Agriculture in North West and the Western Cape and 1 (one) official from DAFF representing the Directorate: Economic Services.

6.2.2. Cochran Fellowship Programme—United States of America

Since 1994, the United States Congress has made funds available for the training of Agriculturalists from middle income countries and emerging democracies. The aim of the training programme is to bring together professionals in different technical fields in agriculture as well as engaging participants in seminars, industrial visits and workshops. All training takes place in the United States of America.

On an annual basis, the DAFF receives an invitation from the US Embassy to publicise the opportunity for qualifying officials to apply. The technical directorates within DAFF and Provincial Departments of Agriculture nominate eligible candidates to apply. The final selection of successful candidates is done by the US Embassy. Since the inception of the programme, a total number of 40 (forty) DAFF officials have benefited in different study fields.

The training focus areas for 2010 were as follows: agricultural policy development, agricultural credit and finance, food safety, bio safety and agricultural extension programme development. For the 2010/11 financial year 7 (seven) officials were selected to participate in the 2010 Cochran Fellowship Programme.

TABLE 4: ANALYSIS OF THE COCHRAN FELLOWSHIP 2010 BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
MSU Food Safety	Directorate: Food Safety and Quality Assurance	0	1	0	0	0	0	0	0	1
MSU Biosafety	Directorate: Bio- safety	1	0	0	0	0	0	0	0	1
Agriculture Credit and Finance	Directorate: Agricultural Development Finance	1	1	0	0	0	0	0	0	2
Extension Programme Dev	Directorate: Land Settlement	0	1	0	0	0	0	0	0	1
Agricultural Policy Development and Writing		2	0	0	0	0	0	0	0	2
		4	3	0	0	0	0	0	0	7

The table above shows that 7 (seven) officials was selected to participate in the 2010 Cochran Fellowship Programme.

6.2.3. Borlaug Fellowship—United States of America

The Borlaug Fellowship Programme was launched in March 2004 in the United States of America in honour of Dr Norman E. Borlaug who has been hailed as the father of the Green Revolution. In 2007, Dr Borlaug received the Congressional Gold Medal, the highest civilian award for his lifetime contributions to improving international agriculture and global food security.

The aim of the Borlaug Fellowship Programme is to provide agricultural research scientists, faculties and policy makers with one-on-one training in the fields of agricultural research and practical experience. The participants are exposed to new technologies that can enhance their own research endeavours. The programme helps developing countries to strengthen sustainable agricultural practices by providing short-term scientific training and collaborative research opportunities to visiting researchers, policy makers and university faculties while they work with a mentor.

All training takes place in the United States of America and the programme is administered by USDA's Foreign Agricultural Service in cooperation with the US Agency for International Development, the US Department of State, and the US Trade and Development Agency. The training opportunities are for senior and middle level specialists and administrators involved in agricultural trade, agribusiness development, management, policy and marketing from the public and private sectors.

The 2010 Borlaug Fellowship Programme focused on agricultural biotechnology, sanitary and phytosanitary and 1 (one) official was selected to participate in the 2010 Borlaug Fellowship.

TABLE 5: ANALYSIS OF THE 2010 BORLAUG FELLOWSHIP BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Agricultural Biotechnology, Sanitary and Phytosanitary	Directorate: Plant Health	1	0	0	0	0	0	0	0	1
		1	0	0	0	0	0	0	0	1

The table on the previous page shows that 1 (one) official from Directorate: Plant Health benefited from the 2010 Borlaug Fellowship.

6.2.4. Pest and disease diagnostics course—United States of America

Since 1994, the United States Department of Agriculture (USDA) has made funds available to capacitate officials through training for middle income countries and emerging democracies. The aim of these training programmes is to bring together professionals in different technical fields in agriculture through the engagement of participants in seminars, industrial visits and workshops. All training takes place in the United States of America.

On an annual basis, the DAFF receives international training programmes from the US Embassy for qualifying officials to apply.

The USDA has introduced a training programme on pest and disease diagnostics for international trade and food security which is funded through an agreement between the Ohio State University and the USDA.

The objectives of the training are:

- To introduce the participant to Sanitary and Phytosanitary (SPS) issues, including international agreements and standards, pest risk assessment, hazard analysis and pest risk management.
- To provide plant disease and pest diagnostic technology training to participants, including hands-on laboratory work, distance diagnostic instruction, entomology basic and in-depth case studies of critical pathogens and insect groups and
- To provide training in pest diagnostic data management and developing train the trainer capabilities.

For the 2010/11 financial year 1 (one) official was selected to participate in the course in pest and disease diagnostics for international trade and food security.

