



**AGRICULTURAL  
SECTOR**

**STRATEGIC SKILLS  
PLAN: 2011-2016**

**EXECUTIVE  
ORIENTATION**


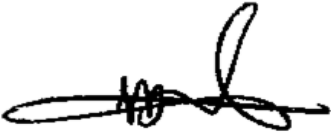
**September 2010**

## 1. AUTHORISATION

This strategic plan of AgriSETA covers the following;

- A five year Strategic Sector Skills Plan (2011/-12 to 2015/-16). **(Annexure A)**
- A 3 year MTEF AgriSETA strategy and budget (2011/-12 to 2013/-14) **(Annexure B)**
- A business plan for AgriSETA for 2011/-12 which will form the basis of the annual Service Level agreement between AgriSETA and DHET) **(Annexure C)**

The Sector Skills Plan, the MTEF Strategy and Budget as well as the Business Plan, all in draft format, is authorised by the representatives;

<p><b>FOR AGRISETA ORGANISED EMPLOYERS:</b></p>	 <hr/> <p>Mr J van Dyk <span style="float: right;">Date 30/09 10</span>  Chairperson  AgriSETA Governing Board</p>
<p><b>FOR AGRISETA ORGANISED LABOUR:</b></p>	 <hr/> <p>Mr S Khumalo <span style="float: right;">Date 30/09/10</span>  Vice Chairperson  AgriSETA Governing Board</p>
<p><b>FOR AGRISETA STRATEGIC PARTNERS:</b></p>	<hr/> <p>Director General <span style="float: right;">Date</span>  Department of Agriculture, Fisheries and Forestry</p> <hr/> <p>Director General <span style="float: right;">Date</span>  Department of Rural Development and Land Reform</p>

## 2. OVERVIEW

In accordance with the Skills Development Act (SDA) section 10(1)(a) each Sectoral Education and Training Authority (SETA) is required to develop a Sector Skills Plan (SSP) within the framework of the National Skills Development Strategy (NSDS).

The key national strategies that the DHET requires all Sector Skills Plans to align with includes a consideration of national and sector growth and development strategies, particularly those related to the national economic and development strategy, the National Human Resources Development Strategy and those related to the Industrial Policy Framework, innovation and technology and Rural Development. In accordance with the requirements of the Skills Development Act (1997) as amended (December 2008), the SSPs reflect provincial growth and development strategies particularly the skills demand and supply issues identified through provincial skills development forums as specified in the Skills Development Act (December 2008 amendment).

NSDS III requires sector skills strategies to contribute to the achievement of the country's new economic growth and social development goals. These are embodied in the new Medium Term Strategic Framework's strategic priorities, which include

1. *Speeding up growth and transforming the economy to create decent work and sustainable livelihoods*
2. Massive programme to build economic and social infrastructure
3. **Comprehensive rural development strategy linked to land and agrarian reform and food security**
4. **Strengthen the skills and human resource base**
5. Improve the health profile of all South Africans
6. Intensify the fight against crime and corruption
7. *Build cohesive, caring and sustainable communities*
8. Pursuing African advancement and enhanced international cooperation
9. **Sustainable resource management and use**
10. *Building a developmental state, including improvement of public services and strengthening democratic institutions.*

From these government priorities, it is clear that the work of the AgriSETA contributes directly to three priorities (bolded) and impacts on at least three more priorities (italicised).

