

INDUSTRY INVOLVEMENT IN TRAINING



A CASE STUDY OF AN AGRICULTURAL COLLEGE

BACKGROUND / GOVERNANCE OF AGRIC COLLEGES

- ◉ Twelve (12) Agricultural colleges in SA
- ◉ Ten (10) are under the administration of Provincial Departments of Agriculture (PDA)
- ◉ One National (DAFF) & One Autonomous
- ◉ Accredited CHE-HET and AgriSeta - Skills training
- ◉ Colleges of agriculture are sector specific
- ◉ Training is focused on ecological zones
- ◉ Currently under transformations process (DHET or DAFF)

MANDATE OF AGRIC COLLEGES

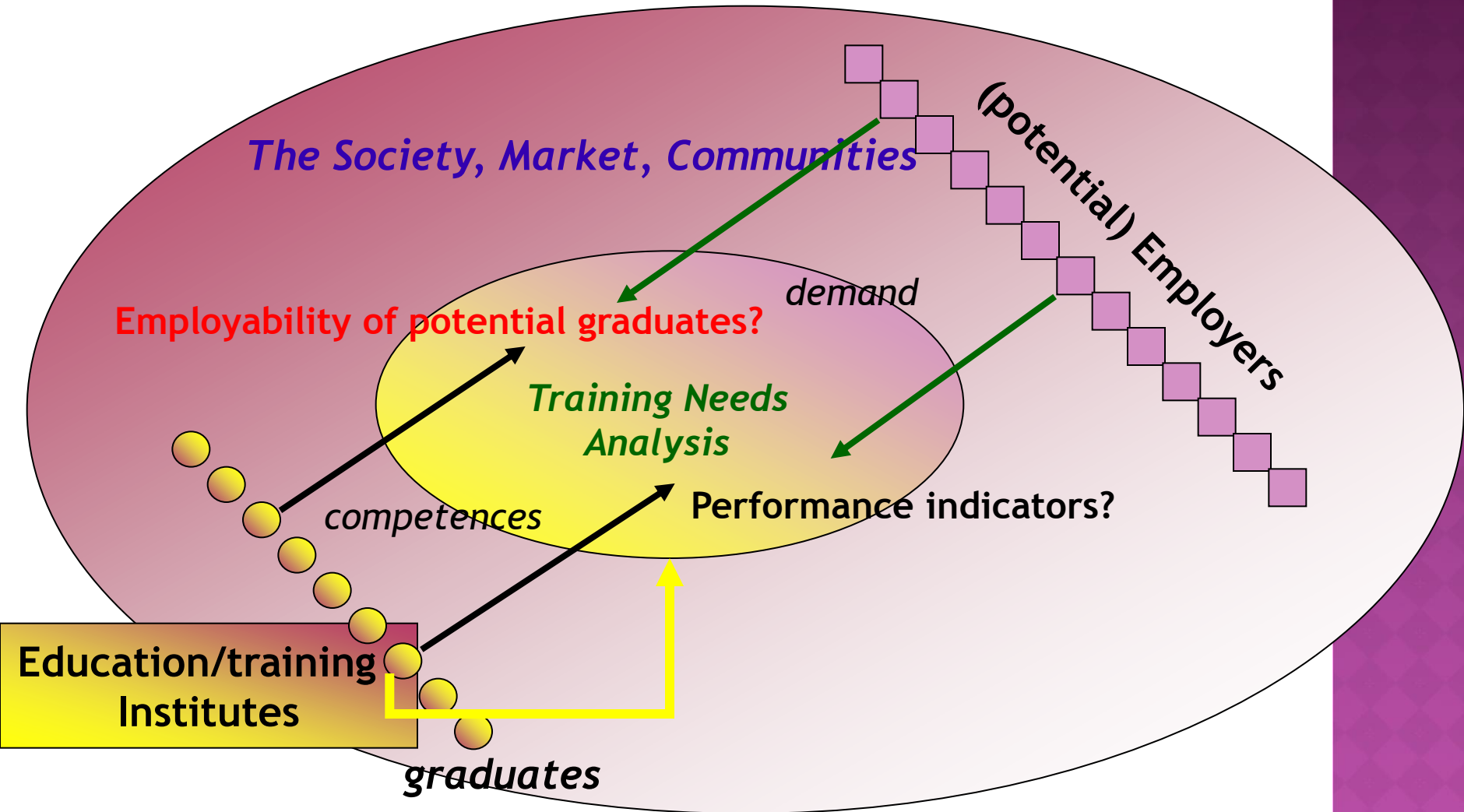
- ◉ Address the short of agricultural skills by:-
- ◉ Aligning curricula to the human resource development needs as identified by public and private sector stakeholders.
- ◉ Providing training, retaining, up- skilled of agricultural extension
- ◉ Developing strategic partnerships with relevant stakeholders / industry
- ◉ Function as Centres of Excellence within its respective agro- ecological zone.

