

**ANNEXURE A**

# **Introduction: Training & Development**

## **REPORTING PERIOD**

**1 APRIL 2025 TO 30 JUNE 2025**

**PREPARED BY:**

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Training and Development

**NATIONAL WOOL GROWERS' ASSOCIATION**

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## AIM

- Coordination of training to all Production Advisors and Wool Producers in practices relevant to the South African Wool Industry.
  - Coordination of training to provide training to Wool Producers, Wool Handlers, and Learners in Animal Handling, Animal Welfare, Management Practices, and Wool Handling.
  - To develop and compile manuals and course material for NWGA Production Advisors to use during training.
  - To develop training modules, standards, and information as required by the South African Wool Industry.
  - Progress within this new portfolio is reported under each of the goals discussed below.
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## TARGET AREAS

### 1. Wool Handling and Wool Classing

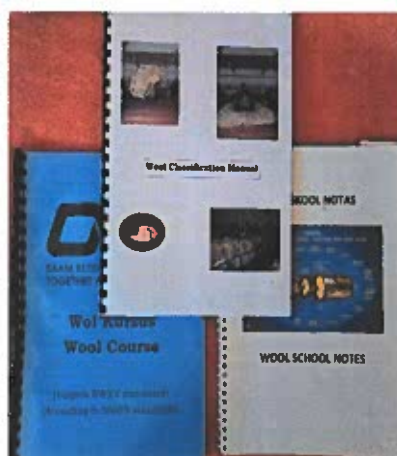
The need for increased focus on wool classing training became evident in 2022. The NWGA is responsible for upholding the South African classing standards, it became necessary to improve the delivery of wool handling and wool classing courses.

Since Sept 2022 to June 2025 the following Springbok Head Courses were held by NWGA SBK Instructors:

- Producers: 5 SBK wool classing course – 67 attendees
- Wool Classers: 4 SBK wool classing course - 70 attendees
- Tertiary Institutions: 5 SBK wool classing course – 83 attendees
- High School students: 3 SBK wool classing courses – 74 attendees

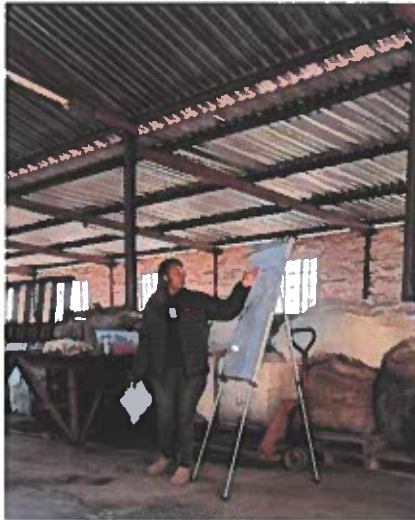
#### 1.1 Wool Classing Manual:

Currently, SBK (Springbok Head) Instructors use various versions of a wool handling manual based on NWGA Classing Standards. The objective is to standardize the manual and supply a single comprehensive version containing accurate and relevant information for use by all SBK Instructors.



**1.2 Translation of the Wool Classing Manual:**

There is an urgent need to translate the manual into Xhosa, Sotho, and Zulu for use in training and refresher courses for existing wool classers.



**1.3 SBK Committee and Instructors:**

An annual meeting should be held between the SBK Committee and all SBK Instructors to discuss:

- Wool classing training
- Wool classing standards
- The development and maintenance of the Springbok Head Wool Classing Diploma as an elite, purposeful qualification



**1.4 Communication:**

Efforts must be made to establish communication with Cape Wools, brokers, and wool buyers to discuss wool classing standards in South Africa and identify areas for improvement.



**1.5 Current Wool Classers, SBK Classers, and Shearing Contractors:**

Official training and refresher courses are required to maintain high classing standards for the South African Wool Clip, making it competitive in the global market. It is also vital to engage with shearing contractors to ensure quality and consistent training of both existing and upcoming wool classers.