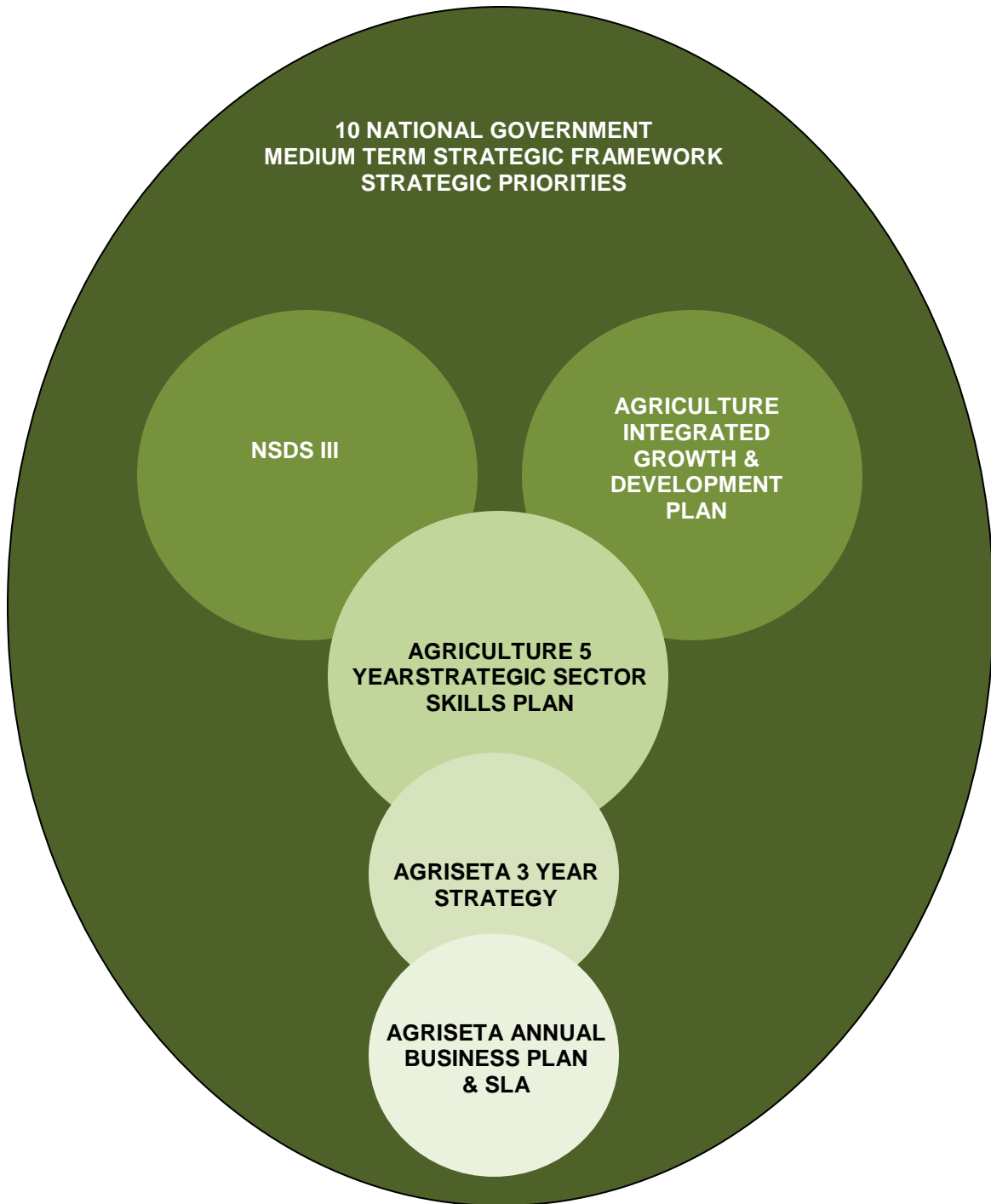
The second major influencing factor is the draft Integrated Growth and Development Plan (IGDP) for Agriculture, Forestry and Fisheries for the period 2011 – 2031.

The IGDP sets out four overarching strategies for agriculture:

1. Equity and Transformation
2. Growth and Competitiveness
3. Environmental Sustainability
4. Governance

In developing a Strategic Sector Skills Plan for Agriculture, care was taken to ensure alignment with overarching strategies and subsequently aligning the work of AgriSETA in support of achieving those strategies.

