

Skills development and Training requirements of the Aquaculture Sector in the Western Cape:

- a need to incorporate SETA training

by
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from the



Background:

- Importance of skills development, training and capacity building expressed from State President level down to National, Provincial and Local Government level.
- Emphasised in a national Benchmarking Survey of the Aquaculture Industry, conducted by ALSA in 2006.
- Resulted in the Western Cape Aquaculture Skills audit conducted by ALSA in 2007.

Project Objective:

To conduct a skills audit of the Western Cape Aquaculture Sector:

- assess what skills development and training are required for human resource development within the industry and government

Project Objective (cont.):

2. assess whether the necessary training service providers for the sector are available
3. assess whether available training is industry needs driven
4. assess whether there are any gaps that needs to be filled with regard to training and skills development.

Project Methodology:

1. **Producers** (from both the freshwater and marine aquaculture sub-sectors), **secondary service providers** to the sector (processors, feed manufacturers), **training service providers** as well as the relevant **provincial government departments** (DEADP, DEDT, DoA, CapeNature) were interviewed.

Project Methodology (cont.):

2. Geographic representation: interviews conducted across the Western Cape Province

(ie Knysna, Gansbaai, Hermanus, Kleinmond, Grabouw, Franschhoek, Stellenbosch, Somerset-West, Cape Town City Bowl, Montague Gardens, Saldanha Bay etc).

Project Methodology (cont.):

3. needs on various levels:

labour = unskilled

specialised = semi-skilled,

junior management = skilled

senior management = skilled

4. on-farm training vs. training elsewhere at a training facility

5. preferred communication language

Results: Industry needs

1. Languages: English, Xhosa & Afrikaans
2. Areas: West Coast, South Coast, In-land area
3. Training courses in close vicinity of farms
4. Accredited Courses that will
 - (i) assist with sustaining & creating jobs
 - (ii) Enable the promotion of employees
 - (iii) Enable Black Economic Empowerment

Results: Industry needs (cont.)

4. Inclusive Courses – available to both the fresh water and marine aquaculture sub-sectors
5. Content:
 - (i) Basic life skills (meta skills)
 - (ii) Business Skills
 - (iii) Finance Management skills and
 - (iv) Aquaculture principles

Results: Government needs

- ⦿ Aquaculture is generally a new emmerging sector.
- ⦿ Officials do not necessarily have the appropriate training to deal with Aquaculture queries
- ⦿ Officials over-committed, small % of time dedicated to the Aquaculture Sector

Results: Government needs (cont.)

- ⦿ Every department needs at least two/more Aquaculture Officials
- ⦿ Chicken & egg:

Gov needs to commit more resources (human and financial) in order for sector to grow

Or

Sector needs to grow before gov commits more resources (human and financial)

Recommendations:

Report contained several recommendations
i.e.

1. AISA, CIAT and US to work together to establish a 3 tier Skills Development and Training Programme for the Aquaculture sector in the Western Cape.
2. AISA to introduce AgriSETA training to the sector by providing a platform for presentations with regard to its programme.

