



AGRISETA'S INVOLVEMENT IN HORTICULTURAL OCCUPATIONAL TRAINING

Sector Education Training Authority



Many companies contribute towards the Skills Development Levy @ 1% of payroll and this helps to fund training



AGRISETA'S ROLE



- **OFFER BURSARIES**
- **OFFER INTERNSHIPS**
- **OFFER GRADUATE PLACEMENTS**
- **OFFER SKILLS DEVELOPMENT**
- **OFFER QUALIFICATION DEVELOPMENT**



EXISTING QUALIFICATIONS:

QUALIFICATION	LEVEL
49668 - General Education and Training Certificate: Horticulture	NQF Level 1
66589 - General Education and Training Certificate: Horticulture	NQF Level 2
99692 – Occupational Certificate Garden Worker	NQF Level 2

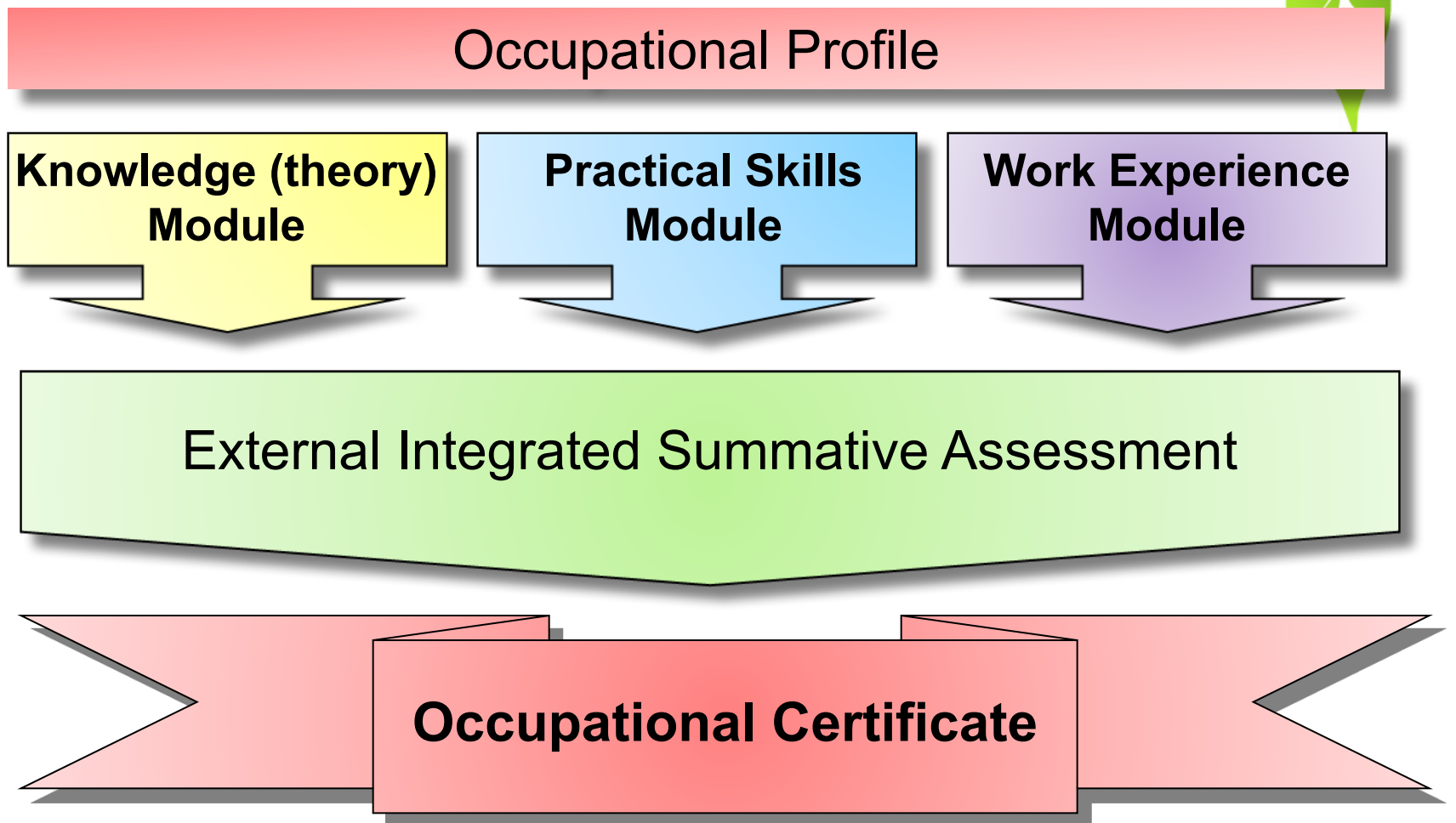


AgriSETA requested that the industry identify scarce & critical skills gaps in Horticulture & develop Occupational Training Courses to uplift the skills levels of employees with little or no formal horticultural training

