**IBD AFRICA SECTION TRAINING REPORT - 2018**

This report contains three sections.

1. **IBD AFRICA SECTION RESULTS**

The table below details a summary of the results from the examinations written in June 2018 (Diploma and Master Brewer examinations) and May 2018 (GC’s).

1. **Overall 2018 2017 2016**

Number of Candidates entered 404 356 352

Number of Papers entered 446 383 421

Number of Papers passed 319 255 243

Pass Rate 72% 67% 58%

New Diploma Brewers 43 35 34

New Diploma Packers 5 8 6

New Diploma Distillers 1 0 0

New Master Brewers 1 2 3

1. **Diploma in Brewing**

**Subject 2018 2017 2016**

DIB I English 80% 68% 58%

DIB I French 53% 55% 30%

DIB II English 74% 78% 77%

DIB II French 64% 68% 53%

DIB III English 60% 73% 59%

DIB III French 60% 58% 58%

1. **Diploma in Distilling**

**Subject 2018 2017 2016**

DID I (Cereal) NA 100% (2) NA

DID I (Molasses) NA NA 100% (1)

DID II 100% (1) 33% (3) 0% (2)

DID III 100% (1) 100% (1) 0% (1)

1. **Diploma in Packaging**

**Subject 2018 2017 2016**

DIP I 83% 69% 64%

DIP II (Beer) 92% 67% 33%

DIP II (Soft Drinks) 90% 50% 63%

DIP III 46% 100% 75%

1. **Master Brewer**

**Subject 2018 2017 2016**

MBrew I 75% 25% 80%

MBrew II 50% 50% 0%

MBrew III 100% 33% 40%

MBrew IV 50% 100% 78%

MBrew V 50% 50% 50%

1. **Master Distiller**

**Subject 2018**

MDist I 0% (1)

MDist II 0% (1)

MDist III NA

MDist IV 100%

MDist V NA

1. **General Certificates**

**Subject 2018 (May) 2017 (Nov)**

GCB (Craft) 100% (1) 50% (2)

GCB (Mainstream) 43% (53) 23% (13)

GCB (TAB) NA \*\* (5)

GCD 0% (1) NA

GCP 50% (72) 50% (8)

GCM NA \* (5)

\* No result given as payment for the exam has not been made to IBD

\*\* Results unknown

The following commentary applies to the results above and the examinations in general.

1. Ntombi-Zanele Chinyanta (Zambrew) was awarded both the John S Ford award and Dave Fraser Award for the highest marks in the Diploma in Brewing in the World and Africa respectively. Congratulations to Zanele on this wonderful achievement!
2. Congratulations to our newest Master Brewer - Fred Oluoch from EABL.
3. Overall there was a pleasing increase in the passrate for the June exams, moving from 58% and 67% in 2016 and 2017, to 72% in 2018. This trend in passrates is very encouraging!
4. The number candidates, number of papers entered and number of papers passed have all shown good increases on the 2017 numbers. There was a 13% increase in the number of candidates entered and this very encouraging going forward, however, we are yet to see the effect of the new fees structure on this and other metrics.
5. There were 43 new Diploma Brewers (up from 34 and 35 in 2016 and 2017), 5 new Diploma Packers (down from the 8 in 2017), 1 new Diploma Distiller (the first one in ages from Africa!) and Fred Oluoch from EABL is our latest Master Brewer.
6. DIB I English showed an increase of 12% in passrate and DIB III English decreased by 13% in passrate. The other passrates in the DIB examinations maintained their passrates from 2017 and 2016. It must be noted the DIB I French is lagging behind significantly on its English counterpart, whereas the other examinations are near parity.
7. It was encouraging to see a new DID graduate, but the numbers in distilling are still very low. The failure of the IBD to address the white and molasses spirits in this exam, will continue to effect the numbers in this category. There is a review scheduled for the DID in the near future.
8. Whilst the passrates for the DIP are high, the numbers in DIP II and III are dropping off, which is a concern. This drop off could be temporary, as the DIP I number is increasing, mainly due to Nigerian Breweries adopting the DIP examination for their Packaging Trainees.
9. MBrew continues to bumble along with very few candidates writing the exams. There is a move by Nigerian Breweries to start training some of their Brewers on this programme, so this should stimulate growth in these numbers, however, very few of the major brewers have candidates signed up for this qualification.
10. In contrast, there was a candidate on the new MDist from African Distillers in Zimbabwe, which is the first from Africa. Hopefully we can encourage other major distillers to adopt this qualification.
11. In the GCB and GCP examinations in May, there were significant increases in delegates doing the examinations. This is very encouraging and is largely thanks to the 3 major supporters of the IBD examinations in Africa adopting these qualifications as either pre-requisites to the DIB and DIP examinations or to upskill the shopfloor in basic brewing and packaging skills.
12. Highest Company Passrates (min 30 delegates) for the June examinations were as follows. These companies were also the biggest supporters of the IBD examinations in the Africa Section.
* Nigerian Breweries         91%        70 delegates
* Heineken Ethiopia SC     71%        42 delegates
* ABInBev South Africa     66%        50 delegates
1. The largest supporter of examinations in the Africa Section remains Heineken, followed by ABInBev and Diageo, accounting for 52% of delegates entered in the June examinations and 43% of the May examinations. In comparison Diageo and ABInBev contribute 14% and 27% respectively to the number of candidates.
2. Interestingly enough, the ABInBev number of candidates entered has remained the same for 2017 and 2018 at around 110, which is encouraging, as initial fears were that ABInBev might drop the qualifications after their takeover of SABMiller.
3. **IBD AFRICA SECTION TRAINING**