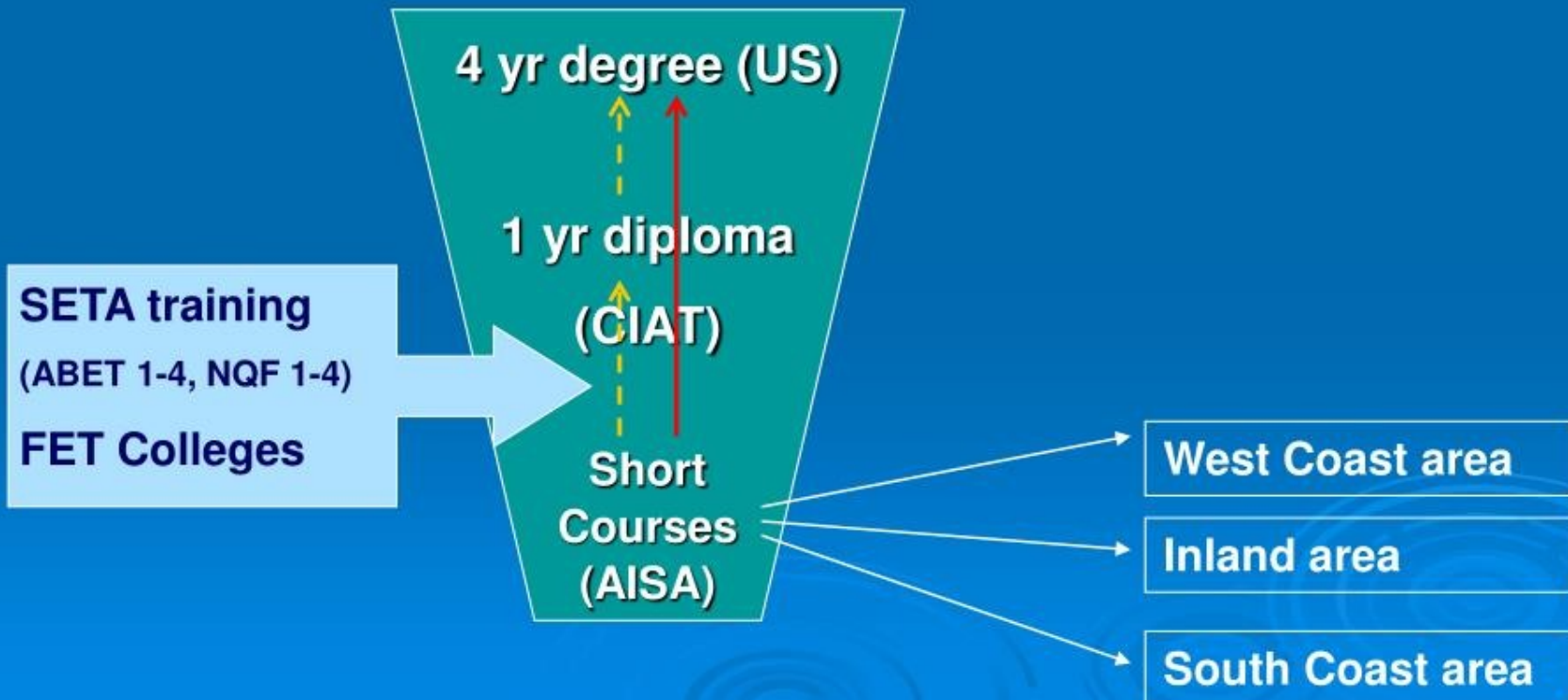
Recommendations (cont.)

3. AISA, CIAT, US, AgriSETA and FET colleges to consider the approach to integrating the 3 tier programme

The Challenge:

Challenge #1:

To interlink/integrate the various training levels



The Challenge (cont.):

Challenge #2:

To get access to funding to implement the
Aquaculture Skills Development & Training
Programme for the Western Cape. !!!!!

Progress to date:

1. AgriSETA service provider introductory presentation at the Sept 2007 Southern Aquaculture Working Group (SAWG) meeting – **to be repeated**
2. 4 yr Agriculture Degree at US (with Aquaculture as the main subject)
- **in place**
3. 1 yr diploma course at CIAT – **in progress**
4. Short course funding application by ALSA
- **in progress**

Progress to date (cont.):

Still to take place (once funding has been obtained):

- ⦿ Course material to be compiled
- ⦿ Course material to be accredited
- ⦿ Course material to be translated into
3 languages
- ⦿ Service providers to be sourced

Conclusion:

- ⦿ A Skills Development and Training Programme is of the utmost importance for the growth of the sector, its sustainability, promotion of employees into management levels thereby contributing to Black Economic Empowerment.
- ⦿ Even though most, if not all, stakeholders appreciate the importance of skills development and training, funding is still not as forthcoming as it should be !

Acknowledgements:

AISA strongly supports multi-organisational collaboration and wishes to thank all the organisations that have in one way or another contributed to the successes that AISA have had over the past three years.

THANK YOU

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References:

- *Botes L, Thompson G and Louw R 2006. Benchmarking Survey of the South African Aquaculture (marine and fresh water) Sector, AISA report.*
- *Botes L 2007. Skills development, Capacity Building and Training requirements in the Western Cape, AISA report.*

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