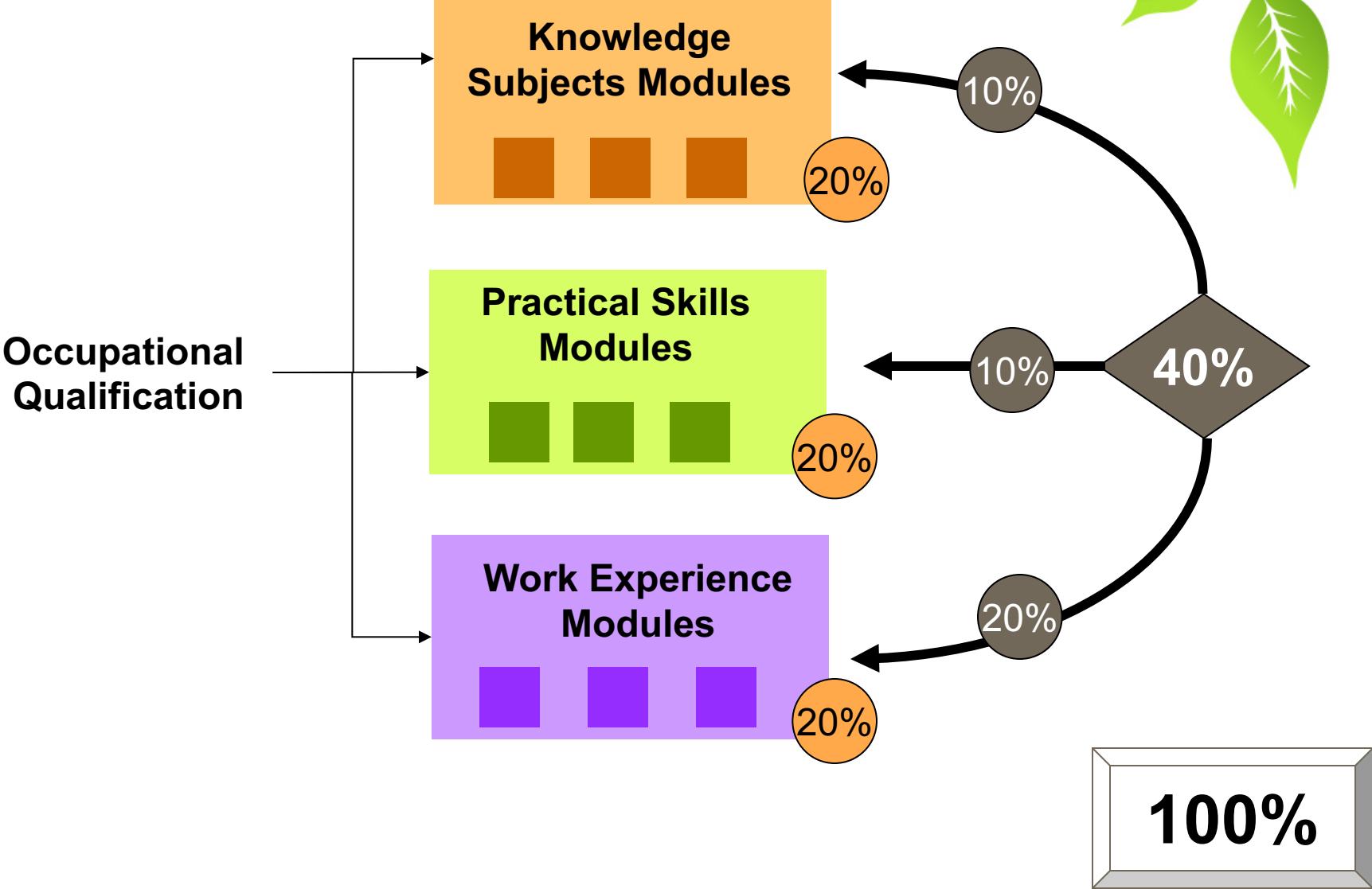


In 2014 AgriSETA
initiated
**Occupational
Training Courses**
developed by
Industry subject
matter experts