The following diagram illustrates the relationships



Taking cognisance of the framework of NSDS III and what it sets out to achieve as well as constantly aligning to the IGDP of DAFF, the SSP for the agri sector identified 7 Strategic Objectives, each with a range of Outcomes and Outputs. The following table summarises the strategic objectives and its alignment to both the IGDP and NSDS III

IGDP OBJECTIVES	SKILLS DEVELOPMENT STRATEGIES	NSDS III
1. <b>Equity and Transformation</b>	<ol style="list-style-type: none"> <li>1. Facilitating a common understanding of the dynamics of the sector and its human development needs to support inclusive growth and development in the sector.</li> <li>2. Skills development in the agriculture supply chain contributing to growth in the rural economy</li> <li>3. Skills development across all sub-sectors to maximise equity impact.</li> </ol>	<ul style="list-style-type: none"> <li>• Research</li> <li>• SSP updates</li> <li>• Partnerships to support government alignment</li> <li>• Raising the base</li> <li>• Provincial alignment</li> <li>• Cross-SETA, cross sector interventions</li> <li>• Learning programmes that build professional and engender innovation</li> <li>• Programmes for researchers</li> <li>• Race, gender, BEE, class.</li> </ul>
2. <b>Growth and Competitiveness</b>	<ol style="list-style-type: none"> <li>4. Building enterprise viability and sustainability through training and development.</li> <li>5. Building and supporting partnerships to facilitate access to learning programmes, enhance the quality of learning programmes and raise the base.</li> </ol>	<ul style="list-style-type: none"> <li>• Access, success and progression</li> <li>• RPL</li> <li>• Raising the base</li> <li>• PIVOTAL Programmes</li> <li>• Skills programmes</li> </ul>
3. <b>Environmental Sustainability</b>	<ol style="list-style-type: none"> <li>6. Assisting the sector to manage natural resources and take advantage of green technologies through skills development support and funding.</li> </ol>	<ul style="list-style-type: none"> <li>• Research &amp; SSP</li> <li>• Pivotal programmes</li> <li>• Building academic profession and innovation</li> <li>• Catalytic grants</li> <li>• Research and innovation bursaries</li> </ul>
4. <b>Governance</b>	<ol style="list-style-type: none"> <li>7. Supporting skills development with DAFF and DRDLR to provide appropriate support to agricultural enterprises, establishing social partner governance structures and systems, monitoring human development and evaluating impact</li> </ol>	<ul style="list-style-type: none"> <li>• PIVOTAL programmes</li> <li>• Skills Programmes</li> <li>• Partnerships to support government alignment</li> <li>• Code of decent conduct</li> </ul>

The above skills development strategies for the agricultural sector described in more detail in the Sector Skills Plan. In summary, the following are Outcomes and Outputs pertaining to each of the agricultural sectoral strategies (refer to next page)

STRATEGIC OBJECTIVE	OUTCOME	OUTPUTS
1. Facilitating a common understanding of the dynamics of the sector and its human development needs to support inclusive growth and development in the sector.	1. Reliable sector intelligence and information to support planning, monitoring and evaluation	1.1 Skills planning, monitoring and evaluation system established and integrated with sector wide management information management system 1.2 Learning and skills development needs communicated
2. Skills development located within the agriculture supply chain contributing to growth in the rural economy	2. Skills development is contributing to strengthening rural supply chains and the rural economy reflects growth and sustainability.	2.1 Cross SETA and cross-sectoral skills development needs are identified and addressed. 2.2 Learning programmes and support for the under-resourced implemented
3. Supporting skills development across all subsectors to maximise equity impact.	3. Skills development contributes to the achievement of equity in enterprise ownership and management and in skills profile of the sector.	3.1 The 30% ownership and management target for agricultural enterprises is supported through skills development. 3.2 The 30% target is reflected amongst social partner representation and in governance structures. 3.3 Employment equity impact realised.
4. Building enterprise viability and sustainability through training and development	4. Training needs in the sector and its sub-sectors are being addressed via accessible programmes that meet agreed quality standards	4.1 Promotion and funding of programmes aligned to opportunities and needs 4.2 Career pathways mapped with the sector occupations. 4.3 Programmes linked to pathways identified, standards set and implemented
5. Building supporting partnerships to facilitate access to learning programmes, enhance the quality of learning programmes and raising the skills base of the sector	5. Education and training capacity issues are addressed contributing to better access and improved quality.	5.1 Capacity evaluated and programmes in place to address priorities.
6. Assisting the sector to manage natural resources and take advantage of green technologies through skills development support and funding	6. Skills development needs of the sector to address environmental challenges are agreed and programmes put in place to address them.	6.1 Needs identified 6.2 Integration into all learning programmes.
7. Supporting skills development with DAFF and DRDLR to provide appropriate support to agricultural enterprises, establish sound social partner governance structures and systems, monitor human development and evaluate impact.	7. DAFF and DRDLR has improved capacity to coordinate and facilitate support to the sector and agricultural enterprises. Human development in support of good governance is monitored and reported on and impact evaluated	7.1 Extension services improved 7.2 Code of decent conduct implemented at various levels within the sector 7.3 AgriSETA presence established in all provinces 7.4 Monitoring and evaluation

