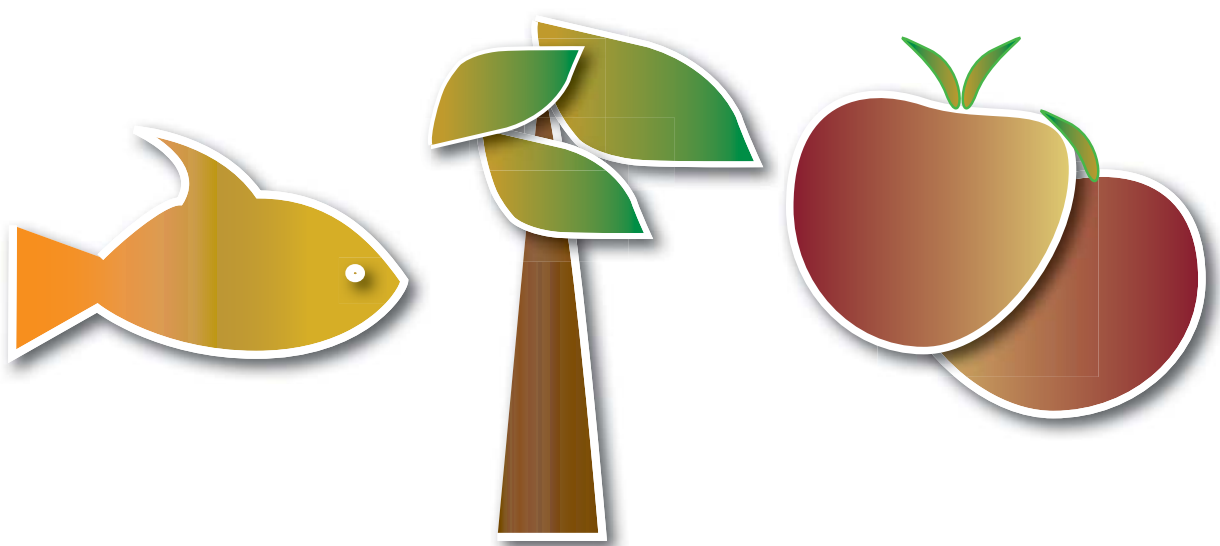


Annual report

Implementation of the Experiential Training, Internship and Professional Development Programme

2013/14



agriculture,
forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

Annual report

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

2013/14

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

2014

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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
EMDP	Entrepreneurial Management Development Programme
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
USB-ED :	University of Stellenbosch Business School

DEFINITION OF TERMS

Internship

A structured workplace experience programme that is agreed to between the intern and the supervisor/line manager who is delegated this responsibility by a department

Intern

Also called a graduate intern; a person who is contracted with a department to engage in an internship programme

Trainee

Also called student intern; a student who is currently studying towards a higher education qualification and has to undertake work experience in order to fulfil the requirements of the qualification

Mentor

A person who is trained and appointed to offer advice, knowledge, wisdom and insight that may be useful to the protégé's professional and personal development

Contract

A legitimate agreement between the department and the intern, describing the conditions of employment

Youth

A person who is between the ages of 18 and 35 years

EXECUTIVE SUMMARY

This annual report on the implementation of the Experiential Training, Internship and Professional Development Programme covers the activities relating to the 2013/14 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 258 interns/trainees participated in the programme during the 2013/14 financial year and were placed under various categories of the programme as follows:

- Conventional interns: 170 (65,9%)
- Entrepreneurial Management Development Programme interns: 30 (11,6%)
- Agri-export Technology Programme interns: 23 (8,9%)
- Young Professional Development Programme interns: 35 (13,6%).

Of the 258 interns who participated in the programme, 162 (62, 8%) were females and 96 (37,2%) were males. With regard to race, 242 (93,7%) were Africans, 11 (4, 3%) were coloureds, 3 (1,2%) were whites and 2 (0, 8%) were Indians.

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 the necessary skills for the job interviews. Worth noting from this report is that out of the 258 interns, 34 (13, 2%) secured permanent employment during their participation in the programme of which 21 (8,1%) were appointed by DAFF. The report further indicates that 35 young professionals were registered for further studies during the 2013 academic year and the end-of-year performance of 33 (94,2%) of them was satisfactory while for the other 2 (5,7%) it was not satisfactory. Of the 35 young professionals who participated in the programme, nine successfully completed their professional development and graduated.

1. BACKGROUND AND OBJECTIVES

1.1 Introduction

In 2003, the Department of Agriculture, Forestry and Fisheries (DAFF) introduced the Experiential Training, Internship and Professional Development Programme as a vehicle to combat high levels of unemployment among qualified young graduates. The main focus of the programme is to offer these graduates practical hands-on experience in order to increase their chances of employment.

The programme is implemented in terms of the approved policy guided by legislation and national strategies on skills development such as the Skills Development Act, 1998 (Act No. 79 of 1998), the Skills Development Levies Act, 1999 (Act No. 9 of 1999), the National Human Resource Development Strategy for the Public Service and the National Skills Development Strategy III.

Since the inception of the programme in 2003, 1 988 qualified unemployed graduates have participated in the programme and 599 been able to secure permanent employment during their participation in the programme, of whom the DAFF employed 192.

For the 2013/14 financial year, 258 interns/trainees were recruited and placed within a relevant functional unit in the DAFF, industry or research institutions to undergo rigorous training in order to acquire work-related experience so that their chances for real employment can be enhanced. Interns/trainees were allocated (an) experienced mentor(s) to guide and supervise their structured on-the-job training and the logbook system was used to manage their progress effectively and efficiently.

1.2 Objectives of the programme

- Contribute to accelerated service delivery by government through the improved introduction of skilled personnel in the public service;
- Afford learners, at tertiary institutions, an opportunity of practical work experience as a requirement for them to obtain their qualifications;
- Enhance the employment of unemployed agriculture, forestry, fisheries and other graduates.
- Develop the skills and capacity of previously disadvantaged people to direct commercially viable enterprises and engage effectively with the markets;
- Resolve the general shortage of qualified and skilled people in the workforce by encouraging graduates to equip themselves with the necessary practical experience;
- Bridge the gap that exists between school and work by taking stock of skills gaps;
- Ensure the long-term sustainability of the agriculture, forestry and fisheries sectors in South Africa by ensuring the meaningful participation of graduates from previously disadvantaged groups;

- Actualise the government's job creation strategy and voluntarism;
- Promote the recruitment, development and retention of a sustainable cadre of scientists, technologists, technicians and other associated professionals and management support in the DAFF;
- Provide the DAFF with highly-skilled people and address the skills gaps within the agriculture, forestry and fisheries sectors;
- Promote linkages with external bodies and strengthen the capabilities of the workforce to contribute toward a prosperous agriculture, forestry and fisheries sector.

2. RECRUITMENT AND SELECTION

2.1 Needs analysis

Each year a needs analysis survey is conducted to determine the number and requirements of interns/trainees each directorate or functional unit within the DAFF or agribusiness can accommodate. For 2013/14, a needs analysis questionnaire was sent to all directorates within the DAFF as well as commodity organisations and agribusinesses. The information received was captured and analysed accordingly. Based on the information received on the needs analysis questionnaires, a total of 258 internship opportunities were allocated to various categories of the programme as follows:

- Conventional: 170 interns
- Entrepreneurial Management Development Programme: 30 interns
- Agri-export Technology Programme: 23 interns
- Young Professional Development Programme: 35 interns.

2.2 Advertisement of internship vacancies

From the needs analysis, an advert with internship opportunities for 2013/14 was compiled and published in the *City Press* on 19/08/2012 and *The New Age* on 20/08/2012.

The internship opportunities were also advertised in the website of the DAFF and invariably the advertisement specified the different areas in which interns/trainees were required. A total of 9 392 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.

2.3 Shortlisting 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 2012. A brief guide of how to conduct shortlisting and interviews was also sent with the applications to ensure that directorates execute the process within approved recruitment and selection prescripts. Interviews were conducted from November 2012 to January 2013 and the Directorate: Sector Education and Training rendered secretariat services. All successful candidates were issued with letters of appointment to resume their training on 01 February 2013.

3. ARRIVAL PROGRAMME OF 2013/14 INTERNS/TRAINEES

3.1 Arrival

Interns/trainees reported for their internship training on 1 February 2013. 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 into 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.