**1.6 Wool Producers and Farm Workers:**

Wool handling courses must be presented to producers and farmworkers to enhance their understanding of critical processes during the shearing season. There is a particular need to train farmworkers in piece picking, this important area is often overlooked. This initiative will also help technical advisors from brokers to better assist producers in preparing their wool clip for sale.



**1.7 Qualified Xhosa/Sotho/Zulu SBK Instructors:**

Currently, only one SBK Instructor are qualified to conduct wool handling training in indigenous languages. More Xhosa, Sotho, and Zulu-speaking instructors are required.



**1.8 SBK Wool Classer Database:**

The current database exists in hard copy and Excel spreadsheets. Upgrading to a centralized digital database is essential for record-keeping and verifying the credentials of wool classers. This will support compliance with future standards for wool producers.

**1.9 Feedback System for Classers:**

Historically, SBK Wool Classers received objective feedback on the quality of their work.

- The first goal is to encourage all shearing contractors, brokers, and farmers to use SBK classer numbers and record them on bale and clip advice forms.
- The second goal is to develop an electronic feedback report to assist shearing contractors, technical advisors, and wool classers in identifying areas for improvement.

**1.10 In-Service Wool Handling Training:**

There is a need for in-service wool handling training. Currently, it is not economically feasible for wool classers instructors to visit commercial shearing teams. This gap could be addressed by empowering shearer instructors with the knowledge and qualifications to serve as SBK Instructors to enable them to provide additional support in wool classing and in-service training.



### Progress Update

- Two SBK Instructor meetings were held (Jan 2024 & Feb 2025).
- Agreement was reached to use one standard manual. The Afrikaans version is 80% complete, pending grammar checks and additional content.
- **Industry Engagement:** All relevant industry stakeholders—including Cape Wools and SAWAMBA—were invited to the SBK Instructor Meeting. During the Wool Forum meeting, Mr. Paul Lynnc (representing SAWAMBA) requested to be contacted for input on wool classing standards on behalf of SAWAMBA.
- **Digital Database Development:** The existing Webroute Shearing System is currently being utilized for the electronic capturing of SBK classers, instructors, and training courses conducted. Although still in an experimental phase, the current standard operating procedures appear to be effective.
- **A draft version of the electronic feedback report has been circulated among Cape Wools, Webroute and SBK Instructors.** Further discussions are planned.

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## 2. Animal Handling, Welfare, and Management Practices

### 2.1 Upgrading the Animal Handling Course:

The aim is to develop a new standardized PowerPoint presentation using high-quality photos, videos, and current farming practices. The course will target farmworkers, farm managers, and learners. It will include:

- Animal handling and management practices
- Biosecurity
- New animal welfare regulations (aligned with Sustainable Cape Wool Standards)
- Introduction to animal reproduction and breeding
- Basics of animal nutrition

### Progress Update

- Work has begun on integrating biosecurity into the animal handling course.

- Discussions are ongoing to align the course with Sustainable Cape Wool Standard audits. This will allow wool producers to meet welfare and management practice requirements after course completion.



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### 3. AgriSETA

#### **Collaborations:**

Work is ongoing with AgriSETA, QCTO (Quality Council for Trades and Occupations), and industry partners to realign relevant courses for the wool industry.

#### **Progress Update**

##### **AgriSETA**

- NWGA is actively participating in the working group for the re-alignment of the Wool and Mohair Handler Certificate alongside AgriSETA, QCTO, and industry stakeholders.
  - A successful meeting was held with AgriSETA to discuss all relevant courses accredited with the organization, as well as how the NWGA can position itself to offer these courses to the industry.
  - The need for part-qualification courses was also presented for further development in collaboration with AgriSETA.
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## **SUMMARY**

This report outlines significant progress in the training and development portfolio for the period 1 April to 30 June 2025. Key focus areas included wool handling, wool classing, animal handling and welfare, and collaborations with AgriSETA.

The overarching goal is to uphold and elevate the wool classing standard of South African wool and restore the prestige of the SBK number. Improving, updating, and realigning training material to better equip Production Advisors in their daily role of supporting South African wool producers."

Signed at Middelburg on 25 July 2025



**Annelize Smit van Niekerk**

**Manager: Training and Development**