### 3. SUMMARY AND STRUCTURE OF INFORMATION

This document and its annexures provide the necessary planning documents for various stakeholders and interested parties – collectively it addresses the long term human development needs of the sector and disclose detailed (annual) planning and implementation activities.

DOCUMENT	CONTENT	APPLICATION
<b>Annexure A:</b> Strategic Sector Skills Plan	<ul style="list-style-type: none"> <li>• Sector profile</li> <li>• PESTEL analysis</li> <li>• Sector skills planning objectives, outcomes and outputs</li> <li>• Identified scarce and critical skills</li> </ul>	<ul style="list-style-type: none"> <li>• To inform stakeholders at large and for stakeholders to accept ownership</li> <li>• To inform strategic partners (DAFF &amp; DRDLR) and to align their skills development initiatives.</li> <li>• To inform DHET and its research partners on skills development focus of the agricultural sector.</li> <li>• To generally serve as the guiding framework for skills development in the South African Agricultural sector.</li> <li>• To inform the ESSA system of scarce skills in agriculture.</li> </ul>
<b>Annexure B:</b> AgriSETA Medium Term (3 year) strategic plan	<ul style="list-style-type: none"> <li>• Matters of Governance</li> <li>• Goals and objectives for the medium term</li> <li>• Human resources</li> <li>• Financial resources</li> <li>• Financial control measures</li> </ul>	<ul style="list-style-type: none"> <li>• To inform DHET of the AgriSETA medium term strategy</li> <li>• To inform the NSDS and NSF on broad targets and funding requirements for forward planning purposes.</li> <li>• To inform National Treasury of the AgriSETA MTEF.</li> </ul>
<b>Annexure C:</b> AgriSETA 2011/-12 Business Plan	<ul style="list-style-type: none"> <li>• Annual targets</li> <li>• Budget allocations</li> <li>• Allocation of responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• To serve as the core of the annual SLA with DHET</li> <li>• To inform the Governing Board and Management of AgriSETA of specific performance areas.</li> <li>• To inform NSF of AgriSETA's 2011/-12 catalytic funding requirements.</li> </ul>

### 4. NOTE OF CAUTION

AgriSETA has commenced with the implementation of a joint project with DRDLR to the value of R64 million; a formal MoU in this regard exists. Whilst the partnership at this stage is operational, efforts are being made to cement relationships at a strategic level. Thus in the case of DAFF, AgriSETA has commenced with engagements with DRDLR – which we regard as a strategic partner similar to that of DAFF. The final submission of the SSP, strategic plan and business plan will incorporate alignment with the national priorities of DRDLR.

DAFF	Department of Agriculture, Forestry and Fisheries
DHET	Department of Higher Education and Training
DRDLR	Department of Rural Development and Land Reform
IGDP	Integrated Growth and Development Plan of DAFF
NSDS	National Skills Development Strategy
SDA	Skills Development Act
SETA	Sector Education and Training Authority
SSP	Sector Skills Plan