3.2 Orientation and induction programme

The orientation and induction session of interns/trainees was held at the Holiday Inn (Express) in Pretoria from 12 to 15 February 2013. The purpose of the session was to give the new interns/trainees a broad overview of the programme and the expected outputs. It was also meant to lay a foundation for participants to come to a better understanding of the department, its values and the work ethics.

Officials from various functional units in the DAFF such as Financial Accounting, Security Services, Communication Services, Information and Communication Technology, Employee Development and Performance Management, Facilities Management, Strategic Planning, the Transformation Unit and Human Resources Management were invited to make presentations in order to inform interns/trainees in detail about the roles of their units.

The following aspects were covered during the session:

- Purpose and expectations of the interns orientation programme;
- Strategic overview of DAFF's internship programme in view of Government Outcome 5;
- Overview of DAFF structure (strategic plan, functions, etc.);
- DAFF media protocol, internal/external communications, etiquette (telephone, table, etc.);
- telephone and internet policy
- Experiential Training, Internship and Professional Development Programme policy
- Security management, access cards, theft, vetting, etc.;
- Code of conduct, disciplinary procedures, grievance procedure and protocol;
- dress code;
- Interns' logbook/management toolkit;
- Health, wellness and employee assistance;
- Transport, accommodation and no shows, etc.;
- Procedures on S&T claims;
- management of losses;
- Batho Pele principles and service delivery;
- Monthly progress reports;
- Procedures relating to monthly payment of stipends of interns;
- How to find a job and interview techniques;
- Training, capacity building and empowerment of interns;
- Vetting: qualification, citizenship and criminal records; Quarterly performance assessment and monitoring visits.

4. ANALYSIS OF THE IMPLEMENTATION OF THE EXPERIENTIAL TRAINING, INTERNSHIP AND PROFESSIONAL DEVELOPMENT PROGRAMME

The programme catered for four major categories of interns/trainees in 2013/14:

4.1 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 170 interns/trainees were recruited and recommended for placement as conventional interns and they constituted 65,9% of the 2013/14 total intake. Of the 170 conventional interns/trainees, six 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 2013/14 conventional interns/trainees are presented in the following tables:

TABLE 1 Breakdown by race, gender and disability of "conventional" interns/trainees (n= 170)

Race	Gender	Number	Disabled	Total
African	Male	55	0	55
	Female	107	1	108
Coloured	Male	0	0	0
	Female	4	0	4
Indian	Male	0	0	0
	Female	2	0	2
White	Male	0	0	0
	Female	1	0	1
Total		169	1	170

Table 1 above shows that the majority of the beneficiaries of the programme are Africans (163) followed by coloureds (4) and then by Indians and whites with one each. The table further shows that 115 females (67,7%) and 55 males (32,3%) were appointed as conventional interns. Out of the 170 conventional interns recruited, one had a disability, which reflects the serious challenge of recruiting people with disabilities.

TABLE 2 Breakdown according to age of “conventional” interns/trainees (n= 170)

20–25 years		26–30 years		31–35 years		35+		Gender		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
79	34	28	15	6	5	2	1	115	55	170

Table 2 above shows that the majority (113) of conventional interns/trainees recruited were between the ages of 20 and 25, followed by 43 of those who were between the ages of 26 and 30, followed by 11 who were between the ages of 31 and 35 and three who were above 35 years

TABLE 3 Breakdown according to placement of “Conventional” interns/trainees (n=170)

Directorate/Industry	Gender		Total
	Female	Male	
Americas, Australia, Europe and Middle East Relations	1	0	1
Africa Relations	0	1	1
Agricultural Inputs Control	2	0	2
Agro-Processing Support	2	1	3
Aquaculture Research	4	0	4
Aquaculture Technical Services	7	1	8
BBBEE Charters Compliance	1	0	1
Comprehensive Agricultural Support Programme	1	0	1
Chief Directorate: Marine Resources Management	1	0	1
Chester Meats	0	1	1
Commercial Forestry	1	1	2
Communication Services	1	1	2
Compliance	5	0	5
Cooperative Enterprise Development	0	2	2
Employee Development and Performance Management	4	0	4
Employee Relations	0	2	2
Facilities Management	2	0	2
Food and Agriculture Organization	1	0	1
Financial Accounting	2	2	4
Financial Management	1	0	1
Food Import and Export Standards	2	0	2
Forestry Management and Other Regions	3	4	7
Forestry Management Eastern Cape	5	4	9
Forestry Management Northern Cape	0	1	1
Forestry Management KwaZulu-Natal	5	1	6
Forestry Management Limpopo/Mpumalanga	4	5	9
Forestry Regulations and Oversight	3	2	5
Human Resources Management	4	0	4
Information Communication Technology	3	2	5
Infrastructure Support	1	1	2
Inshore Fisheries Management	2	0	2
Inspection Services	4	0	4
Intergovernmental International Relations	1	0	1
Integrated Human Resources Management	3	1	4
Internal Audits	1	0	1
International Trade	1	1	2
Land Use and Soil Management	1	0	1
Marketing	1	0	1
Monitoring Control and Surveillance	2	0	2
National Extension Reform	0	1	1
National Extension Support	0	1	1
National Emergent Red Meat Producers' Organisation	1	3	4
Offshore and High Seas Fisheries Management	2	1	3
Organisational Performance	1	1	2
Plant Health	0	2	2
Plant Production	4	1	5
Public Liaison Services	1	1	2
Resources Research	3	0	3
Revenue Management	1	1	2
Sector Education and Training	3	2	5
Sector Transformation and Gender Mainstreaming	1	1	2
Sectoral Colleges	1	0	1
Small Holder Development	3	0	3

TABLE 3 Breakdown according to placement of “Conventional” interns/trainees (n=170) (cont.)

Directorate/Industry	Gender		Total
	Female	Male	
Small Scale Fisheries Management	1	1	2
Strategic Planning	1	1	2
Supply Chain Management	1	0	1
Sustainable Aquaculture Management	2	2	4
University of Limpopo (Soil Science Laboratory)	1	1	2
University of Stellenbosch	1	0	1
uThungulu Fresh Produce	3	1	4
Water Use and Irrigation Development	2	0	2
Total	115	55	170

Table 3 above shows that the Directorates: Forestry Management Eastern Cape and Forestry Management Limpopo/ Mpumalanga accommodated the highest number of conventional interns/trainees, namely nine each, followed by Aquaculture Technical Services with eight.

TABLE 4 Analysis of conventional interns/trainees according to placements within the DAFF line and support functional units (n = 170)

Line function (core technical units)		Support function (non-core technical units)		Total
Female	Male	Female	Male	
73	33	41	23	170

Table 4 above shows that the majority of the participants (106) were placed within technical line function units and 64 were placed within support function directorates of the DAFF.

TABLE 5 Breakdown according to provinces where “conventional” interns/trainees are coming from (n=170)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	17	5	22
Northern Cape	1	0	1
Eastern Cape	24	8	32
Free State	2	3	5
Mpumalanga	5	3	8
North West	3	6	9
Limpopo	35	20	55
Gauteng	16	8	24
Western Cape	12	2	14
Total	115	55	170

Table 5 above shows that the highest number of conventional interns come from Limpopo Province (55) followed by Eastern Cape with 32 then Gauteng with 24.

