



Annual Report

2010

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“

**Creating an enabling environment for
skills development in the South African
citrus industry**

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Chairperson's Report

If one were to look at the budget of the Citrus Academy and compare it with the diversity of activities undertaken by it, one might be inclined to think that little justice could be done in tackling the tasks at hand. This is however far from the case and I think that we can be proud, as an industry, of what has been achieved in the Academy. In the few years since its inception, a strong foundation has been built that will support efforts at training, education, capacity building and moves to employment equity.



Under the very able leadership, since its inception, of the general manager, Jacomien de Klerk, we have seen numerous innovative concepts introduced.

To start with the Bursary Fund: from the likes of the Industry Exposure Programme to the Holiday Work Programme, there cannot be too many bursary schemes within South Africa that match the support base what we have. The number associated with some of these programmes are not astounding – fourteen students in the Holiday Work Programme, twenty-three benefitting from the Industry Exposure Programme, six in the Internship Programme, as examples – but the quality and the support are phenomenal, and Desiree Schonken as the Bursary Fund Manager has been instrumental in getting the fundamentals in place and developing these programmes.

In terms of training material, we have learnt a few lessons along the way in the Learning Programme Development. The training guidelines have not been as well taken up and utilised by the grower community and the various service providers as we would have hoped, but the move to video format in the Citrus Postharvest Series is hoped to make training material more easily accessible to a wider spectrum of people in the citrus industry.

The loss in this financial year relates to costs incurred in the filming and production of the Postharvest Series. The board agreed that it was important enough that this project should go ahead and that expenses related to the production of the series should be recovered from income over two years.

In addition to the Bursary Fund and the development of training material, there are numerous linkages with government, funding and development agencies and other industry bodies that the Citrus Academy is involved in, that promote the wider interests of our citrus industry.

The Citrus Industry Trust is the dominant financial contributor to the Bursary Fund, which supports fifty-eight students at sixteen academic institutions. Over the past year however, significant support has come through from the Post-Harvest Innovation Fund, the AgriSETA, Engen and the IDC to fund activities that the Citrus Academy has initiated.

The details included in this annual report give a thorough breakdown of the statistics and direction of the work of the Citrus Academy. As an initiative of the Citrus Growers Association, this company was formed to serve the interests of the citrus industry and it remains important that producers see it as such – read this short report, digest the information and get involved in training and associated activities that in the long run benefit you, the producer.



Mark Fry

As 'n mens kyk na die begroting van die Sitrus Akademie en dit vergelyk met die verskeidenheid van aktiwiteite wat hulle onderneem, mag mens dalk dink dat nie veel reg kan geskied in die uitvoer van die werk op hande nie. Dit is egter ver van die waarheid en na my mening kan ons, as 'n bedryf, trots wees op wat bereik is deur die Akademie. In die paar jaar sedert die daarstelling van die Akademie, is 'n sterk fondasie gebou om pogings rondom opleiding, opvoeding, kapasiteitsbou en indiensnemingsgelykheid te ondersteun.

Onder die bekwame leierskap – sedert die begin – van die algemene bestuurder, Jacomien de Klerk, het ons die daarstelling van vele innoverende konsepte gesien.

Om te begin met die Beursfonds: vanaf programme soos die Industrieblootstellingsprogram tot die Vakansiewerkprogram, kan daar nie baie beurskemas in Suid-Afrika wees wat kan vergelyk met die ondersteuningsbasis wat ons het nie. Die getalle wat deelneem aan party van hierdie programme is nie verstommend nie – veertien studente in die Vakansiewerkprogram, Drie-en-twintig wat voordeel trek uit die Industrieblootstellingsprogram, ses in die Internskapprogram, as voorbeelde – maar die kwaliteit en die ondersteuning is fenomaal, en Desiree Schonken as die Beursfondsbestuurder was instrumenteel in die daarstelling en ontwikkeling van hierdie programme.



In terme van opleidingsmateriaal, het ons 'n paar lesse geleer langs die pad oor opleidingsprogramontwikkeling. Die opleidingsriglyne is nie in alle gevalle na wense in gebruik geneem deur die produsentegemeenskap en die verskeie diensverskaffers nie, maar ons hoop dat die skuif na die videoformaat van die Sitrus Na-Oes Reeks, opleiding meer toeganklik sal maak vir 'n wye spektrum mense in die sitrusbedryf.



Die verlies in hierdie finansiële jaar het betrekking op die onkoste van die verfilming en produksie van die Na-Oes Reeks. Die raad het saamgestem dat dit belangrik genoeg was dat hierdie projek moes voortgaan en dat die uitgawes daaraan verbonde verhaal kan word uit inkomste oor die volgende twee jaar.

Saam met die Beursfonds en die ontwikkeling van opleidingsmateriaal, is daar vele skakelwerk met die regering, befondsings- en ontwikkelingsagentskappe, en ander bedryfsliggame waarby die Sitrus Akademie betrokke is, wat die wyer belange van die sitrusbedryf bevorder.

Die Sitrus Industrie Trust is die grootste finansiële bydraer tot die Beursfonds, wat agt-en-veertig studente by sestien akademiese instellings ondersteun. Oor die afgelope jaar het daar egter ook beduidende ondersteuning gekom vanaf die Post-Harvest Innovation Fonds, die AgriSETA, Engen en die IOK om aktiwiteite wat die Sitrus Akademie van stapel gestuur het, te befonds.

Die inligting wat in hierdie jaarverslag ingesluit is, gee 'n deeglike ontleding van die statistieke en rigting wat die werk van die Sitrus Akademie inneem. As 'n inisiatief van die Sitrus Produsente Vereniging is hierdie maatskappy gevorm om die belange van die sitrusbedryf te dien, en dit is belangrik dat produsente dit as sulks insien – lees hierdie kort verslag, verwerk die inligting, en raak betrokke by opleiding en die meegaande aktiwiteite wat in die langtermyn tot jou, die produsent, se voordeel sal strek.

