



**PRODUCTION ADVISORY SERVICES FOR WOOL SHEEP PRODUCERS IN  
SOUTH AFRICA  
TENDER: CAPE WOOLS SA**

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**PARTICULARS OF APPLICANT**

**Name of applicant institution:** *National Woolgrowers' Association of SA (NWGA)*

**Registration no:** *043-242-NPO*

**PARTICULARS OF ACCOUNTING OFFICER**

**Name of Designated Accounting Officer:**  
**(Who will be contractually accountable to the CWSA)**

*Mr. Leon de Beer, General Manager: NWGA of SA*

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**PREAMBLE**

*Wool sheep farming has been key to the development of rural economies in SA for more than two centuries. The establishment of many rural towns in most of the provinces in SA resulted primarily because of Wool Sheep farming in these areas. Wool is a commodity of choice for successful rural development and creation of jobs! This contribution of wool towards successful rural development is attributed to:*

- A commodity that is generally produced under extremely extensive farming conditions, where very few other products could be produced economically;*

- *Wool is not perishable and can therefore be processed and/or marketed in its raw form when opportune;*
- *More than 90% of the SA clip is destined for export, therefore earning foreign currency and significantly contributing towards the livelihoods of producers and their households;*
- *Value-adding to the raw product is possible on-farm through proper shearing, classing and packing according to standards set by the international market; and*
- *Wool is a product that is perfectly suited for collective and co-operative production and marketing!*

## **BACKGROUND**

*The National Wool Growers' Association of South Africa was founded during a Wool Conference in Middleburg on 26 May 1926. Since then, the NWGA has developed into a countrywide organization, consisting of 6 Area Branches and more than 1 000 sub branches. The NWGA now boasts a voluntary membership of approximately 19 000 of which 15 000 are black producers, represented through 756 communal shearing sheds.*

*The NWGA has a proven record of successful Training and Development programs in the wool industry since 1997. The National Head Office is based in Port Elizabeth, with trained and experienced personnel located throughout South Africa to render Production Advisory Services to all wool sheep farmers. NWGA has an established infrastructure for service delivery at the following centres:*

- *Ermelo*
- *Harrismith*
- *Bloemfontein*
- *Caledon*
- *Carnarvon*
- *Middleburg EC*
- *King Williams Town*
- *Kokstad*
- *Sterkspruit*
- *Butterworth*

*The NWGA work force comprises of appropriately qualified and experienced personnel as follows:*

- *29 Full time employees;*
- *9 Temporary Shearing Instructors;*
- *7 Seconded Extension Officers from Departments of Agriculture in Eastern Cape and KZN; and*
- *2 Interns in Partnership with DAFF.*

## **Aims and Goals**

**The mission of the NWGA is** “The promotion of sustainable and profitable woolled sheep farming: More sheep, more wool. “ NWGA strives to achieve this through:

- 1) The promotion of an improved policy and legislative environment;
- 2) The promotion of an efficient production environment;
- 3) The promotion of an improved market environment; and
- 4) The promotion of a strengthened institutional environment in support of the wool industry.

The NWGA is a fully integrated organisation with a large number of its member base being communal farmers. These farmers are represented on all structures of the wool industry. Over the past number of years, 65% of the operational budget of the NWGA was spent on the upliftment of black farmers.

## **ACCREDITED SERVICE PROVIDER**

NWGA is an accredited training provider for AgriSETA and Shearer- and Wool classing training are key focus areas of this training programme. Many South Africans have been crowned as World Sheep Shearer Champions over the past number of years and have benefitted from these training initiatives. Mr. Zweliwile Hans is the newly crowned champion of the world, winning the hand shearing section at the Golden Shearers World Championships, which were held during March 2012 in Masterton, New Zealand.

## **NATIONAL PLANNING COMMISSION: VISION 2030**

The NWGA has for the past year followed an extensive program towards the development of a new Strategic- and Development Plan to bring its business in line with the National Planning Commission Vision for 2030.