TABLE 6 Breakdown according to municipalities or districts where “conventional” interns/trainees are coming from (n = 170)

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	0	1
Alfred Ndzo	2	0	2
Amajuba	1	0	1
Amathole	0	1	1
Buffalo City	14	1	15
Blouberg	0	1	1
Bohlabela	0	1	1
Bojanala	1	1	2
Bushbuckridge	3	0	3
Capricorn	2	1	3
Chris Hani	1	0	1
City of Cape Town	10	2	12
City of Johannesburg	4	2	6
City of Tshwane	10	4	14
Durban Metro	0	1	1

TABLE 6 Breakdown according to municipalities or districts where “conventional” interns/trainees are coming from (n = 170) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Ehlanzeni	0	1	1
Ekurhuleni	3	0	3
Elundini	0	1	1
Emfuleni	0	1	1
eThekwini	1	0	1
Greater Letaba	0	1	1
Greater Taung	0	1	1
Greater Tzaneen	1	1	2
Hibiscus Coast	1	0	1
Ilembe	1	0	1
Instika Yethu	1	0	1
Jozini	0	1	1
King Sabatha Dalindyebo	1	0	1
Kouga	1	0	1
Lepelle Nkumpi	1	1	2
Makhado	4	4	8
Makhuduthamaga	4	0	4
Maluti –a-Phofung	2	1	3
Mankweng	0	1	1
Maruleng	1	0	1
Mbombela	2	2	4
uMgungundlovu	1	0	1
Mnquma	1	1	2
Mogalakwena	2	1	3
Moqaka	0	1	1
Moretele	0	2	2
Mutale	1	2	3
Ndzambe	1	0	1
Nelson Mandela Bay	1	1	2
Ngaka Modiri Molema	1	2	3
O.R. Tambo	1	2	3
Polokwane	4	1	5
Ratlou	0	1	1
Sakhisizwe	1	0	1
Sol Plaatje	1	0	1
Stellenbosch	2	0	2
Thulamela	11	4	15
Pongola	1	0	1
Ubhle Bezwe	1	0	1
Ukhahlamba	0	1	1
uMhlathuze	1	1	2
Umsunduzi	6	1	7
Umvoti	0	1	1
Umzimkulu	1	0	1
uThungulu	2	0	2
Vhembe	1	2	3
Vryburg	1	0	1
Total	115	55	170

Table 6 above shows that the majority of the conventional interns/trainees come from Thulamela and Buffalo City municipality with 15 each followed by City of Tshwane municipality with 14.

TABLE 7 Breakdown according to number of “conventional” interns/trainees per academic institution where they graduated (n = 170)

Name of institution	Number of interns/trainees
Cape Peninsula University of Technology	11
Fort Cox College	15
Mangosuthu University of Technology	1
Nelson Mandela Metropolitan Municipality	10
North West University	5
Potchefstroom College of Agriculture	1
Tshwane North College	3
Tshwane University of Technology	14

TABLE 7 Breakdown according to number of “conventional” interns/trainees per academic institution where they graduated (n = 170) (cont.)

Name of institution	Number of interns/trainees
University of Fort Hare	9
University of Johannesburg	5
University of KwaZulu-Natal	13
University of Limpopo	19
University of Pretoria	4
University of South Africa	8
University of Stellenbosch	4
University of the Free State	7
University of Venda	24
University of Western Cape	1
University of Zululand	3
Vaal University of Technology	4
Walter Sisulu University	9
Total	170

Table 7 above shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, the University of Venda has the highest number (24), followed by the University of Limpopo with 19.

TABLE 8 Breakdown of level of qualification according to gender “conventional” interns/trainees (n = 170)

Qualifications	Female	Male	Total
N6	2	1	3
Diploma	9	6	15
National Diploma	35	10	45
National Certificate	0	1	1
Bachelor’s degree	58	33	91
Bachelor’s degree (Hons)	11	4	15
Total	115	55	170

Table 8 above shows that the majority of the conventional interns (91) graduated with bachelor’s degrees. The table further indicates that out of the total of 170 beneficiaries, 45 graduated with national diplomas, 15 with diplomas, 3 with N6 certificates, 1 with national certificate and 15 with postgraduate degrees.

TABLE 9 Classification of Education Study Master (CESM) of “conventional” interns/trainees (n= 170)

Category	Total
Agriculture, Forestry, Fisheries and Renewable Resources	106
Business Commerce	43
Health and Health Care	2
Humanities	19
Total	170

Table 9 above indicates that according to CESM, the majority (106) graduated in fields of study relating to Agriculture, Forestry, Fisheries and Renewable Resources, followed by 43 in Business Commerce and 19 in Humanities.

4.2 Entrepreneurial Management Development Programme (EMDP)

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 30 interns/trainees were recruited and recommended for placement as EMDP interns and they constituted 11,6 % of the 2013/14 total intake.

The Entrepreneurial Management Development Programme interns attended an accredited Advanced Management Development Programme with the University of Stellenbosch Business School (USB-ED). The aim of the course is to equip the interns with the necessary leadership and entrepreneurial skills to enable them to be potential businessmen and women. The course consists of the following modules:

- Introduction to learning
- Marketing
- Business directed action learning

- Entrepreneurship and general management
- Communication and presentation skills
- Managing people
- Basic principles of project management
- Fundamentals of financial management
- Leadership and teamwork
- Economics for the entrepreneurs
- Operations and supply chain management
- Sustainability

All attendees were expected to submit an assignment per module as part of their assessment. In addition to assignments, the students were also expected to compile comprehensive business plans which they presented on 20 January 2014 to an evaluation committee comprising the representatives from the following organisations:

- DAFF (3)
- Department of Trade and Industry (1)
- University of Stellenbosch Business School (2)
- Small Enterprise Development Agency (1)
- National Youth Development Agency (1)

The purpose of the business plan presentations was to assess the practicality and viability of their business plans. The final results of the 30 interns who attended the Advanced Management Development Programme with the University of Stellenbosch Business School were not available yet during the printing of this report.

The profiles of the 2013/14 EMDP interns/trainees are presented in the following tables:

TABLE 10 Breakdown by race and gender of “EMDP” interns (n=30)

Race	Gender	Number	Disabled	Total
African	Male	17	0	17
	Female	12	1	13
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		29	1	30

Table 10 above shows that all beneficiaries of the programme are Africans. The table further indicates that 17 males and 13 females were appointed as EMDP interns and 1 has a disability. The table further shows that no other racial groups participated in the programme.

TABLE 11 Breakdown according to age of “EMDP” interns (n =30)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
7	10	5	6	0	2	0	0	12	18	30

Table 11 above shows that majority (17) of the EMDP interns recruited were between the ages of 20 and 25, followed by 11 of those who are between ages 26 to 30, followed by two who are between the ages of 31 to 35.

Table 12 Breakdown according to placement of “EMDP” interns (n=30)

Organisations/agribusinesses	Gender		Total
	Female	Male	
Manstrat	3	2	5
Mpumalanga Agri Skills Development and Training	0	1	1
Rudles	0	2	2
Heifer SA	3	1	4
Nompampalaza Farming	0	2	2
Oceanwise	2	1	3
Lazena Boerdery	1	0	1
Karan Beef	0	3	3

Table 12 Breakdown according to placement of “EMDP” interns (n=30) (cont.)

Organisations/agribusinesses	Gender		Total
	Female	Male	
National Wool Growers' Association	1	1	2
AFGRI Poultry	1	1	2
Limpopo Economic Development Agency	0	1	1
Limpopo Agro-food Technology	0	2	2
Agricultural Research Council	0	1	1
Zinneville Animal Clinic	1	0	1
Total	12	18	30

Table 12 above shows that Manstrat accommodated the highest number (5) of EMDP interns followed by Heifer South Africa with 4 interns.

TABLE 13 Breakdown according to provinces where “EMDP” interns are coming from (n = 30)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	17	5	22
Northern Cape	1	0	1
Eastern Cape	24	8	32
Free State	2	3	5
Mpumalanga	5	3	8
North West	3	6	9
Limpopo	35	20	55
Gauteng	16	8	24
Western Cape	12	2	14
Total	115	55	170

Table 13 above indicates that the majority of interns are coming from Limpopo (9) followed by Eastern Cape Province with 7.

TABLE 14 Breakdown according to municipalities where “EMDP” interns come from (n = 30)

Municipality/District	Gender		Total
	Female	Male	
Alfred Nzo	0	1	1
Amathole	1	0	1
Balfour	0	1	1
Capricorn	1	0	1
Chris Hani	0	1	1
City of Johannesburg	1	0	1
Durban Metro	0	1	1
Engcobo	0	1	1
Greater Giyani	1	0	1
Greater Taung	0	1	1
Insikalethu	1	0	1
Lekwa Teemane	0	1	1
Lepelle-Nkumpi	0	2	2
Lethabo	0	1	1
Matatiele	1	0	1
Matjhabeng	0	1	1
Mogalakwena	0	1	1
Moretele	1	0	1
Ngaka Modiri Molema	0	1	1
O.R. Tambo	1	0	1
Polokwane	0	1	1
Sekhukhune	0	1	1
Thembile	0	1	1
Thulamela	0	1	1
City of Tshwane	4	1	5
Total	12	18	30

Table 14 above shows that the highest numbers (5) of the programme beneficiaries are from City of Tshwane followed by Lepelle-Nkumpi Municipality with two interns.