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General Manager's Statement

In human resource development there is always more and more to do – more resources to develop, more opportunities to create, more programmes to put in place, more people to empower. The inherent challenge is therefore to remain focussed on turnkey activities and not to get distracted by all the other good that needs doing.

Thanks to our dedicated staff and directors, we have again succeeded in staying on course this past year. In a sector where the intellectual capital of entire industries is disappearing as a result of systems that fail to deliver, we are succeeding in not only holding on to what we have, but increasing and expanding our internal knowledgebase.

The Citrus Academy Bursary Fund again performed above and beyond during the past year. Thirty-nine students in various fields of study and at a range of educational institutions were assisted by the fund in 2009. This number increased to fifty-eight in 2010, of which ten candidates belong to the BEE Bursary Support category.

In our view the Bursary Fund has now reached its capacity, measured in terms of the number of graduates that can be absorbed by the industry every year. We do not foresee that the total number of bursary recipients will increase significantly in future, although the ratio of diploma, undergraduate, postgraduate, and BEEBS students may change.

The addition of the BEE Bursary Support category is an exciting development, which enables us to provide more direct support for emergent farmers to develop their internal capacity. Over time, we hope to encourage many young people that are involved in BEE production units to seek their fortunes within the citrus industry.

The students on the Bursary Fund remain a source of pride and joy. Few things in life can be more rewarding than seeing a young person grow and develop and make use of the opportunities given to him or her. To every student: for your hard work and determination, and for the dignity with which you represent the Academy wherever you go, thank you very much.

The Citrus Academy does not get involved in learning delivery – we are an enabler, not a delivery mechanism. But there is a lot of good that we can do in contributing to the quality of delivery and creating opportunities and means of learning. In this quest, we continued our work in learning content development during the past year.

We completed the development of the production learning material and made available all of the material on our website, from where it can be downloaded at no charge. This material can be used by any person who wishes to do training – whether it is classroom training or workplace training – while at the same time being useful as reference material. This body of material, constituting fifty-three sets of learning material, also represents a significant investment of resources in securing the intellectual property of the industry, in a form that makes it accessible to people who wish to learn about it.

Because the production learning material is based on single unit standards, they make for very useful building blocks when it comes to programme development. This year we completed a learning programme for nursery workers, giving them the opportunity to learn and be empowered. In future we will work at developing a learning programme suited to government extension officers, both in content and learning methodology.

But the big work for the past year went into the development of the Citrus Postharvest Series, a set of fifty audiovisual modules that deal with the citrus postharvest value chain. So many people cooperated to make this project possible, and contributed their time and efforts for the good of the industry – a big thank you to every one of them. Provided that every packhouse and grower in Southern Africa takes full advantage of this effort, we believe that it will have a positive impact on the profitability, sustainability and competitiveness of our industry for many years to come.

In terms of financial performance, all of the development cost of the Postharvest Series was expended in this year, resulting in a current year loss of R739,353 and an accumulated loss of R720,853. The intention is to recover this loss through Citrus Postharvest Series sales within the next two to three years. Another significant change in policy resulted in the provision of leave pay, shown under Staff Costs. Significant developments in terms of funding income were the increase in funding received from the AgriSETA and the addition of a new funder in Engen. We hope to continue building our relationships with donors to the benefit of the industry.

In conclusion, I would like to thank everyone that makes possible what we do. Firstly, there are the many academic institutions, and growers and other employers in the industry that participate in the vacation work, internship and workplace experience programmes, that provide excellent learning environments for our students. Then we owe a debt of gratitude to our funders, of which the Citrus Industry Trust and AgriSETA remain our greatest support.

Thank you also to the directors and staff of the Citrus Growers' Association for your unstinting support and faith in what we do, and particularly to Justin Chadwick, who can always be counted on to lift our spirits. The directors of the Citrus Academy keep us pointed in the right direction – thank you for giving so freely and willingly of your time and effort.

Lastly, to Desiree, Rochelle and Londiwe: without your dedication and willingness, there is a whole lot of good that will not get done. You overwhelm the world every day.



Jacomien de Klerk

Verslag van die Algemene Bestuurder

In menslike hulpbronontwikkeling is daar altyd meer en meer goeie dinge om te doen – nog hulpmiddele om te ontwikkel, meer geleenthede om te skep, nog programme om in plek te kry, meer mense om te bemagtig. Die wesenlike uitdaging is dus om gefokus te bly op sleutelaktiwiteite en om nie mens se aandag te laat aflei deur al die ander goeie werk wat gedoen moet word nie.

Te danke aan ons toegewyde personeel en direkteure, het ons weereens daarin geslaag om op koers te bly die afgelope jaar. In 'n sektor waar die intellektuele kapitaal van ganse industrieë verdwyn as gevolg van stelsels wat nie na wense werk nie, slaag ons nie net daarin om te behou wat ons het nie, maar ook om ons interne kennisbasis te vergroot en uit te brei.

Die Sitrus Akademie Beursfonds het nogmaals bo alle verwagtinge presteer die afgelope jaar. Nege-en-dertig studente in verskeie studierigtings en by verskillende opleidingsinstansies is bygestaan deur die fonds in 2009. Hierdie aantal het vermeerder tot agt-en-vyftig in 2010, waarvan tien kandidate behoort aan die SEB Beursfonds Ondersteuning kategorie.

Na ons mening het die Beursfonds nou sy kapasiteit bereik, gemeet in terme van die aantal gegradueerdes wat deur die industrie opgeneem kan word elke jaar. Ons voorsien nie dat die totale aantal beursstudente aansienlik sal vermeerder in die toekoms nie, alhoewel die verhouding tussen diploma, ondergraadse, nagraadse en SEBBO studente kan verander.