This process involved grassroots participation through Provincial Executives, Communal Executives, Interregional Committees, Production Advisors, National Production Advisory Committee and the Department of Agricultural Economics, Extension and Rural Development of the University of Pretoria.

The NWGA National Congress held during June 2012 focused on Vision 2030, with Keynote addresses presented by Dr Mathews Phosa, Prof Johan Kirsten and Mr Lulu Johnson. The NWGA strategy was subsequently aligned accordingly and the purpose and role of the Production Advisory Service are subsequently designed to transfer appropriate knowledge to:

- Ensure equitable access and participation of all wool producers;
- Improve the profitability and competitiveness of wool sheep farming;
- Expand the Wool Industry;
- Creation of jobs and/or secure existing jobs; and
- Ensure sustainable natural resource utilisation.

## **BUSINESS PLAN OF THE NWGA FOR THE PERIOD 1 JULY 2013 TO 30 JUNE 2015.**

*Taking all factors into consideration, the primary wool sheep industry is one of only a few agricultural sectors that can expand significantly without any fear of overproduction of either wool or meat. The National Planning Commission developed a National Development Plan for the RSA, Vision 2030, in which sheep and wool are listed as enterprises with high growth potential. The Business Plan 2013/2015 targets the key Services of CWSA and simultaneously addresses the strategic imperatives of Vision 2030.*

### **Service 1: Delivery of advisory services.**

#### **Description of Service.**

*Develop, introduce, implement and harmonise the delivery of production advisory services and repositioning the service across the broad homogeneous areas.*

*Purpose of the production advisory service is to transfer current knowledge on:*

- *The Code of Best Practice*
- *Marketing practices, market and risk conditions,*
- *Bio-security and animal health and disease management*
- *Predation*
- *Production technology and management practices*
- *Pasture management and grazing practices*
- *Financial and risk management.*

#### **Deliverables**

*Although the natural resource base forms the cornerstone of agriculture, the primary wool sheep sector is mainly relegated to relatively low potential agricultural areas, characterized by inherent risks regarding sustainable production. These include low and erratic rainfall patterns, as well as natural disasters such as droughts, floods, cold weather, etc. Thus, the natural resource base determines the future development potential of the primary wool industry and must be the cornerstone of action plans. The Land Cover Map (Fig. 1) and the Arable Potential Map has been used to demarcate the Broad Homogeneous Production Regions. Specific action plans have been developed per production area and will form the basis of the NWGA Production Advisory Services in support of the Business Plan.*

#### **1.1 Extensive production Region. (Region 1: Fig. 1)**

*Due to environmental limitations, it is not possible to increase livestock numbers. Therefore, the only option to increase woolled sheep numbers and consequently wool production is to substitute mutton sheep and other livestock with woolled sheep. This can be done without any negative impact on meat production. A further focus is to improve the production efficiency of woolled sheep farming. Due to climatic and production potential differences, it was necessary to subdivide this area, i.e.*

- *Shrubland (Region 1b, Figure 2)*  
*Project Leader: G. van Wyk.*
- *False Shrubland (Region 1b, Figure 2)*  
*Project Leader: J. Venter.*
- *Dry Grassland (Region 1c, Figure 2)*  
*Project Leader: J.L. Venter.*

1. *Information transfer to 100% of producers will be achieved through list of - and number of activities for the extensive production area as described in table 1.*
2. *Put programs in place to increase production in the extensive production areas to achieve an increase in production that is equivalent to a 0.5% increase/year in the production ratio between the total RSA and Australian production.*
3. *Identify and document at least four new improvements in production systems/year that can be disseminated to this and/or other production regions.*
4. *Reduce predation losses on 12 demonstration farms in the extensive production area by 20% by March 2014 and 10% by March 2015 from the current benchmark level. At the same time show the cost benefit analyses of control methods on these farms.*