4.3 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 urge and vision to become Agri-export Technologists. The department implements the programme in collaboration with the Perishable Products Export Control Board (PPECB). The AETP 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 23 interns were recruited and recommended for placement as AETP interns and constituted 8,9% of the total 2013/14 intake. Once recruited, interns are placed in various regional offices of PPECB for a period of 12 months for practical exposure and mentorship with regard to the export industry.

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

While attached to regional offices of 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.

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

The profiles of the 2013/14 AETP interns are presented in the following tables:

TABLE 15 Breakdown by race, gender and disability of AETP interns (n = 23)

Race	Gender	Number	Disabled	Total
African	Male	8	0	8
	Female	10	0	10
Coloured	Male	4	0	4
	Female	1	0	1
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		23	0	23

Table 15 above shows that the majority of the beneficiaries of the programme are Africans (18) followed by coloureds (5). The table further indicates 11 females and 12 males were appointed as AETP interns and no Indians, whites, or people with disabilities were recruited.

TABLE 16 Breakdown according to age of AETP interns (n = 23)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
6	5	5	7	0	0	0	0	11	12	23

Table 16 shows that the majority (12) of the AETP interns recruited were between the ages of 26 to 30, followed by 11 between ages of 20 to 25 .

TABLE 17 Breakdown according to placement of AETP interns (n = 23)

PPECB regional offices	Gender		Total
	Female	Male	
Bothaville	0	1	1
Ceres	1	1	2
Citrusdal	0	1	1
Durban	1	1	2
Grabouw	1	1	2
Groblersdal	1	0	1
GTNG Central	2	0	2
Komatipoort	0	1	1
Mokopane	0	1	1
Mbombela	2	0	2
Paarl	1	1	2
Port Elizabeth	1	1	2
Robertson	0	1	1
Tulbagh	0	1	1
Greater Tzaneen	1	1	2
Total	11	12	23

Table 17 shows that the highest number of AETP interns (2) was accommodated at eight of the 15 regional offices.

TABLE 18 Breakdown according to provinces where AETP interns are coming from (n = 23)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Eastern Cape	1	1	2
Free State	1	1	2
Mpumalanga	2	1	3
Limpopo	1	2	3
Gauteng	2	0	2
Western Cape	3	6	9
Total	11	12	23

Table 18 above indicates that the majority of interns (9) are coming from the Western Cape, followed by Limpopo and Mpumalanga with three each.

TABLE 19 Breakdown according to municipality where AETP interns are coming from (n = 23)

Municipality/District	Gender		Total
	Female	Male	
Citrusdal	0	3	3
eThekweni	1	1	2
Mbombela	2	1	3
Polokwane	0	1	1
Bellville	1	0	1
Kuils River	0	1	1
Nelson Mandela Bay	1	1	2
Baphalaborwa	1	0	1
Thulamela	0	1	1
Witzenberg	0	1	1
Ceres	1	1	2
Capricorn	1	0	1
Gauteng	1	0	1
Thohoyandou	1	0	1
Grabouw	1	0	1
Paarl	0	1	1
Total	11	12	23

Table 19 above shows that the majority of the programme beneficiaries (3) are from Citrusdal and Mbombela, followed by eThekweni, Nelson Mandela Bay and Ceres with 2 interns, respectively.

TABLE 20 Breakdown according to number of AETP interns per academic institution where they graduated (n = 23)

Name of institution	Number of interns/trainees
Boland College	2
Cape Peninsula University of Technology	5
Elisenburg Agricultural Training Institute	1
Fort Cox College	1
Lowveld College of Agriculture	6
Mangosuthu University of Technology	1
Nelson Mandela Metropolitan University	2
Tshwane University of Technology	2
University of South Africa	2
University of Venda	1
Total	23

Table 20 above shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, the highest number (6) graduated from the Lowveld College of Agriculture, followed by Cape Peninsula University of Technology with five graduates.

TABLE 21 Analysis of qualification level of AETP interns (n = 23)

Qualifications	Total
Diploma	12
National Diploma	3
Bachelor's degree	5
National Senior Certificate	1
Certificate	2
Total	23

Table 21 shows that the majority of the AETP interns (12) graduated with diplomas. The table further indicates that out of the total of 23 beneficiaries, 5 graduated with bachelor's degree followed by national diplomas with three (3), certificates with two (2) and National Senior Certificate with one (1).

4.4 Young Professional Development Programme (YPDP)

The YPDP was introduced by the DAFF in 2008 and it was in its sixth year of implementation in 2013/14. 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 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 35 interns were recruited and recommended for placement as PDP interns/trainees and constituted 13,6 % of the total 2013/14 intake.

The profiles of the 2013/14 PDP beneficiaries are presented in the following tables:

TABLE 22 Breakdown by race, gender and disability of "PDP" interns (n = 35)

Race	Gender	Number	Disabled	Total
African	Male	7	1	8
	Female	23	0	23
Coloured	Male	1	0	1
	Female	1	0	1
Indian	Male	0	0	0
	Female	0	0	0
White	Male	2	0	2
	Female	0	0	0
Total		34	1	35

Table 22 shows that the majority (3) of the young professionals are Africans, followed by coloureds and whites with two each. However, the major challenge is the recruitment of people with disabilities.

TABLE 23 Breakdown according to age of PDP interns (n = 35)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
13	3	8	5	3	2	0	1	24	11	35

Table 23 above indicates that 16 programme beneficiaries were within the age range of 20 to 25, 13 were within 26 to 30, 5 within 31 to 35 and one beneficiary was above 35 years.

TABLE 24 A breakdown of PDP interns according to provinces where they come from (n = 35)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Eastern Cape	5	4	9
Mpumalanga	2	0	2
North West	1	0	1
Limpopo	7	1	8
Gauteng	5	2	7
Western Cape	3	3	6
Total	24	11	35

Table 24 above shows that the majority of the young professionals come from Eastern Cape (9), followed by Limpopo Province (8).

TABLE 25 Breakdown of PDP interns according to municipality where they come from (n = 35)

Municipality/District	Gender		Total
	Female	Male	
Alfred Nzo	0	1	1
Amathole	1	0	1
Bushbuckridge	1	0	1
Cape Town	2	0	2
Chris Hani	1	0	1
eThekweni	1	0	1
Ekurhuleni	1	0	1
Fetakgomo	2	0	2
Greater Giyani	1	0	1
Greater Letaba	1	0	1
Hessequa	0	1	1
Hilton	1	0	1
Madibeng	1	0	1
uMhlathuze	0	1	1
Mhlontlo	0	1	1
Mnquma	1	1	2
Mogalakwena	1	0	1
Mogale City	1	0	1
Moretele	0	1	1
Nkomazi	0	1	1
Oostenberg	0	1	1
O.R. Tambo	2	0	2
Polokwane	0	2	2
Sekhukhune	1	0	1
Setsoto	1	0	1
Thulamela	1	0	1
Tshwane	1	0	1
Tygerberg	0	1	1
Vhembe	2	0	2
Total	24	11	35

Table 25 above shows that the majority of the young professionals (2) come from six (6) of the 29 municipality.

TABLE 26 Breakdown according to the number of PDP interns per academic institution where they graduated (n = 35)

Name of institution	Number of interns/trainees
Durban University of Technology	1
Nelson Mandela Metropolitan University	1
University of the Free State	1
Tshwane University of Technology	3
University of South Africa	2
University of Venda	1
University of KwaZulu-Natal	4
University of Limpopo	6
University of Fort Hare	4
University of Pretoria	1
Rhodes University	2
Cape Peninsula University of Technology	1
University of Stellenbosch	7
University of the Western Cape	1
Total	35

Table 26 above shows that the majority of the young professionals (7) graduated at the University of Stellenbosch followed by University of Limpopo with six and by the University of KwaZulu-Natal and University of Fort Hare with four each.

5. FIELDS OF STUDY AND PLACEMENT OF YOUNG PROFESSIONALS FOR THE 2013 ACADEMIC YEAR

5.1 Fields of study of young professionals for the 2013 academic year

One of the conditions set for participation in the YPDP 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 the relevant industry or research institution for practical hands-on experience. The table below depicts fields of study registered by young professionals during the 2013 academic year.

