

Annual report



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



2012/13



**agriculture,
forestry & fisheries**

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

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Internship and Professional Development
Programme**

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DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

2013

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

DEFINITION OF TERMS

Internship

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

Intern

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

Trainee

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

Mentor

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

Contract

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

Youth

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



FOREWORD



It gives me great pleasure to present the 2012/13 Annual report on the implementation of the Experiential Training, Internship and Professional Development Programme of the Department of Agriculture, Forestry and Fisheries.

The Department of Agriculture of Agriculture, Forestry and Fisheries (DAFF) introduced the Experiential Training, Internship and Professional Development Programme in 2003 as a platform to assist young, unemployed graduates with work- integrated learning and practical hands-on experience to enhance their chances of employment.

Since 2003 when the programme was introduced, 1 730 unemployed graduates have participated in various categories of the programme, which included but not limited to, experiential training, entrepreneurial skills development, development in the export industry, research, innovation and technology development and they received intensive training under the guidance and leadership of experienced mentors.

During the 2012/13 financial year, 265 young people participated in various categories of the programme and were exposed to various on-the-job training interventions to equip them with the necessary skills required by the job market. The number of interns employed permanently by the department during their period of participation in the programme demonstrates that the department is on track with regard to improved accelerated service delivery by continuously introducing skilled personnel into the public service to enhance effective and efficient service delivery and retention of scarce and critical skills.

The report further demonstrates efforts taken by the department to promote rural development, skills acquisition and elimination of skewed participation in the agriculture, forestry and fisheries sectors. May I take this opportunity to thank all those involved in ensuring that the programme is efficiently and effectively implemented, especially mentors for their dedication and commitment in transferring skills to the interns.

The 2012/13 report is the eighth of a series of reports published by the department on the implementation of the programme. These reports can be accessed on the website of the department at www.daff.gov.za >> Food Security and Agrarian Reform Branch >> Sector Education and Training >> Reports.

A handwritten signature in black ink, appearing to be 'KCM Manny', written over a horizontal line.

Acting Director-General
Mr KCM Manny



EXECUTIVE SUMMARY

This annual report on the implementation of the Experiential Training, Internship and Professional Development Programme covers the activities relating to the 2012/13 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 265 interns/trainees participated in the programme during the 2012/13 financial year and were placed under various categories of the programme as follows:

- Conventional interns: 172 (64,9%)
- Entrepreneurial Management Development Programme interns: 30 (11,3%)
- Agri-export Technology Programme interns: 25 (9,4%)
- Young Professional Development Programme interns: 38 (14,4%)

Of the 265 interns who participated in the programme, 159 (60,0%) were females and 106 (40,0%) were males. With regard to race, 251 (94,7 %) were Africans, 7 (2,6%) were coloureds, 6 (2,3%) were whites and 1 (0,4%) was Indian.

As part of monitoring the progress of interns and the overall evaluation of the programme, monthly progress reports of interns were received and analysed. Monitoring visits were also conducted to verify information provided in the monthly reports. PowerPoint presentations and mock interviews were also conducted to capacitate the interns with skills necessary for the job interviews. Worth noting from this report is that out of the 265 interns, 39 (14,7%) managed to secure permanent employment during their participation in the programme of which 13 (4,9%) were appointed by DAFF. The report further indicates that 38 young professionals were registered for further studies during the 2012 academic year and the end-of-year performance of 36 (94,7%) of them was satisfactory while for the other 2 (5,3%) it was not satisfactory. Of the 38 young professionals who participated in the programme, 8 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, 1 730 qualified unemployed graduates have participated in the programme and 565 been able to secure permanent employment during their participation in the programme, of whom DAFF employed 171.

For the 2012/13 financial year, 265 interns/trainees were recruited and placed within a relevant functional unit in 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 2012/13, 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 265 internship opportunities were allocated to various categories of the programme as follows:

- Conventional: 161 interns
- Entrepreneur Management Development Programme: 30 interns
- Agri-export Technologist Programme: 25 interns
- Young Professional Development Programme: 38 interns

2.2 Advertisement of internship vacancies

From the needs analysis, an advert with internship opportunities for 2012/13 was compiled and published in the *City Press* on 11/09/2011.

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 11 662 application forms were received in response to the advert nationwide. Of the 11 662 application forms received, 8 641 were for technical line function opportunities and 3 021 were for support function opportunities. 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 shortlisting in October 2011. 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 2011 to January 2012 and the Directorate: Sector Education and Training rendered secretariat services. All successful candidates were issued with appointment letters to resume their training on 1 February 2012.

3. ARRIVAL PROGRAMME OF 2012/13 INTERNS/TRAINEES

3.1 Arrival

Interns/trainees reported for their internship training on 1 February 2012. The first day was dedicated to administrative matters. Contracts were signed and all relevant documents like certified copies of IDs, Z56 forms for electronic payments of the stipend in their banking accounts and workplans from mentors were received. The contents of the forms were also explained to the interns in order to give them a better understanding of the agreements entered into.

3.2 Orientation and Induction Programme

The orientation and induction session of interns/trainees was held at the Holiday Inn (Express) in Pretoria from 21 to 24 February 2012. 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, Facilities and Travel Management, Strategic

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

The following aspects were covered during the session:

- the purpose and expectations of the interns orientation programme;
- strategic overview of DAFF's internship programme in view of Government Outcome 5;
- 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 number of 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; and
- quarterly performance assessment and monitoring visits.

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

The programme catered for three major categories of interns/trainees in 2012/13.

4.1 Conventional

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

A total of 172 interns/trainees were recruited and recommended for placement as conventional interns and they constituted 64,9% of the 2012/13 total intake. Of the 172 conventional interns/trainees, 7 were doing experiential training. Once recruited, they are placed with relevant functional units or directorates within the DAFF for a period of 12 months for their training programme.

The profiles of the 2012/13 conventional interns/trainees are presented in the following tables:

TABLE 1 Breakdown by race, gender and disability of conventional interns/trainees (n = 172)

Race	Gender	Number	Disabled	Total
African	Male	60	1	61
	Female	108	0	108
Coloured	Male	1	0	1
	Female	1	0	1
Indian	Male	1	0	1
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		171	1	172

Table 1 above shows that the majority of the beneficiaries of the programme are Africans (169) followed by coloureds (2) and Indians (1). The table further shows that 109 females (63,4%) and 63 males (36,6%) were appointed as conventional interns. Out of the 172 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 = 172)

20–25 years		26–30 years		31–35 years		35+		Gender		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
69	25	34	30	6	6	0	2	109	63	172

Table 2 above shows that the majority (94) of conventional interns/trainees recruited were between the ages of 20 and 25, followed by 64 of those who are between the ages of 26 and 30, followed by 12 who are between the ages of 31 and 35 and two who are above 35 years.

TABLE 3 Breakdown according to placement of conventional interns/trainees (n = 172)

Directorate/Industry	Gender		Total
	Female	Male	
America, Australia, Europe and Middle East Relations	1	0	1
Africa Relations	1	0	1
Agriculture Inputs Control	1	1	2
Agro-processing Support	2	0	2
Animal Production	3	2	5
Aquaculture Research	2	1	3
Aquaculture Technical Service	3	1	4
Broad-Based Black Economic Empowerment Charters Compliance	1	0	1
Commercial Forestry (Eastern Cape)	8	3	11
Communication Services	1	2	3
Compliance	5	6	11
Comprehensive Agricultural Support Programme (CASAP)	0	1	1
Cooperatives Enterprise Development	1	0	1
Employee Development and Performance Management	2	2	4
Employee Relations	1	1	2
Financial Accounting	0	3	3
Financial Management	1	1	2
Fisheries Patrol Vessels	5	1	6
Food and Agriculture Organization	1	1	2
Food Safety and Quality Assurance	4	1	5
Forestry and Natural Resource Management (KwaZulu-Natal)	2	1	3
Forestry Regulation and Oversight (Gauteng)	1	1	2
Forestry Regulation (Limpopo)	6	2	8
Forestry Regulation and Oversight (Western Cape)	0	1	1
Forestry Management (North West)	1	0	1
Fortified Foods	1	0	1
Genetic Resource Management	2	1	3
Human Resources Management	3	1	4
Industrial Biotechnology Laboratory (University of Witwatersrand)	2	0	2
Information Communication Technology	1	3	4
Inshore Fisheries Management	2	1	3
Inspection Services	3	1	4
Intergovernmental International Relations	0	1	1
Integrated Human Resource Management	4	1	5
International Trade	2	1	3
Land Use and Soil Management	2	3	5
Marine Resource Management	1	0	1
Merensky (KwaZulu-Natal)	1	0	1
Monitoring Control and Surveillance	2	0	2
National Extension Support	0	1	1
National Extension Reform	0	1	1
Office of the Director-General	3	0	3
Offshore and High Seas Fisheries Management	1	1	2
Plant Health	0	1	1
Plant Production	3	5	8
Policy Research Support	0	2	2

TABLE 3 Breakdown according to placement of conventional interns/trainees (n = 172) (cont.)