## **1.2 Summer rain cropping region. (Region 2: Fig. 1)**

*This area has great potential for the horizontal expansion of woolled sheep due to the availability of various feed sources, ranging from intensive to extensive. Livestock is mostly combined with crop farming. Cultivated pastures have increased markedly on low potential soils that were previously utilized for cash crops. Therefore, cultivated pastures, especially legumes, can play a significant role to expand wool sheep farming systems. Due to climatic and production potential differences, it was necessary to subdivide this area, i.e.*

- *Humid Eastern Region. (Region 2a, Figure 2)*  
*Project Leader: C.J. Louw.*
- *Dry Western Region (Region 2b, Figure 2).*  
*Project Leader: J. Jansen van Vuuren.*

1. *Information transfer to 100% of producers will be achieved through list of - and number of activities for the summer rain cropping area as described in table 1.*
2. *Put programs in place to increase production in the summer rain cropping areas to achieve an increase in production that is equivalent to a 0.5% increase/year in the production ratio between the total RSA and Australian production.*
3. *Identify and document at least two new improvements in production systems/year that can be disseminated to this and/or other production regions.*

4. *Reduce predation losses on eight demonstration farms in the summer rain cropping area by 20% by March 2014 and 10% by March 2015 from the current benchmark level. At the same time show the cost benefit analyses of control methods on these farms.*

### **1.3 Winter rain cropping region.**

- *Project Leader: A. Landman  
(Region 3: Fig. 1).*

*This region, especially in the Western Cape, has been transformed into a major cropping area with the emphasis on small grain production. Livestock in this area is therefore largely produced from cultivated pastures, crop residues and supplements. This grain/legume rotational system already forms the basis for further expansion of the primary wool sheep industry, and this area has 2.5 million ha which potentially can be planted to legumes in combination with small grain (wheat). At present there are 600 000 ha planted to these pastures with an estimated grazing capacity of 1.8 to 2.4 million small stock equivalents, emphasizing the potential for the further expansion of wool production within this area.*

1. *Information transfer to 100% of producers will be achieved through list of - and number of activities for the winter rain cropping area as described in table 1.*
2. *Put programs in place to increase production in the winter rain cropping areas to achieve an increase in production that is equivalent to a 0.5% increase/year in the production ratio between the total RSA and Australian production.*
3. *Identify and document at least two new improvements in production systems/year that can be disseminated to this and/or other production regions.*
4. *Reduce predation losses on one demonstration farm in the winter rain cropping area by 20% by March 2014 and 10% by March 2015 from the current level. At the same time show the cost benefit analyses of control methods on these farms.*

### **1.4 Communal production region.**

- *Acting Project Leader : Z. Mbatsha.  
(Region 4: Fig. 1).*

*The communal production areas, especially within the Eastern Cape Province, provide excellent opportunities for woolled sheep production. Should this opportunity be exploited, the RSA can become a nett exporter of red meat. The focus must be on the exploitation of the potential of existing livestock with the support of crop-/legumes production.*

1. *Information transfer to 100% of producers will be achieved through list of - and number of activities for the communal production area as described in table 1.*

2. *Increase communal average price to 60% by March 2014 and 65% by March 2015 vs. the average sale price of the day.*
3. *Increase production by 5% per year and decrease number of bin bales by 5% per year.*

*Please note that NWGA only fully supports 300 communal sheds due to available capacity and as a result the above goals will only be applicable to these 300 sheds.*

*Progress will also be monitored for the additional 361 sheds that form part of the baseline.*

*The production of communal areas will be measured according to the above norms and not relative to Australian production.*

4. *Put programs in place (through i.e. genetic improvement, management, shearing, classing, infrastructure) to increase the number of shearing sheds that obtain an average price equal or better than the average sale price of the day to 190 by March 2014 and to 210 By March 2015.*
5. *Given the variance in the performing ability of shearing sheds, the way that individuals within a shearing shed are operating and the socio-economic situation within the different communities participating in the activities of a shearing shed, it is not advisable to have 30 demo shearing sheds. A more appropriate approach will be to focus on individuals. The focus will therefore be on 50 individuals as this will provide more useful information of the impact of the training and development program on the livelihoods of wool producers and job creation.*
6. *Put programs in place to increase the kg of lambs weaned by 10% from March 2014 to March 2015.*