TABLE 27 Analysis of fields of study registered by young professionals during the 2013 academic year according to race and gender (n = 35)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
B.Tech. Oceanography	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Applied Remote Sensing and GIS (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Environmental Science (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Biochemistry (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Botany (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Marine Biology (Hons)	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Animal Production	3	0	0	0	1	33,3	2	66,7	3
M.Tech. Environmental Management	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Forestry	0	0	0	1	1	100,0	0	0,0	1
M.Sc. Entomology	2	0	0	0	0	0,0	2	100,0	2
M.Sc. Food Science	3	0	0	0	0	0,0	3	100,0	3
M.Sc. Agriculture	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Aquaculture	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Agronomy	2	0	0	0	0	0,0	2	100,0	2

TABLE 27 Analysis of fields of study registered by young professionals during the 2013 academic year according to race and gender (n = 35)
(cont.)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
M.Sc. Biochemistry	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. Plant Pathology	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Pasture Science	2	0	0	0	2	100,0	0	0,0	2
M.Sc. Veterinary Science	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Environmental Management	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Biodiversity and Conservation Biology	0	2	0	0	1	50,0	1	50,0	2
M.Sc. Forestry	0	0	0	1	1	100,0	0	0,0	1
M.Sc. Molecular and Cell Biology	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Fisheries Science	1	0	0	0	0	0,0	1	100,0	1
M.Com. Agricultural Economics	1	0	0	0	0	0,0	1	100,0	1
Ph.D. Animal Production	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	31	2	0	2	11	31,4	24	68,6	35

Table 27 shows that of the 35 young professionals recruited, the highest number (27) registered for Masters, followed by (5) Honours, (2) Ph.D. and 1 for B.Tech.

TABLE 28 Analysis of academic institutions where PDP interns registered for further studies during the 2013 academic year according to race and gender (n = 35)

Name of institution	Number of interns/trainees
DUniversity of KwaZulu-Natal	2
Cape Peninsula University of Technology	2
Durban University of Technology	1
Nelson Mandela Metropolitan University	1
Rhodes University	2
Tshwane University of Technology	3
University of Fort Hare	3
University of Free State	1
University of Limpopo	3
University of South Africa	1
University of Pretoria	8
University of Stellenbosch	5
University of the Western Cape	2
University of the Witwatersrand	1
Total	35

Table 28 shows that the majority of the young professionals (8) registered to further studies at the University of Pretoria followed by the University of Stellenbosch (5).

5.2 Period of participation of young professionals in the programme

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

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

TABLE 29 Analysis of the year-level of study for the young professionals during the 2013 academic year (n = 35)

Field of study	Year of study				Total duration of study
	1	2	3	Total	
B.Tech. Oceanography	1	0	0	1	1
B.Sc. Applied Remote Sensing and GIS (Hons)	1	0	0	1	1
B.Sc. Environmental Science (Hons)	1	0	0	1	1
B.Sc. Biochemistry (Hons)	1	0	0	1	1
B.Sc. Botany (Hons)	1	0	0	1	1
B.Sc. Marine Biology (Hons)	1	0	0	1	1
M.Tech. Animal Production	0	3	0	3	2
M.Tech. Environmental Management	1	0	0	1	2
M.Tech. Forestry	0	1	0	1	2
M.Sc. Entomology	1	1	0	2	2
M.Sc. Food Science	2	1	0	3	2
M.Sc. Agriculture	1	0	0	1	2
M.Sc. Aquaculture	0	1	0	1	2
M.Sc. Agronomy	1	1	0	2	2
M.Sc. Biochemistry	1	0	0	1	2
M.Sc. Soil Science	1	0	0	1	2
M.Sc. Plant Pathology	1	0	0	1	2
M.Sc. Pasture Science	0	2	0	2	2
M.Sc. Veterinary Science	1	0	0	1	2
M.Sc. Environmental Management	0	1	0	1	2
M.Sc. Biodiversity and Conservation Biology	0	2	0	2	2
M.Sc. Forestry	0	1	0	1	2
M.Sc. Molecular and Cell Biology	0	1	0	1	2
M.Sc. Fisheries Science	1	0	0	1	2
M.Com. Agricultural Economics	1	0	0	1	2
Ph.D. Animal Production	0	0	1	1	3
D.Tech. Chemistry	0	1	0	1	3
Total	18	16	1	35	–

Table 29 above shows that the majority of the young professionals (18) were in their first year of their postgraduate studies.

5.3 Placement of young professionals during the 2013 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 the projects also served as their mentors.

TABLE 30 Breakdown according to placement of young professionals (n = 35)

Name of institution	Gender		Total
	Female	Male	
Agricultural Research Council	4	1	5
Cape Peninsula University of Technology	1	0	1
Department of Agriculture, Forestry and Fisheries	2	1	3
Durban University of Technology	1	0	1
Nelson Mandela Metropolitan University	0	1	1
Rhodes University	2	0	2
University of KwaZulu-Natal	1	1	2
University of Limpopo	2	1	3
University of Pretoria	5	2	7
University of Stellenbosch	3	1	4
University of Fort Hare	2	1	3
University of the Free State	0	1	1
University of the Western Cape	1	1	2
Total	24	11	35

Table 30 above shows that the highest number of the young professionals (7) was placed at the University of Pretoria, followed by the Agricultural Research Council with five (5).

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

The following tables summarises the profiles of all 2013/14 interns:

TABLE 31 Breakdown by race, gender and disability of all interns/trainees (n = 258)

Race	Gender	Number	Disabled	Total
African	Male	90	1	91
	Female	149	2	151
Coloured	Male	5	0	5
	Female	6	0	6
Indian	Male	0	0	0
	Female	2	0	2
White	Male	2	0	2
	Female	1	0	1
Total		255	3	258

Table 31 above shows a comprehensive summary according to race and gender of all categories of interns. In summary, the table shows that the majority of the participants were Africans (242), followed by coloureds (11), whites (3) and Indian (2). The table further indicates that there were 162 females, 96 males and only three (3) people with disabilities.

TABLE 32 Breakdown according to the ages of all interns/trainees (n = 258)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
105	52	46	33	9	9	2	2	162	96	258

Table 32 above depicts the age ranges of all interns recruited during the 2013/14 financial year. In summary, out of the total intake of 258 interns/trainees, the majority (157) of them were within the age range of 20 to 25, with 79 being 26 to 30, 18 being 31 to 35 while four (4) were older than 35 years.

TABLE 33 Breakdown according to provinces where all interns/trainees are coming from (n = 258)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	19	8	27
Northern Cape	1	0	1
Eastern Cape	34	16	50
Free State	3	5	8
Mpumalanga	9	6	15
North West	5	9	14
Limpopo	45	30	75
Gauteng	28	11	39
Western Cape	18	11	29
Total	161	96	258

Table 33 above indicates the provinces where all interns are coming from. In summary, the majority (75) of the interns come from Limpopo, followed by Eastern Cape with 50 interns.

TABLE 34 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 258)

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	0	1
Alfred Ndzo	2	2	2
Amajuba	1	0	4
Amathole	2	1	5
Baffalo City	14	1	2
Balfour	0	1	3
Baphalaborwa	1	0	3
Bellville	1	0	14