Occupation qualification & curriculum



Credit Allocation





Represents Horticultural Industry
sectors such as:

- **Production Nurseries**
 - **Landscapers**
 - **Garden Centres**

Occupational Qualifications

Three qualifications have been developed & registered

Production Nursery Supervisor

Landscaping Supervisor

Garden Centre Supervisor

The Production Nursery Supervisor

course was developed by Dr. Di Goodwin and Hans Sittig, assisted by a professional skills development consultant, Beatrice Enslin.

The course was successfully rolled out as a pilot project in 2012 with 15 learners completing the course.



In 2014 three courses were rolled out:
Production Nursery Supervisor
Landscaping Supervisor
Garden Centre Supervisor

The learner materials for these Supervisor
Qualifications were written by Dr. Di
Goodwin and Hans Sittig



WHERE TO NOW?



INTENDED QUALIFICATION DEVELOPMENT AND CAREER PATH WITHIN HORTICULTURE AS AN OCCUPATION

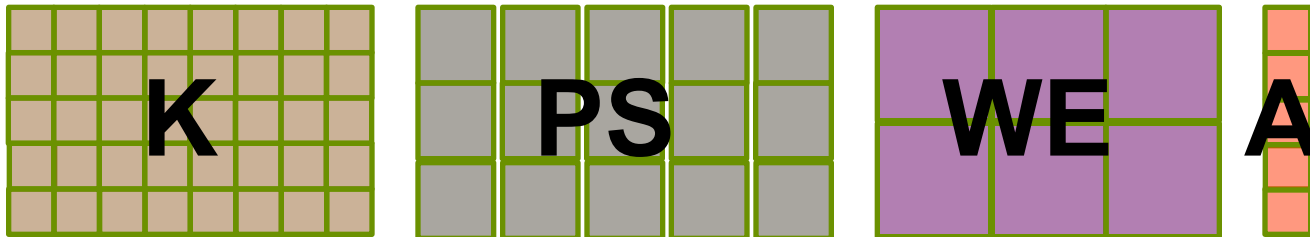
DESCRIPTION

- a. Entry level worker at NQF 1;
- b. Senior worker at NQF 2;
- c. Team leader qualification at NQF 2;
- d. Landscaping qualification at NQF 4 & 5;
- e. Nursery qualification at NQF 4 & 5;
- f. Garden Centre qualification at NQF 4 & 5

PART QUALIFICATION



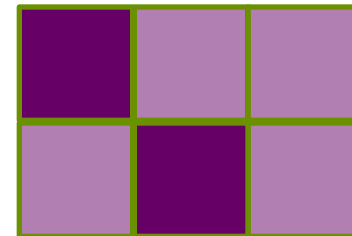
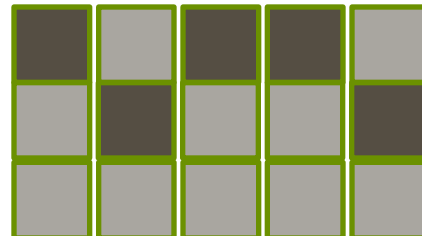
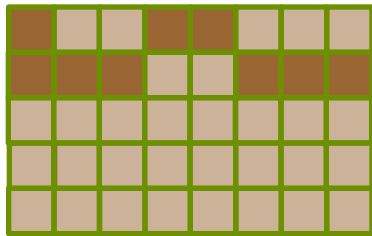
The Parent/Holding Qualification



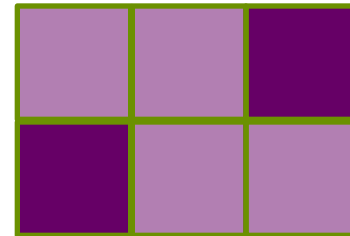
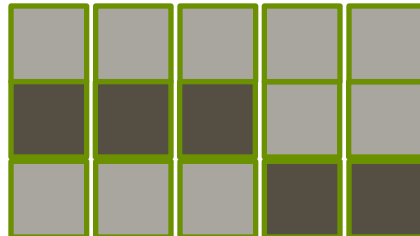
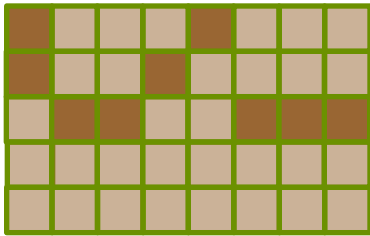
PART QUALIFICATIONS



