



Western Cape
Government

Western Cape Department of Agriculture

Management Improvement Plan

HET Evaluation

Rashidah Wentzel
May 2017

TITLE
PROGRAMME MANAGEMENT IMPROVEMENT PLAN

1. MANAGEMENT RESPONSE ON RECOMMENDATIONS

1	Recommendation	Record of agreement or disagreement	Reasons for disagreement
1	The theoretical, practical and work integrated learning (WIL) components of the Higher Certificate and Diploma programmes could be better balanced.	Agree	N/A
2	EATI should also explore the potential to offer an HET qualification which allows for students to become Agricultural Extension Officers, or at least establish pathways (via other institutions) for graduates to pursue this as a career.	Agree	N/A
3	The EATI should negotiate with universities in the Western Cape and other provinces to accept B.Agric graduates directly into their Honours programmes.	Agree	N/A
4	A closer, more functional relationship with the agricultural industry could facilitate more extensive practical and work exposure for students and elicit regular input regarding the alignment of the curriculum with industry needs.	Agree	N/A
5	Formal academic support should be provided to students to help them succeed and complete their qualifications.	Agree – can be improved	N/A

Recommendation	Record of agreement or disagreement	Reasons for disagreement
6 Filling vacant positions at the college as a matter of urgency (particularly the Academic Head and student support staff) is a priority which would reduce lecturers' workload and stress and provide the organisational and support functions needed to get the college running smoothly	Agree	N/A
7 More resources should also be put into marketing the SAET HET programmes and recruiting high-quality students, particularly females and students from previously disadvantaged backgrounds.	Agree	N/A

2. IMPROVEMENT OBJECTIVES

Recommendation 1	The theoretical, practical and work integrated learning (WIL) components of the Higher Certificate and Diploma programmes could be better balanced
Recommendation 4	A closer, more functional relationship with the agricultural industry could facilitate more extensive practical and work exposure for students and elicit regular input regarding the alignment of the curriculum with industry needs.
Improvement Objective 1:	Improve balance between theoretical, practical and work-integrated learning (WIL) of Higher certificate and Diploma training programmes and establish a closer, more functional relationship with industries.
Recommendation 2	EATI should also explore the potential to offer an HET qualification which allows for students to become Agricultural Extension Officers , or at least establish pathways (via other institutions) for graduates to pursue this as a career.
Recommendation 3	The EATI should negotiate with universities in the Western Cape and other provinces to accept B.Agric graduates directly into their Honours programmes.
Improvement Objective 2	Review and re-align HET qualifications to improve articulation and employability of HET graduates
Recommendation 5	Formal academic support should be provided to students to help them succeed and complete their qualifications,
Improvement Objective 3	Review and expand formal academic support to students
Recommendation 6	Filling vacant positions at the college as a matter of urgency (particularly the Academic Head and student support staff)
Recommendation 7	More resources should also be put into marketing the SAET HET programmes and recruiting high-quality students,
Improvement Objective 4	Improve resource allocation and capacity of Sub-programme: HET

3. IMPROVEMENT PLAN

Improvement Objective 1:		Improve balance between theoretical, practical and work-integrated learning (WIL) of Higher certificate and Diploma training programmes and establish a closer, more functional relationship with industries.						
Output	Priority	Activity	Deliverable	Person	Deadline	Budget available	Progress	
1.1	URGENT	1.1.1 Re-activate Subject and Curriculum Committees to increase industry involvement	Active, functioning committee	R Wentzel	30 June 2017	Voted funds		
	HIGH	1.1.2 Quarterly meetings: Subject and Curriculum Committees	Improved relationships and industry involvement	R Wentzel / Faculty Heads	Ongoing	Voted funds		
	URGENT	1.1.3 Involve commodity groups (i.e. CPAC's) in review of module content	Industry approved module content	R Wentzel / Faculty Heads	30 June 2017 and thereafter - ongoing	Voted funds		
1.2	URGENT	1.2.1 Facilitate workshop with relevant stakeholders on vocational education and training in Agriculture	Formal agreement on the role of EATI in vocational education and training, with specific reference to HET	R Wentzel/H Swatson	31 July 2017	Voted funds		
1.3	HIGH	1.3.1 Review practical	Identified areas for	R Wentzel / Faculty	30 June 2017	Voted funds		

Improvement Objective 1:		Improve balance between theoretical, practical and work-integrated learning (WIL) of Higher certificate and Diploma training programmes and establish a closer, more functional relationship with industries.						
Output	Priority	Activity	Deliverable	Person	Deadline	Budget available	Progress	
between theory and practical training		component of all modules (involve commodity groups)	improvement with implementable solution(s) per module	Heads				
	HIGH	1.3.2	Implement solution(s) per module as identified by commodity groups	R Wentzel / Faculty Heads	Ongoing (to be reviewed every two years)	Voted funds with industry support/contribution		
1.4 Implement WIL	HIGH	1.4.1	Review curriculum to include compulsory on-farm practical training in all major subjects	R Wentzel / Faculty Heads	30 October 2017	Voted funds with industry support/contribution		

Improvement Objective 2:	Review and re-align HET qualifications to improve articulation and employability of HET graduates
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Output	Priority	Activity	Deliverable	Person	Deadline	Budget available	Progress
2.1	HIGH	2.1.1 Review current offerings (qualifications) presented by EATI	New accredited HET training programmes	R Wentzel / Faculty Heads	30 June 2017	Voted funds	In process
2.2	HIGH	2.2.1 Consultative workshop with all relevant stakeholders on new programme offerings	Industry approved set of new HET programmes	R Wentzel	30 June 2017	Voted funds	
2.3	HIGH	2.3.1 Re-align current offerings with new Qualifications Framework	CHE approved and SAQA registered HET training programmes	R Wentzel	31 December 2018	Voted funds	
2.4	HIGH	2.4.1 Implement new HET training programmes	Students registered into new HET training programmes	R Wentzel	January 2019	Voted funds	
2.5	HIGH	2.5.1 Engage with (Technical Universities) Universities on articulation possibilities and enter into formal agreements	Students articulating to other tertiary institutions	R Wentzel	As per agreement with specific institutions	Voted funds	