Ons is opgewonde oor die toevoeging van die SEB Beursfonds Ondersteuning kategorie. Dit stel ons daartoe in staat om meer direkte ondersteuning aan ontwikkelingsboere te bied, sodat hulle interne kapasiteit kan ontwikkel. Met afloop van tyd hoop ons om vele jongmense wat betrokke is by SEB produksie-eenhede aan te moedig om hulle heil in die sitrus industrie te bewerk.

“Do your little bit of good where you are; its those little bits of good put together that overwhelm the world.

~ Desmond Tutu

Die Beursfondsstudente bly vir ons 'n bron van vreugde en trots. Daar is min dinge in die lewe wat meer bevredigend is as om 'n jongmens te sien groei en ontwikkel en gebruik maak van geleenthede wat na sy of haar kant toe kom. Aan al die studente: vir julle harde werk en vasberadenheid, en vir die waardigheid waarmee julle die Sitrus Akademie verteenwoordig waar julle ook al gaan, baie dankie.

Die Sitrus Akademie raak nie betrokke in die aanbieding van opleiding nie – ons is bemagtigend en nie 'n leweringsmeganisme nie. Maar daar is baie goeie werk wat ons kan doen deur by te dra tot die kwaliteit van lewering en deur geleenthede en middele vir opleiding te skep. As deel van hierdie onderneming, het ons werk voortgesit rondom die ontwikkeling van opleidingsinhoud oor die afgelope jaar.

Ons het die ontwikkeling van produksie opleidingsmateriaal afgehandel en al die materiaal is beskikbaar gestel op ons webwerf, van waar dit gratis afgelaai kan word. Die materiaal kan gebruik word deur enige iemand wat opleiding wil doen – of dit nou klaskamer of werkplek opleiding is – en kan ook gebruik word as verwysingsmateriaal. As 'n geheel, verteenwoordig die drie-en-vyftig stelle opleidingsmateriaal 'n aansienlike belegging van hulpbronne in 'n poging om die intellektuele rykdom van die industrie te beveilig, in 'n vorm wat toeganklik is vir mense wat graag meer daarvoor wil leer.

Omdat die produksie opleidingsmateriaal baseer is op aparte eenheidstandaarde, is dit handige boublokke wanneer dit kom by programontwikkeling. Hierdie jaar het ons 'n opleidingsprogram vir kwekerywerkers klaargemaak, wat aan hulle die geleentheid bied om te leer en hulleself te bemagtig. In die toekoms sal ons werk aan 'n program wat gepas is vir die regering se voorligtingsbeamptes, in beide inhoud en leermetodologie.

Maar die groot werk oor die afgelope jaar was die ontwikkeling van die Sitrus Na-Oes Reeks, 'n stel van vyftig audiovisuele modules wat handel oor die sitrus na-oes waardeketting. Soveel mense het saamgewerk om hierdie projek moontlik te maak en het hulle tyd en moeite bygedra ter wille van die industrie – 'n groot dankie aan elkeen van hulle. Gegewe dat elke pakhuis en produsent in Suider-Afrika ten volle voordeel trek uit hierdie geleentheid, glo ons dat hierdie reeks 'n positiewe impak sal hê op die winsgewendheid, volhoubaarheid en mededingendheid van die industrie vir baie jare die toekoms in.

In terme van finansiële prestasie, is al die ontwikkelingskoste van die Sitrus Na-Oes Reeks afgeskryf as 'n uitgawe in hierdie jaar, wat 'n verlies van R739,353 tot gevolg gehad het, en 'n opgehope verlies van R720,853 beteken. Ons is van plan om hierdie verlies te verhaal uit die verkope van die Sitrus Na-Oes Reeks binne die volgende twee tot drie jaar. 'n Ander beduidende verandering in beleid het gelei tot 'n voorsiening vir verlof uitbetalings, wat gewys word as deel van Personeelkoste. Noemenswaardige ontwikkelinge ten opsigte van befondsing was die toename in befondsing vanaf die AgriSETA en 'n nuwe donateur, byname Engen. Ons hoop om ons verhoudinge met befondsters verder te bou die toekoms in ter wille van die industrie.

Ter afsluiting, wil ek graag almal bedank wat ons werk moontlik maak. Eerstens is daar die vele akademiese instellings, en produsente en ander werkgewers in die industrie wat deelneem aan die vakansiewerk, internskap en werkplek-ondervinding programme, wat sulke voortreflike opleidingsmilieus bied aan ons studente. Dan is ons dankbaarheid verskuldig aan ons befondsters, waaronder die Sitrus Industrie Trust en die AgriSETA ons grootste ondersteuners bly.

Dankie ook aan die direkteure en personeel van die Sitrus Produsente Vereniging vir julle standvastige ondersteuning en vertroue in wat ons doen, en veral aan Justin Chadwick, op wie ons altyd kan reken om ons opnuut te besiel. Die direkteure van die Sitrus Akademie hou ons op koers – dankie dat julle so vrygewind is met julle tyd en moeite.

Laastens, aan Desiree, Rochelle en Londiwe: as dit nie vir julle toewyding en gewilligheid was nie, sou 'n groot klomp goeie werk ongedoen gebly het. Julle oorweldig die wêreld elke dag.