### **1.5 Irrigation regions.**

- *Project Leader: J.L. Venter.*

*The irrigation schemes, especially along the Orange River, offer great opportunities for intensive woolled sheep production systems. This is an opportunity that must be exploited in the years to come, not only in terms of intensive woolled sheep production systems, but also for the possible role that these irrigation schemes might play in drought management strategies.*

1. *Information transfer to 100% of producers will be achieved through list of activities and number of activities for the irrigation production area as described in table 1.*
2. *Put programs in place to increase production in irrigation production areas to achieve an increase in production that is equivalent to a 0.5% increase/year in the production ratio between the total RSA and Australian production.*
3. *Identify and document at least two new improvements in production systems/year that can be disseminated to this and/or other production regions.*

4. Identify the need to establish a demonstration farm for Predation Management in the Irrigation Production Areas. If relevant, determine the baseline for predation losses by March 2014 and reduce these losses on the demonstration farm (if applicable) in the irrigation production area by 20% by March 2015. At the same time show the cost benefit analyses of control methods on these farms.

**Table 1. Intervention targets per annum for 2014 and 2015.**

<b>AREAS</b>	<b>Extensive Areas</b>			<b>Summer Rain Areas</b>		<b>Winter Rain</b>	<b>Communal</b>	<b>Irrigation</b>
<b>ACTION</b>	<b>Shrublands</b>	<b>False Shrublands</b>	<b>Dry Grasslands</b>	<b>Humid Eastern Region</b>	<b>Dry Western Region</b>			
<b>Study Groups: Economics (participants)</b>	20	25	15	30	12	20	50	5
<b>Training: Lectures</b>	20	20	32	12	30	21	150	4
<b>Training: short courses for labourers</b>	10	6	6	10	8	6	125	4
<b>Discussion Forums</b>	2	2	2	2	2	2	2	2
<b>Individual Visits</b>	35	26	25	20	30	35	100	15
<b>Enquiries Telephonical</b>	600	1 000	540	620	930	420	1 500	30
<b>Problem Animals</b>	15	20	15	20	30	20	2	
<b>Ram clubs</b>	8	10	16		21			
<b>Flock Competitions</b>	10	18	4	6	5	14	22	2
<b>Information Days</b>	5	10	6	10	6	10	100	4
<b>Tours</b>	4	8	2	6	8	4	10	
<b>Use of Traditional media</b>	6	10	5	4	4	8	10	2
<b>Sms (notices about meetings/commodity information, etc)</b>	5 000	12 000	3 000	9 000	4 000	3 000	500	200
<b>Own affairs</b>	16	30	30	20	30	70	80	
<b>Shows/exhibitions</b>	10	20	24	6	15	16		



## **Measurables**

*An increase in excess of 0.5% percentage points in the production ratio between total RSA and Australian production year on year.*

*Each year there must be a list of at least 10 new improvements in production systems that are being disseminated through the advisory service.*

*Reduce predation losses on 20 demonstration farms by 20% by March 2014 and a further 10% by March 2015 from the current level of 3.65%.*

*Show a cost benefit analysis of the control methods applied on demo farms.*

*Improve the average wool price of the abovementioned shearing sheds as a percentage of the national average to 60% by March 2014 and to 65% by March 2015.*

*Improve the number of shearing sheds that obtain an average price equal to or better than the national average to 190 by March 2014 and to 210 by March 2015.*

*Improve the number of kilograms of lambs weaned in 30 demonstration shearing sheds by 10% per year.*

## **Service 2: Management information collation and dissemination.**

### **Description of the Service.**

*Identify the causes of success or failure of wool sheep enterprises through the collection, analyses and dissemination of information of on-farm wool sheep management options and practices. Leading on-farm productivity and profitability and hereby empowering decision making for producers. Study groups are a preferred vehicle for information collection and dissemination through the advisory service.*