Directorate/Industry	Gender		Total
	Female	Male	
Public Liaison	0	1	1
Resources Research	3	0	3
Sector Education and Training	4	1	5
Sector Transformation and Gender Mainstreaming	1	1	2
Sectoral Colleges	0	1	1
Small Holder Development	4	0	4
Small-scale Fisheries Management	0	2	2
Socio-economic Development	3	0	3
Stakeholder Relations	1	1	2
Strategic Planning	1	0	1
Supply Chain Management	2	0	2
Sustainable Aquaculture Management	3	0	3
Woodlands and Indigenous Forestry Management (Gauteng)	1	0	1
Total	109	63	172

Table 3 above shows that the Directorates: Compliance and Commercial Forestry (Eastern Cape) accommodated the highest number of conventional interns/trainees, namely 11 each, followed by the Directorates: Forestry Regulation (Limpopo) and Plant Production with 8 each.

Table 4 Analysis of conventional interns/trainees according to placements within the DAFF line and support functional units (n = 172)

Line function (core technical units)		Support function (non-core technical units)		Total
Female	Male	Female	Male	
64	36	43	29	172

Table 4 above shows that the majority of the participants (100) were placed within technical line function units and 72 were placed within support function directorates of the DAFF.

TABLE 5 Breakdown according to provinces where conventional interns/trainees are coming from (n = 172)

Province	Gender		Total
	Female	Male	
Eastern Cape	27	14	41
Free State	2	0	2
Gauteng	8	7	15
KwaZulu-Natal	10	3	13
Limpopo	41	26	67
Mpumalanga	6	6	12
North West	10	4	14
Western Cape	5	3	8
Total	109	63	172

Table 5 above shows that the highest number of conventional interns come from Limpopo Province (67) followed by Eastern Cape and Gauteng with 41 and 15 respectively.

TABLE 6 Breakdown according to municipalities or districts where conventional interns/trainees are coming from (n = 172)

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	0	1
Alfred Nzo	3	1	4
Amahlathi	1	0	1
Amathole	1	0	1
Blouberg	1	0	1

TABLE 6 Breakdown according to municipalities or districts where conventional interns/trainees are coming from (n = 172) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Bohlabela	1	0	1
Buffalo City	6	4	10
Bushbuckridge	1	0	1
Capricorn	1	1	2
Chris Hani	0	1	1
City of Cape Town	3	0	3
City of Johannesburg	0	1	1
City of Matlosana	1	0	1
City of Tshwane	5	2	7
Ditsobotla	1	0	1
Dr Ruth Segomotsi Mompati	1	0	1
Dr J.S. Moroka	1	2	3
Drakenstein	1	0	1
Ekurhuleni	0	2	2
Elsies River	1	0	1
eMalahleni	2	0	2
Ezingolweni	1	0	1
FetaKgomo	2	0	2
Greater Giyani	0	1	1
Greater Taung	0	2	2
Greater Tzaneen	6	2	8
Intsikayethu	1	1	2
King Sabata Dalindyebo	3	0	3
Lepelle Nkupi	2	2	4
Lukhanji	1	0	1
Madibeng	3	1	4
Mahikeng	2	0	2
Majuba	1	0	1
Makana	0	1	1
Makhado	5	5	10
Makhuduthamaga	2	0	2
Mangaung	1	0	1
Matatiele	1	0	1
Mbizana	0	1	1
Mbombela	1	2	3
Merafong	1	0	1
Mhlontlo	1	0	1
Mnquma	2	3	5
Modimolle	0	1	1
Molemole	1	1	2
Mopani	1	1	2
Moses Kotane	1	0	1
Mutale	0	1	1
Muziwabantu	1	0	1
Nelson Mandela Metropolitan	1	0	1
Ngaka Modiri Molema	3	1	4
Ngquza	0	1	1
Nkonkobe	1	0	1
O.R. Tambo	4	1	5
Plumstead	0	1	1
Polokwane	2	4	6
Pongola	1	0	1
Sakhisizwe	0	1	1
Sekhukhune	3	0	3
Sedibeng	0	1	1
Setsoto	1	0	1
Sisonke	1	0	1
Siyanda	1	0	1
Stellenbosch	0	1	1
Thembisile Hani	1	2	3
Thulamela	3	5	8
Tubatse	2	1	3
Ugu	1	0	1
Ulundi	0	1	1
uMhlathuze	2	1	3
Umsunduzi	2	0	2
Vhembe	4	2	6
Vostenberg	0	1	1
Waterberg	4	1	5
Total	109	63	172



Table 6 shows that the majority of the conventional interns/trainees come from Makhado and Buffalo City municipality with 10 each followed by Greater Tzaneen and Thulamela municipality with 8 each.

TABLE 7 Breakdown according to number of conventional interns/trainees per academic institution where they graduated (n = 172)

Name of institution	Number of interns/trainees
Cape Peninsula University of Technology	15
Durban University of Technology	1
Nelson Mandela Metropolitan University	8
University of Witwatersrand	4
Tshwane University of Technology	31
University of Fort Hare	7
University of Free State	8
University of Johannesburg	4
University of KwaZulu-Natal	2
University of Limpopo	20
University of Pretoria	5
University of South Africa	7
North West University	8
University of Venda	22
University of Zululand	2
Vaal University of Technology	4
Walter Sisulu University	9
Fort Cox College of Agriculture	6
Buffalo City College	1
Central University of Technology	1
University of Stellenbosch	3
Rosebank College	1
University of Western Cape	1
University of Cape Town	2
Total	172

Table 7 above shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, Tshwane University of Technology has the highest number of 31 followed by the University of Venda with 22.

TABLE 8 Breakdown of level of qualifications according to gender of conventional interns/trainees (n = 172)

Qualifications	Female	Male	Total
Diploma	6	4	10
National Diploma	40	20	60
National Certificate	1	2	3
Bachelor's degree	53	33	86
Bachelor's degree (Hons)	8	4	12
Master's Degree	1	0	1
Total	109	63	172

Table 8 above shows that the majority of the conventional interns (86) graduated with bachelor's degrees. The table further indicates that out of the total of 172 beneficiaries, 60 graduated with national diplomas, 10 with diplomas, 3 with national certificates and 13 with postgraduate degrees.

TABLE 9 Classification of Educational Study Matter (CESM) of conventional interns/trainees (n = 172)

Category	Number of interns/trainees
Agriculture, Forestry, Fisheries and Renewable Resources	95
Business Commerce	50
Health and Health Care	5
Humanities	22
Total	172

Table 9 above indicates that according to CESM, the majority (95) graduated in fields of study relating to Agriculture, Forestry, Fisheries and Renewable Resources, followed by 50 in Business Commerce and 22 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 11,3% of the 2012/13 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; and
- 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 22 November 2012 to an evaluation committee comprising the representatives from the following organisations:

- DAFF (4);
- National Youth Development Agency (1); and
- University of Stellenbosch Business School (2).