Corporate Governance

Citrus Academy Board of Directors

- The Citrus Academy is governed by a board of directors consisting of seven members
- The Chief Executive Officer of the CGA, Justin Chadwick, attends Citrus Academy board meetings as an observer
- A representative of the CGA Audit Committee is invited to attend board meetings as an observer

Groups and Organisations Represented on Citrus Academy Board

Group	Number of Representatives	Details
Citrus Growers' Association	4	Nominated by CGA board
Donors	1	Nominated by largest donor
Service Providers	1	Nominated and approved by Citrus Academy board
Skills Development Specialist	1	Nominated and approved by Citrus Academy board

Board Members and Their Representation at 31st of March 2010

Representation	Name	Date of Appointment
CGA	Mike Woodburn (Vice Chairperson)	2009/04/01
CGA	Graham Piner	2009/04/01
CGA	Shane Dellis	2009/04/01
CGA – Emergent Farmer Representative	Israel Nemaorani	2007/04/01
Donors (Citrus Industry Trust)	Mark Fry (Chairperson)	2007/04/01
Service Providers	Joy van Biljon	2009/01/26
Skills Development Specialist	Santa de Jager	2009/01/26

Board Meetings Held during the Year under Review

Date	Meeting	Apologies
2009/05/11	Board Meeting	Israel Nemaorani
2009/08/19	Board Meeting	None
2010/02/04	Board Meeting (Telcon)	Joy van Biljon Santa de Jager

* The Annual General Meeting of the Citrus Academy was held on the 18th of August 2009 at the Willow Park Conference Centre, Kempton Park.

Citrus Academy Representation

- The General Manager of the Citrus Academy represents the fruit sector on the AgriSETA Primary Sub-Sector Committee



Management and Staff

- The strategic objectives of the Citrus Academy are set by the board of directors
- Project plans are developed by the general manager to achieve these objectives
- Management reports to the board members on progress made on specific projects



Personnel Employed on 31st March 2010

Name	Position	Date of Appointment
Jacomien de Klerk	General Manager	2005/01/01
Desiree Schonken	Bursary Fund Manager	2006/05/01
Rochelle Adkins	Office Assistant	2008/04/01
Londiwe Ngcobo	Office Intern	2010/01/01

Financial Governance

- Funding received from the CGA, as approved by the CGA board of directors, is used for overheads, salaries, and funding of ongoing projects
- Additional funding is secured and appropriated for specific projects
- Financial administration services are provided by the CGA
- Expenditure is approved by the general manager of the Citrus Academy
- Monthly management accounts are produced and circulated to the members of the board
- Annual financial statements are drafted and presented to the auditors during the annual audit



Financial Service Providers and Office Bearers

Company Secretary	Robert Miller (CGA)
Auditors	PriceWaterhouseCoopers – Pietermaritzburg
Bankers	Standard Bank of SA



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Citrus Academy Bursary Fund

Background

- Established in its current form at the beginning of 2006
- Bursaries are awarded to students, and not to institutions
- Provides bursaries to students in citrus-related study fields
- Applications are submitted through Citrus Academy website
- Applications are rated on relevance of field of study (scarcity and criticality), PDI status, academic performance, financial need, family links with citrus industry, gender, and disability
- Selection procedure is structured to ensure a fair distribution between citrus producing regions, academic institutions and courses of study
- Bursaries are awarded for an academic year
- A bursary can cover tuition, accommodation, research cost (postgraduate) and other study costs
- Funding is paid in two tranches, in February and August
- Students are given opportunities to gain experience and exposure during their studies
- Students are obligated to work time back in the citrus industry on completion of their studies
- Every student signs the Bursary Fund Agreement, which clarifies the obligations of the student
- Failure to adhere to the Bursary Fund Agreement may result in repayment of the bursary money

2009/2010 Report

- In 2009, thirty-nine students studying at thirteen academic institutions were supported
- Ten students that were originally allocated bursaries were not able to register for the qualification they wanted, resulting in their bursaries being cancelled
- Eleven students graduated at the end of 2009
- No student failed outright
- Ten students achieved distinctions in their final examinations
- The top academic performers in 2009 were:
 - » Certificate level: Muzi Mhlanga, Higher Certificate in Plant Production, Lowveld College of Agriculture
 - » Diploma level: Takgoa Phalakatshele, National Diploma in Plant Production, Lowveld College of Agriculture
 - » Undergraduate level: Asanda Mditshwa, BSc Agriculture, University of Fort Hare
- Four graduates were absorbed into the industry in permanent positions on completion of their studies
- In 2010, fifty-eight students were awarded bursaries, studying at sixteen academic institutions
- Scarce and critical skills addressed through the Bursary Fund included entomology, plant pathology, biotechnology and soil science

Objectives

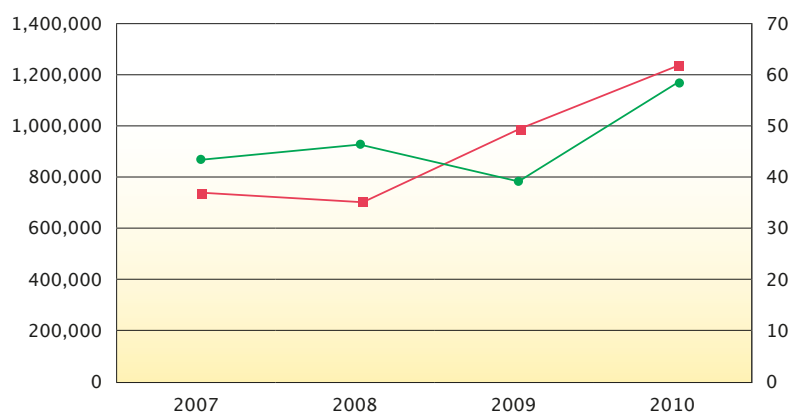
- ✓ Low skills levels
 - ✓ Employment equity
 - ✓ Scarce and critical skills
 - ✓ Land transition
- Quality delivery

Income and Expenditure

Item	2008/09	2009/10
Bursary Fund Income – Citrus Industry Trust	751,842	875,722
Bursary Fund Income – AgriSETA	105,000	240,000
Bursary Fund Payments – August	(324,980)	(447,079)
Bursary Fund Payments – February	(531,862)	(668,649)
Net Income / (Expenditure)	0	(6)