### **Purpose of Service**

*The purpose of information collation, analyses and dissemination is to empower the producer to make the correct decision and ensure the success of his enterprise.*

### **Deliverables**

- 1. To deliver a system that empowers the production advisor to give individual feedback. This will be done through a process whereby participants in the Farm Business Management Information Service (FBMIS) will be given the option to request this feedback on a voluntary basis to improve managements practices based on the outcome of analyses.*
- 2. Increase the number of participants in the FBMIS to 170 by March 2014 and 300 by March 2015. Given the current number of 89 voluntary participants, different measures will be pursued to increase voluntary participation.*
- 3. Identify at least 5 key success factors practiced by members of study groups/FBMIS and promote amongst wool producers as applicable for the respective production areas.*

4. *Identify an institution with the ability to deliver comparable information. Currently this initiative is based at the Unit for Livestock Economy at the University of Free State through an existing Memorandum of Cooperation.*
5. *Deliver applied solutions through tangible plans that direct producer's decision making. These solutions will be based on the results of analyses from the FBMS and based on comparative norms for the production area.*
6. *Deliver identified causes of success and failure with remedial practices contextualised to the reader.*
7. *Detail analysis of the total production costs/kg wool and per Small Stock Unit (SSU), including methodology used. The analyses are to include the total overheads, and non-cash costs (ex. finance costs and operators remuneration) are to be determined by the National Production Advisory Committee*
8. *Detail analysis of the total production costs as above for a standard farming unit which we suggest to be a producer of 30 bales of wool or 1 000 ewes. These analyses will be determined for each of the homogeneous production areas in the commercial production areas.*
9. *Source economical information from at least 30 communal shearing sheds in order to determine gross margins and cost analyses to produce wool.*

### **Measurable**

*An increase in the number of study group participants from 86 to 170 by March 2014 and to 300 participants by March 2015.*

*A list of at least 5 key success factors that have been identified from the study groups.*

*Show use of the information by producers by demonstrating improvements by study group participants in these key performance areas.*

*Provide gross margins and cost to produce a kilogram of wool for 30 demo shearing sheds.*

### **Service 3: Development of Co-operatives.**

#### **Description of Service.**

*Establish co-operations as preferred business models for small scale farmers where applicable, to structure the industry producer base.*

#### **Purpose of Service.**

*The purpose of structuring producers within co-operatives is to assist producers to access government grants offered as well as lowering the cost of doing business.*

***Deliverables.***

- 1. Co-operative structures are to be promoted at every appropriate opportunity including information days, study groups and through use of the media. A pilot project will be launched with at least one community in each of the communal district municipalities (five in total) in partnership with national government department(s), AgriSETA and the Institute for Cooperatives Development.*
- 2. The establishment of co-operatives as business models is an important objective contained in the National Development Plan and a focus of certain government departments, including the Departments of Trade and Industry, Department of Rural Development and Land Reform as well as the Department of Agriculture, Forestry and Fisheries. This initiative will be rolled out to more communities based on the experience of the pilot project.*
- 3. The NWGA has been involved with the establishment of Wool Growers' Associations (WGA) in many of the communities in the communal farming areas since 1997 and is of opinion that WGA's could provide a platform for the establishment of co-operatives. Government departments would therefore be assisted to identify at least five appropriate WGA's per district municipality for this support by March 2014 and ten WGA's per district municipality by March 2015. NWGA will facilitate this by using these structures as a platform for Government to promote co-operatives and train producers in this field.*

***Measurable***

*Achieve 50 registered cooperatives in the industry in year one and 150 registered cooperatives in year 2 actively marketing produce through the formal market and successfully accessing government funding.*

***Service 4: Paid professional advisory service.***

***Description of Service.***

*Develop and phase in a professional Production Advisory Service.*

***Purpose of Service.***

*The purpose of this service is to identify the services and rates at which the services are delivered to produce a system where-by producers pay for services thereby expanding the capacity to deliver production advisory services by a minimum of 20%.*