The purpose of the business plan presentations was to assess the practicality and viability of their business plans. All 30 interns who attended the Advanced Management Development Programme with the University of Stellenbosch Business School, were regarded as competent and they completed the course.

The profiles of the 2012/13 EMDP interns/trainees are presented in the following tables:

TABLE 10 Breakdown by race, gender and disability of EMDP interns (n = 30)

Race	Gender	Number	Disabled	Total
African	Male	15	0	15
	Female	15	0	15
Coloured	Male	1	0	1
	Female	1	0	1
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		30	0	30

Table 10 above shows that all beneficiaries of the programme are Africans. The table further indicates that 15 males and 15 females were appointed as EMDP interns and no other racial groups, or people with disabilities recruited.

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

20–25 years		26–30 years		31–35 years		35+		Gender		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
9	4	3	8	3	3	0	0	15	15	30

Table 11 shows that the majority (13) of interns recruited were between the ages of 20 and 25, followed by 11 who were between the ages of 26 and 30 and 6 who were between the ages of 31 and 35 years.

TABLE 12 Breakdown according to placement of EMDP interns (n = 30)

EMDP companies	Gender		Total
	Female	Male	
Afrivet	1	0	1
Citrus Academy	1	0	1
Heifer South Africa	2	1	3
Settlers Agricultural Farming	2	1	3
Karan Beef	2	2	4
Lafata	0	2	2
Manstrat	6	2	8
Mpumalanga Agriculture Skills Development and Training	0	1	1
Carcoche Wine Maker	0	1	1
Limpopo Agro Food Technology	0	1	1
Qumanco Great Palace	0	1	1
Rudles Agric-Enterprise	0	2	2
National Wool Growers' Association	1	1	2
Total	15	15	30

Table 12 above shows that Manstrat accommodated the highest number (8) of EMDP interns, followed by Karan Beef with 4 interns.

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

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Northern Cape	1	0	1
Eastern Cape	1	3	4
Free State	0	0	0
Mpumalanga	1	2	3
North West	2	0	2
Limpopo	7	8	15
Gauteng	2	1	3
Western Cape	0	0	0
Total	15	15	30

Table 13 above indicates that the majority of interns are coming from Limpopo (15), followed by Eastern Cape Province with 4.

TABLE 14 Breakdown according to the municipality where EMDP interns are coming from (n = 30)

Municipality/District	Gender		Total
	Female	Male	
Aganang	0	1	1
Bela-Bela	0	1	1
Big Five False Bay	1	0	1
Capricorn	1	3	4
Dinokeng	1	0	1
Fetakgomo	1	0	1
Dr J.S Moroka	0	1	1
Greater Tzaneen	1	0	1
King Sabata Dalindyebo	0	1	1
Madibeng	1	0	1
Makudanyanga	0	1	1

TABLE 14 Breakdown according to the municipality where EMDP interns are coming from (n = 30) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Makhuduthamaga	1	0	1
City of Matlosana	0	1	1
Mbashe	0	1	1
Mbombela	0	1	1
Mnquma	0	1	1
Mogalakwena	0	1	1
Mthatha	1	0	1
Ngaka Modiri Molema	1	0	1
Polokwane	0	1	1
Sekhukhune	1	0	1
Sol Plaatje	1	0	1
Thembisile Hani	2	0	2
City of Tshwane	1	0	1
uMhlathuze	0	1	1
Vhembe	1	0	1
Total	15	15	30

Table 14 above shows that the highest numbers (4) of the programme beneficiaries are from Capricorn Municipality, followed by Thembisile Hani Municipality with 2 interns.

TABLE 15 Analysis of performance of EMDP interns in assignments (n=30)

Assignments	50–59%		60–74%		75–100%		Courses average %
	Male	Female	Male	Female	Male	Female	
Entrepreneurship	3	0	9	13	3	2	67
General Management	10	6	4	4	1	5	65
Managing People	12	13	3	2	0	0	55
Marketing	3	1	12	14	0	0	65
Financial Management	4	4	5	9	5	3	66
Operations Management	7	4	4	6	4	5	66
Reflective Essay Business Plan	12	10	3	5	0	0	57
Total	51	38	40	53	13	15	

Table 15 above shows that the highest average performance of EMDP interns on assignments was recorded in Entrepreneurship and General Management with 67%, followed by Operations Management and Reflective Essay with 66% each.

4.3 Agri-export Technologist Programme (AETP)

This category of internship was introduced in 2006 as part of the Agricultural Black Economic Empowerment (AgriBEE) initiative to support an incubator programme targeting young people with the urge and vision to become Agri-export Technologists. The department implements the programme in collaboration with the Perishable Products Export Control Board (PPECB). The Agri-export Technology Programme is a career development programme within the agricultural export market designed to expose learners at a theoretical and practical level to the agri-export supply chain and to provide them with a headstart in advancing themselves professionally within the thriving export sector.

A total of 25 interns/trainees were recruited and recommended for placement as AETP interns and constituted 9,4% of the total 2012/13 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 2012/13 AETP interns/trainees are presented in the following tables:

TABLE 16 Breakdown by race, gender and disability of AETP interns (n = 25)

Race	Gender	Number	Disability	Total
African	Male	7	0	7
	Female	14	0	14
Coloured	Male	2	0	2
	Female	2	0	2
Indian	Male	0	0	0
	Female	0	0	0
White	Male	0	0	0
	Female	0	0	0
Total		25	0	25

Table 16 above shows that the majority of the beneficiaries of the programme are Africans (21), followed by coloureds (4). The table further indicates 16 females and 9 males were appointed as AETP interns and no Indians, whites, or people with disabilities were recruited.

TABLE 17 Breakdown according to age of AETP interns (n = 25)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
6	4	6	5	4	0	0	0	16	9	25

Table 17 shows that the majority (11) of the AETP interns recruited were between the ages of 26 and 30, followed by 10 who were between the ages of 20 and 25 years and 4 who were between the ages of 31 and 35 years.

TABLE 18 Breakdown according to placement of AETP interns (n = 25)

PPECB regional offices	Gender		Total
	Female	Male	
Bothaville	0	1	1
Ceres	0	2	2
Citrusdal	1	0	1
Durban	2	0	2
Grabouw	2	0	2
Groblersdal	0	2	2
GTNG Airport	1	1	2
Hoedspruit	1	0	1
Louis Trichardt	1	0	1
Mbekweni	1	0	1
Mokopane	1	0	1
Mbombela	1	1	2
Port Elizabeth	0	2	2
Robertson	2	0	2
Greater Tzaneen	2	0	2
Wellington	1	0	1
Total	16	9	25

Table 18 shows that the highest number of AETP interns (2) was accommodated at each of the nine various regional offices.

TABLE 19 Breakdown according to provinces where AETP interns are coming from (n = 25)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	2	0	2
Eastern Cape	1	1	2
Free State	0	0	0
Mpumalanga	2	1	3
North West	0	0	0
Limpopo	2	0	2
Gauteng	2	5	7
Western Cape	7	2	9
Total	16	9	25

Table 19 indicates that the majority of interns (9) are coming from the Western Cape, followed by Mpumalanga Province with seven.

TABLE 20 Breakdown according to the municipality where AETP interns are coming from (n = 25)

Municipality/District	Gender		Total
	Female	Male	
Blouberg	0	0	2
Bohlabela	1	1	1
Capricorn	1	1	1
Cedarberg	1	1	1
Drakenstein	1	1	1
Elundini	0	0	1
eThekweni	2	2	2
Grabouw	1	1	1
King Sabata Dalindyebo	0	0	1
Langeburg	1	1	1
Makhado	1	1	2
Maruleng	1	1	1
Mbombela	1	1	2
Mkhondo	0	0	1
Sekhukhune	1	1	1
Stellenbosch	1	1	1
Swellendam	1	1	1
Theewaterskloof	1	1	1
Greater Tzaneen	1	1	1
Witzenberg	0	0	2
Total	16	9	25

Table 20 above shows that the majority of the programme beneficiaries (2) are from each of five various municipalities.

