

Umngca Farmers Training Group

Accreditation nr: PAET2511

Training Report

on the

**Department of Education
Eastern Cape Province
Skills Development Programme**

to

**Primary Agricultural Education and Training
Authority
(PAETA)**

27 June 2005



Introduction

The second round for 2005 for the training of adult learners at 12 various ABET centers throughout the Eastern Cape Province was approved by means of a letter from PAETA dated 12 April 2005.

For the reason that the service provider experienced some minor problems with regard to the administration and training arrangements under the first round of training during 2004, the following pre-arrangements was proposed to the director of the Department of Education, ABET, Eastern Cape Province.

1. Training Programme:

We have shortly discussed the following programme with some of the center managers, and agreed to the following activities:

- a. We will pre-visit all 12 centers and communities during the week of 25 – 29 April in order to get the following arrangements in place:
 - Explanation of the training programme, outcomes and objectives.
 - Selection of learners from the community members, 20 per center.
 - Training to take place as from Monday, 9 May 2005, until Friday, 3 June 2005.
 - Explanation on the accreditation value of 20 credits obtained from the training.
- b. Explanation of the sustainability expectations of the project.

2. Sustainability of the programme:

It is just as crucial for us, as for your Department that the Skills Training Programme must have a sustainable outcome of food security and income support to the members. The problems encountered at this stage, as was highlighted in the past, are as follows:

- Most centers do not have a well-structured community food production or livestock programme in place.
- Where such a programme or project is in place, it still lack a lot of re-structuring, well defined constitution and management arrangements.
- Most projects do not have any type of infrastructure.

- Most projects do not have any bank account or any funding at all.
- Projects do not have enough tools and equipment to sustain food production.
- The most important factor is that the community do not understand the role of the ABET Center in this programme, and there is also no clear agreement or arrangement between the ABET CBO and community project members. The role of the ABET educators and the Center. Must be clearly spelled out we propose hereunder.
- The community must clearly understand that after this second round of training, there will be 40 members involved in the community based garden or livestock programme, as where applicable.

3. The proposed role of the ABET Center after implementation of the programme:

- a. The ABET Center will act as the **mediator** from the Department of Education to facilitate a technical skills programme to the community where it is based.
- b. The Center managers and Educators' role is to **educate** and to deliver ABET skills and life skills to mostly the uneducated and illiterate adults in that community. They are getting paid under contract to the Department of Education to fulfill that role, and therefore are not a member as such of the sustainable food production and supporting income programme.
- c. Between the CBO of the Center and the community, a very well structured and understandable **policy** on the role of the Center and its personnel must be developed.
- d. The Center personnel and agricultural specialist, where applicable, are responsible for the following **extension** duties:
 - Aftercare on the programme.
 - Guidance with regard to issues such as:
 - a. Conflict resolution
 - b. Production planning
 - c. Management planning
 - d. Security management and planning
 - e. Motivation
 - f. Marketing strategy
 - g. Record and bookkeeping
 - h. Fair distribution of food and income between the members as per constitution.
 - i. Agricultural extension (technical advice)
 - j. Linkages with other programmes, providers and Departments. (Agriculture)

- k. Programme progress reports to the Department of Education

4. The proposed role of the Umnga Farmers Group in the implementation of the programme:

a. Programme planning

We will assist in the following procedures of programme planning:

1. Introduction of the programme.
2. Setting of objectives for the programme relevant to each center.

b. Programme facilitation

1. Selection of learners in co-operation with the community and Center management.
2. Institutional arrangements with regard to:
 - i. Constitution
 - ii. Office barriers
 - iii. Bank account
 - iv. Project site
3. Programme implementation duration and exact dates.
4. Code of conduct with regard to the relationship regulations between the parties
5. Involvement of the 20 learners trained during phase 1.
6. Financial contribution from Umnga Farmers Group.
7. Define a policy with regard to the role of the ABET center and the project in the programme.
8. Facilitation report to Department of Education.

c. Programme technical skills training

Technical training in 20 credits per learning programme as according to the prescribed unit standards. Duration 20 days.

d. Programme management training

It will be of no use to train another group of learners, without building some management and bookkeeping skills into the programme. For this reason Umnga Farmers will contribute towards an additional 5 days training in basic business management, including basic book and record keeping.

e. Programme kick start funding

For the reason that there are no additional project funding available, and the fact that it will be impossible to motivate a further 20 learners per

center to participate in the programme, Umnga Farmers took the following decision:

1. Garden projects

The following equipment will be supplied per center on the first day of training:

Description	Total	Value (R)
Garden fork	5	433.00
Garden rake steel	5	265.00
Knapsack sprayer 10 l	1	438.00
Watering can	5	250.00
Safety mask	1	10.00
Safety goggles	1	11.00
Safety gloves pair	1	12.00
Measuring jug	1	10.00
Beetroot seed 1 kg	1	50.00
Carrot seed 1 kg	1	80.00
Cabbage seed 1kg	1	330.00
Spinach seed 1 kg	1	60.00
Green been seed 1 kg	2	70.00
Pumpkin seed 1 kg	1	76.00
Onion seed 1 kg	1	120.00
Cabbage seedling 200	3	120.00
2:3:4(30) Fertilizer 50 kg	2	300.00
LAN Fertilizer 50 Kg	1	115.00
Kemprin 1 Liter	5	180.00
Dithane 25 kg	1	470.00
Aphox 500g	5	500.00
Vulcano 90 – 5 liter	1	100.00
TOTAL		R 4000.00

2. Livestock projects

Due to the complexity and wide variation between the various projects in different districts, Umnga will first establish the direct livestock need before proposing a start –up kit. The value of our financial contribution per center will be R4000.00. (Four thousand rands)

f. Programme implementation

The implementation of the programme as proposed and developed, will be simultaneously done during the technical training.

g. Programme aftercare and reporting

Aftercare and reporting is part of our holistic development procedure.

This proposed training programme and implementation procedures was approved by Mr. Paul Ntebe, director of ABET, Department of Education, Eastern Cape Province.

The following programme was followed at the ABET centers indicated, qualified in 20 credits per learner.

P.A.L.C Name and area	Unit Standards	Start date	End date	Total learners attended out of 20
EAST LONDON P.A.L.C.'S				
Lukhanyiso	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	15
		18 July 2005	12 Aug 2005	5
Emthonjeni	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	19
Ndumiso-Mbekwa	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20

Phambili	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	20
Sakhikhaya	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20
LUSIKISIKI P.A.L.C'S				
Magwa	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	17
Qawukeni	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20
Mthontsana	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20

Ntafufu	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20
Vulindlela	<ul style="list-style-type: none"> • Care of farm animals • Control weeds, pests and plant diseases in an agricultural field using chemicals • Demonstrate an understating of cultivation of soils and control weeds 	09 May 2005	03 June 2005	20
PORT ELIZABETH P.A.L.C.'S				
Sazisulwazi	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	20
Nzululwazi	<ul style="list-style-type: none"> • Demonstrate an understanding of soil preparation • Demonstrate an understating of cultivation of soils and control weeds • Control weeds manually • Apply fertilizer manually • Control weeds, pests and plant diseases in an agricultural field using chemicals 	09 May 2005	03 June 2005	20

Unit standards / Curriculum outlines

All unit standards were submitted and learners were declared competent strictly as according to the unit standard outlines as described in the PAETA unit standard guide. Please refer strictly to the specific outcomes as described in the PAETA unit standard guideline.

Plant production unit standards

The methodology of training was to present the outcomes of the unit standards in a holistic approach in order to equip the learner with a total picture of the crop production cycle such as production planning, soil preparation, planting of seedlings, weed and pest control and harvesting and marketing of the crop.

The following training equipment and inputs were sponsored and supplied to the centers by Umnga Farmers Group as service provider:

P.A.L.C name	Project / training equipment supplied
Lukhanyiso	Full garden kit
Emthonjeni	Half garden kit Fencing kit
Ndumiso-Mbekwa	Half garden kit Fencing kit Poultry production kit
Phambili	Half garden kit Fencing kit
Sakhikhaya	Half garden kit Poultry production kit
Magwa	Half garden kit Fencing kit
Qawukeni	Half garden kit Poultry production kit
Mthontsana	Half garden kit Poultry production kit
Ntafufu	Half garden kit Poultry production kit
Vulindlela	Half garden kit Poultry production kit
Sazisulwazi	Full garden kit
Nzululwazi	Full garden kit

Note: Please refer to Addendum A for a full description of the categories of equipment supplied.

Care of farm animals – Unit standards

The unit standards as prescribed under this unit standard in the PAETA guidelines were also strictly followed in order to declare all learners competent under this unit standard. During our pre visits to the centers it was made clear by all the learners and managers of the various P.A.L.C's as mentioned, that they would like to reach the outcome of broiler production under this unit standard. We as service provider made it very clear that we are not allowed to vary from the unit standards as prescribed by PAETA. In order to fulfill the need of the people to start with poultry production under the farm animal section, Umnga Farmers has provided an additional 5 days of training to all the relevant centers in order to provide the alternative skill in broiler production. This additional training was done as from Monday, 06 June 2005 until Friday, 10 June 2005.

Report on individual P.A.L.C.'s

1. Mtontshasa

a) Positive remarks

- Center management was very much positive and cooperative.
- The community learners were very much positive and cooperative in attending the training.
- Umnga Farmers Group delivered R2000.00 garden startup kit.
- Umnga Farmers Group delivered R2000.00 broiler startup kit.
- More than the expected 20 learners attended the training, which reflects a great need for technical skills in Mtontshasa.
- A farm business management and bookkeeping course was submitted and exceeded the expectations of the learners.
- The first and the second group of learners found a positive way of cooperating in both the garden and livestock projects.
- A constitution was formulated for the project and a bank account was opened with the assistance from Umnga Farmers Group.

b) Negative remarks

- The learners were not elected and ready for training during the first 2 days of the training programme.
- A construction skills programme was provided during the same time with the result that some of the young male learners quitted the agricultural skills programme.
- Learners were a bit reluctant in the beginning to participate in practical garden work such as soil preparation.

c) Recommendations

- Department of Education to consider further funding for garden infrastructure and inputs as well as poultry structure, equipment and inputs.

d) Outcomes achieved

See photo report.