Bursary Fund Allocations



Value of Bursary Fund	—■—	736,950	699,438	978,941	1,228,889
Number of Students	—●—	43	46	39	58

Reconciliation of Student Numbers



Graduate	2008/09	2009/10
Initial Intake	47	49
Exits during Year	(1)	(10)
Final Student Number	46	39
Graduates	(15)	(11)
Grade 12s	(3)	(2)
Grade 12s Continued with Tertiary Education	0	2
Students Transferred to Next Year	28	28
New Students	21	30
Student Number	49	58

Placements

Graduate	Qualification	Company
Jan Nkwashu	N Dip Plant Production	Bavaria Citrus, Hoedspruit
William Ntimane	N Dip Plant Production	Golden Frontiers Citrus, Malelane
Clement Mavele	N Dip Plant Production	Larten Lemons, Nelspruit
Arno Erasmus	MSc Agriculture (Plant Pathology)	University of Stellenbosch, Stellenbosch

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Bursary Fund Statistics

	Secondary Education	Tertiary Education			Total
		Diploma / Certificate	Under-graduate	Post-graduate	
August 2009 Bursary Fund Payments					
Cape Peninsula University of Technology		11,000			11,000
Fort Cox College of Agriculture and Forestry		12,188			12,188
Lowveld College of Agriculture		68,495			68,495
Nelson Mandela Metropolitan University		11,000	33,000		44,000
Rhodes University				38,350	38,350
Secondary Institution	7,986				7,986
UNISA		4,088			4,088
University of Fort Hare			72,400		72,400
University of KwaZulu-Natal				45,000	45,000
University of Orange Free State			15,000		15,000
University of Stellenbosch			13,500	75,000	88,500
University of Zululand			40,072		40,072
Varsity College		0			0
Total	7,986	106,771	173,972	158,350	447,079
Black Male	7,986	43,202	95,572	65,000	211,760
Black Female		59,481	38,400	35,000	132,881
White Male			28,500	20,000	48,500
White Female		4,088	11,500	38,350	53,938
Total	7,986	106,771	173,972	158,350	447,079

February 2010 Bursary Fund Payments					
Cape Peninsula University of Technology		25,750			25,750
Damelin		8,500			8,500
Durban University of Technology			7,825		7,825
Fort Cox College		8,340			8,340
IPM		27,000			27,000
Lovedale College		3,183			3,183
Lowveld College of Agriculture		92,794			92,794
Nelson Mandela Metropolitan University		43,775	54,475	19,250	117,500
Rhodes University				15,000	15,000
Secondary Institution	42,158				42,158
UNISA		17,950	38,520		56,470
University of Fort Hare			84,115		84,115
University of KwaZulu-Natal				70,664	70,664
University of Pretoria			13,500		13,500
University of Stellenbosch			44,500	33,850	78,350
University of the Free State			17,500		17,500
Total	42,158	227,292	260,435	138,764	668,649
Black Male		103,081	124,415	70,664	298,160
Black Female	42,158	79,261	74,020	18,850	214,289
White Male		37,000	62,000		99,000
White Female		7,950		49,250	57,200
Total	42,158	227,292	260,435	138,764	668,649

	Secondary Education	Tertiary Education			Total
		Diploma / Certificate	Under- graduate	Post- graduate	

2009 Student Numbers

Cape Peninsula University of Technology		1			1
Fort Cox College of Agriculture and Forestry		1			1
Lowveld College of Agriculture		11			11
Nelson Mandela Metropolitan University		1	3		4
Rhodes University				2	2
Secondary Institution	2				2
UNISA		1			1
University of Fort Hare			5		5
University of KwaZulu-Natal				2	2
University of Orange Free State			1		1
University of Stellenbosch			1	4	5
University of Zululand			3		3
Varsity College		1			1
Total	2	16	13	8	39
Black Male	2	8	7	3	20
Black Female		7	3	2	12
White Male			2	1	3
White Female		1	1	2	4
Total	2	16	13	8	39

2010 Student Numbers

Cape Peninsula University of Technology		2			2
Damelin		1			1
Durban University of Technology			1		1
Fort Cox College		1			1
IPM		2			2
Lovedale College		1			1
Lowveld College of Agriculture		12			12
Nelson Mandela Metropolitan University		4	4	1	9
Rhodes University				1	1
Secondary Institution	4				4
UNISA		2	4		6
University of Fort Hare			7		7
University of KwaZulu-Natal				3	3
University of Pretoria			1		1
University of Stellenbosch			3	3	6
University of the Free State			1		1
Total	4	25	21	8	58
Black Male		12	12	3	27
Black Female	4	9	5	2	20
White Male		3	4		7
White Female		1		3	4
Total	4	25	21	8	58

Black Economic Empowerment Bursary Support (BEEBS)

Background

- Established in 2010 as a separate category of the Bursary Fund
- Aimed at building internal capacity of citrus farming enterprises that are BEE compliant
- Focuses on owners and part-owners of enterprises and beneficiaries and members of trusts that are owners or part-owners of BEE citrus enterprises, their family members and employees, and on members of communities that benefited from land restitution
- Candidates must be employed or interested in being employed in the citrus production unit
- Candidates are selected by the owner or community, and submitted to the Citrus Academy for approval
- The Citrus Academy enters into an agreement with the trust / community / production unit owner, and the learner, in turn, signs a contract with the trust / community / production unit owner
- The Citrus Academy funds up to 50% of the learner's tuition and accommodation fees and the BEE enterprise is responsible for covering the rest
- The BEE enterprise undertakes to provide the learner(s) with opportunities to work on the farm during holidays, and with employment after they complete their studies
- Support is not restricted to tertiary education