TABLE 21 Breakdown according to number of AETP interns per academic institution where they graduated (n = 25)

Name of institution	Number of interns/trainees
1. Boland College Worcester	3
2. Border Technikon	1
3. Cape Peninsula University of Technology	2
4. Elsenburg	2
5. Lowveld College of Agriculture	4
6. Mangosuthu University of Technology	1
7. Nelson Mandela Metropolitan University	2
8. Tshwane University of Technology	4
9. University of Limpopo	1
10. University of South Africa	2
11. University of Swaziland	1
12. University of Venda	2
Total	25

Table 21 above shows that, in terms of the academic institution where the beneficiaries of the programme graduated from, the highest number (4) graduated from the Lowveld College of Agriculture and Tshwane University of Technology.

TABLE 22 Analysis of qualification level of AETP interns (n = 25)

Qualification	Total
Higher Certificate	3
Diploma	3
National Diploma	14
Bachelor's degree	5
Total	25

Table 22 shows that the majority of the AETP interns (14) graduated with national diplomas. The table further indicates that out of the total of 25 beneficiaries, 5 graduated with bachelor's degrees, followed by higher certificates and diplomas with 3 each.

4.4 Young Professional Development Programme

The Young Professional Development Programme was introduced by the DAFF in 2008 and it was in its fifth year of implementation in 2012/13. 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 38 interns/trainees were recruited and recommended for placement as PDP interns/trainees and constituted 14,4 % of the total 2012/13 intake.

The profiles of the 2012/13 PDP beneficiaries are presented in the following tables:

TABLE 23 Breakdown by race, gender and disability of PDP interns (n = 38)

Race	Gender	Number	Disability	Total
African	Male	12	1	13
	Female	18	0	18
Coloured	Male	1	0	1
	Female	0	0	0
Indian	Male	0	0	0
	Female	0	0	0
White	Male	5	0	5
	Female	0	0	1
Total		37	1	38

Table 23 above shows that the majority of the young professionals came from the previously disadvantaged designated groups, which is in line with the objectives of the programme. However, the major challenge is the recruitment of people with disabilities.

TABLE 24 Breakdown according to the age of PDP interns (n = 38)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
10	8	7	8	1	2	1	1	19	19	38

Table 24 above indicates that 18 programme beneficiaries were within the age range of 20 to 25, 15 within the age range of 26 to 30, 3 within the age range of 31 to 35 and two were above 35 years.



TABLE 25 Breakdown according to provinces where PDP interns are coming from (n = 38)

Province	Gender		Total
	Female	Male	
KwaZulu-Natal	1	1	2
Eastern Cape	2	2	4
Free State	2	0	2
Mpumalanga	0	1	1
North West	0	2	2
Limpopo	6	5	11
Gauteng	3	2	5
Western Cape	5	6	11
Total	19	19	38

Table 25 above shows that the majority of the young professionals come from both Western Cape and Limpopo Province with 11 each, followed by Gauteng Province with 5.

TABLE 26 Breakdown according to the municipalities where PDP interns are coming from (n = 38)

Municipality/District	Gender		Total
	Female	Male	
Bushbuckridge	0	1	1
Capricorn	0	2	2
City of Cape Town	3	0	3
City of Tshwane	2	1	3
Greater Giyani	1	0	1
Greater Letaba	1	0	1
Greater Tzaneen	0	1	1
Hessequa	0	1	1
Mahikeng	0	1	1
Makhuduthamaga	1	0	1
Maluti-a-Phofung	1	0	1
Mbashe	0	1	1
Mhlatuze	0	1	1
Mnquma	0	1	1
Mogalakwena	1	0	1
Mogale City	1	0	1
Mopani	0	1	1
Moretele	0	1	1
Msunduzi	1	0	1
Nkobonkobe	2	0	2
Oostenberg	0	1	1
Polokwane	1	1	2
Setsoto	1	0	1
Stellenbosch	2	2	4
Thulamela	1	0	1
Tygerberg	0	1	1
Vhembe	0	1	1
Voostenberg	0	1	1
Total	19	19	38

Table 26 above shows that the majority of the young professionals (4) come from Stellenbosch Municipality.

TABLE 27 Breakdown according to the number of PDP interns per academic institution where they graduated (n = 38)

Name of institution	Number of interns/trainees
North West University	1
University of the Free State	3
Tshwane University of Technology	4
University of South Africa	2
University of Venda	1
University of KwaZulu-Natal	1
University of Limpopo	7
University of Fort Hare	4
Rhodes University	1
Cape Peninsula University of Technology	1
University of Stellenbosch	9
University of Zululand	1
Walter Sisulu University	3
Total	28

Table 27 shows that the majority of the young professionals (9) graduated at the University of Stellenbosch, followed by University of Limpopo with 7.

5. FIELDS OF STUDY AND PLACEMENT OF YOUNG PROFESSIONALS FOR THE 2012 ACADEMIC YEAR

5.1 Fields of study of young professionals for 2012 academic year

One of the conditions set for participation in the Young Professional Development Programme is to register for postgraduate studies in one of the identified scarce and critical skills in agriculture, forestry and fisheries approved by the DAFF while placed with the relevant industry or research institution for practical hands-on experience. The table below depicts fields of study registered by young professionals during the 2012 academic year.

TABLE 28 Analysis of fields of study registered by young professionals during the 2012 academic year according to race and gender (n = 38)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
Postgraduate Diploma in Higher Education	1	0	0	0	1	100,0	0	0,0	1
B.Tech. Oceanography	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Biodiversity and Conservation (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Animal Breeding (Hons)	1	0	0	0	1	100,0	0	0,0	1
B.Sc. Microbiology (Hons)	1	0	0	0	1	100,0	0	0,0	1
B.Sc. Zoology (Hons)	1	0	0	0	0	0,0	1	100,0	1
B.Sc. Geo-chemistry (Hons)	0	0	0	1	1	100,0	0	0,0	1
B.Com. Agric. Economics (Hons)	1	0	0	0	0	0,0	1	100,0	1
M.Tech. Animal Production	4	0	0	0	1	25,0	3	75,0	4
M.Tech. Agriculture	1	0	0	0	1	100,0	0	0,0	1
M.Tech. Forestry	0	0	0	1	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Animal Production	2	0	0	0	1	50,0	1	50,0	2
M.Sc. Aquaculture	1	0	0	0	0	0,0	1	100,0	1
M.Sc. Veterinary Microbiology	1	0	0	0	1	100,0	0	0,0	1
M.Sc. Food Science	2	0	0	0	0	0,0	2	100,0	2
M.Sc. Agronomy	2	0	0	0	0	0,0	2	100,0	2
M.Sc. Soil Science	2	0	0	0	1	50,0	1	50,0	2
M.Sc. Entomology	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. Forestry Science	1	0	0	1	1	50,0	1	50,0	2
M.Sc. Forestry and Resource Management	0	1	0	0	1	100,0	0	0,0	1
M.Sc. Wood Science	0	0	0	1	1	100,0	0	0,0	1

TABLE 28 Analysis of fields of study registered by young professionals during the 2012 academic year according to race and gender (n = 38)
(cont.)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
M.Sc. Molecular and Cell Biology	1	0	0	0	0	0,0	1	100.0	1
M.Sc. Marine Bio-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	1
Ph.D. Forestry Science	1	0	0	1	1	50,0	1	50.0	2
Ph.D. Animal Production	1	0	0	0	1	100,0	0	0.0	1
Ph.D. Agricultural Economics	1	0	0	0	0	0,0	1	100.0	1
Total	32	1	0	5	18	47,4	20	52.6	38

Table 28 shows that of the 38 young professionals recruited, the highest number (26) registered for Masters, followed by (6) Honours, (4) Ph.D. and 1 for both B.Tech. and Postgraduate Diploma.