TABLE 34 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 258) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Blouberg	0	1	1
Bohlabela	0	1	1
Bojanala	1	1	2
Bushbuckridge	4	0	4
Capricorn	4	1	5
Ceres	1	1	2
Chris Hani	2	1	3
Citrusdal	0	3	3
City of Cape Town	12	2	14
City of Johannesburg	5	2	7
City of Tshwane	15	5	20
Durban Metro	0	2	2
Ehlanzeni	0	1	1
Ekurhuleni	4	0	4
Elundini	0	1	1
Emfuleni	0	1	1
Engcobo	0	1	1
eThekwini	3	1	4
Fetakgomo	2	0	2
Grabouw	1	0	1
Greater Giyani	2	0	2
Greater Letaba	1	1	2
Greater Taung	0	2	2
Greater Tzaneen	1	1	2
Hessequa	0	1	1
Hibiscus Coast	1	0	1
Hilton	1	0	1
Ilembé	1	0	1
Instika Yethu	2	0	2
Jozini	0	1	1
King Sabatha Dalindyebo	1	0	1
Kouga	1	0	1
Kuils River	0	1	1
Lekwa Teemane	0	1	1
Lepelle Nkumpi	1	3	4
Lethabong	0	1	1
Madibeng	1	0	1
Makhado	4	4	8
Makhuduthamaga	4	0	4
Maluti-a-Phofung	2	1	3
Mankweng	0	1	1
Maruleng	1	0	1
Matatiele	1	0	1
Matjhabeng	0	1	1
Mbombela	4	3	7
uMgungundlovu	1	0	1
uMhlathuze	0	1	1
Mhlontlo	0	1	1
Mnquma	2	2	4
Mogalakwena	3	2	5
Mogale City	1	0	1
Moqaka	0	1	1
Moretele	1	3	4
Mutale	1	2	3
Ndzambe	1	0	1
Nelson Mandela Bay	2	2	4
Ngaka Modiri Molema	1	3	4
Nkomazi	0	1	1
O.R. Tambo	4	2	6
Oostenberg	0	1	1
Paarl	0	1	1
Polokwane	4	5	9
Pongola	1	0	1
Ratlou	0	1	1

TABLE 34 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 258) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Sakhisizwe	1	0	1
Sekhukhune	1	1	2
Setsoto	1	0	1
Sol Plaatje	1	0	1
Stellenbosch	2	0	2
Thembekile Hani	0	1	1
Thohoyandou	1	0	1
Thulamela	13	6	19
Tygerberg	0	1	1
Ubuhle Bezwe	1	0	1
Ukhahlamba	0	1	1
Umlathuze	1	1	2
Umsunduzi	6	1	7
Umvoti	0	1	1
Umzimkhulu	1	0	1
uThungulu	2	0	2
Vhembe	3	2	5
Vryburg	1	0	1
Witzenberg	0	1	1
Total	24	11	35

Table 34 shows the municipalities where all interns are coming from. In summary, the majority (20) of the interns come from City of Tshwane Municipality followed by Thulamela with 19.

7. MONITORING AND EVALUATION

7.1 Monthly and quarterly progress reports

Monitoring and evaluation of the progress of interns/trainees is crucial and fundamental in the implementation of the programme. For conventional and EMDP interns, a day prior to the beginning of each month, the intern/trainee and the mentor agreed on the learning outcomes and key performance areas for the ensuing month and compiled a monthly workplan. Following 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.

7.2 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 timesheets, 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 May 2013 when the DPSA increased the salaries of public servants.

7.3 Monitoring visits

Monitoring visits constituted an important monitoring mechanism of the programme. Such visits were arranged between the mentors and interns/trainees and were conducted on a quarterly basis according to a planned schedule and when the

need arose. However, because of limited human resources such schedules were not always adhered to. The purpose of the monitoring visits during the first quarter was to establish how the interns/trainees were settling in at their work stations and to outline important administration aspects of the programme.

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

- The majority of the interns were nervous and could not express themselves eloquently in response to questions posed to them.
- In responding to questions, 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

01 February 2013 when they commenced with their internship programme to 30 September 2013 and to highlight the following in the report:

- Activities executed
- Skills learned
- Highlights
- 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 a 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.

7.4 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 2013/14

Training programmes	Race				Gender				Total
	African	Coloured	Indian	White	Male	%	Female	%	
Advance Security in the Field	1	0	0	0	1	100,0	0	0	1
EnviroEds Course	1	0	0	0	1	100,0	0	0	1
Fodder and Feed Production Management Workshop	1	0	0	0	0	0	1	100,0	1
Procurement Management	1	0	0	0	0	0	1	100,0	1
AFSA Youth Workshop	1	0	0	0	0	0	1	100,0	1
Animal Nutrition Workshop	1	0	0	0	1	100,0	0	0	1

TABLE 35 An analysis of young professionals who completed their studies and graduated in 2012 (n = 8) (cont.)

Training programmes	Race				Gender				Total
	African	Coloured	Indian	White	Male	%	Female	%	
Bank Statement Amounts Check	1	0	0	0	0	0	1	100,0	1
BAS General Principles	3	0	0	0	1	33,3	2	66,6	3
Basic Computer Training	1	0	0	0	1	100,0	0	0	1
Basic Security in the Field	1	0	0	0	1	100,0	0	0	1
Basic Training in Forestry Mensuration Practices	2	0	0	0	2	100,0	0	0	2
Community-ased Natural Resource Management	1	0	0	0	0	0	1	100,0	1
Conflict Management	1	0	0	0	0	0	1	100,0	1
Cooperatives	1	0	0	0	1	100,0	0	0	1
Development of Agribusiness Plan	5	0	0	0	2	40,0	3	60,0	5
E-Channeling Course (Government Pension Administration Agency)	1	0	0	0	0	0	1	100,0	1
E-learning Course Online	1	0	0	0	0	0	1	100,0	1
Environmental Law of Managers	2	0	0	0	1	50,0	1	50,0	2
ESRI Training	1	0	0	0	0	0	1	100,0	1
Entrepreneurial Management Development Programme	30	0	0	0	17	56,6	13	43,3	30
Farm Business Management	2	0	0	0	2	100,0	0	0	2
Farm Together Training	1	0	0	0	1	100,0	0	0	1
Feasibility Study on Agriculture Enterprise Selection	5	0	0	0	2	40,0	3	60,0	5
FSC Course	1	0	0	0	1	100,0	0	0	1
GPS Training	1	0	0	0	1	100,0	0	0	1
Horticultural Crop Technology for Rural Development (South Africa)	1	0	0	0	1	100,0	0	0	1
Treatment of Plants and Sawmills	1	0	0	0	1	100,0	0	0	1
Indoor Training of Driver Education	1	0	0	0	1	100,0	0	0	1
Livestock and Red Meat Industry	1	0	0	0	1	100,0	0	0	1
Manage Meetings and Minutes Taking	1	0	0	0	1	100,0	0	0	1
Marine Administration Systems Training	2	0	0	0	2	100,0	0	0	2
National Certificate: Perishable Products Export Technology.	18	5	0	0	12	52,2	11	47,3	23
National Forestry Act Foundation Course	3	0	0	0	2	66,6	1	33,3	3
National Forestry Act Refresher Course	1	0	0	0	1	100,0	0	0	1
National Veld and Fire Act, 1998 Symposium	5	0	1	0	3	50,0	3	50,0	6
NFA Course	3	0	0	0	1	33,3	2	66,6	3
Oracle Session	1	0	0	0	0	0	1	100,0	1
Oracle System and Policy	1	0	0	0	0	0	1	100,0	1
PAIA Workshop	0	1	0	0	0	0	1	100,0	1
Part of the Sun Cured Virginia Tobacco	1	0	0	0	1	100,0	0	0	1
Peace Office Course	4	0	0	0	1	25,0	3	75,0	4
Perm Culture Course	2	0	0	0	1	50,0	1	50,0	2
Project Management	3	1	0	0	1	25,0	3	75,0	4
Report Writing	2	0	0	0	1	50,0	1	50,0	2
Revenue Collection Procedures	1	0	0	0	0	0	1	100,0	1
S&T Claims and Bookings	1	0	0	0	0	0	1	100,0	1
Sanitary and Phytosanitary Measures	2	0	0	0	0	0	2	100,0	2
SARS Certificate Clearing	0	1	0	0	0	0	1	100,0	1
Seed Analysis Practical Exam	2	0	0	0	0	0	2	100,0	2
Skills Development Facilitator	1	0	0	0	0	0	1	100,0	1
Special leave Training	1	0	0	0	0	0	1	100,0	1
System Control Course	1	0	0	0	0	0	1	100,0	1

TABLE 35 An analysis of young professionals who completed their studies and graduated in 2012 (n = 8) (cont.)

Training programmes	Race				Gender				Total
	African	Coloured	Indian	White	Male	%	Female	%	
Technical Probation	3	0	0	0	0	0	3	100,0	3
Vessels Landing Training	1	0	0	0	0	0	1	100,0	1
Wood Identification Course	4	0	1	0	0	0	5	100,0	5
WTO Learning Course	3	0	0	0	1	33,3	2	66,7	3
Total	138	8	2	0	68	45,9	80	54,1	148

In terms of the data presented in the table above, the highest number (30) of interns attended the EMDP facilitated by the University of Stellenbosch Business School, followed by the National Certificate: Perishable Products Export Technology with 23.

