



People Planet Profit  
The Triple Bottom Line

**A single vision for the grain industry**  
Presented by Lizelle Jacobs


## Why People?

- People determine the success of the business.
- It is important that your people's efforts are strongly aligned with your long-term vision and that you are focused on ongoing capacity development strategies.



## Development needs in the Grain Sector

- Grain Silo Operator
  - Basic entry level introduction to grain silo operations and processes
  - SAQA qualification – NQF 1
- Grain Grader
  - QCTO approved qualification
  - Development of training material with industry
  - Occupational Qualification
- Grain Silo Manager
  - QCTO approved qualification
  - Development of training material
  - Occupational Qualification



## What's new?

- Qualifications are occupationally directed
- Industry is an important development partner
- Focus is on workplace experience and development
- Establishing a standard for training and development in the grain industry

## The road thus far

- PMI appointed as development partner for training material in line with QCTO curriculum requirements and accreditation
- Development of learning material:
  - Grain Grader: Lizelle Jacobs
  - Grain Handling Controller: Dawie van Straaten
- Workshop with stakeholders to discuss Grain Grader training material and delivery model
- Steering Committee appointed to implement



## Grain Grader

- Introduction to Grain Silo industry and operations
- Knowledge components
  - Sampling
  - Quality Standards
  - Grading standards
- Five grains
  - Wheat
  - Maize
  - Sunflower seeds
  - Soya
  - Sorghum
- Practical simulated assessment and workplace experience

## Qualification Delivery

- Classroom facilitation
  - 12 credits = 120 notional hours=15 days training
- Practical simulation
  - 16 credits=160 notional hours=20 days practical training
- Workplace Experience
  - 24 credits=240 notional hours=30 days logged workplace experience

## Delivery Model

- Accredited training provider who can provide 35 days theory and practical training
- Practical training must take place in simulated environment with required instruments
- Workplace experience require:
  - Approved workplace sites
  - Trained mentors and assessors
  - Administrative support and quality assurance



## Concerns and issues

- What about grains that are not covered in the training material?
- Why is Lizelle from PMI writing this material?
- What about grain training specialists currently delivering excellent training in the industry?
- What about continuous assessment and refresher training for grain graders?
- Should current grain graders be re-trained on the new curriculum?
- Do we need a database with all trained and qualified grain graders?
- Why do we need this at all?

## Contact details

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Steering Committee:

- **Afgri (Jan L de Sousa),**
- **VKB (Jack Radford),**
- **SSK (Henry Gale),**
- **Senwes (Graham Lottering),**
- **GWK (Maryna Viljoen),**
- **BKB Grain Co (Johan van Rensburg)**