2. Vulindlela

a) Positive remarks

- The people are willing to work hard.
- Umnga Farmers Group delivered R2000.00 garden startup kit.
- Umnga Farmers Group delivered R2000.00 broiler startup kit.
- The people were very motivated by the training.

b) Negative remarks

- The internal politics was a problem between the two villages.
- They don't have enough land to plant.

c) Recommendations

- The Department of Education assisted in fencing material.
- Infrastructure for broilers is needed.

d) Outcomes achieved

See photo report.

3. Qawukeni

a) Positive remarks

- Umnga Farmers Group delivered R2000.00 garden startup kit.
- Umnga Farmers Group delivered R2000.00 broiler startup kit.
- The center manager had a positive attitude and reflected to be a willing person.
- The learners were very positive.
- The broiler project received an overwhelming reaction from the learners.

b) Negative remarks

- The learners are not very much motivated to sustain the project.

c) Recommendations

- The Department of Education can assist in building infrastructure for broilers.
- The need for more funding to construct fencing.
- The aftercare by Department of Education and Umnga can be of a great advantage as to motivate the people.

d) Outcomes achieved

See photo report.

4. Magwa

a) Positive remarks

- R4 000.00 garden kit was delivered by Umnga Farmers Group.
- The center manager and educators were very much co-operative.
- The learners were very active during the practicals.
- The learners found that the business management course was very helpful.
- The learners were very much willing to participate in the learner selection process.
- The learners were willing to work hard and were given more land from the local tribal head in order to extend the garden activities.

b) Negative remarks

- The poor organizing of learners resulted us to start very late with our registration.
- The training started at the wrong time because most people were busy harvesting.
- The learners were complaining about the long hours of training.

c) Recommendations

- The Department of Education must open doors for other training e.g. caring for animals.
- They wish that certificates could be issued in time after training.
- The Department of Education must contribute more positive towards the programme organisation in future.

d) Outcomes achieved

See photo report.

5. Ntafufu

a) Positive remarks

- The cooperation of the center manager and the learners was very good and also welcoming.
- Umnga Farmers Group delivered R2000.00 garden startup kit.
- Umnga Farmers Group delivered R2000.00 broiler startup kit.
- The training and training venue was well organized.
- The center manager wishes that she could work more with Umnga.
- The learners were very eager to learn even late hours, just for the sake of doing work.
- The learners were very active in practicals.

b) Negative remarks

- The internal politics were almost a problem between the two villages.
- The former group of 20 learners was discouraging the new learners because they were complaining about not receiving their certificates last year.

c) Recommendations

- The Department of Education can help with further funding in order to have medication for their chickens.
- The Department must also look for other training courses e.g. pig production.

d) Outcomes achieved

See photo report.

6. Lukhanyiso

a) Positive remarks

- Even though it was difficult to recruit and get the prescribed number of learners, the basic issues of establishing the project were achieved, e.g.
 1. Project committee was formed
 2. Steering committee was formed
 3. Constitution was established
 4. Preparation of opening a bank account
- When we left the center the learners promised to keep everything safe that was donated to the project.

b) Negative remarks

- Poor recruitment due to the lack of interest from the people of the area was the most problematic issue.
- There is less hope that the project will be sustainable because the trainees who attended the training had different reasons of attending, i.e.
 1. Some came to get skills and leave the center to work independently.
 2. Some came to get a certificate so that they can get jobs.
- The center manager seems not to be a person who knows what exactly is expected from her. She does not show signs of taking a leading role or of being a mediator. These were noticed during training. She failed to organise or to enforce discipline because most of the time she stayed away from the training.
- The district officer played a disappointing role; he never tried to be co-operative for a single day. At times the in co-operative behavior of some center managers was as a result of his passive reaction, hence they took advantage.

c) Recommendations

- Should the district officer take or play a more positive role in this center by motivating a little bit the center manager things will be better.
- The center manager should understand her role and have an interest on what she is doing in the project.
- The center manager must at all times have a closer relationship with the learners and do proper planning on her work.

d) Outcomes achieved

See photo report.