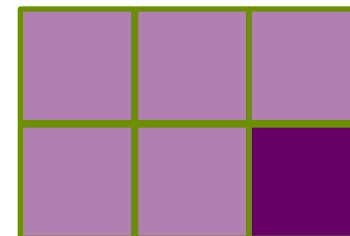
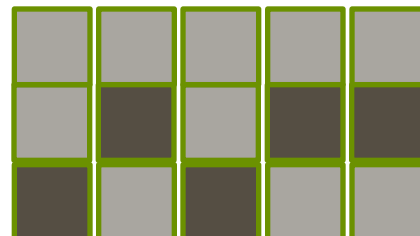
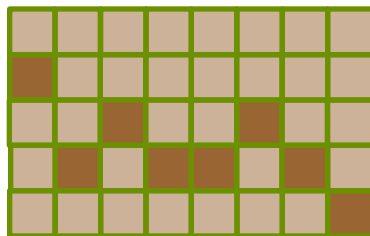
#1



#2



#3



Knowledge
Modules

Practical Skills
Modules

Workplace
Experience
Modules

Sign Off

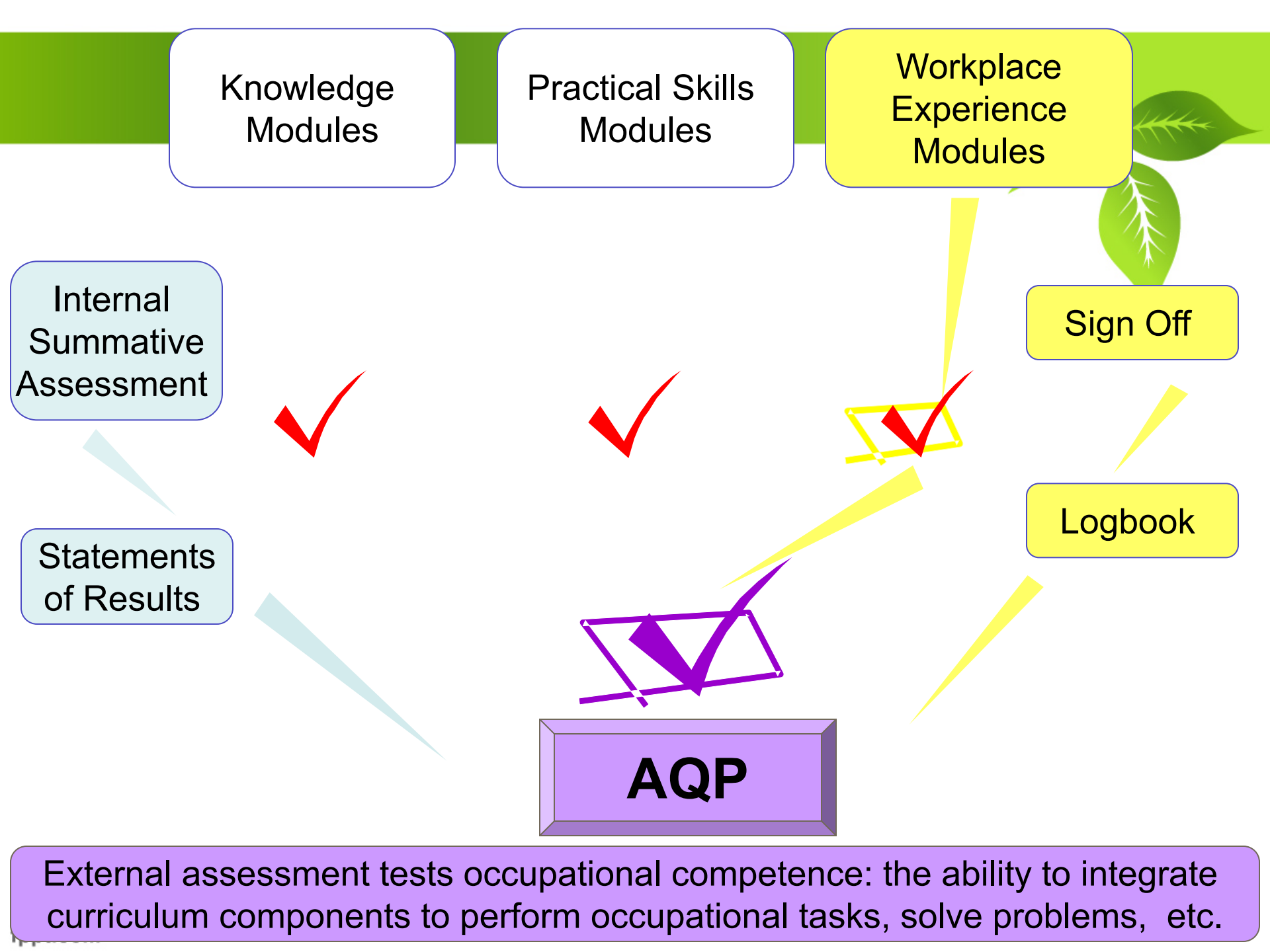
Logbook

Internal
Summative
Assessment

Statements
of Results

AQP

External assessment tests occupational competence: the ability to integrate curriculum components to perform occupational tasks, solve problems, etc.





ASSESSMENT QUALITY PARTNER (AQP)

SAGIC IS APPLYING TO THE QCTO TO
BECOME THE ASSESSMENT QUALITY
PARTNER FOR THE HORTICULTURAL





Assessment Quality Partner

The role of the AQP is specified in the
QCTO policy document

***“QCTO POLICY ON DELEGATION OF
QUALIFICATION DESIGN AND
ASSESSMENT TO DEVELOPMENT QUALITY
PARTNERS (DQPs) AND ASSESSMENT
QUALITY PARTNERS (AQPs)”***



THE ROLE OF THE AQP



The Assessment Quality Partner must, in respect of the occupation/s specified in the Service Level Agreement:

- develop, maintain and apply a national data-bank of instruments for external assessment;
- Provide for RPL assessment to enable learners to achieve full or part recognition for one or more of the curriculum components

Levels	Typical activities	Role	Workplace Focus	Time span of Discretion
10 Envisioning future scenarios				
	Envision conceptualise and advocate strategies in anticipation of changing environments	To provide global direction and leadership	Practices, paradigms, knowledge	10-15 years
	Conceptualise and introduce new practices, knowledge	To provide foresight	The future social, political and economic systems	
		To generate and provide wisdom		
