



**May 2020**

## **Questions for the Cluster Sessions: 2020**

**Mrs Nokuthula Sibia  
Manager: Research, Monitoring and Evaluation**

# AgriSETA's Vision, Mission and Values

## Our Vision

Enabling a skilled and prosperous agricultural sector



## MISSION

To increase access to relevant skills that is impact driven through strategic partnerships and credible research leading to inclusive economic growth



## VALUES

**T**ransparent | See through us  
**R**esponsible | I own it  
**U**nity | In diversity  
**S**ervice delivery | We are here to serve  
**T**eam work | Together we do more

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# 1 | Reflecting on Agricultural sector profile

Not affected by COVID 19



Might be affected by COVID 19



Chapter 1: Sector Profile				
Topic	Nature (Design) of the study	Purpose	Data Collection	How will these changes affect the SETA skills planning processes /COVID 19 Status
Role players	Qualitative	Sector representatives and industry bodies	AgriSETA employer data	The database is updated, and information is radially available
Employer profile	Quantitative	Provides statistics on employers in the sectors	WSP data	The WSP data might be affected by the COVID 19 as the submission can drop
Economic outlook	Qualitative	Provides the economic performance of the sector	StatsSA OECD Sector reports Policy documents	This is a desktop exercise. The risk could be that the data might not be updated
Labour market profile	Mixed Method	Provides information on the employment status of the sector	StatsSA WSP	The WSP data might be affected by the COVID 19 as the submission can drop. Stats SA labour survey might be limited due to COVID 19

## 2 | How will the AgriSETA Research Agenda be updated to address the effects of COVID 19?

The research agenda was approved by board in March with a topic that also addresses COVID-19 in the Agricultural sector.

➤ Topic

➤ Disease outbreaks affecting the agricultural sector and the skills implications.

### 3 | What research is the SETA embarking on/ or planning to undertake in light of COVID 19 to ascertain skills change drivers?

#### Chapter 2: Key Skills Change Drivers

Topic	Nature (Design) of the study	Purpose	The research tool and method used	Population	Timeframe
Drivers of change for the Agricultural sector due to COVID 19	Qualitative	Identify change drivers affecting the agricultural sector due to COVID 19	Questionnaire (Online survey)	AgriSETA stakeholders	June-August 2020

## **4 | Reflecting on your Sectoral Priority Occupations and Interventions (SPOI) list**



# What interventions are likely to be affected in the sector due to COVID 19? How?



All the learning intervention at AgriSETA are driven by the SPOI



Tax relief measures on skills development levy (SDL) for four months will result in a budget reduction for the SETAs



The Annual Performance Plan targets responding to the SPOI were reduced



Prohibition of mass gathering will affect the training

# Colour codes for the table of Sectorial Priority Occupations and Interventions

Not affected by COVID 19 ■


Completions might be impacted COVID 19 ■

Output will be affected COVID 19 and budget cut ■

OCCUPATION CODE	OCCUPATION	SPECIALISATION/ ALTERNATIVE TITLE	INTERVENTION PLANNED BY THE SETA	Status
2019-821101	Crop Production Farm Worker / Assistant	Horticultural Farm, Practitioner Mixed Crop , Ornamental Horticultural Farm, Crop, Crop Farm Assistant	Learnerships	Contracts already shared with Stakeholders
			Skills Programmes: National Certificate: Plant Production	Short programmes which involves practical's
			AET programmes	Contracts already shared with Stakeholders
2019-832904	Food and Beverage Factory Worker	Valve Controller, Silo Worker, Perishable Produce Packhouse Worker, Grain Dryer Attendant, Winery Worker, Line Attendant	Learnerships	Contracts already shared with Stakeholders
2019-862916	Farm Maintenance Worker	No Specialisation/ Alternative Title	Learnerships	Contracts already shared with Stakeholders
			Skills programmes	Short programmes which involves practical's
			AET programmes	Contracts already shared with Stakeholders fund from Expanded Public Works Programme (EPWP) project. Scheduled trade test might be postponed



2019-131101	Agricultural Farm manager	Horticultural Farm Manager, Livestock Farm Manager, Vegetable Farm Manager, Mixed Crop and Livestock Farm Manager, Ornamental Horticultural Farm Manager, Mixed Crop Farm Manager, Dairy Farm Manager, Arboriculture Farm Manager, Field Vegetable Farm Manager, Agronomy Farm Manager, Sugar Farm Manager	Internships, Bursaries and Learnerships: National Certificate: Animal Production, National Diploma: Crop Production, National Diploma: Agriculture	Contracts already shared with Stakeholders
2019-821104	Harvester / Picker	Picker Quality Controller, Grape Picker, Nut Picker, Fruit Picker Haymaker, Hops or Tea Picker, Flower Buncher or Picker, Vegetable Picker, Mushroom Harvester / Picker	Skills programme	Short programmes which involves practical's
	Mixed Crop and Livestock Farm Worker / Assistant	General Farm Worker	Learnerships	Contracts already shared with Stakeholders
			Skills programmes	Short programmes which involves practical's
			AET programmes	Contracts already shared with Stakeholders