TABLE 29 Analysis of academic institutions where PDP interns registered for further studies in 2012 (n = 38)

Name of institution	Number of interns/trainees
Rhodes University	1
Tshwane University of Technology	4
University of the Free State	2
University of Fort Hare	3
University of KwaZulu-Natal	1
University of Limpopo	6
University of Pretoria	3
University of South Africa	2
University of Stellenbosch	9
University of Venda	1
University of Western Cape	2
University of the Witwatersrand	1
Total	38

Table 29 shows that the majority of the young professionals (9) registered for further studies at the University of Stellenbosch, followed by the University of Limpopo with 6.

5.2 Period of participation of young professionals in the programme

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

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

TABLE 30 Analysis of the year-level of study for the young professionals during the 2012 academic year (n = 38)

Field of study	Year of study				Total duration of study
	1	2	3	Total	
Postgraduate Diploma: Higher Education	1	0	0	1	1
B.Tech. Oceanography	1	0	0	1	1
B.Sc. (Hons) Biodiversity and Conservation	1	0	0	1	1
B.Sc. (Hons) Animal Breeding	1	0	0	1	1

TABLE 30 Analysis of the year-level of study for the young professionals during the 2012 academic year (n = 38) (cont.)

Field of study	Year of study				Total duration of study
	1	2	3	Total	
B.Sc. (Hons) Geochemistry/Geology	0	1	0	1	1
B.Com. (Hons) Agric. Economics	1	0	0	1	1
B. Sc. (Hons) Microbiology	1	0	0	1	1
B.Sc. (Hons) Zoology	1	0	0	1	1
M.Tech. Animal Production	3	1	0	4	2
M.Sc. Aquaculture	1	0	0	1	2
M.Sc. Biodiversity Conservation Biology	1	0	0	1	2
M.Sc. Entomology	1	0	0	1	2
M.Sc. Environmental Management	1	0	0	1	2
M.Sc. Forestry	2	0	0	2	2
M. Sc. Marine Bio-science	0	1	0	1	2
M.Sc. Molecular and Cell Biology	1	0	0	1	2
M.Sc. Agric. Agronomy	1	1	0	2	2
M.Sc. Agric. Soil Science	1	2	0	3	2
M.Sc. Food Science	1	1	0	2	2
M.Sc. Pasture Science	1	1	0	2	2
M.Sc. Plant Pathology	0	1	0	1	1
M.Sc. Veterinary Microbiology	1	0	0	1	2
M.Sc. Wood Product Science	0	1	0	1	2
M.Sc. Animal Production	1	1	0	2	2
Ph.D. Agric. Economics	0	0	1	1	3
Ph.D. Animal Production	0	1	0	1	3
Ph.D. Forestry	1	1	0	2	3
Total	24	13	1	38	–

Table 30 above shows that the majority of the young professionals (24) were doing the first year of their postgraduate studies.

5.3 Placement of young professionals during the 2011 academic year

All young professionals are required to be placed 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 31 Breakdown according to placement of young professionals (n = 28)

Name of institution	Gender		Total
	Female	Male	
Agricultural Research Council	6	3	9
Cape Peninsula University of Technology	1	0	1
Grootfontein Agricultural Development Institute	0	2	2
Nelson Mandela Metropolitan University	0	1	1
Rhodes University	0	1	1
Tiji Holdings	0	1	1
Tshwane University of Technology	0	1	1
University of KwaZulu-Natal	1	0	1
University of Limpopo	3	0	3
University of Pretoria	1	2	3
University of Stellenbosch	4	6	10
University of Fort Hare	1	1	2
University of the Free State	1	0	1
University of the Western Cape	1	1	2
Total	19	19	38

Table 31 above shows that the highest number of the young professionals (10) were placed at the University of Stellenbosch, followed by the Agricultural Research Council with 9.

TABLE 32 Analysis of the year-level of study for the young professionals during the 2012 academic year (n = 38)

Field of study	Satisfactory performance	%	Unsatisfactory performance	%	Total
Postgraduate Diploma in Higher Education	1	100,0	0	0,0	1
B.Tech. Oceanography	1	100,0	0	0,0	1
B.Sc. Biodiversity and Conservation (Hons)	1	100,0	0	0,0	1
B.Sc. Animal Breeding (Hons)	1	100,0	0	0,0	1
B.Sc. Microbiology (Hons)	1	100,0	0	0,0	1
B.Sc. Zoology (Hons)	1	100,0	0	0,0	1
B.Sc. Geo-chemistry (Hons)	1	100,0	0	0,0	1
B.Com. Agric. Economics (Hons)	1	100,0	0	0,0	1
M.Tech. Animal Production	4	100,0	0	0,0	4
M.Tech. Agriculture	1	100,0	0	0,0	1
M.Tech. Forestry	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	1
M.Sc. Animal Production	2	100,0	0	0,0	2
M.Sc. Aquaculture	1	100,0	0	0,0	1
M.Sc. Veterinary Microbiology	1	100,0	0	0,0	1
M.Sc. Food Science	2	100,0	0	0,0	2
M.Sc. Agronomy	2	100,0	0	0,0	2
M.Sc. Soil Science	2	100,0	0	0,0	2
M.Sc. Entomology	1	100,0	0	0,0	1
M.Sc. Environmental Management	1	100,0	0	0,0	1
M.Sc. Forestry Science	2	100,0	0	0,0	2
M.Sc. Forestry and Resource Management	1	100,0	0	0,0	1
M.Sc. Wood Science	1	100,0	0	0,0	1
M.Sc. Molecular and Cell Biology	1	100,0	0	0,0	1
M.Sc. Marine Bio-science	1	100,0	0	0,0	1
M.Sc. Plant Pathology	1	100,0	0	0,0	1
Ph.D. Forestry Science	1	50,0	1	50,0	2
Ph.D. Animal Production	1	100,0	0	0,0	1
Ph.D. Agricultural Economics	0	0,0	1	0,0	1
Total	36	94.7	2	5.3	38

Table 32 shows the academic performance of 38 young professionals who registered for postgraduate studies in 2012. The performance of 36 young professionals (94,7%) was satisfactory while that of 2 (5,3%) was not satisfactory.

TABLE 33 Analysis of young professionals whose performance was satisfactory in 2012 (n = 36)

Training programmes	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
B.Sc. Animal Breeding (Hons)	1	0	0	0	1	100.0	0	0.0	1
B.Sc. Microbiology (Hons)	1	0	0	0	1	100.0	0	0.0	1
B.Sc. Zoology (Hons)	1	0	0	0	0	0.0	1	100.0	1
B.Sc. Geo-chemistry (Hons)	0	0	0	1	1	100.0	0	0.0	1
B.Com. Agric. Economics (Hons)	1	0	0	0	0	0.0	1	100.0	1
M.Tech. Animal Production	4	0	0	0	1	25.0	3	75.0	4
M.Tech. Agriculture	1	0	0	0	1	100.0	0	0.0	1
M.Tech. Forestry	0	0	0	1	1	100.0	0	0.0	1
M.Sc. Pasture Science	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Animal Production	2	0	0	0	1	50.0	1	50.0	2
M.Sc. Aquaculture	1	0	0	0	0	0.0	1	100.0	1

TABLE 33 Analysis of young professionals whose performance was satisfactory in 2012 (n = 36) (cont.)

Training programmes	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
M.Sc. Veterinary Microbiology	1	0	0	0	1	100.0	0	0.0	1
M.Sc. Food Science	2	0	0	0	0	0.0	2	100.0	2
M.Sc. Agronomy	2	0	0	0	0	0.0	2	100.0	2
M.Sc. Soil Science	2	0	0	0	1	50.0	1	50.0	2
M.Sc. Entomology	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. Forestry Science	1	0	0	1	1	50.0	1	50.0	2
M.Sc. Forestry and Resource Management	0	1	0	0	1	100.0	0	0.0	1
M.Sc. Wood Science	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. Marine Bio-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	1
Ph.D. Forestry Science	0	0	0	1	0	0.0	1	100.0	1
Ph.D. Animal Production	1	0	0	0	1	100.0	0	0.0	1
Total	30	1	0	5	17	47.2	19	52.8	36

In terms of the data presented in Table 33 above, the performance of 36 young professionals was satisfactory and they would proceed to the next level of study in 2013. Out of these 36 young professionals, 8 completed their studies and their analysis is further outlined in Table 35 below.