7. Emthonjeni

a) Positive remarks

- The people we trained this time were more involved and interested than the previous group, even though it was also difficult to convince them on some other issues like the issue of certificates, catering and payment. It was really difficult to pinpoint some positive remarks in the center.
- The photo report reflects the willingness of the people after being motivated by Umnga.

b) Negative remarks

- The center manager was completely un-cooperative and reflected a total negative attitude. She could never react positively towards any proposals and after training started disappeared and could not be found, even on her phone.
- The learners were never satisfied by whatever assistance we tried to give e.g. when we bought them fencing material and garden equipment they also wanted overalls and payment for labour to fence their own garden.
- The negative attitude of the district officer was reflected clearly on the attitude also of the educators.

c) Recommendations

- Some close monitoring of the center is needed from the side of the department.
- The learners still need to be taught about how to work as a team in a project. When they are called to a project they think about benefiting on things that cannot sustain the project like catering, getting overalls and being paid.
- The management contribution from center management and district level needs to be revised.

d) Outcomes achieved

See photo report.

8. Phambile

a) Positive remarks

- Even though the training did not start with the prescribed number of trainees on the first day, it ultimately turned out to be the most positive center to be trained in Mdantsane Township.
- The learners made the training and circumstances for the instructor very easy in the center by being so co-operative, especially those who were not the ABET's current learners.
- The learners extended their garden project remarkably after the training was conducted.

b) Negative remarks

- A little bit of negligence of the training by the center manger was noticed. She did not explain clearly to the learners what the project is all about as it was explained to her in a meeting at Rubusana College.
- The learners were divided but because the training was dominated by adults nothing really happened, the center manager did not allow time to sit down with the Umnga instructor to resolve differences.
- No contribution was received from the district officer.

c) Recommendations

- The Department of Education (ABET) must take a closer look at the project because the people are prepared to go on with the project with or without the center manager as a mediator.
- If the above is not done the project might be a community project with no involvement of ABET or be the project of ABET without those trained members.

d) Outcomes achieved

See photo report.

9. Sakhikhaya

a) Positive remarks

- The training at this center also went well according to the training plan.
- The center manager did his best to organise the training.
- Learners organised the people who were willing to learn and were united as center project members.

b) Negative remarks

- It will be difficult to make negative remarks with value on this centre's training report.

c) Recommendations

- The project must stay focused and the center manager and educators must ensure a good relationship with other relevant government departments like agriculture and social development to get advice and further funding.

d) Outcomes achieved

See photo report.

10. Ndumiso-Mbekwa

a) Positive remarks

- The learners who attended the training were very cooperative and willing to learn. Even though there were some disturbances the learners never gave up. They attended until the training was completed.

b) Negative remarks

- The center manager seemed as if she was not happy with the learners that attended the training as she kept on telling them that they were not the beneficiaries of the project. She told them that they were only there to get the skills.
- Due to above problem, at times learners were de-motivated and boycotted some practical activities.

c) Recommendations

- The center manager must have a mind of development and stop de-motivating the trainees.
- The center manager must also have transparence to the trainees about all project issues.
- The role of the people who are not ABET learners must be made clear. They need rather to be made part of the center and not be expelled by management.

d) Outcomes achieved

See photo report.

11. Nzululwazi

a) Positive remarks

- A R2 000.00 garden kit was delivered by Umnga Farmers Group.
- A R2 000.00 fencing kit was delivered by Umnga Farmers Group.
- The learners were eager to work hard.
- The two training groups promised to work hand in hand.
- The center manager cooperated very well with the Umnga instructor.

b) Negative remarks

- It will be difficult to make a valuable negative remark on this center.

c) Recommendations

- The center needs to be helped on a higher level to obtain more secured land for their project.

d) Outcomes achieved

See photo report.

12. Sazisulwazi

a) Positive remarks

- R4 000.00 garden kit was delivered by Umnga Farmers Group.
- This is one of the centers where all things went as according to plan.
- The center manager was on schedule.
- The instructor did the training as according to the training plan.
- The project committee was established containing:
 1. A constitution
 2. Opening of a bank account
 3. Land ownership
 4. Business plan and a project stamp was designed
- The photo report reflects the positive outcomes of this center.

b) Negative remarks

- It will be difficult to make a valuable negative remark on this center.

c) Recommendations

- In an institution that is doing fine like this one, the recommendations can only be that everyone must keep up the good work and stay focused and be prepared to learn more.
- The ABET district officer must by all means support and motivate the center manager and the trainees.

d) Outcomes achieved

See photo report.

Challenges to the programme

Challenges towards the sustainability of the programme

With reference to our pre training discussions to the Department of Education in the Eastern Cape, the following issues was mentioned as challenges to be crossed before training could commence:

1. Most centers do not have a well-structured community food production or livestock programme in place.
2. Where such a programme or project is in place, it still lack a lot of re-structuring, well defined constitution and management arrangements.
3. Most projects do not have any type of infrastructure.
4. Most projects do not have any bank account or any funding at all.
5. Projects do not have enough tools and equipment to sustain food production.
6. The most important factor is that the community do not understand the role of the ABET Center in this programme, and there is also no clear agreement or arrangement between the ABET CBO and community project members. The role of the ABET educators and the Center. Must be clearly spelled out we propose hereunder.
7. The community must clearly understand that after this second round of training, there will be 40 members involved in the community based garden or livestock programme, as where applicable.