Training continues to be conducted in Africa through two main companies, who contract directly to the various brewing companies in Africa. This is in line with the decision taken a few years ago, where the IBD Africa Section would not support / sponsor training in individual companies, whose training is exclusively for their staff.

The only sponsored training from 2018 was a series of ‘Boot Camps’ (workshops) for Diploma in Brewing arranged by the Young members and facilitated by Andrew Downes and Wouter Steyn. These were held at Red Rock Brewing Company in Johannesburg.

These sessions proved to be very successful and on the back of this, the IBD is holding a series of 2 day workshops for DIB exams for **all** delegates participating in the exams in May 2019. These will be held in Johannesburg and if there is major buy in, these boot camps will be expanded to West and East Africa in 2020.

These boot camps will be partly sponsored by the Section, with delegates paying a nominal fee to attend.

1. **FOCUS AREAS FOR 2019 onwards**

As always, with Africa being such a large continent, the distances to travel between workshops is huge and expensive and thus moving people or trainers around is prohibitively expensive.

Ways need to be found to share training sessions in geographic areas rather than by individual companies running training. Furthermore, I would like to see the major players in Africa open their training facilities to the IBD, in order to host combined training sessions and for these companies to drop the current philosophy of not allowing delegates to mix at courses.

The IBD AP model of centralised training courses will be investigated further and if applicable, it will be trialled next year in parts of Africa. This model involves running courses co-ordinated by an external company, run by IBD accredited trainers from professional training companies and is partially sponsored. Some courses are used to cross sponsor the training of course which are not as popular as others i.e. some courses run at a loss and others at a profit. The ideal would be to run the training at zero or marginal profit.

If successful, the Boot Camp process will be rolled out to other examinations and other geographical areas.

In terms of examinations, both the Brewing and Packaging qualifications are well supported. It remains a challenge to get the Distillers on board, but hopefully with a new version of the Diploma in Distilling hitting the market in 2019, this will encourage major distillers in Africa to follow this qualification.

The craft industry remains a huge challenge in terms of getting brewers sufficiently trained to make quality beer and the single most used training instrument remains the internet. This is both risky and open to fake information. That being said, the IBD examinations are expensive for craft brewers and thus a way has to be looked at reducing the cost of examinations for this group or sponsoring key players in the industry to do the examinations. A possible scholarship to cover costs will need to be investigated.

All in all, it was a very pleasing 2018 for the Section and all the successful candidates must be congratulated on their results.

Regards,

Clive Belcher

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**IBD Africa Section Vice Chairperson and Training Manager**