TABLE 34 Analysis of young professionals whose performance was not satisfactory in 2012 (n = 2)

Field of study	Race				Gender				Total
	African	Coloured	Indian	White	Male		Female		
	No.	No.	No.	No.	No.	%	No.	%	
Ph.D. Forestry	1	0	0	0	1	100,0	0	0,0	1
Ph.D. Agricultural Economics	1	0	0	0	0	0,0	1	100,0	1
Total	2	0	0	0	1	50,0	1	50,0	2

In terms of the data presented in Table 34, the performance of two young professionals was unsatisfactory.

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

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Postgraduate Diploma: Higher Education	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Tech. Oceanography	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B.Sc. Biodiversity and Conservation (Hons)	1	100,0	0	0,0	0	0,0	0	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		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
B.Sc. (Hons) Microbiology	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
B.Sc. (Hons)	1	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1	100,0	1
Geochemistry/Geology	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
B.Sc.(Hons) Zoology	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
B. Com. (Hons) Agricultural Economics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Wood Product Science	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	0	0,0	1
Total	6	75,0	0	0,0	0	0,0	2	25,0	4	50,0	4	50,0	8

Table 35 shows that 8 young professionals completed their studies during the 2012 academic year. The table further indicates that five of those who completed are Honours students, followed by one Postgraduate Diploma, B.Tech and Masters Student each.

TABLE 36 Analysis of the whereabouts of the young professionals who completed their studies in 2012 (n = 8)

Young Professionals	Whereabouts
B.Tech. Oceanography B.Sc. (Hons) Microbiology B.Sc. (Hons) Biodiversity and Conservation B.Com. (Hons) Agricultural Economics B.Sc. (Hons) Zoology M.Sc. Wood Product Science	Furthered their studies in 2013
B.Sc. (Hons) Geochemistry/Geology	Appointed at ASSMANG (mining company)

Table 36 shows that out of the 8 young professionals who completed their studies, 2 secured permanent employment and 6 furthered their studies.

5.4 Analysis of young professionals whose performance is satisfactory but could not complete their studies in 2012

The table below shows an analysis of young professionals whose performance is satisfactory but who could not complete their studies at the end of the 2012 academic year because they are still awaiting external supervisors to conclude assessments of their dissertations.

TABLE 37 Analysis of young professionals whose performance is satisfactory but who could not complete their studies in 2012 (n = 4)

Field of study	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
M.Sc. Agric. Agronomy	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
M.Sc. Agric. Soil Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Pasture Science	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
M.Sc. Animal Production	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Total	4	100,0	0	0,0	0	0,0	0	0,0	3	75,0	1	25,0	4

Table 37 indicates that 4 young professionals could not complete their studies at the end of the 2012 academic year owing to delay caused by external supervisors and moderators. These 4 young professionals are expected to complete their studies and graduate by June 2013.

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

The following tables summarises the profiles of all 2012/13 interns:

TABLE 38 Breakdown by race, gender and disability of all interns/trainees (n = 265)

Race	Gender	Number	Disabled	Total
African	Male	94	2	96
	Female	155	0	155
Coloured	Male	4	0	1
	Female	3	0	0
Indian	Male	1	0	0
	Female	0	0	0
White	Male	5	0	5
	Female	1	0	1
Total		263	2	265

Table 38 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 (251), followed by coloureds (7), whites (6) and an Indian (1). The table further indicates that there were 159 females, 106 males and only 2 people with disabilities.

TABLE 39 Breakdown according to the ages of all interns/trainees (n = 265)

20–25 years		26–30 years		31–35 years		35+		Total		Grand total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
96	41	48	51	14	11	1	3	159	106	265

Table 39 above depicts the age ranges of all interns recruited during the 2012/13 financial year. In summary, out of the total intake of 265 interns/trainees, the majority (137) of them were within the age range of 20 to 25, with 99 being 26 to 30, 25 being 31 to 35 while 4 were older than 35 years.

TABLE 40 Breakdown according to provinces where all interns/trainees are coming from (n = 265)

Province	Gender		Total
	Female	Male	
Kwa-Zulu-Natal	14	5	19
Northern Cape	1	0	1
Eastern Cape	31	20	51
Free State	4	0	4
Mpumalanga	9	10	19
North West	12	6	18
Limpopo	56	39	95
Gauteng	15	15	30
Western Cape	17	11	28
Total	159	106	265

Table 40 above indicates the provinces where all interns are coming from. In summary, the majority (95) of the interns come from Limpopo Province, followed by Eastern Cape with 51 interns.

TABLE 41 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 265)

Municipality/District	Gender		Total
	Female	Male	
Aganang	1	1	2
Alfred Nzo	4	1	5
Amahlathi	1	0	1
Amathole	1	0	1
Bela-Bela	0	1	1
Blouberg	1	2	3
Bohlabela	2	0	2
Buffalo City	6	4	10

TABLE 41 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 265) (cont.)

Municipality/District	Gender		Total
	Female	Male	
Bushbuckridge	1	1	2
City of Cape Town	6	6	6
Capricorn	3	3	9
Cedarberg	1	1	1
Chris Hani	0	0	1
City of Johannesburg	0	0	1
City of Matlosana	1	1	2
City of Tshwane	10	10	13
Ditsobotla	1	1	1
Dr J.S. Moroka	1	1	4
Dr Ruth Segomotsi Mompati	1	1	1
Drakenstein	2	2	2
Ekurhuleni	0	0	2
Elsies River	1	1	1
Elundini	0	0	1
eMalahleni	2	2	2
eThekweni	2	2	2
Ezingolweni	1	1	1
Big Five False Bay	1	1	1
Fetakgomo	3	3	3
Grabouw	1	1	1
Greater Giyani	1	1	2
Greater Letaba	1	1	1
Greater Taung	0	0	2
Greater Tzaneen	8	8	11
Hessequa	0	0	1
Intsikayethu	1	1	2
iZingolweni	0	0	0
King Sabata Dalindyebo	3	3	5
Ladysmith	1	1	1
Langeberg	1	1	1
Lepelle Nkumpi	2	2	4
Lukhanji	1	1	1
Mable Hall	0	0	0
Madibeng	4	4	5
Mahikeng	2	2	3
Majuba	1	1	1
Makana	0	0	1
Makhado	6	6	12
Makhuduthamaga	4	4	4
Makudanyanga	0	0	1
Maluti-a-Phofung	1	1	1
Maruleng	1	1	1
Mangaung	1	1	1
Matatiele	1	1	1
Mbashe	0	0	2
Mbizana	0	0	1
Mbombela	2	2	6
Merafong	1	1	1
Mhlontlo	1	1	1
Mkhondo	0	0	1
Mnquma	2	2	7
Modimolle	0	0	1
Mogalakwena	1	1	2
Mogale City	1	1	1
Molemole	1	1	2
Mopani	1	2	3
Moretele	0	1	1
Moses Kotane	1	0	1
Mutale	0	1	1
Muziwabantu	1	0	1
Mthatha	1	0	1
Nelson Mandela Metropolitan	1	0	1
Ngaka Modiri Molema	2	0	2
Ngqusha	0	1	1
Nkonkobe	3	0	3
Oostenberg	0	1	1
O.R. Tambo	4	1	5

TABLE 41 Breakdown according to the municipalities or districts where all interns/trainees are coming from (n = 265)(cont.)

Municipality/District	Gender		Total
	Female	Male	
Plumstead	0	1	1
Polokwane	3	6	9
Pongola	1	0	1
Sakhisizwe	0	1	1
Sedibeng	0	1	1
Sekhukhune	5	0	5
Setsotho	2	0	2
Sisonke	1	0	1
Sol Plaatje	1	0	1
Stellenbosch	3	3	6
Swellendam	1	0	1
Theewaterskloof	1	0	1
Thembisile Hani	3	2	5
Thulamela	4	5	9
Tubatse	2	1	3
Tygerberg	0	1	1
Ugu	1	0	1
Ulundi	0	1	1
uMhlathuze	2	3	5
Umsunduzi	3	0	3
Vhembe	5	3	8
Vostenberg	0	2	2
Waterberg	4	0	4
Witzenberg	0	3	3
Total	159	106	265

Table 41 shows the municipalities where all interns are coming from. In summary, the majority (13) of the interns come from Tshwane Municipality, followed by Makhado with 12.