TABLE 6: ANALYSIS OF THE SEMINAR ON IMPORT AND EXPORT COMMODITY QUALITY INSPECTION BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Pest and disease diagnostics	Directorate: Plant Health	0	1	0	0	0	0	0	0	1
		0	1	0	0	0	0	0	0	1

The table above shows that 1 (one) official from the Directorate: Plant Health benefited from the course in pest and disease diagnostics for international trade and food security

6.2.5. Train the Trainer Extension Methodology Training—Indonesia

The Government of Indonesia in cooperation with Japan International Cooperation Agency (JICA) organised the training for the trainers for the participatory training programme on Agricultural Extension Methodology. The purpose of the training is to upgrade the knowledge of the participants on implementing the participatory training programme on agricultural extension. The programme exposed the participants to a better understanding of the agricultural development programme and activities in Indonesia, particularly for farmer activities.

For the 2010/11 financial year a total of 2 (two) officials from the Limpopo Provincial Department of Agriculture participated in the Agricultural Extension Methodology course held in Indonesia.

TABLE 7: ANALYSIS OF AGRICULTURAL EXTENSION METHODOLOGY BENEFICIARIES PER RACE, GENDER AND REPRESENTATION FOR 2009/2010

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Agricultural extension methodology	Provincial Department of Agriculture (Limpopo)	1	1	0	0	0	0	0	0	2
Grand total		1	1	0	0	0	0	0	0	2

The table above shows that 2 (two) officials from the Provincial Department of Agriculture (Limpopo) benefited from the Indonesian training programme.

6.2.6. International HRD Workshops Programmes—Taiwan

An invitation was forwarded to the DAFF from the Taipei Liaison Office in SA to participate in the 2010 International Human Resource Development Workshop programmes offered by the government of Taipei. The workshops were offered by the International Cooperation and Development Fund of Taiwan covering different thematic areas in Agriculture and taking place in different times during the year

The workshops are based on Taiwan's own developmental experiences. It also adjusts to education and training curricula to meet the changing needs of the times; a wide variety of workshops are offered over a period of two weeks, each year, and are fully funded by the Taiwan ICDF. Over 500 participants have attended these programmes since the inception.

For the 2010/11 financial year a total number of 3 (three) officials were selected to participate in the 2010 HRD Workshops held in Taiwan. Two officials were from the Directorate: Business Entrepreneurial Development and 1 (one) official was from Directorate: Food Safety and Quality Assurance.

TABLE 8: ANALYSIS OF THE 2010 INTERNATIONAL HRD WORKSHOPS PROGRAMMES BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Agribusiness Strategy and Management	Directorate: Business Entrepreneurial Development		1	0	0	0	0	0	0	1
Agricultural Marketing and Rural Development		1	0	0	0	0	0	0	0	1
Food Safety	Directorate: Food Safety and Quality Assurance	1	0	0	0	0	0	0	0	1
		2	1	0	0	0	0	0	0	3

The table above shows that the 3 (three) officials benefited from the 2010 International HRD Workshops Programmes held in Taiwan.

6.2.7. Agricultural seminars—China

In February 2010 the Minister of DAFF announced that her department will send youth to study in various undergraduate agricultural study fields in foreign countries, particularly in the Peoples Republic of China.

As part the way forward the Chinese Embassy avails short-term training opportunities in the field of Agriculture, Forestry and Fisheries for the department. These short-term training opportunities were hosted through various seminars and training programmes in Taiwan. The purpose of the training opportunities was to promote exchange and cooperation between China and South Africa.

The thematic focus areas for 2010 were as follows: Agricultural Management 1 (one) official attended, Inspection and Quarantine and Import 2 (two) officials attended and Exports Commodities 2 (two) officials attended. For the 2010/11 financial year 5 (five) officials were selected to participate in the 2010 Seminars hosted by China.

TABLE 9: ANALYSIS OF THE AGRICULTURAL MANAGEMENT SEMINARS HOSTED BY THE CHINESE GOVERNMENT BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Agricultural Management	Directorate: Plant Production	1	0	0	0	0	0	0	0	1
Import and Export Commodities	Directorate: Agricultural Product Inspection Service	1	1	0	0	0	0	0	0	2
Inspection and Quarantine	Directorate: Agricultural Product Inspection Services	1	1	0	0	0	0	0	0	2
		3	2	0	0	0	0	0	0	5

The table above shows that the 5 (five) officials who benefited from the Agricultural Seminar held in China are all from various directorates in DAFF.

6.2.8. Workshop on Promoting Market-orientated Agricultural Extension—Zimbabwe

The rapid changes in the agricultural sector can be contributed to changes in government policies, urbanisation, population growth, the rise of the middle class, the growth of supermarkets and fast food chains and the opening up of regional and international markets. These changes have brought with them the need for farmers to adapt to changing market conditions.

To adapt to these changes, farmers have to improve their marketing and farm management skills. In response to these changes, Agricultural Extension Services has to take on new roles. The service must now not only be concerned with transfer of technology transfer, but also how to promote farm commercialisation and diversification.