Challenges towards the institutional function of the programme

The parties involved in this contract were:

- PAETA
- Department of Education
- Umnga Farmers Group
- The ABET center
 - The center principle
 - The center educators
 - Full time ABET learners
 - Non ABET learners as part of the skills programme
 - The school governing body (SGB)

The proposed role of the ABET center after implementation of the programme was:

- a. The ABET Center will act as the **mediator** from the Department of Education to facilitate a technical skills programme to the community where it is based.
- b. The Center managers and Educators' role is to **educate** and to deliver ABET skills and life skills to mostly the uneducated and illiterate adults in that community. They are getting paid under contract to the Department of Education to fulfill that role, and therefore are not a member as such of the sustainable food production and supporting income programme.
- c. Between the CBO of the Center and the community, a very well structured and understandable **policy** on the role of the Center and its personnel must be developed.
- d. The Center personnel and agricultural specialist, where applicable, are responsible for the following **extension** duties:
 - i. Aftercare on the programme.
 - ii. Guidance with regard to issues such as:
 - Conflict resolution
 - Production planning
 - Management planning
 - Security management and planning
 - Motivation
 - Marketing strategy
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 - Fair distribution of food and income between the members as per constitution.
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2. Institutional arrangements with regard to:
 - i. Constitution
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- 8. Facilitation report to Department of Education.

c. Programme technical skills training

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d. Programme management training

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e. Programme kick start funding

For the reason that there are no additional project funding available, and the fact that it will be impossible to motivate a further 20 learners per center to participate in the programme, Umnga Farmers took the following decision:

1. Garden projects

The supplying of kick-start equipment.

2. Livestock projects

Due to the complexity and wide variation between the various projects in different districts, Umnga will first establish the direct livestock need before proposing a start –up kit. The value of our financial contribution per center will be R4000.00. (Four thousand rands)

f. Programme implementation

The implementation of the programme as proposed and developed, will be simultaneously done during the technical training.

g. Programme aftercare and reporting

Aftercare and reporting is part of our holistic development procedure.

Victories to the programme

Victories towards the sustainability of the programme

1. A well-structured community food production and/or livestock programme was put in place by assisting the learners in the following:
 - a. A well-defined project constitution.
 - b. A co-operation agreement between the ABET center and the project members with regard to their functions in the programme. (please refer to Addendum B for the draft outline of this agreement).
 - c. The opening of a bank account for the project with a deposit of R250.00 per project funded by Umnga Farmers.
 - d. The supply of a basic infrastructure kit, especially in the garden projects where no infrastructure existed.
 - e. The supply of a sustainable start-up kit including garden equipment and production inputs for both livestock and garden projects.
 - f. A clear understanding was reached between the first and second group of learners trained under this programme, as well as a clear defined agreement on the role of all parties involved.

Victories towards the institutional function of the programme

All outcomes as was proposed and agreed to between the Department of Education, the management of the ABET center, the learners and community as well as the Umnga Farmers Group was reached. Please refer to these proposals under the introduction heading of this report, paragraphs 3 and 4.

Provider recommendations

From our experience over the past 5 years in the ABET centers, specially with the skills training programmes, the following recommendations must be included as part of a policy document relating to standing working procedures for all parties involved in ABET centers.

1. A clear policy and standing working procedure towards the duties of the center principal must be put in place.
2. A clear policy and standing working procedure towards the duties of the center educators must be put in place.

3. A clear policy and standing working procedure towards the handling of a center bank account and finances must be put in place.
4. A clear policy and standing working procedure towards the legal entity and individuality of a community development project and its members in relation to the ABET center must be put in place.
5. The Department of Education/ABET educator contractual conditions with special reference to remuneration of ABET educators must urgently be revised before any success in any ABET programme will be achieved.
6. Department of Education District managers must be given a clear policy towards their role in the skills development programme. The lack of involvement and contribution from DOE district managers creates a huge gap in the communication between center management, community learners and the service providers.
7. The selection process of learners for a skills development programme must be revised in total and center management with their educators must receive special training and information with regard to the selection process.
8. Extern project funding from the Department of Education must be linked to a specific skills training programme and not just done without any link to a well-structured and defined skills training programme that is part of a well-structured community based, needs driven project.

Conclusion

On behalf of the board of directors and management of the Umnga Farmers Training Group, we would like to express our sincere thanks to the National and Provincial Department of Education for giving us this opportunity to be part of the skills development programme of our rural disadvantaged people.

We hope that we have satisfied your needs and expectations and that we could contribute towards the success of this programme. We hope that in future we can still be part of this venture in order to build a better future through skills for our people.