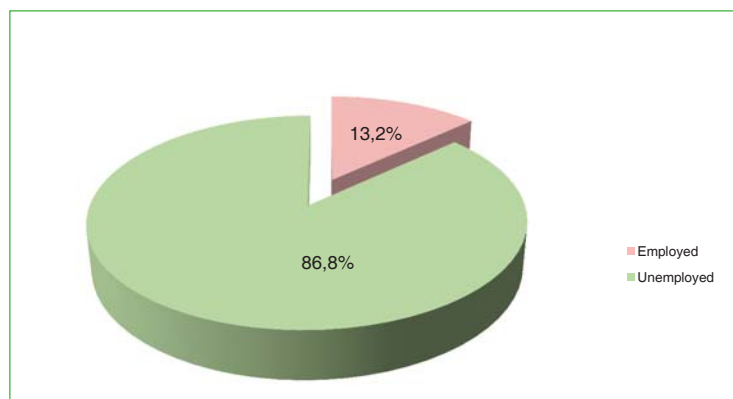
8. SUCCESS INDICATORS OF THE PROGRAMME

8.1 Employment status

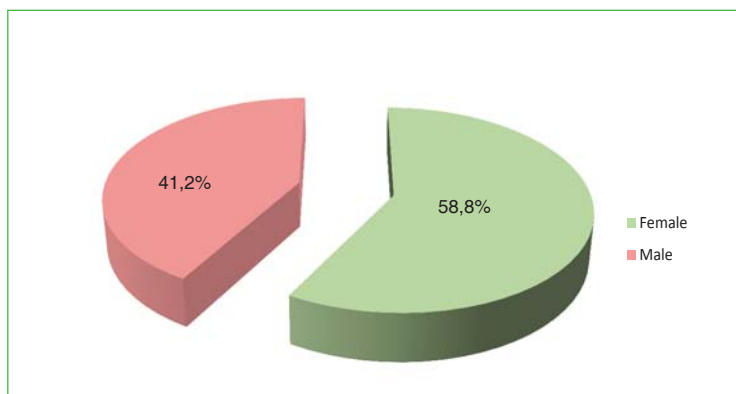
The major success indicator of the programme is the number of participants who secure employment or establish their own businesses after their training programme. The interns were expected to be very aggressive in their approach to look for employment and business opportunities. Therefore, monitoring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

Out of the 258 interns who participated in the programme, 34 (13,2%) secured employment while 224 (86,8%) 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 = 34)



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

Graph 1 shows that out of the total intake of 258 interns/trainees, 34 (13,2%) secured employment while 224 (86,8%) could not secure permanent employment and Graph 2 shows that out of the 34 interns/trainees who secured employment, 20 (58,8%) were females and 14 (41,2%) were males.

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

Organisation	No.	%
DAFF	21	61,8
Other government departments	4	11,8
Private sector	9	26,4
Total	34	100

Table 36 shows that most interns 21(61,8%) secured employment within the DAFF. The table further indicates that 9 (26,4%) were employed by the private sector, and other government departments appointed 4 (11,8%).

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

Period of participation	Total
1–3 months	07
4–6 months	04
7–9 months	05
10–12 months	18
Total	34

Table 37 indicates that the majority of the interns/trainees 18 (52,9%) secured employment during the last quarter (10 –12 months) of their participation in the programme.

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

Salary level	Number of interns/trainees
SL 10	02
SL 8	08
SL 7	06
SL 6	02
SL 5	10
SL 4	02
SL 3	04
Total	34

Table 38 indicates the levels at which the trainees/interns secured employment after their participation in the programme. The table further shows that the majority of interns (10) secured employment at salary level five (5) followed by salary level 8 with 8 interns. It is worth noting that two (2) of them (5,9%) were appointed at middle management level.

8.2 Academic performance of young professionals

The other success indicator of this category of the internship programme is the number of participants who successfully complete their postgraduate studies and are absorbed into the mainstream of the economy in the agriculture, forestry and fisheries sectors. The tables below outline the academic performance of the 35 young professionals registered for post-graduate studies as outlined in Table 28 previously on p. 15.

TABLE 39 Analysis of 2013 academic performance of young professionals (n = 35)

Field of study	Perfor- mance satis- factory	%	Perfor- mance not satis- factory	%	Total
B.Tech. Oceanography	0	0,0	1	100,0	1
B.Sc. Applied Remote Sensing and GIS (Hons)	1	100,0	0	0,0	1
B.Sc. Biochemistry (Hons)	1	100,0	0	0,0	1
B.Sc. Botany (Hons)	1	100,0	0	0,0	1
B.Sc. Environmental Science(Hons)	1	100,0	0	0,0	1
B.Sc. Marine Biology (Hons)	1	100,0	0	0,0	1
M.Tech. Animal Production	3	100,0	0	0,0	3

TABLE 39 Analysis of 2013 academic performance of young professionals (n = 35) (n = 33) (cont.)

Field of study	Performance satisfactory	%	Performance not satisfactory	%	Total
M.Tech. Environmental Management	0	0,0	1	100,0	1
M.Tech. Forestry	1	100,0	0	0,0	1
M.Sc. Entomology	2	100,0	0	0,0	2
M.Sc. Food Science	3	100,0	0	0,0	3
M.Sc. Agriculture	1	100,0	0	0,0	1
M.Sc. Aquaculture	1	100,0	0	0,0	1
M.Sc. Agronomy	2	100,0	0	0,0	2
M.Sc. Biochemistry	1	100,0	0	0,0	1
M.Sc. Soil Science	1	100,0	0	0,0	1
M.Sc. Plant Pathology	1	100,0	0	0,0	1
M.Sc. Pasture Science	2	100,0	0	0,0	2
M.Sc. Veterinary Science	1	100,0	0	0,0	1
M.Sc. Environmental Management	1	100,0	0	0,0	1
M.Sc. Biodiversity and Conservation Biology	2	100,0	0	0,0	2
M.Sc. Forestry	1	100,0	0	0,0	1
M.Sc. Molecular and Cell Biology	1	100,0	0	0,0	1
M.Sc. Fisheries Science	1	100,0	0	0,0	1
M.Com. Agricultural Economics	1	100,0	0	0,0	1
Ph.D. Animal Production	1	100,0	0	0,0	1
D.Tech. Chemistry	1	100,0	0	0,0	1
Total	33	94,3	2	5,7	35

Table 39 shows the academic performance of 35 young professionals who registered for postgraduate studies in 2013. The performance of 33 young professionals (94,3%) was satisfactory while that of 2 (5,7%) was not satisfactory.

TABLE 40 Analysis of young professionals whose performance was satisfactory in 2013 (n = 33)

Field of study	Race				Gender				Total
	African	Co-loured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
B.Sc. Applied Remote Sensing and GIS (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Biochemistry (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Botany (Hons)	1	0	0	0	1	100,0	0	0,0	1
B.Sc. Environmental Science (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Marine Biology (Hons)	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Animal Production	3	0	0	1	1	33,3	2	66,6	3
M.Tech. Forestry	0	0	0	1	1	100,0	0	0,0	2
M.Sc. Entomology	2	0	0	0	0	0,0	2	100,0	3
M.Sc. Food Science	3	0	0	0	0	0,0	3	100,0	1
M.Sc. Agriculture	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Aquaculture	1	0	0	0	0	0,0	1	100,0	2
M.Sc. Agronomy	2	0	0	0	0	0,0	2	100,0	1
M.Sc. Biochemistry	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. Plant Pathology	1	0	0	0	0	0,0	1	100,0	2
M.Sc. Pasture Science	2	0	0	0	2	100,0	0	0,0	1
M.Sc. Veterinary Science	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Environmental Management	1	0	0	0	1	100,0	0	0,0	2
M.Sc. Biodiversity and Conservation Biology	0	2	0	0	1	50,0	1	50,0	1
M.Sc. Forestry	0	0	0	1	1	100,0	0	0,0	1
M.Sc. Molecular and Cell Biology	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Fisheries Science	1	0	0	0	0	0,0	1	100,0	1
M.Com. Agricultural Economics	1	0	0	0	0	0,0	1	100,0	1
Ph.D. Animal Production	1	0	0	0	1	100,0	0	0,0	
D.Tech. Chemistry	1	0	0	0	0	0,0	1	100,0	
Total	29	2	0	3	11	33,3	22	66,6	33

In terms of the data presented in Table 40 above, the performance of 33 young professionals was satisfactory and they would proceed to the next level of study in 2013. Out of these 33 young professionals, 9 completed their studies and their analysis is further outlined in Table 35 below.