The FAO organised a workshop in collaboration with Sub Regional Office for Southern Africa to address the issues that contributed to these changes in the sector. This workshop raised awareness among Senior Staff of Public Sector Extension Agencies of the changes that are occurring in the provision of advisory services and among Senior Agribusiness and Marketing Specialists of the role that Extension Services can play to assist with Agribusiness and Market Development. The DAFF nominated 2 (two) officials, only 1 (one) African male official attended the workshop in Harare, Zimbabwe.

TABLE 10: ANALYSIS OF THE MARKET ORIENTATED WORKSHOP BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Promoting Market-orientated Agricultural Extension	DAFF: Directorate: Marketing	1	0	0	0	0	0	0	0	1
		1	0	0	0	0	0	0	0	1

The table above shows that 1 (one) official from the Directorate: Marketing attended the workshop on Promoting Market-orientated Agricultural Extension held in Harare; Zimbabwe.

6.2.9. DAFF/CHINA Scholarship—China

In February 2010 the Minister of the DAFF announced that her department will send youth to study in various undergraduate agricultural study fields in foreign countries, particularly in the Peoples Republic of China.

A project plan was developed and submitted for approval by the Minister; the plan was approved and proposed by the Minister. The joint working committee was established and a meeting was held with representatives from 4 (four) universities in China. During the meeting a draft implantation protocol was developed between DAFF and the 4 (four) Universities. During the visit to China the officials obtained critical first-hand information on each of the 4(four) universities to finalise the; admission requirements, selection criteria, preadmission orientation information and the construction of scholarship advertisement for print media in SA. The team that visited the universities included 5 (five) officials from DAFF, the Chief Director: Land and Agricultural Redistribution Programme as the team leader, 2 (two) officials from the fisheries unit and 2 (two) officials from the Directorate: Education Training and Extension Services.

In February 2011 a Chinese Delegation from China Agricultural University visited SA and on 10 February 2011 the Protocol Implementation was signed during a signing ceremony in Cape Town by the Director-General and the Chairman of the University Council.

TABLE 11: ANALYSIS OF THE CHINA FACT-FINDING MISSION, THE BENEFICIARIES PER RACE AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
DAFF/China	Chief Director: Land and Agricultural Redistribution Programme	1	0	0	0	0	0	0	0	1
	Directorate: Fisheries	1	1	0	0	0	0	0	0	2
	Directorate: Education, Training and Extension Services	1	1	0	0	0	0	0	0	2
		3	2	0	0	0	0	0	0	5

The table above shows that 5 (five) officials from DAFF participated in a fact-finding mission to visit 4 (four) Agricultural Universities to access formal study opportunities in China.

6.2.10. Climate Change—Mitigation and Adaption—Sweden (SIDA)

Since 2007 the DAFF benefited from international training programmes offered by the Swedish Government. The DAFF benefited through the Swedish International Development Agency Cooperation Agency (SIDA), which is an authority under the jurisdiction of the Swedish Ministry for Foreign Affairs.

The training programmes are organised by the Swedish Cooperation Agency and form part of its bilateral development assistance. SIDA offers a number of technical and administrative fields, primarily in the form of short courses and seminars in which Sweden has a considerable level of expertise to offer.

For the 2010/11 financial year the department participated in the Climate Change—Mitigation and Adaption course; the overall objective of this training programme was to increase the knowledge about climate change and its consequences. The aim was to provide methods for identification of vulnerable sectors in the society, both in a national and an international perspective.

The course took place in 4 (four) phases. The first phase was a preparatory regional meeting in the participants' home country SA; the second phase was training in Sweden; the third phase was project work Sweden and part time in SA; the fourth and final phase was a regional seminar.

TABLE 12: ANALYSIS OF CLIMATE CHANGE—MITIGATION AND ADAPTION TRAINING PROGRAMME BENEFICIARIES PER RACE, GENDER AND REPRESENTATION FOR 2010/11

Field of study	Representation	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	No
Climate Change—Mitigation and Adaption	Directorate: Agricultural Development Finance	0	1	0	0	0	0	0	0	1
Grand total		0	1	0	0	0	0	0	0	1

The table above shows that only 1(one) female official representing the Directorate: Agricultural Development Finance benefited from this short course in Sweden.

7. MONITORING AND EVALUATION OF INTERNATIONAL TRAINING PROGRAMME BENEFICIARIES

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

7.1. International Training Programmes Alumni Association

The DAFF has since 2007 conceptualised the establishment of an alumni association for the beneficiaries of international training programmes. The Terms of Reference (TORs) and the constitution of the association were developed and approved in 2008. The Directorate: Education, Training and Extension Services has developed a standard affiliation form for the Alumni Association. All beneficiaries of DAFF international training programmes are requested to register as members of the association upon completion of their training programmes. A total number of 168 (hundred and sixty-eight) officials across the agricultural sector have registered in the DAFF Alumni Association database. The officials who have registered on the database are issued with standard letters confirming their membership in the Alumni Association.