This report was compiled with the assistance of the following individuals from the Umnga Farmers Group:

- Albert Motsoikha, Manager of programmes and projects
 - Johann Stassen, CEO
 - Lizel Schutte, Administration manager
 - Vuyisa Malahle, Workplace assessor
 - Mziwoxolo Kashimba, Training manager
-

Addendum A

Full garden kit

Total value = R4,000.00

Description	Total
Garden fork	5
Garden rake steel	5
Knapsack sprayer 6 Lt	2
Watering can	3
Safety mask	1
Safety goggles	1
Safety gloves (pair)	1
Measuring jug	1
Beetroot seed 1kg	1
Carrot seed 1kg	1
Cabbage seed 1kg	1
Spinach seed 1kg	1
Green beans seed 1kg	2
Pumpkin seed 1kg	1
Onion seed 500g	1
Cabbage seedling trays 200	3
2.3.4(30) fertilizer 50kg	2
LAN fertilizer 50kg	1
Kemprin 1 Lt	5
Dithane 5kg	2
Aphox 500g	2
Vulcano 90 – 5 Lt	1

Half garden kit

Total value = R2,000.00

Description	Total
Garden fork	2
Garden rake steel	2
Knapsack sprayer 6 Lt	1
Watering can	2
Safety mask	1
Safety goggles	1
Safety gloves (pair)	1
Measuring jug	1
Beetroot seed 1kg	1
Carrot seed 1kg	1
Cabbage seed 1kg	1
Spinach seed 1kg	1
Green beans seed 1kg	1
Pumpkin seed 1kg	1
Onion seed 500g	1
Cabbage seedling trays 200	3
2.3.4(30) fertilizer 50kg	1
LAN fertilizer 50kg	1
Kemprin 1 Lt	2
Dithane 5kg	1
Aphox 500g	2
Vulcano 90 – 5 Lt	1

Fencing kit

Total value = R2,000.00

Description	Total
Netting wire 1.2m x 550m Jackal	2
Binding wire 5kg no. 14 roll	1
50kg No. 8 anchor wire roll	1
1.8m Y-type iron standards	8
1.2m iron droppers	36
Creosote poles 75mm x 100mm	7
Bracing poles 900mm	9

Poultry production kit

Total value = R2,000.00

Description	Total
Day old white broiler chicks	100
PVC tube feeders	2
Round chick trays	2
4 Lt water fonts	2
10 Lt water fonts	2
Paraffin heater	1
Broiler starter feed 50kg	2
Broiler grower feed 50kg	2
Broiler finisher feed 50kg	2
Minimum/maximum thermometer	1
Wood shaving bag	2
25 Lt paraffin	1
Stress pack 100g	1
Teramycin powder 30g	2
Ampril	1
Cosumix plus	1

Addendum B

MEMORANDUM OF AGREEMENT WITH REGARD TO COOPERATION IN RESPECT OF COMMUNITY DEVELOPMENT

ENTERED INTO AND BETWEEN:

ABC PALC (Name of ABET Center)

(Hereinafter referred to as **PALC**)

P O Box 111
Kya Sands
2163

Herein represented by **Mrs. A Xamba (Center Manager)**

In her/her capacity as Center Manager (hereinafter referred to as responsible person) of
PALC and duly authorized thereto on the one side

and

AAA Community Development Project

(Hereinafter referred to as the **PROJECT**)

P O Box 111
Kya Sands
2163

herein represented by **Mr. CC Ciya** in his capacity as Chairperson and duly authorized
thereto

on the other side

WHEREAS:

All the parties are desirous to combine their funds, knowledge and expertise in order to
launch a joint venture project, linked with training, aftercare and job creation.

THEREFORE THE PARTIES HERETO AGREE AS FOLLOWS:

1. The parties undertake to cooperate in an Agricultural development project (hereinafter referred to as the Project as set out in the Annexure attached hereto and duly paraphrased and signed by all parties involved) in order to develop the previously disadvantaged small farmers and farming communities in the XXX Community.
2. The parties undertake to exchange information and material relating to the project.
3. Both parties undertake not to divulge any information and/or methods pertaining to the development covered by this cooperation agreement, since this information is confidential in nature, without prior written authorization from the other party.
4. In the event of one of the parties wishing to exploit on a commercial basis the intellectual property provided by the other party, the parties hereby undertake to enter into a commercial agreement in respect of the intellectual property in question. This agreement will be concluded prior to any commercial use and will amongst others stipulate the payment of royalties.
5. At the expiry of this agreement or in the event of a cancellation the parties are prohibited from commercial exploiting the information and/or methods exchanged between them.

6. STEERING COMMITTEE:

6.1 A STEERING COMMITTEE will be constituted as follows:

- | | |
|------------------------------|----------|
| (a) Two members from PALC | 1. _____ |
| | 2. _____ |
| (b) Two members from PROJECT | 1. _____ |
| | 2. _____ |

6.2 The parties have the discretion to increase or reduce the agreement between them.

6.3 One of the members representing PALC or PROJECT will be the chairman of the STEERING COMMITTEE.

6.4 Decisions of the STEERING COMMITTEE will have to be unanimously. In the absence of unanimity the question at issue will be referred to the respective chief executive officers of the parties for decision.

6.5 Two members of the STEERIG COMMITTEE will constitute a quorum, provided that one member each from UMNGA and CLS is present.

6.6 Each party has the right to remove and replace its nominees on the STEERING COMMITTEE at any time on written notice to the other party.