7. MONITORING AND EVALUATION

7.1 Monthly and quarterly progress reports

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

The compulsory weekly review meetings between 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 students enrolled for their postgraduate studies.

7.2 Monthly claims and stipends

All interns/trainees had to complete claim forms (timesheets) that indicated all the days worked in a particular month. Mentors and Senior Managers were responsible for managing the system at their respective workstations. A few days before the end of each month, reminders were sent to all interns/trainees, mentors and Senior Managers to advise them on how the timesheet should be completed. All completed claim forms, leave forms and progress reports were sent on a monthly basis to the Directorate: Sector Education and Training for assessment before being forwarded to the Directorate: Financial Accounting 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 2012 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 workstations and to outline important administration aspects of the programme.

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

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

PowerPoint presentation sessions were also conducted during the third quarter monitoring visits. The main purpose of presentations is to expose the interns to presentation skills and to evaluate the layout and format of their presentations. It is further meant to build the confidence of the interns and to measure the extent to which they respond to questions asked based on their presentations. Two weeks before the date of the monitoring visit, the interns were requested to compile progress reports from

01 February 2012 when they commenced with their internship programme to 30 September 2012 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 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 42 below:

TABLE 42 Analysis of training and capacity building attended by the interns during 2012/13

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Animal Health Information Day	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Aquatic Animal Disease Management	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1

TABLE 42 Analysis of training and capacity building attended by the interns during 2012/13 (cont.)

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
ArcGIS Desktop 1 Software Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
ArcGIS II: Essential Workflows	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Basic Project Management in Public Service	4	100,0	0	0,0	0	0,0	0	0,0	3	75,0	1	25,0	4
BAS General Principles	3	100,0	0	0,0	0	0,0	0	0,0	2	66,7	1	33,3	3
BioMerieux Industry MicroForum	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Chemicals Application	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Cooperative Development and Management	4	100,0	0	0,0	0	0,0	0	0,0	2	50,0	2	50,0	4
Criminal Investigation Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Data Management Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Entrepreneurial Management Development Programme (EMDP)	30	100,0	0	0,0	0	0,0	0	0,0	15	50,0	15	50,0	30
Environmental Management Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Ethics and Etiquette in the Workplace	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Excel 2007-2012	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Expanded Public Works Programme Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Export Market Analysis Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Export Training/Course	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Facilities Supporting Management Workshop	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Finance Workshop (Revenue Collection Management)	2	100,0	0	0,0	0	0,0	0	0,0	2	100,0	0	0,0	2
Fishery Control Officer Training	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
GIS Course	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Inhouse PAHC Videos	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Internal Training on Purchases and Receipts	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Internal Training on ICP/Inductive Coupled Plasma	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Introduction to Computer Technology Office 2010	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
ITC Training Module 1	3	100,0	0	0,0	0	0,0	0	0,0	3	100,0	0	0,0	3
Law Enforcement Training	3	100,0	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	3
Market Development Programme	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Marine Administration System (MAST)	4	80,0	1	20,0	0	0,0	0	0,0	2	40,0	3	60,0	5
MIS Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
National Certificate: Perishable Products Export Technology.	21	84,0	4	16,0	0	0,0	0	0,0	9	36,0	16	64,0	25
National Forest Act Foundation Course	2	100,0	0	0,0	0	0,0	0	0,0	1	100,0	1	100,0	2

TABLE 42 Analysis of training and capacity building attended by the interns during 2012/13) (cont.)

Training programmes	Race								Gender				Total
	African		Coloured		Indian		White		Male		Female		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Oracle Training	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Peace Officer Training Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
PEPC Statistics	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Persal Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Photometer Operator Session	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Pine Tree Pest <i>Sirex noctilio</i>	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Putting Wine into Words	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Purchasing Oracle Training	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Practical Course in Seed Analysis	2	100,0	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	2
Presiding Officer's Training	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Pre-sea Introductory Course	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
Procurement Process of Goods and Services	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Professional Report Writing Skills	3	100,0	0	0,0	0	0,0	0	0,0	1	25,0	2	75,0	3
Project Management: Principles and Practices	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Recruitment, Selection and Appointment Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Safety and Survival at Sea Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Skills Development Facilitator Training	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Subsistence and Travel Programme	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Sutherland Seedlings	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
Technical Probation Course	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
United Nations Basic Security	2	100,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0	2
VAT Online Training	1	100,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
VMS Training	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
Vessel Monitoring System	1	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0	1
World Trade Organization Programme	1	100,0	0	0,0	0	0,0	0	0,0	1	100,0	0	0,0	1
YSI Data Manager	108	92,3	7	6,0	0	0,0	2	1,7	46	39,3	71	60,7	117
Total	135	96,4	5	3,6	0	0,0	0	0,0	57	40,7	83	59,3	140

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 25.

7.5 Employment status

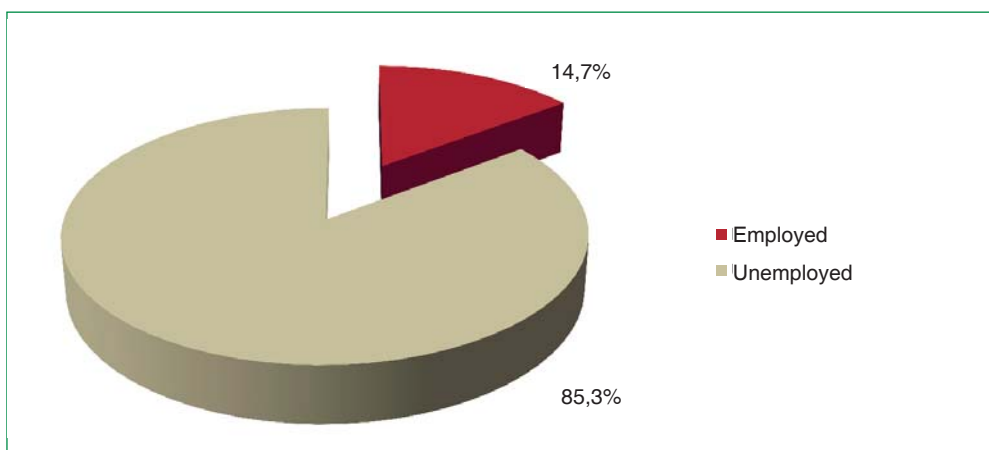
The major success indicator of the programme is the number of participants who secure employment or establish their own businesses after their training programme. The interns were expected to be very aggressive in their approach to look for employment and business opportunities. Therefore, monitoring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

of the programme and a comprehensive database to track the employment of these interns was established and continuously updated. The employment database consisted of the following elements:

- personal details of the interns;
- organisation or directorates where they are placed;
- period of stay in the programme;
- organisation where employment is secured; and
- position and salary level.