Improvement Objective 3		Review and expand formal academic support to students						
Output	Priority	Activity	Deliverable	Person	Deadline	Budget available	Progress	
3.1 Tutorial classes implemented	HIGH	3.1.1 Implement/Institute formal tutorial classes	Improved academic success of students	R Wentzel / Faculty Heads	Ongoing	Voted funds	In process	
3.2 Increased student involvement in academic development	HIGH	3.2.1 Implement peer support programmes	Implemented peer support programmes	R Wentzel / Faculty Heads	30 June 2017	Voted funds		
3.3 Improved support to students	HIGH	3.3.1 Nominate staff as mentors to students	Implemented mentorship programme	R Wentzel / Faculty Heads	30 June 2017	Voted funds		

Improvement Objective 4		Improve resource allocation and capacity of Sub-programme: HET						
Output	Priority	Activity	Deliverable	Person	Deadline	Budget available	Progress	
4.1	URGENT	4.1.1	Review current organisational structure	R Wentzel	31 July 2017	Voted funds		
		4.1.2	Review job descriptions (where applicable)	R Wentzel	31 July 2017	Voted funds		
		4.1.3	Lobby additional funding	Increased resource allocation	R Wentzel	Ongoing	N/A	
		4.1.4	Fill vacant posts	Increased resource allocation	R Wentzel	Ongoing	Voted funds	
4.2		4.2.1	Develop professional marketing strategy to support transformation plan	New marketing strategy	R Wentzel/ P van Rhyn	31 March 2017	Voted funds	In process
		4.2.2	Establish an inclusive marketing team	R Wentzel/ P van Rhyn	31 May 2017	Voted funds		
		4.2.3	Review all marketing material	R Wentzel/ P van Rhyn	31 May 2017	Voted funds		
		4.2.4	Marketing of training programmes to prospective students	R Wentzel/ P van Rhyn	Ongoing	Voted funds		

Improve resource allocation and capacity of Sub-programme: HET						
Improvement Objective 4	Priority	Activity	Deliverable	Person	Deadline	Progress
Output						Budget available

4. COMMUNICATION PLAN

Target audience	Message	Purpose	Media vehicle	Deadline	Person	Budget available	Progress
Decision makers	Review and improvement of HET training offerings in line with industry needs	To inform executive body and senior management on the review of current HET programmes and the improvement thereof	Management and Top management meetings, College Council meetings, APP, Annual Report, Newsletter	30 June 2017	R Wentzel	Voted funds	In process
People in the Department	Review and improvement of HET training offerings in line with industry needs	To inform colleagues on the review of current HET programmes and the improvement thereof	Newsletter, meetings, executive summary	30 June 2017	R Wentzel/ P van Rhyn	Voted funds	In process
Stakeholder clients	Review and improvement of HET training offerings in line with industry needs and possible implications thereof	To inform stakeholders and clients of the review and improvement of HET training offerings in line	Newsletter, website, articles, radio Eisenburg	30 June 2017	R Wentzel/ P van Rhyn	Voted funds	In process

Target audience	Message	Purpose	Media vehicle	Deadline	Person	Budget available	Progress
		with industry needs and possible implications thereof					
Other departments	Review and improvement of HET training offerings in line with industry needs	To inform on the review and improvements of the HET training offerings and study opportunities at the EATI	Newsletter, website, articles, radio Eisenburg	30 June 2017	R Wentzel/ P van Rhyn	Voted funds	In process
General public	Review and improvement of HET training offerings in line with industry needs	To inform general public on the review and improvements of the HET training offerings and study opportunities at the EATI	Newsletter, website, articles, radio Eisenburg	30 June 2017	R Wentzel/ P van Rhyn	Voted funds	In process
Academic environment	Review and improvement of HET training offerings in line with industry needs	To inform on the review and improvements of the HET training offerings and study opportunities at the EATI	Meetings, Newsletter, website, articles, radio Eisenburg	30 June 2017	R Wentzel/ P van Rhyn	Voted funds	In process

Target audience	Message	Purpose	Media vehicle	Deadline	Person	Budget available	Progress
		opportunities at the EATI					
Other							
...							

5. SIGNOFF

It is recommended that this Management Improvement Plan is implemented

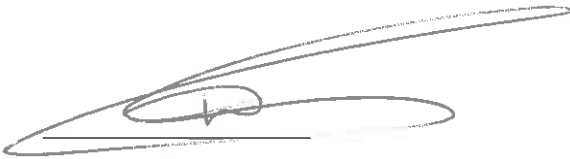


R WENTZEL

**ACTING CHIEF DIRECTOR: STRUCTURED AGRICULTURAL EDUCATION
AND TRAINING**

2017/05/03
DATE

Recommendation supported / ~~not supported~~




DW JACOBS

**DEPUTY DIRECTOR GENERAL: AGRICULTURAL DEVELOPMENT
AND SUPPORT SERVICES**

5/5/2017
DATE

Approved / ~~not approved~~



JS ISAACS
HEAD OF WESTERN CAPE DEPARTMENT OF AGRICULTURE

8/5/17
DATE