Objectives

- ✓ **Low skills levels**
Employment equity
Scarce and critical skills
- ✓ **Land transition**
Quality delivery

Income and Expenditure

Item	2009/10
Bursary Fund Income – Citrus Industry Trust	93,136
Bursary Fund Payments – February	(93,136)
Net Income / (Expenditure)	(0)

2010 BEEBS Students

Name	Citrus Enterprise	Qualification	Institution
Andiswa Dyonase	Letas Farm	Grade 10	Get Ahead Project
Nontembeko Metula	Topkat Farm	Maths & Science Bridging	Master Maths
Chwayita Mfecane	Zenuntlutha Farming CC	Grade 8	Victoria Girls High School
Ramolefe Morifi	Winterveldt Citrus Project	B Tech Agric Management	Nelson Mandela Metropolitan University
Nomfundo Mpahla	Naudeshoek Farm	N Dip Agric Management	Nelson Mandela Metropolitan University
Vuyolwethu Mpahla	Naudeshoek Farm	Grade 10	Westering High School
Lesson Mphambane	Jericho Farm	N Dip Project Management	Damelin
Siyabonga Ndzoyi	Gatyena Citrus Farm CC	HC Primary Agriculture	Lovedale College
Maggie Ratau	Roslé Boerdery (Pty) Ltd	N Dip Plant Production	Lowveld College
Frank Ndlovu	Mariveni Farmers Coop	BCompt Accounting	UNISA

* Please note that BEEBS students are included in statistics on previous pages

2009/2010 Report

- Ten candidates qualified for BEE Bursary Support in 2010
- Four students are in secondary school, three students are studying towards diplomas or certificates, and three students are involved in undergraduate studies
- Students represent at wide geographical spread



Bursary Fund Holiday Work Programme

Background

- Implemented in 2006 as part of Citrus Academy Bursary Fund
- All undergraduate and diploma Bursary Fund students are obligated to do holiday work
- Students are placed at businesses related to their field of study
- Aim is to provide students with opportunities to enhance and apply learnt theory
- Provides students with opportunities to see how citrus enterprises operate in reality
- Citrus growers engage in transformation by nurturing a qualified, competent emerging workforce, while having the opportunity to scout candidates for employment
- Citrus Academy pays transport costs and gives students a daily allowance
- Employers provide work experience, accommodation and local transport
- Students are supervised and coached by mentors, such as technical, packhouse and production managers

2009/2010 Report

- In 2009, fourteen students took part in the holiday work programme
- Students worked for approximately four weeks during the June/July vacation
- Seven companies participated in the vacation work programme
- Companies included farms and packhouses
- Duties performed by the students ranged from planting, picking and packing to quality control and general maintenance
- Students gained experience in production and packing practices, and performed administrative tasks such as data collection, recordkeeping and wage calculations
- Two students were assisted to do research for their final year projects during the vacation

2009 Holiday Work Placements

Company	Student
Bosveld Citrus	Lehlohonolo Masilo, Muzi Mhlanga, Anastacia Nomsa Mlimi, Johannah Seanego
Crocodile Valley Citrus Company, Nelspruit	Vusi Lubisi, Thami Sambo
Final Year Projects	Sabelo Khumalo, Sifiso Mthabela
Goedehoop Citrus	Thinus Smuts
Patensie Citrus	Nelisa Apleni, Ncediwe Pute
Riverside Citrus	Gideon Van Zyl
Sundays River Citrus Company, Addo	Sinegugu Ndamase
Woodburn Estate, Ixopo	Sibongiseni Mgozozeli



Income and Expenditure

Item	2008/09	2009/10
Transport Costs	20,064	18,765
Daily Allowances	19,354	19,020
Total Expenditure	39,418	37,785

Objectives

- ✓ Low skills levels
- ✓ Employment equity
- ✓ Scarce and critical skills
- ✓ Land transition
- ✓ Quality delivery

Supported by:



Bursary Fund Industry Exposure Programme

Background

- Initiated in 2007, in response to identified lack of industry exposure for Bursary Fund students
- Main aim is to provide students with opportunities to attend events related to their field of study, where they are exposed to the citrus industry and the wider agricultural sector
- Students are given opportunities to learn from expert presentations related to their field of study
- Students are able to improve their knowledge and understanding of the industry and sector
- Students, especially postgraduate students, are able to better understand the context of their studies and research
- Students are able to network with industry role players and others in their field
- Programme is sponsored by Industrial Development Corporation



2009/2010 Report

- Twenty students attended a variety of events, including international conferences in the USA, Turkey, Kenya and Germany
- Sponsorship covered students' registration fees, travel and accommodation
- Students created awareness of the Academy and sponsors by wearing branded clothing
- Students were chaperoned and no disciplinary or other problems were experienced
- Feedback has been extremely positive, not only from students, but also from industry stakeholders at the events
- Sponsorship was also appropriated for 2009 academic awards

Objectives

Low skills levels



Employment equity



Scarce and critical skills



Land transition

Quality delivery

Income and Expenditure

Item	2008/09	2009/10
Grant – Industrial Development Corporation	175,000	200,000
6 th International Postharvest Symposium	(168,677)	(10,131)
National Entomological Congress		(4,160)
Annual Meeting of the Society of Invertebrate Pathology		(15,000)
1 st Africa Horticultural Congress		(28,483)
South African Society of Microbiologists Congress		(12,014)
SANCIAS Symposium		(2,070)
Conference of the Agricultural Economics Association of SA		(6,880)
African Crop and Soil Science Conference		(59,651)
Propak Packaging Expo		(5,299)
Fruit Logistica		(15,754)
Academic Awards		(13,552)
SA Fruit Journal		(13,518)
Other		(17,575)
Net Income / (Expenditure)	6,323	(4,087)