## **Deliverables**

1. *The NWGA Production Advisory Service will initiate and facilitate discussions at all appropriate levels within the NWGA, including regional and national structures, with the following objectives:*

- *To ensure maximum participation of those receiving the service;*
- *To develop a framework for the implementation of a potential paid professional advisory service, and*
- *To make recommendations to CWSA as applicable.*

*This process is to be completed by no later than 31 December 2013.*

2. *Based on an agreed rate card, this service will aim to achieve an income equal to 7% of the production advisors cost in the homogeneous production areas for commercial established producers by March 2014 and 20% by March 2015.*

## **Measurable**

*Invoiced and paid services with the fund reserves as per deliverables.*

*Fund is to be allocated as invoiced to broad homogenous production areas.*

## **Service 5: New production and advisory methods.**

### **Description of Service**

*To identify, test and deliver new production and advisory methods which are applicable to the wool industry.*

### **Purpose of Service**

*Research and innovation lead to growth and ensures a healthy and vibrant industry. This service aims to ensure continuous development and growth through the support of innovation and the application of new production and advisory methods.*

## **Deliverables**

*A minimum of one new production and advisory method per annum is to be delivered within each of the homogeneous production areas for both non-communal and communal wool production.*

## **Measurable**

*A minimum of 5 new production and advisory methods developments delivered to the industry and showcased and presented at the annual congress of the NWGA.*

## **Service 6: SWOT and PESTEL analyses.**

### **Description of service.**

*Conduct a grassroots representative survey and interview industry leaders to determine the strengths, weaknesses, opportunities and threats of the grower industry. Analyse the environment within which the industry competes, considering the following factors: Political, Economic, Social, Technological, Environmental and Legal.*

### **Purpose of Service**

*The wool producer operates and competes within a diverse and complex environment. It is important to evaluate and understand the industry's environment to best assist the producer to make decisions and guide industry on possible focus areas and actions.*

### **Deliverables**

*The NWGA undertakes to support this service, but will not be able to deliver on the service.*

## **Service 7: Bi-monthly management calendar.**

### **Description of Service**

*Compile and publish for distribution to the agricultural industry a comprehensive list of management practices applicable to a standard farming unit producing 30 bales of wool and running 1000 ewes pre-emptively for a two month period.*

*The management practices must be specified per homogenous production areas.*

### **Purpose of Service**

*The purpose is to provide prescriptive and timeous guidance on management practices to be followed on-farm for each homogenous production area. This practice guide must generate interest in the industry as well as boost the confidence of new entrants in the information available to them.*

### **Deliverables**

- 1. A framework for the generic management calendar will be developed for a 24 month cycle and submitted to the Production Advisory Committee by November 2013. Experts will also be involved to assist with the identification and inclusion of appropriate management practices in the calendar for each production area, i.e. the SA Veterinary Association.*
- 2. A framework and plan to promote the new release of the management calendar will be finalised for each production area and submitted for approval to the Production Advisory Committee by January 2014.*
- 3. A published management calendar will be included in the Wool Farmer every two months starting February 2014.*

4. *An online published management calendar will be updated and included on the NWGA website every two months starting February 2014.*
5. *The value of the service will be assessed at the NWGA National Congress annually.*

### **Measurables**

*Programme recognition and top of mind recall with active participation of at least 35% of delegates included in the survey as per service 8.*

## **Service 8: Project for developing an online Production Advisory Survey.**

### **Description of Service**

*Participation, promotion and assistance in the development of an annual online survey aimed at researching perceptions on the performance of the Cape Wools Production Advisory Services with the intention of increasing customer satisfaction.*

### **Purpose of Service**

*The purpose is to inform Cape Wools of producer perceptions and their requirements enabling Cape Wools to develop the delivered services accordingly with the intention of increasing customer satisfaction.*