WHY WORK TOGETHER WITH INDUSTRY

By assuring significant and meaningful employer engagement in program design and implementation and evaluation:

- ◉ Prepare high quality human resources for the industry of tomorrow (also high entry-level positions)
- ◉ Provide training for the specific competencies and skill sets that are in demand in of the sectors of today
- ◉ Be responsive to the human resource needs of local and regional businesses for regional development and sustainability

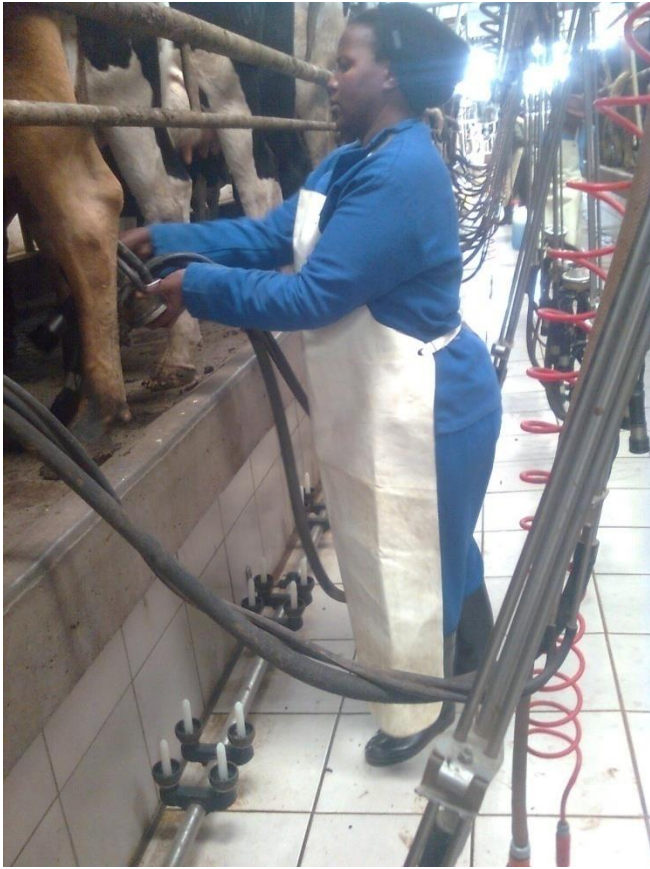
INDUSTRY & EDUCATION / TRAINING



TEACHING & LEARNING ACTIVITIES / MODEL

- ❖ Industry base teaching and learning
- ❖ Six months experiential learning / in-service training / work integrated learning
- ❖ Exposure tours or trips
- ❖ Industry workshops or seminars (at all levels)

INDUSTRY BASED TRAINING : COMMERCIAL FARM



Inserting of cluster



Treating of mastitis



EXPOSURE TOURS/TRIPS



APPROACH

- ◉ Industry needs into account during curriculum development - Competency based Curriculum (CBL)
- ◉ Define the competencies and job profile (whom are we training and what skills are expected)
- ◉ Farmer / companies / industry visits
- ◉ Annual Industry base forum
- ◉ Students evaluation remarks after experiential training

COLLABORATIONS

- ◉ Higher Education Institutions, colleges and FET
 - Subject specific committees
- ◉ Collaboration with the SETAs in particular the AgriSeta
 - Bursaries
 - Graduate placement
 - Internship
- ◉ Collaborations and partnership, a case of Tongaat Hulett's, AgriSeta ,Voermol, Pannar seeds, Mondi, banks or financial institutions (Nedbank)

INDUSTRY COLLABORATION



3. SUCCESSES / ADVANTAGES

- ◉ Employment of students, every year students are employed by industry through interaction
- ◉ Produce graduates that are relevant to the industry needs or expectations
- ◉ Gain confidence and applicable skills
- ◉ Understand the industry
- ◉ Funding for bursaries
- ◉ Sponsorship for student projects in the college

4. CHALLENGES

- ⦿ Mentoring time for students is not adequate
- ⦿ Students conduct
- ⦿ Supervision
- ⦿ Lack or No incentive for the industry

I THANK YOU