

Commission 2

HUMAN RESOURCE DEVELOPMENT

Employment equity

Skills development

INTRODUCTION

- Human resource development is the critical answer to
 - the improvement of quality of jobs in agriculture
 - Ability of farmers to own and manage productive assets
- The commission was active and Broad Based!
- Deliberated on general issues and specific suggestions

General Issues

- Importance of HRD in agribusiness
 - Guiding new farmers
 - Clarifying incentives for agriculture as a career
- Differentiation of sub-sectors & interest groups
 - Sub-sector: primary/secondary/processing
 - Interest groups:
employed/unemployed/youth/women/people with disabilities/ seasonal & contract workers
in other indicators

General Issues

- Consistency from objectives to scorecard,
 - Scorecard for the unemployed / youth
- Alignment to other policies
 - EE Act: job description & terminology
 - Skills Dev Act: Funding, commitment & participation of SETA
 - Agric Education & Training Strategy: Targeted career guidance
- Institutionalisation of skills development
 - Mentorship programme
 - In-service training for job occupants

General Issues

- Review of training curricular and take account of indigenous methods of agriculture
- Cost of HRD
 - Quantify funding implications on skills development
 - Determine broader funding sources; trusts in corporation,
- Need for more coordination of training initiatives among government departments as well as other training institutions

5.3 Employment Equity (pp5 & 14)

- 5.3.1 Proactively employ (*black people*)
[***designated employees in black categories***]
in snr, middle and junior [***technical***] and
managerial positions
- 5.3.2 Proactively employ (*black women*)
[***designated employees in black women
category***] in[***technical***]...
- 5.3.3 Proactively employ people with disabilities
with (*relevant*) [***potential to acquire skills***] (*to
qualify for bonus points*)
- 5.3.4 [***Proactively employ youth with***]

5.4 Skills Development (pp6 &14)

[..., *therefore skills development programme must address the most effective & efficient productive methods, ensuring existence of competitive agriculture.*]

5.4.2 Agriculture [*and agri-processing*] training at school and agricultural colleges.....A focused, formal agric training that would equip future (*farmers*) [*agriculturalists*] for (*farming*) [*agric & agri-processing*] practice.....

Skills Developmentcont..

5.4.3 Promote agriculture as a [***competitive***]
career

5.4.4farmers organisations, [***labour***], and ...

5.4.5 (*black people*) **designated employees**

...

5.4.8 [*Ensure transformation of agricultural training institutions to accelerate preferential recruitment and admission of black students*]

AgriSETA, Foodbev SETA & other relevant SETAs undertake to:

5.4.(8)9 Establish training programmes for farm, enterprises [**& processing**] workers in appropriate technical and management skills, [**in conjunction or consultation with relevant industry bodies**]

[5.4.10 Institute Recognition of Prior Learning process]

Skills Development cont....

- Agri-industry undertakes to:

5.4.(9) 11[.....***as well as RPL process***]

5.4. (11) 13 Ensure maximum use of [***training***]
resources provided by skills levy [***and other
resources***

5.4.15 [***Formulate relevant job description for
all workers in agriculture to establish the
need for contents of training, career path
planning and skills development programme***]
[contended]

Scorecards

- Sufficient consensus on EE scorecard
- Consideration for bonus points on learnership
- Increase % on indicator weighting on the employed vs learnerships
- Differentiate target groups/profiles