7. FUNCTIONS OF THE STEERING COMMITTEE

7.1 The STEERING COMMITTEE will have the following functions:

- (a) To oversee and supervise the project;
- (b) To review progress on the project;
- (c) To monitor and control expenditure on the project;
- (d) To take decisions in regard to future work to be conducted on the project;
- (e) To approve material deviation from the parameters laid down in the assignment;
- (f) To approve excess of the estimated cost for an assignment;
- (g) To certify completion of an assignment;
- (h) To assess the viability of commercial exploitation of any part of the agreement developed during the project;
- (i) To decide upon application for patents in respect of inventions made during work on the project;
- (j) To designate persons in each party's organization who are authorized to receive and deliver confidential information.
- (k) To update their respective principles on a regular basis, at least once per quarter and at the end of each financial year in order to table the financial report.

7.2 The STEERING COMMITTEE will meet on a regular basis, not less than quarterly per annum in order to exercise its functions.

8. THE PROJECT

8.1 All project proposals will be subdivided in a number of assignments – detailed in Annexure hereto attached and duly paragraphed in which the objectives, duration estimated cost as well as the names of the responsible persons at PALC and PROJECT of each assignment are set out.

- 8.2 Neither party will be entitled to deviate materially from the parameters laid down in the assignment without the prior approval of the STEERING COMMITTEE.
- 8.3 Both parties undertake not to exceed the estimated cost for each assignment as set out in the assignments without the prior approval of the STEERING COMMITTEE.
- 8.4 The cost of any project will be described in the assignments.
- 8.5 On completion of each assignment, as certified by the STEERING COMMITTEE, each party will submit an invoice to the STEERING COMMITTEE for the cost incurred in completing the assignment.
- 8.6 After completion of all assignments, as certified by the STEERING COMMITTEE, the STEERING COMMITTEE will convene in order to assess the viability of commercial exploitation of all material developed during the course of the project, (hereinafter referred to as the product). Such assessment shall be completed within 60 (sixty) days from the completion of the assignments. Complete minutes of the assessment proceedings shall be kept by the STEERING COMMITTEE.

9. CONFIDENTIALITY

- 9.1 The STEERING COMMITTEE shall ensure that all data and information relating to the project are kept secure and confidential only persons working on the project are allowed access to such data and information, after first being made aware of the confidentiality of such data and information.
- 9.2 Persons working on the project shall not deliver or publish any paper, thesis or other material relating to the project, nor disclose any information relating to the project to any other parties without the prior written consent of the STEERING COMMITTEE.
- 9.3 In order to preserve the novelty of the intellectual property, Umnga shall be entitled to stipulate that publication and dissemination of some of the research results is to be delayed until the patent is secure. Umnga shall not be entitled to delay the submission and examination of theses and dissertations or the awarding of degrees, but shall be entitled to require an undertaking of confidentiality from the examiners.

10. INTELLECTUAL PROPERTY

- 10.1 All intellectual property, including patents, patent applications, inventions, discoveries and improvements, copyright in documents, computer software, drawings designs, operational analysis, technology and know-how related to the project and made prior to the date of least signature of this agreement shall be the sole property and right of the party which discovered and/or created such intellectual property.
- 10.2 All intellectual property as defined above, resulting from the project within the scope of this agreement shall be owned as follows:
- (a) All rights, title and interest in any invention made solely by employees of PALC shall be owned by PALC
 - (b) All rights, title and interest in any invention made solely by members of PROJECT shall be owned by PROJECT.
11. No members of the STEERING COMMITTEE may, without the written consent of the other, bring in outside parties to participate in the project. Such outside participation shall be in terms of a written agreement approved by the STEERING COMMITTEE, which agreement shall in no way conflict with the provisions of this contract.
12. The law applicable to this agreement is South African law.
13. This document together with the different projects as Annexure constitutes the whole agreement.
14. No variations of the terms of this contract will be binding unless reduced to writing and signed by all members of the STEERING COMMITTEE.
15. The rights and duties arising from this agreement cannot be assigned, nor transferred without written consent from the STEERING COMMITTEE.
16. The STEERING COMMITTEE undertakes to act in respect of this agreement and to perform their obligations arising from this agreement in the utmost good faith.
17. This agreement will commence on the date of last signature hereof by the STEERING COMMITTEE and will terminate with the exception of the provisions regarding the ownership of intellectual property and confidentiality which shall survive such termination, upon:
- (a) mutual agreement
 - (b) completion of the project
 - (c) expiry of 90 (ninety) days written notice

18. The STEERING COMMITTEE hereto chooses for all intense and purposes and in regard to this contract they're respective addresses as domicilium citandi et executandi.