	Note: Level 10 will not be 'taught' it can only be learned and only applies to exceptional leaders			
9 Set and implement strategies				
	Plan and secure capital - financial, intellectual, social, human	To monitor and evaluate performance against organisational objectives and strategies	Stakeholder wealth and well-being	5-10 years
	Enhances and undertakes stakeholder and investor relationships	To act as a transformational leader	Professional boundaries and future 'shape' of professional activities	
	Formulate and implement strategy	To provide overall direction and management	Governance	
	Evaluate the impact and sustainability of implemented strategies		Organisational policy framework	
	Promote and sustain corporate citizenship		Global operating environment	
	Establishes and stewards brands		Capital, financial, human, intellectual, social	
	Manage and report on the co. carbon footprint			
	To grow the intellectual capital of the business			
	Drive and promote triple bottom line in all marketing and sales decisions			
	Promotes corporate social investment			
	Driving transformation			
	Manage cross-functional integration across organisations			
	Facilitate board dynamics			
	Plan and oversee horizontal and vertical integration			
	Note: Level 9 will largely be learned, except where larger organisations and selected universities have created special leadership academies			
8 Manage or design systems				
	Contributes and informs the organisational strategy	To manage specialist operations, eg accounting, personnel, operations, marketing	Workforce stability	3-5 years
	Manage stakeholders expectations and roles	To formulate corporate policies	Stakeholder alignment	