2019-213202	Agricultural Scientist	Agronomists, Plant Breeders, Plant Pathologists, Animal Scientists, Plant Scientist, Soil, and Pasture Scientists	Graduate and Post Graduate Bursaries and Internships; BSc Agriculture; BSc Plant Breeding; BTech: Crop Production; BTech: Horticulture; BSc Crop Science; MSc Animal Health	Contracts already shared with Stakeholders
2019-611202	Horticultural Farmer	Horticultural Production Supervisor, Horticultural Farm Foreman	Learnerships	Contracts already shared with Stakeholders
			Skills programme	Short programmes which involves practical's
2019-671202	Millwright	Winder Technician, Electromechanician, Machine Tool Millwright, Ground Electromechanician, Millwright (Electromechanician), Printers Mechanic	Artisan	Contracts already shared with Stakeholders fund from Expanded Public Works Programme (EPWP) project. Scheduled trade test might be postponed due to lockdown
2019-122101	Sales and Marketing Manager	Key Account Manager, Business Development Manager, Business Support Manager	Graduate and Post Graduate Bursaries and Internships	Contracts already shared with Stakeholders
				

## 5 | What possible partnerships can be forged to mitigate the effects of COVID 19 in addressing skills priorities?

### **Unemployment support:**

Partnerships with sector partners and stakeholders to assist re-skilling of employees that's is planned for retrenchment

### **New emerging skills:**

Partnerships with commodity organizations to identify new and emerging skills

### **Health and Safety:**

Partnerships with industry to ensure all employees are sufficiently trained in compliance with the Occupational Health and Safety legislation

### **Recovering of Agricultural economy:**

Partnerships with Provincial Departments and SMME's to establish/strengthen small and emerging business opportunities

# **6 | With reference to the Strategic Skills Priority Actions**


1. What Strategic skills priority actions can be prioritized in the sector in light of COVID 19? Please specify and elaborate
2. What measures can be put in place to ensure that these strategic skills priority actions are implemented?

### **Colour codes for the table on Policy Provisions Skills Priority Actions**

Not affected by COVID 19 = 

Might be affected by COVID 19 = 

Output will be affected COVID 19 = 

SKILLS ACTION	PRIORITY	OUTCOME	OUTPUTS	Measures put in place
Policy provisions that create incentives to support rural skills development.	Rural & temporary skills development is incentivised.	Rural skills development is incentivised through tax structures. The Skills Development Act is amended to include temporary workers in its levy and subsidy structure. Extension services addressed	Rural structures can still be supported, however due to the COVID 19 restrictions will affect the training might be impacted	
Support co-operatives in corporate governance and enterprise development.	Corporate governance and enterprise development unit standards are available to agricultural co-operatives.	Corporate governance and enterprise interventions, currently located in special projects, are developed as accredited qualifications. Rural Development recognised as an AgriSETA sub-sector. Comprehensive, integrated programmes and long-term engagement.	The COVID 19 restrictions will affect the intervention negatively	
Mentorship and career pathways clearly mapped to support equity and youth development. 	Emerging farmers mentored by experienced professionals. Career pathways for youth mapped across the supply chain by sub-sector.	Mentorship programme accredited through Department of Agriculture, Land Reform and Rural Development (DALRRD) AgriSETA structures in partnership with and others. Career pathways mapped by sub-sector with a focus on youth development.	This can still be implemented as it does not involve mass gatherings.	



<p>Improve the quality of skills supply to the sector.</p>	<p>Agricultural extension services are well-resourced, skilled, experienced and up-to-date with latest R&amp;D.</p>	<p>Education and training capacity of service provider and Agriculture Extension Officers continuously evaluated for relevance and quality.</p>	<p>The four months SDL holiday resulted in budgetary reviews, the numbers of beneficiaries linked to this (SPA) might be negatively affected</p>
<p>Establish a cross-cutting focus (on green knowledge and food safety) in all skill provisions.</p>	<p>Skills development needs of the sector include a cross-cutting focus on green knowledge and food safety.</p>	<p>Green knowledge integrated into all learning programmes.</p>	<p>This (SPA) will be achieved through a partnership with Tshwane University of Technology</p>
<p>Fourth Industrial Revolution: Technology and Mechanisation</p>	<ul style="list-style-type: none"> <li>Skills development needs and research innovation in the workplaces, which covers the Fourth Industrial Revolution.</li> </ul>	<p>Workforce trained and well equipped on the latest technology skills.</p>	<p>The four months SDL holiday resulted in budgetary reviews, the numbers of beneficiaries linked to this (SPA) might be negatively affected</p>

**Thank you**