*The NWGA will not be able to provide this service on a full scale due to budgetary constraints, but will assist CWSA in this regard as far as possible.*

## **Service 9: Provide Shearer Training.**

### **Description of Service**

*The provision of shearer training within the territory.*

### **Purpose of Service.**

*To ensure the availability of a suitably trained shearer complement sufficient to harvest the annual clip.*

### **Deliverables**

1. *Perform a needs analysis, -monitoring, measuring and reporting on annual shearers required. A survey document will be developed and completed with service providers and reported annually by December*
2. *Advance the standards for the shearing profession through the development of a Code of Best Practice for Sheep Shearers and promoting the code through shearing contractors and appropriate media.*
3. *Maintain a database of shearers trained by respective service providers and in partnership with AgriSETA.*

4. *Train at least 250 blade beginner shearers annually and strive to certify at least 80% of these learners to be competent against the outcomes of the AgriSETA unit standard.*
5. *Train at least 150 blade intermediate shearers annually and strive to certify at least 80% of these learners to be competent against the outcomes of the AgriSETA unit standard.*
6. *Train at least 130 machine beginner shearers annually and strive to certify at least 80% of these learners to be competent against the outcomes of the AgriSETA unit standard.*
7. *Train at least 120 machine intermediate shearers annually and strive to certify at least 80% of these learners to be competent against the outcomes of the AgriSETA unit standard..*
8. *A list of shearing instructors trained bi-annually.*
9. *Host 5 regional shearing championships in communal areas.*
10. *Host 6 Provincial shearing championships.*
11. *Host 1 National shearing championship.*
12. *Deliver demonstrations to agricultural schools, college students and shows (i.e. NAMPO, Royal).*
13. *A detailed report reflecting:*
  - *The numbers of newly trained SA citizens required per year.*
  - *The specific requirements for blade and machine shearing instructors.*
  - *Areas where SA trainees should be recruited.*
  - *Specific training areas to be included in training modules.*
  - *Ratio of blade shearers vs. machine shearers.*
  - *Foreign nationals employed as shearers in SA.*
  - *Percentage of trained individuals' uptake into formal employment*
  - *Reasons for low uptake and actions to increase uptake.*
  - *Profile benefits of a shearer career.*

### **Measurables**

*Certify as trained at least 250 blade beginner shearers annually.*

*Certify as trained at least 150 blade intermediate shearers annually.*

*Certify as trained at least 130 machine beginner shearers annually.*

*Certify as trained at least 120 machine intermediate shearers annually.*

*A list of shearing instructors trained bi-annually.*

*Host 5 regional shearing championships in communal areas.*

*Host 6 Provincial shearing championships.*

*Deliver demonstrations to mineworkers and agricultural school and college students.*

*A detailed report detailing:*

- The numbers of newly trained SA citizens required per year.*
- The specific requirements for blade and machine shearing instructors.*
- Areas where SA trainees should be recruited.*
- Specific training areas to be included in training modules.*

- *Ratio of blade shearers vs. machine shearers.*
- *Foreign nationals employed as shearers in SA.*
- *Percentage of trained individuals' uptake into formal employment.*
- *Reasons for low uptake and actions to increase uptake.*
- *Profile benefits of a shearer career.*

### **Service 10: Provide Wool Classing Training.**

#### **Description of Service**

*Provide training on the classing of wool.*

#### **Purpose of Service.**

*Consistently guard the integrity and standard of wool classing for the SA clip.*

#### **Deliverables**

1. *Perform a needs analysis, monitoring, measuring and reporting on annual wool classing requirements. This will be done in close consultation with the Shearing and Wool Classing Advisory Committee annually by November.*
2. *Advance the standards of wool classing based on the Industry approved standards and standards set for "Springbokkop" classers through assessment by accredited service providers. These service providers are approved by the NWGA. List of Approved Service Providers is kept on record at NWGA Head Office in Port Elizabeth.*
3. *To continuously describe the consequences of contamination and advanced good shed management practices. This will be informed through evaluation of clip fault reports and the relative occurrence and importance of contributing faults identified from these reports.*
4. *Table an annual report with details of the findings of the needs analysis and which is accepted and supported by the Production Advisory Committee.*
5. *Develop an AgriSETA approved training course (based on unit standards) developed for the training of wool classers.*
6. *Facilitate training and/or train 250 piece pickers and 50 wool classers annually.*

#### **Measurables**

*A mid-year report detailing the findings of the Clip Fault Report and in which areas and actions to focus on for future efforts are included.*



An annual report with details of the findings of the needs analysis.