11. THE ROLE OF THE PALC / ABET CENTRE

- a. The ABET Center will act as the **mediator** from the Department of Education to facilitate a technical skills programme to the community where it is based.
- b. The Center managers and Educators' role is to **educate** and to deliver ABET skills and life skills to mostly the uneducated and illiterate adults in that community. They are getting paid under contract to the Department of Education to fulfill that role, and therefore are not a member as such of the sustainable food production and supporting income programme.
- c. Between the CBO of the Center and the community, a very well structured and understandable **policy** on the role of the Center and its personnel must be developed.
- d. The Center personnel and agricultural specialist, where applicable, are responsible for the following **extension** duties:
 - i. Aftercare on the programme.
 - ii. Guidance with regard to issues such as:
 - Conflict resolution
 - Production planning
 - Management planning
 - Security management and planning
 - Motivation
 - Marketing strategy
 - Record and bookkeeping
 - Fair distribution of food and income between the members as per constitution.
 - Agricultural extension (technical advice)
 - Linkages with other programmes, providers and Departments. (Agriculture)
 - Programme progress reports to the Department of Education.

THUS DONE AND SIGNED at _____, on the day of 2005
in the presence of the undersigned witnesses:

WITNESSES:

1. _____

2. _____

on behalf of **PALC**

WITNESSES:

1. _____

2. _____

on behalf of the **PROJECT**

Vulindlela P.A.L.C.

Photo Report





Sazisulwazi P.A.L.C.

Photo Report









Qawukeni P.A.L.C.

Photo Report





Nzululwazi P.A.L.C.

Photo Report











Ntafufu P.A.L.C.

Photo Report







Mthontsasa P.A.L.C.

Photo Report









Magwa P.A.L.C.

Photo Report





Sakhikhaya P.A.L.C.

Photo Report



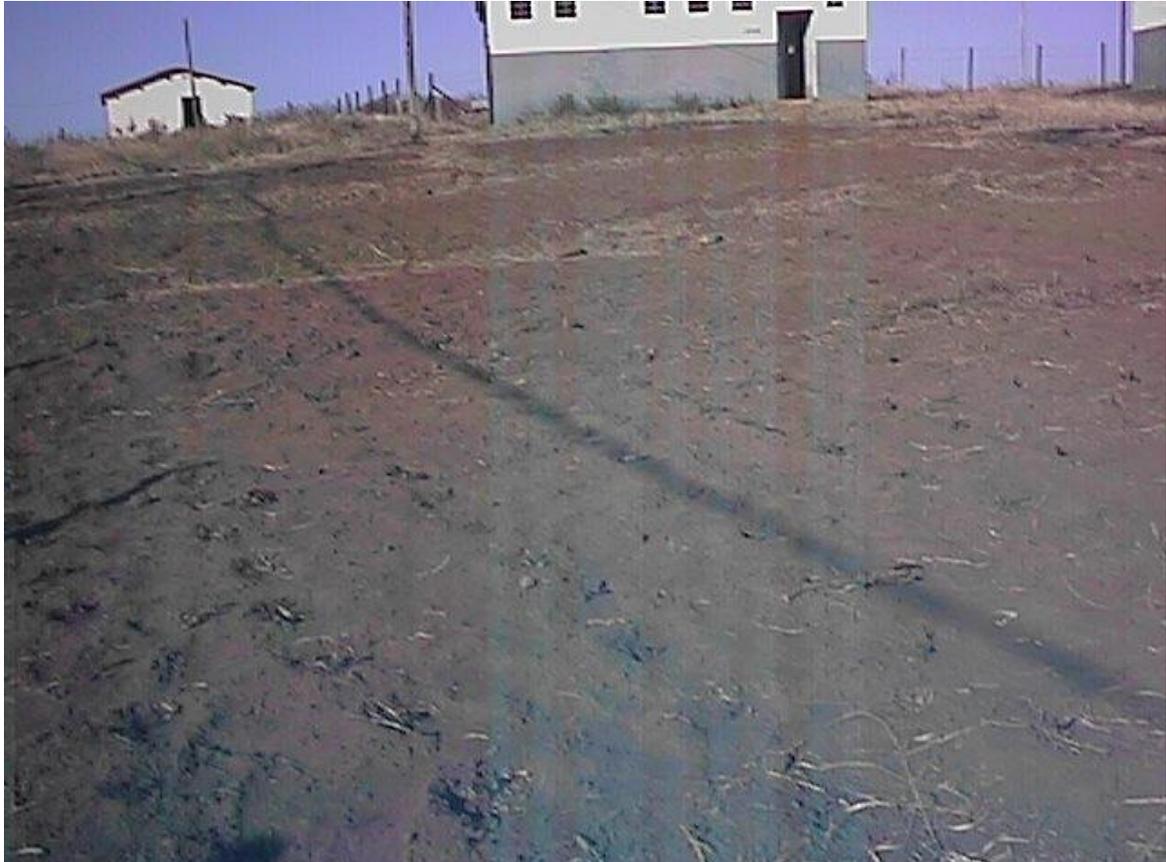






Phambili P.A.L.C.

Photo Report









Ndumiso-Mbekwa P.A.L.C.

Photo Report







Lukhanyiso P.A.L.C.

Photo Report











Emthonjeni P.A.L.C.

Photo Report