2009/2010 Events

Event	Attended By
6th International Postharvest Symposium 8–12 April 2009 Antalya, Turkey	Nhlanhla Mathaba (PhD, UKZN)
National Entomological Congress 5–8 July 2009 Stellenbosch, South Africa	Lyndall Pereira (BSc (Hons) Entomology, Rhodes), Kirsty Venter (BSc (Hons) Entomology, Rhodes)
Annual Meeting of the Society of Invertebrate Pathology 16–21 August 2009 Park City, Utah, USA	Tarryn Goble (MSc Entomology, Rhodes)
1st Africa Horticultural Congress 31 August–3 September 2009 Nairobi, Kenya	Nhlanhla Mathaba (PhD, UKZN), Xolani Sibozza (MSc Hort, UKZN)
South African Society of Microbiologists Congress 20–23 September 2009 Durban, South Africa	Rachel van der Walt (BSc Biochemistry, NMMU), Hildegard Witbooi (N Dip Horticulture, CPUT)
SANCIAHS Symposium 21–23 September 2009 Pietermaritzburg, South Africa	Sbongiseni Mazibuko (BSc Hydrology, UZULU)
Conference of the Agricultural Economics Association of SA 21–23 September 2009 Durban, South Africa	Sabelo Khumalo (BSc Ag Econ, UZULU), Sifiso Mthabela (BSc Agribusiness, UZULU)
African Crop and Soil Science Conference 28 September – 1 October 2009 Cape Town, South Africa	Nelisa Apleni (BSc Agriculture, UFH), Asanda Mditshwa (BSc Crop Science, UFH), Sibongiseni Mgozeli (BSc Soil Science, UFH), Sinazo Mkupa (BSc Hort (Hons), US), Giverson Mupambi (MSc Horticulture, US), Zanele Phiri (MSc Horticulture, US), Ncediwe Pute (BSc Agriculture, UFH), Lunga Siletile (BSc Soil Science, UFH)
Propak Packaging Expo 21–23 October 2009 Johannesburg, South Africa	Babalwa Poswa (Certificate in Production Management, Varsity College)
Fruit Logistica 9–11 February 2010 Berlin, Germany	Kate Hlongo (N Dip Agriculture, Lowveld College)

Supported by:



Bursary Fund Internship Programme

Background

- Internships form part of the course requirements for all diploma qualifications
- Internships can last six or twelve months, depending on the requirements of the academic institution
- During an internship students must perform practical tasks and complete written assignments
- The Citrus Academy assists Bursary Fund students to find internship placements at companies in the citrus industry
- Progress and performance of interns are monitored during this time
- Funding in the amount of R2,500 per month per intern is provided by the AgriSETA and channelled through the employer to the intern as remuneration
- Employers provide the students with accommodation, transport and practical training in line with the requirements of the academic institution
- After students complete their internships and receive their diplomas, they have the option of further study or permanent employment
- The company providing practical training has the option of employing the intern once qualified



Objectives

- ✓ **Low skills levels**
- ✓ **Employment equity**
Scarce and critical skills
- ✓ **Land transition**
Quality delivery

Income and Expenditure

Item	2008/09	2009/10
Internship Funding – AgriSETA	267,500	172,500
Internship Allowances	(264,020)	(171,705)
Net Income / (Expenditure)	3,480	795

2009/2010 Report

- Six students did internships in 2009 at six citrus enterprises
- The students completed their internships successfully and graduated in December 2009
- Three students were permanently employed by the companies where they did their internships
- The rest either opted for further study or finding employment at different companies in the industry
- In 2010, six students are doing internships at four citrus enterprises
- Of these companies, one has not participated in the internship programme before



Citrus Academy Interns

Company	Intern
2009	
Bavaria Fruit Estate, Hoedspruit	Jan Nkwashu
Golden Frontiers Citrus, Malelane	William Ntimane
Larten Lemons, Nelspruit	Clement Mavele
Neos Estate, Komatipoort	Moloko Semenya
Soleil Citrus, Hoedspruit	Takgoa Phalakatshele
Sundays River Citrus Company, Addo	Gugu Jali
2010	
Crocodile Valley Citrus Company, Nelspruit	Vusi Lubisi, Thami Sambo
Neos Estate, Komatipoort	Muzi Mhlanga
Soleil Citrus, Hoedspruit	Nomsa Mlimi, Johannah Seanego
Sundays River Citrus Company, Addo	Sinegugu Ndamase

Supported by:



Bursary Fund Workplace Experience Programme

Background

- Programme aimed at Bursary Fund graduates who require work experience to become more employable
- The AgriSETA provides funding of R2,500 per month per graduate for one year to subsidise a salary
- Graduates are placed with citrus enterprises where they are given relevant practical experience and exposure to the industry
- Funds are channelled through the Citrus Academy to the employer who, in turn, pay it to the graduate as remuneration
- On completion of twelve months experiential learning, companies have the option to employ the graduate

Objectives

- ✓ Low skills levels
 - ✓ Employment equity
 - ✓ Scarce and critical skills
 - ✓ Land transition
- Quality delivery



Income and Expenditure

Item	2008/09	2009/10
Workplace Experience Grant Funding – AgriSETA	57,500	42,500
Workplace Experience Allowances	(55,000)	(43,893)
Net Income / (Expenditure)	2,500	(1,393)

Workplace Experience Programme Participants

Company	Participant
2009	
Kat River Citrus Cooperative, Fort Beaufort	Daniel Maki
Rhodes University, Grahamstown	Lyndall Perreira
2010	
Golden Frontiers Citrus, Hoedspruit	Babalwa Poswa
Du Roi IPM, Letsitele	Lyndall Pereira, Kirsty Venter
SASA, Mount Edgecombe	Tarryn Goble

