**About Animal & Plant Production Learnership Programs**

**Introduction**

The 2 (two) qualifications (Animal & Plant Production Learnership Program) are pitched at NQF Level 3 and designed to provide a solid foundation for new entrants into the primary agricultural sector and also address the growing demand within the Agricultural sector. Learners enrolled in any of the 2 qualifications will come up with basic fundamental competencies like communication, data collection, and record keeping, along with specific production skills as stated below.

**Core Agricultural Skills**

These are Foundational for both Animal and Plant production.

* **Sustainability practices:** Implementing sustainable methods to manage natural resources, conserve the environment, and minimise waste.
* **Resource management:** Conserving and managing critical resources like water and soil through practices like rainwater harvesting and irrigation scheduling.
* **Equipment operation:** Operating, maintaining, and storing agricultural tools, equipment, and machinery correctly and safely.
* **Food safety and hygiene:** Adhering to standards throughout the production process to ensure high-quality outputs.
* **Data collection:** Implementing plans to collect routine agricultural data for monitoring and decision-making.

**Fundamental Competencies**

These focus on soft skills

* **Communication:** Apply various communication skills within the agricultural environment.
* **Mathematics:** Use mathematical calculations for agricultural purposes.
* **Data Collection:** Safely and accurately collect routine agricultural data.
* **Record Keeping:** Keep accurate records on inputs, resources, and simple financial systems.
* **Business and Marketing:** Understand basic principles of agricultural enterprise selection, production, and marketing.
* **Sustainability:** Recognize and apply basic sustainable farming practices.

**Animal Production Skills**

These focus on the biology, health, and welfare of livestock

* **Animal Husbandry:** Demonstrate knowledge of animal husbandry, including health, housing, nutrition, and breeding.
* **Production Management:** Supervise and enhance livestock production activities.
* **Breeding and genetics:** Applying genetic principles and managing breeding systems to improve livestock quality and production.
* **Nutrition and feeding:** Preparing and administering appropriate diets, supplements, and feed technology based on the animals' specific needs.
* **Health and Welfare:** Understand principles of animal health and welfare, and disease prevention.
* **Water Quality:** Maintain water quality parameters relevant to animal production systems.
* **Specialization:** Perform tasks in specialized areas such as small stock, large stock, dairy, or aquaculture.

**Plant production Skills**

These relate to the entire crop production cycle, from seed to harvest

* **Soil science:** Preparing and managing soil according to crop requirements, including tillage, fertilisation, and conservation.
* **Plant biology:** Understanding the basic parts, functions, and physiological processes of plants, such as photosynthesis and respiration.
* **Propagation and planting:** Propagating plants and planting crops with correct spacing, depth, and placement.
* **Pest and disease control:** Identifying and implementing control measures for pests, weeds, and diseases, often using integrated pest management (IPM) principles.
* **Crop Production & management:** Understand and perform activities related to crop production.
* **Farm Planning:** Create comprehensive farm plans.
* **Input Control:** Control an agricultural input chain.
* **Water Management:** Maintain water quality in plant production systems.
* **Harvesting and post-harvest:** Planning and executing crop harvesting and handling practices, including post-harvest storage.

**General and Managerial Skills**

* **Entrepreneurship:** Apply entrepreneurial skills in finance, marketing, and sales.
* **Risk Management:** Apply food safety principles and identify risk factors.
* **Management:** Understand the basic principles of human resource management and rural structure challenges.
* **Knowledge Transfer:** Effectively communicate and transfer knowledge within the farming context.

**Program Objectives**

* **Skills Development:** Provide learners with competencies in in Agro-processing and Animal husbandry,
* **Workplace Readiness:** Bridge the gap between academic learning and real-world application through hands-on projects and mentorship.
* **Employment Creation:** Enhance employability and career prospects for youth, while supplying industry with job-ready talent.
* **Transformation:** Promote inclusion of women, youth, and persons with disabilities in the Agricultural sector.

**Target Group**

* Unemployed youth (18–35 years) with an interest in technology.
* Matriculants and graduates with a background in Mathematics, IT, or Computer Science.
* Persons with disabilities who meet entry requirements.

**Program Structure**

* **Duration:** 12 months (theory and workplace learning).
* **Delivery:**
  + Classroom Training
  + Practical Application – supervised workplace projects.
  + Soft Skills Development – communication, teamwork, problem-solving, and customer service.

**Benefits for Stakeholders**

* **For Learners:** Gain recognized qualifications, work experience, and career pathways in Agriculture.
* **For Employers:** Access to trained, motivated, and industry-aligned learners, reducing recruitment costs and improving talent pipelines.
* **For the Sector:** Contributes to closing gaps within the Agricultural sector, especially for PDIs and supporting South Africa’s Agricultural priorities.
* **For the Economy:** Supports job creation, general inclusion, and long-term competitiveness in the Agricultural sector and food secury.

**Objectives of the Agri-Day Presentation Session**

Dlama SS embarks on these initiatives as we view them as a platform to give learners a chance to showcase their growth, while also giving stakeholders a window into the program’s impact. The objectives could be set out like this:

1. **Showcase Learning Outcomes**
   * Give learners the platform to demonstrate their technical and soft skills through practical projects.
2. **Bridge Classroom & Workplace**
   * Reinforce how theoretical knowledge has been applied in real-world agricultural environments.
3. **Enhance Confidence & Communication Skills**
   * Build learners’ ability to present ideas, explain technical concepts clearly, and engage professionally with an audience.
4. **Stakeholder Engagement**
   * Provide employers, training providers, and funders with first-hand insight into the program’s effectiveness and learner progress.
5. **Feedback & Continuous Improvement**
   * Allow mentors, facilitators, and industry representatives to give constructive feedback to learners and refine the training model.
6. **Networking & Exposure**
   * Create opportunities for learners to interact with potential employers and industry professionals, improving chances of placement or absorption.
7. **Recognition & Motivation**
   * Celebrate learner achievements, boosting morale and encouraging continued commitment to personal and professional growth.
8. **Promote Transformation Goals**
   * Demonstrate tangible impact in skills development, inclusion, and employment readiness within the agricultural sector.