TABLE 41 Analysis of young professionals whose performance was not satisfactory in 2013 (n = 2)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
B.Tech. Oceanography	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Environmental Management	1	0	0	0	0	0,0	1	100,0	1
Total	2	0	0	0	0	0,0	2	100,0	2

In terms of the data presented in Table 41, the performance of two young professionals was unsatisfactory.

TABLE 42 An analysis of young professionals who completed their studies and graduated in 2013 (n = 9)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Sc. Applied Remote Sensing and GIS (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Biochemistry (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Botany (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. Environmental Science (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Marine Biology (Hons)	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Biodiversity and Conservation Biology	0	0,0	1	100,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Forestry	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
M.Sc. Aquaculture	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	7	77,8	1	11,1	0	0,0	1	11,1	4	44,4	5	55,6	9

Table 42 shows that 9 young professionals completed their studies during the 2013 academic year. The table further indicates that five of those who completed are Honours students, followed by four Masters students.

Table 43 Analysis of the whereabouts of the young professionals who completed their studies in 2013 (n = 9)

Young professionals	Whereabouts
M.Sc. Pasture Science M.Sc. Biodiversity and Conservation Biology M.Sc. Aquaculture M.Sc. Forestry B.Sc. Applied Remote Sensing and GIS (Hons)	Doing internship at DAFF

Table 43 shows that out of the nine (9) young professionals who completed their studies, two are appointed in the internship programme, five (5) furthered their studies and 4 are currently unemployed.

8.3 Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2013

The table below show an analysis of young professionals whose performance is satisfactory but could not complete their studies at the end of the 2013 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 2013 (n = 13)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
M.Tech. Animal Production	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
M.Sc. Biodiversity and Conservation Biology	0	0,0	1	100,0	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. Environmental Management	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Molecular and Cell Biology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Veterinary Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Agronomy	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Ph.D. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Tech. Forestry	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Food Science	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Total	12	92,3	1	7,7	0	0,0	0	0,0	5	38,5	8	61,5	13

Table 44 indicates that 13 young professionals could not complete their studies at the end of the 2013 academic year owing to delay caused by external supervisors and moderators. These 13 young professionals are expected to complete their studies and graduate by September 2014.

9. 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
 - Presentation skills
 - Interview skills
 - Report writing
 - Communication skills
 - Computer skills.

10. SUMMARY OF BENEFICIARIES OF THE PROGRAMME FROM INCEPTION IN 2003 TO 2013

Table 45 on p. 27 shows the beneficiaries of the programme from 2003 to 2013 under various categories of the programme. According to the information presented, a total of 1 988 interns benefited from the programme with the highest number of beneficiaries recorded during the 2013/14 financial year. Out of 1 988 beneficiaries who participated in the programme, 599 secured employment after their participation in the programme.

TABLE 45 An analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003 to 2013 (n = 1 988)

Year	Conventional		Entrepreneurial Management Development Programme		Young Professional Development Programme		Agri-export Technologist Programme		Total participating	Total employed	Budget (R)
	No. participated	No. employed	No. participating	No. employed	No. participating	No. employed	No. participated	No. employed			
2003/04	96	46	0	0	0	0	0	0	96	46	1 1364 635
2004/05	138	38	24	15	0	0	0	0	162	54	6072579.98
2006/07	133	66	35	13	0	0	24	24	192	112	7610150.84
2007/08	140	75	24	8	0	0	30	30	194	114	8564279.12
2008/09	124	57	24	10	25	1	25	19	198	87	11652059.90
2009/10	118	28	30	04	36 (18 new intake)	7	22	6	206	47	10609518.49
2010/11	134	27	0	0	26 (5 new intake)	4	15	1	175	32	13005725. 61
2011/12	161	28	29	5	28 (24 new intake)	1	24	0	242	34	14984529.64
2012/13	172	33	30	5	38 (22 new intake)	1	25	0	265	39	18496135.71
2013/14	170	30	30	1	35 (22 new intake)	3	23	0	258	34	18496135.71
Total	1 386	428	226	61	188 (116 new intake)	17	188	80	1 988	599	102059614.29

Table 45 shows that the highest number of programme beneficiaries who secured employment was recorded during 2007/08 (114) followed by 2006/07 with 112. The table further indicates that the highest number of beneficiaries (265) was recorded in 2012/13 followed by 2013/14 with 258 beneficiaries. The total budget since inception of the programme in 2003/4 to 2013/14 is R102 059 614,29

11. 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 2013/14 Experiential Training, Internship and Professional Development Programme is R18 496 135,71

TABLE 46 Status of expenditure

Item description	Amount (R)
Personnel	
Intern/Trainee remuneration	15 455 966,05
Goods and services	
Venue, travelling and accommodation for orientation programme	970 782,40
Venue, travelling and accommodation for training of interns	690 799,01
Reports and logbooks	64 861,37
Newspaper adverts	270626,88
Training of interns (University of Stellenbosch Business School)	1 043 100,00
Total	18 496 135,71

Table 46 shows that the total amount spent on the implementation of the programme during 2013/14 is R18 496 135,71. The highest amount spent was on the remuneration of the interns (R15 455 966,05).

12. SUMMARY OF BENEFICIARIES OF THE 2013/14 INTERNSHIP PROGRAMME IMPLEMENTED BY PROVINCIAL DEPARTMENTS OF AGRICULTURE

During the 2013/14 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 mutual tools to monitor the progress of the interns, the recruitment and selection of the interns, a mutual 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 47 on p. 29 is a summary of beneficiaries who participated in the internship programme implemented by provincial departments of agriculture during the 2013/14 financial year.

TABLE 47 Summary of beneficiaries of the 2013/14 internship implemented by provincial departments of agriculture (n = 337)

Province	Number of beneficiaries														Total employed	
	African		Coloured		Indian		White		Total		Total beneficiaries	Provincial department	Other government departments	Private sector		Own Business
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
Gauteng	13	17	0	0	0	0	0	0	0	13	17	0	0	0	0	0
Limpopo	64	42	0	0	0	0	0	0	0	64	42	0	0	5	0	5
Mpumalanga	39	60	0	1	0	0	0	0	0	39	61	0	3	2	0	5
Northern Cape	4	1	2	1	0	0	1	0	0	7	2	0	7	0	0	7
North West	20	19	0	0	0	0	0	0	0	20	19	0	5	0	0	5
Western Cape	12	11	11	15	0	0	2	2	2	25	28	0	0	0	0	0
Total	152	150	13	17	0	0	3	2	2	168	169	7	8	7	0	22

The table above shows that 337 beneficiaries participated in the internship programme implemented by provincial departments of agriculture. Of these beneficiaries, 168 (49,9%) were males and 169 (50,1%) were females. The highest number of beneficiaries of 106 was recorded by the Limpopo Department of Agriculture, followed by Mpumalanga Department of Agriculture, Rural Development and Land Affairs with 100. The table further shows that in total, 22 interns secured permanent employment.

13. CONCLUSION

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

In terms of the Determination of Interns in the Public Service guideline from the DPSA, government departments are expected to appoint at least 5% of the total establishment as interns, but the DAFF only appointed 258 interns, which is only 3,7% of post establishment owing to budgetary constraints. Efforts to augment the budget for the implementation of the programme in future should be made.

With regard to appointment of interns, the DPSA in its guideline document requires each host government department to employ at least 25% of the total number of the interns who participated in the internship programme. This means that for 2013/14, DAFF was expected to appoint at least 44 interns permanently in order to comply with the directive. Only 21 (8,1%) interns were appointed, which is a serious challenge. In order to meet the employment quota set by the DPSA, it is recommended that interns must be targeted for all entry-level positions in the department.

The report further indicates that 35 young people were recruited as young professionals and were further awarded bursaries from DAFF to further their studies in one of the identified scarce and critical skills in agriculture, forestry and fisheries and nine completed their studies during the 2013 academic year, which is a good return on investment.