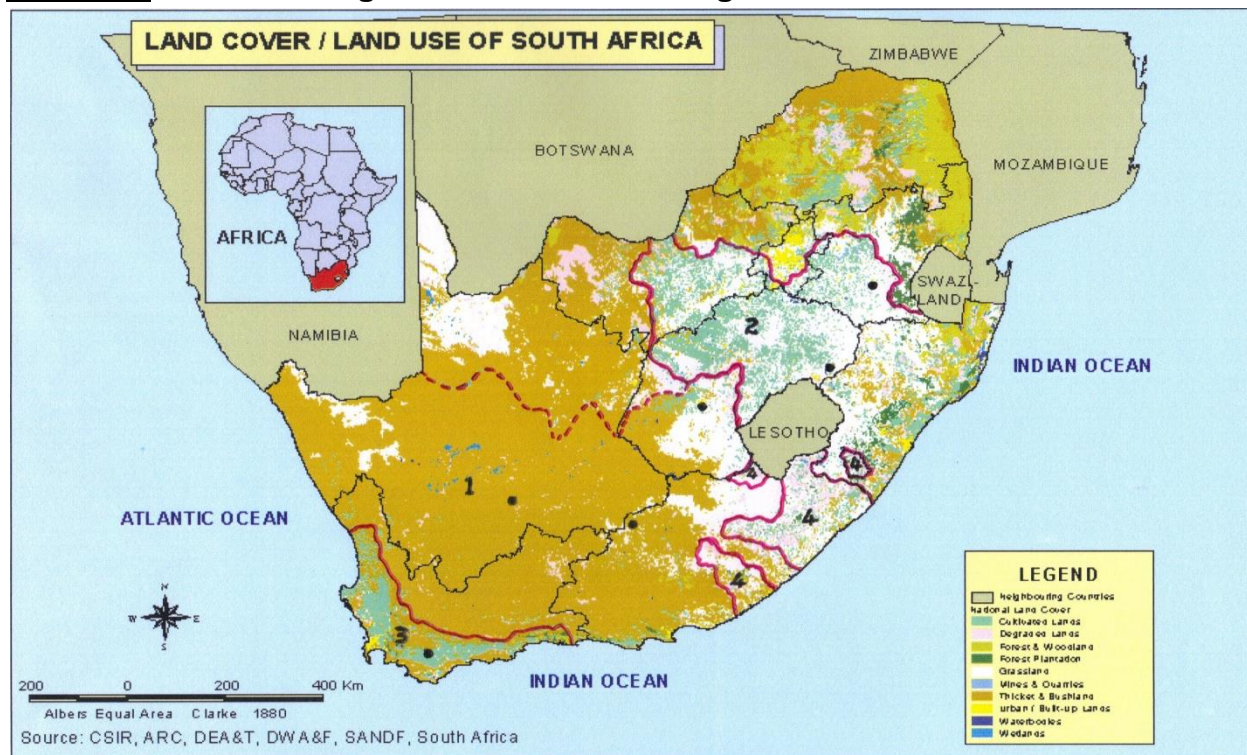
An AgriSETA accredited training course developed for the training of wool classers.

250 piece pickers and 50 wool classers trained annually.

## **8. BUDGET**

The Budget per Service is attached as *Appendix 1*.

**Figure 1: Broad homogeneous Production Regions**



**Figure 2: Sub divisions of broad homogeneous Production Regions.**