Levels	Typical activities	Role	Workplace Focus	Time span of Discretion
	Advocacy		Organisational culture & values	
	Corporate citizenship		Value chain/proposition	
	Synergy		Continuous professional development	
	Research and develop new or revised systems, technology practices	To manage roles and relationships between elements of the system		
	Perform environmental scans	To manage knowledge		
	Needs analysis			
	Assess impact of external conditions			
	Interpret metrics			
	7 Manage or design processes	Changed practices	New technology, systems	1-3 years
	Negotiate contractual terms and conditions	To ensure continuous improvement	Discipline or practice	
	Manage policy compliance	To reduce risk	Technology, professional practices	
	HR	To ensure compliance with legislation	Tactics	
	Procurement		Innovation	
	Finance		External environment	
	Quality			
	Safety			
	Mobilise and manage resources		Stakeholder and environment	
	Contract services			
	Market products and services			
	Design or re-design processes			
	Interpret strategy			
	6 Develop and implement changes	Optimisation	Improvements	6 mth -1yr
	Investigate and evaluate process options	To respond to changing external and internal needs	Operational performance and risks	
			Bottlenecks, trends	
	Collect, evaluate and build a case based on a variety of types of data or information, legal and ethical considerations	To implement improved technologies, revised systems	Departments or division	
	Provide advice on systems, technology and methods	To bed down revised practices and systems	Technology, discipline and associated practices	
	Implement projects or change processes	To optimise systems, processes and use of resources		
	Plan, resource and manage processes			
	Evaluate outcomes and results			

Levels	Typical activities	Role	Workplace Focus	Time span of Discretion
5	Maintain efficiencies	Stability and consistency	Systems	3-6 mth
	Plan and implement processes and operations	To co-ordinate supply of resources	Operational system	
	Lead and direct teams and progress	To ensure consistency of outputs	Staff	
	Control and manage performance	To implement improved technology and techniques	Market requirements; client satisfaction	
	Co-ordinate operations with other functions	To improve skill level, satisfaction; teams ethics	Environment	
	Implement improvements		Allocated budget Ethics, good practices	
4	Setup processes and solve process problems	Process management	Process data	1-3 mth
	Initiate activities	To troubleshoot	Workflow	
	Interpret work instructions	To ensure smooth workflow, according to schedule, quality standards, safely	Client satisfaction	
	Schedule	To comply with legal requirements	Work or service related data, cost	
	Organise resources	To ensure efficient use of resources		
	Allocate work and resources to team	To ensure availability and reliability		
	Perform technical tasks	To lead and direct operations	Team	
	Install, assemble, repair			
	Provide services	To identify and anticipate problems	Environmental conditions	
	Attend to client needs			
	Ensure progress & completion	To apply technical judgement		
	Co-ordinate work of team			
	Assessing quality of work			
	Control activities			
	Identify and correct deviations			
	Measure and record outputs or provision of services			
	Finishing up activities			
	Reporting			

Levels	Typical activities	Role	Workplace Focus	Time span of Discretion
3 Adjust, maintain and oversee				
	Plan work process	To complete tasks within required time	Productivity Quality	1wk
	Allocate tasks	To ensure procedures are applied consistently		
	Monitor progress of work	To ensure work standards are met	Delivery targets	
	Use equipment and instruments	To ensure availability of equipment and instruments	Wastage	
	Contribute to team efforts and objectives	To ensure team works effectively and efficiently	Safety	
2 Monitor, support				
	Perform repetitive work where some discretion is required	To support operations and processes	Machinery Equipment, machinery (semi-automatic, single purpose), instruments, materials	1day
	Monitor quality of materials, information, process and outputs	To respond to deviations	Internal and external customers	
	Receive visitors			
	Respond to and refer enquiries			
	Dispatch goods			
	Record, organise and report readily available information	To maintain operations through minor adjustments		
	Perform routine clerical work			
	Files & retrieves records			
	Share relevant information with fellow workers			
	To work as a productive and active member of a team	To contribute to team outputs	Own and other teams	
	Operate equipment and machinery	To apply operating procedures	Product or service	
	Make simple settings and adjustments			
	Perform reception duties			
	Interpret work instructions	To confirm compliance with standards	Operating procedures and standards	
1 Perform elementary tasks				
	Perform repetitive, manual tasks with little discretion	To provide support	Machines, tools Basic tools, materials, waste	
	Identify and remove waste	To comply with rules		
	Mix pre-determined components			
	Read and record data			
	Count and tally items			
	Report deviations			
	Identify and remove waste			

Levels	Typical activities	Role	Workplace Focus	Time span of Discretion
	Packing and shelving items			
	Co-operate with fellow workers		Standard forms	
	Sequence task components		Team	
	Provide feedback to supervisor		Environmental hazards	
	Process questions			
	What are the, predominant, common things people routinely do?	What is the purpose of these typical tasks?		
		What is the characteristic or expected function?	The things or people that the person is expected in interact or deal with	
	Verb + noun	To = verb +noun +[adverbial phrase]	Noun	



thank
you

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