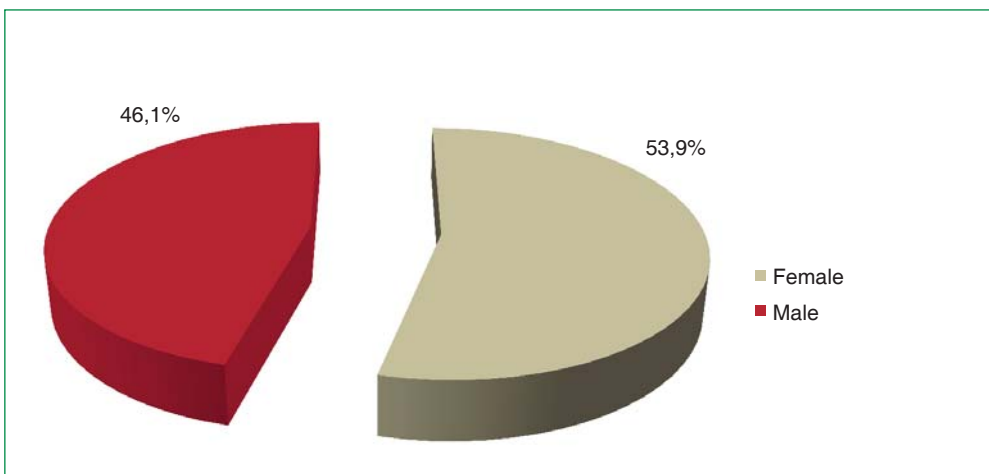
Out of the 265 interns who participated in the programme, 39 (14,7%) secured employment while 226 (85,3%) could not secure employment. The rate of employment of the interns during the 2012/13 programme was of the highest level for the 34 interns who secured employment during 2011/12. The analysis of the status of employment is outlined in the following graphs:

GRAPH 1 Analysis of status of employment of all interns (n = 39)



Graph 1 above shows that out of the total intake of 265 interns/trainees, 39 (14,7%) secured employment while 226 (85,3%) could not secure permanent employment.

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



Graph 2 shows that out of the 39 interns/trainees who secured employment, 21 (53,9%) were males and 18 (46,1%) were females.

TABLE 43 Status of employment according to the organisation (n = 39)

Organisation	Number	%
DAFF	13	33,3
Other government departments	4	10,3
Private sector	22	56,4
Total	39	100

Table 43 shows that most interns 22 (56,4%) secured employment within the private sector. The table further indicates that 17 (43,6%) were employed by the public services, of which DAFF appointed 13 (33,3%).

TABLE 44 Analysis of period of stay before securing employment (n = 39)

Period of participation	Total
1–3 months	10
4–6 months	04
7–9 months	16
10–12 months	09
Total	39

Table 44 indicates that the majority of the interns/trainees 16 (41,0%) secured employment during the third quarter (7 – 9 months) of their participation in the programme.

TABLE 45 Analysis of levels of employment of the trainees/interns (n = 39)

Salary level	Number of interns/trainees
SL 11	01
SL 9	02
SL 8	02
SL 7	07
SL 6	03
SL 5	05
SL 4	08
SL 3	07
SL 2	03
SL 1	01
Total	39

Table 45 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 (8) secured employment at salary level 4, followed by salary level 3 and 7 with 7 interns each. It is worth noting that 3 of them (8,1%) were appointed at middle management level. 11 and 7 each. It is worth noting that eight of them (23,5%) were appointed at middle management level.

7.6 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 38 young professionals registered for post-graduate studies as outlined in Table 28.

7.7 Success indicators of the programme

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, and
 - computer skills.

8. SUMMARY OF BENEFICIARIES OF THE PROGRAMME FROM INCEPTION IN 2003 TO 2012

Table 46 below shows the beneficiaries of the programme from 2003 to 2012 under various categories of the programme. According to the information presented, a total of 1 730 interns benefited from the programme with the highest number of beneficiaries recorded during the 2012/13 financial year. Out of 1 730 beneficiaries who participated in the programme, 565 secured employment after their participation in the programme.

TABLE 46 An analysis of beneficiaries of the Experiential Training, Internship and Professional Development Programme from 2003 to 2012 (n =1 730)

Year	Number of interns/trainees who participated and secured employment during their participation in the Internship Programme										
	Conventional		Entrepreneurial Management Development Programme			Young Professional Development Programme		Agri -export Technologist Programme		Total participating	Total employed
	No. participated	No. employed	No. participated	No. employed	No. owning businesses	No. participated	No. employed	No. participated	No. employed		
2003/04	96	46	0	0	0	0	0	0	0	96	46
2004/05	138	38	24	15	1	0	0	0	0	162	54
2006/07	133	66	35	13	9	0	0	24	24	192	112
2007/08	140	75	24	8	1	0	0	30	30	194	114
2008/09	124	57	24	10	0	25	1	25	19	198	87
2009/10	118	28	30	04	2	36 (18 new intake)	7	22	6	206	47
2010/11	134	27	0	0	0	26 (5 new intake)	4	15	1	175	32
2011/12	161	28	29	5	0	28 (24 new intake)	1	24	0	242	34
2012/13	172	33	30	5	0	38 (22 new intake)	1	25	0	265	39
Total	1216	398	196	60	13	153 (94 new intake)	14	165	80	1730	565

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

9. STATUS OF EXPENDITURE

Expenditure for the implementation of the programme during this financial year included venues for the orientation programme, the printing of logbooks, files, advertisements, printing of reports, transport, accommodation and monthly allowances for the interns/trainees. The total amount spent for the 2012/13 Experiential Training, Internship and Professional Development Programme is R14 984 529,64.

TABLE 47 Status of expenditure

Item description	Amount (R)
Personnel	
Intern/Trainee remuneration	12102 510,88
Goods and services	
Capturing of applications	192 723,84



TABLE 47 Status of expenditure (cont.)

Item description	Amount (R)
Venue, travelling and accommodation for orientation programme	817 843,70
Venue, travelling and accommodation for training of interns	644 201,01
Printing and publications	
Reports and logbooks	137 089,46
Newspaper adverts	223 160,75
University of Stellenbosch Business School	
Training of interns	867 000,00
Total	14 984 529,64

Table 47 shows that the total amount spent on the implementation of the programme during 2012/13 is R14 984 529,64. The highest amount spent was on the remuneration of the interns (R12 102 510,88).



10. SUMMARY OF BENEFICIARIES OF THE 2012/13 INTERNSHIP PROGRAMME IMPLEMENTED BY PROVINCIAL DEPARTMENTS OF AGRICULTURE

During the 2012/13 financial year, meetings were held between DAFF and HRD Managers from the provincial departments of agriculture to harmonise and rationalise the implementation of the internship programme. Issues discussed and agreed upon during these meetings included common tools to monitor the progress of the interns, the recruitment and selection of the interns, a common tracking system for the interns who secure employment during their participation in the programme as well as the template which provinces should use to report progress to the DAFF with regard to the implementation of the internship programme in their respective provinces.

Table 48 below is a summary of beneficiaries who participated in the internship programme implemented by provincial departments of agriculture during the 2012/13 financial year.

TABLE 48 Summary of beneficiaries of the 2012/13 internship implemented by provincial departments of agriculture (n = 670)

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							
Eastern Cape	77	83	0	0	0	0	0	0	0	77	83	161	3	0	0	0	3
Gauteng	9	25	0	0	0	0	0	0	0	9	25	34	0	0	0	0	0
KwaZulu-Natal	19	22	0	0	0	0	0	0	0	19	22	41	1	2	1	0	4
Limpopo	112	133	0	0	0	0	0	0	0	112	133	245	0	5	6	0	11
Mpumalanga	39	60	0	1	0	0	0	0	0	39	61	100	0	3	2	0	5
Western Cape	18	25	15	19	0	1	1	1	2	33	47	80	3	0	2	0	5
Northern Cape	3	3	3	0	0	0	0	0	0	6	3	9	0	0	0	0	0
Total	277	351	18	20	0	1	1	1	2	296	374	670	7	10	11	0	28

The table above shows that 670 beneficiaries participated in the internship programme implemented by provincial departments of agriculture. Of these beneficiaries, 296 (44,1%) are males and 374 (55,8%) are females. The highest number of beneficiaries of 245 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, 28 interns secured permanent employment.

11. CONCLUSION

The 2012/13 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 Public Service guideline from DPSA, government departments are expected to appoint at least 5% of the total establishment as interns, but the DAFF only appointed 265 interns, which is only 3,9% of post establishment owing to budgetary constraints. Efforts to augment the budget for 2013/14 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 2012/13, DAFF was expected to appoint 44 interns permanently in order to comply with the directive. Only 13 (4,9%) 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 38 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 eight completed their studies during the 2012 academic year, which is a good return on investment.