7.2. Review workshops

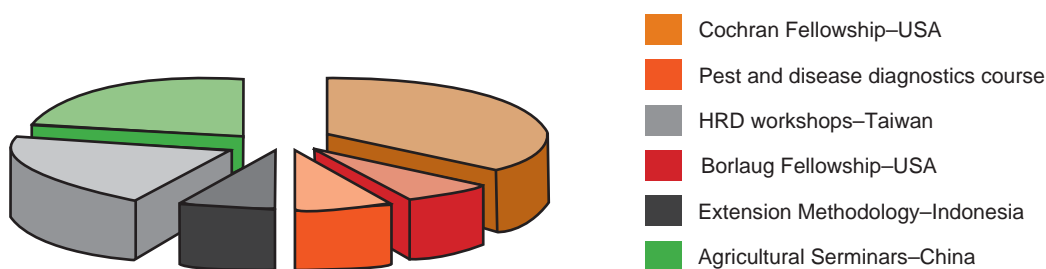
As a strategy to analyse completed training programmes and determine their value, the Directorate: Education, Training and Extension Services conducted review workshops with beneficiaries who had completed their training. The purpose of the review workshops is to ascertain the impact of the training programmes on individual beneficiaries.

7.3. Back to office reports

According to the internal international training policy, employees of the DAFF have to submit a BTOR upon completion of their various international training programmes. It is through the BTORs that the beneficiaries share with DAFF, the lessons learnt and their recommendations in line with the international training they participated in. BTORs further create a sense of responsibility, obligation and accountability to the beneficiaries. The Directorate: Education, Training and Extension Services also requested monitoring reports from international training providers to check the progress of the DAFF beneficiaries who participated in training programmes exceeding a period of 6 (six) months.

A total number of 14 (fourteen) BTORs were received for 2010/11;

GRAPH 3: NUMBER OF BTORS RECEIVED FROM EACH STUDY FIELD FOR 2010/11



The graph above indicates the number of BTORs received from each study field coordinated by DAFF.

7.4 International training agreement form (FTA FAX 1)

In line with DAFF internal international training policy, all employees who participate in international training are obliged to sign an agreement form. The agreement is signed between the employee, the respective Director and the Director responsible for education and training within DAFF. As part of the agreement, the employee has to commit to serve DAFF for the period equivalent to the study period of a specific international training programme. For the 2010/11 financial year 21 (twenty-one) international training agreement forms were signed.

8. MOBILISATION OF RESOURCES FOR AGRICULTURAL EDUCATION AND TRAINING

8.1 Implementation of resource mobilisation

The International Training Strategy makes provision for the Directorate: Education, Training and Extension Services to mobilise resources for the promotion of Agriculture Education and Training (AET). The sourced resources are to be declared with the Directorate: Financial Services before they can be appropriated among the projects of the directorate. On an annual basis, the directorate compiles a database of companies with corporate social investments. Based on the database the directorate develops an itinerary for engaging with the identified companies for sponsorships.

9. FUTURE STRATEGIC FOCUS OF THE INTERNATIONAL TRAINING PROGRAMME

9.1. The DAFF Alumni Association Annual Conference

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

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

10. CONCLUSION

In the 2010/11 financial year the Directorate: Education, Training and Extension Services coordinated international training opportunities which were implemented in line with the International Training Strategy of 2006. In the main, the opportunities that were coordinated and implemented include short courses, fact-finding missions, workshops, seminars and a graduate programme. A total number of 14 (fourteen) international training opportunities were received from various Embassies/ High Commissions international countries and DIRCO for access by members of the sector. Out of all the received application forms, a total number of 28 (twenty-eight) candidates across the sector were successful. The successful candidates participated in various training courses, including short courses in the United States of America, Sweden and Indonesia. The other candidates participated in a post-zgraduate Masters Programme in the United Kingdom, some candidates participated in HRD workshops in Taiwan and some candidates attended agricultural seminars and a fact-finding mission in China.

11. THE FINANCIAL STATE OF EXPENDITURE

The Directorate: Education, Training and Extension Services pay the return airfare for various participants of international training interventions in line with the international training policy. For the 2010/11 financial year, the directorate spent a total amount of R276 627 for the implementation of international training programmes.

TABLE 13: FINANCIAL STATE OF EXPENDITURE

Item description	Expenditure (R)
Orientation and review workshops	
Orientation workshop (15 September 2010)	650
International travel	
Accommodation	10 077
S&T	8 731
Flights	255 494
Courier services	
Couriering of application forms	980
Couriering of corporate gifts	670
Total	276 627

2011

Department of Agriculture, Forestry and Fisheries