2009/2010 Report

- Two workplace experience grants were awarded in 2009, to graduates placed at two organisations
- In 2010, four workplace experience grants were awarded
- Three companies participated in the programme in 2010

Agricultural Industry Development Programme (AIDP)

Background

- Internship programme run by the Department of Agriculture, Forestry and Fisheries (DAFF): Directorate Education, Training and Extension Services
- Aim of the programme is to nurture young agricultural leaders and entrepreneurs, by assisting them in gaining practical skills and business know-how
- Unemployed graduates complete twelve-month internships at selected agri-businesses
- DAFF pays the interns a monthly stipend
- Interns attend lectures on project management, financial management, human resource management and marketing at the University of Stellenbosch Business School
- Students submit assignments on the above topics, culminating in a comprehensive business plan at the end of the year
- The Citrus Academy assists with the placement of interns and arrangements during the year
- The progress of students is monitored and assistance is provided where required



2009/2010 Report

- In 2009, four recent Citrus Academy graduates were selected for AIDP internships
- All four students performed well and completed the programme
- Lindo Mkhwanazi won the Director's Award for the best student in the Advanced Management Development course
- All students were subsequently absorbed into the agricultural sector
- The programme was closed by DAFF at the end of 2009



2009 Citrus Academy AIDP Students

Company

Intern

Crocodile Valley Citrus Company and ARC, Nelspruit

Tsakani Mogale

Du Roi Nursery, Letsitele

Kate Hlongo, Zanele Ngobeni

Crookes Brothers, Nkwale

Lindo Mkhwanazi

Objectives

- ✓ Low skills levels
- ✓ Employment equity
- ✓ Land transition
- ✓ Quality delivery

Supported by:



Background

- Project initiated in 2005
- Aim is to develop unit standard aligned, crop-specific learning material for citrus production and packing
- Fifty-nine core unit standards that form part of the Plant Production qualifications from NQF2 to NQF5 were identified
- Subject matter experts from within the citrus industry were contracted to write and review the learning material
- The material is benchmarked against the Citrus Production Guidelines published by Citrus Research International
- Each set of learning material consists of a learner guide, a facilitator guide and assessment guides for learners and assessors
- The material is written in English and there are at present no plans to translate the body of material into any other languages
- Visual presentation tools are developed to enable facilitation in other languages
- Learning material can be downloaded at no charge from the Citrus Academy website
- Learner guides are also available in high-quality printed format
- Other commodity organisations can be licensed to adapt citrus learning material for their purposes

Objectives

- ✓ **Low skills levels**
Employment equity
Scarce and critical skills
- ✓ **Land transition**
- ✓ **Quality delivery**

2009/2010 Report

- Development of all outstanding learning material was completed
- A decision was taken not to develop learning material for Plant Structures and Functions on NQF levels 3, 4 and 5, and for Plant Propagation NQF level 5, as it was deemed to be irrelevant to further occupational qualification development
- Learning material was therefore eventually developed for fifty-three core unit standards, compared to the fifty-nine that were originally identified
- Further funding was received from the AgriSETA to subsidise material development
- The South African Subtropical Growers' Association (SUBTROP) and the South African Table Grape Industry (SATI) continued with their adaption of the learning material for their commodities



Learning Material Development Status

Skills Area	Unit Standards			
	NQF 2	NQF 3	NQF 4	NQF 5
Enterprise Selection, Planning and Establishment	116081 & 116127	116214 & 116274	116293 & 116309	116337 & 116324
Plant Functions and Structures	116057			
Plant Nutrition and Soil Management	116053	116267	116311	116371
Harvesting	116111	116268	116297	116373
Water Quality	116077	116212	116322	
Plant Manipulation	116128	116264	116305	116409
Irrigation	116066	116266	116317	116414
Crop Establishment	116079			
Plant Propagation	116119	116220	116316	
Pests, Diseases and Weeds	116124	116265	116301	116429
Crop Protection Application	116125			
Food Safety	116070	116271	116278	116419
Conservation	116121	116263	116303	116425
Marketing	116126	116259	116684	10050
Production Management	116115	116218	116288	116426
Industry Overview			116286	

Completed and available for download

Income and Expenditure

Item	2008/09	2009/10
Grant Income – AgriSETA	53,150	96,850
Sale of Production Learning Material	30,250	8,000
Learning Material Usage Rights	19,500	70,500
Learning Material Development	(92,567)	(61,300)
VPT Development	(5,789)	
Net Income / (Expenditure)	4,544	114,050

Supported by:



Learning Programme Development

Background

- Learning programmes are developed to meet specific learning needs and are aimed at specific target groups
- In most cases, programmes are based on Citrus Academy learning material
- Programme development involves adding information and adapting the material for the specific purpose
- In some cases it is also necessary to use a learning methodology that meets the needs of the target group
- Programmes are unit standard aligned and adapted for outcomes based education
- Programmes includes all required learning and assessment tools
- Programme material can either be downloaded from the website or obtained in hardcopy from the Academy

Objectives

- ✓ Low skills levels
- ✓ Employment equity
- ✓ Scarce and critical skills
- ✓ Land transition
- ✓ Quality delivery



Income and Expenditure

Item	2008/09	2009/10
SACNA Grant Funding	30,000	30,000
AgriSETA Grant Funding		70,175
Citrus Nursery Workers' Programme Development	(38,902)	(89,600)
Other Programme Development		(1,800)
Net Income / (Expenditure)	(8,902)	(8,775)

2009/2010 Report

- Focus was on the finalisation and distribution of the Nursery Workers' Programme
- The AgriSETA and the South African Nursery Men's Association (SACNA) funding was used to cover direct costs
- The Nursery Workers' Programme was based on Citrus Academy production learning material, which was adapted for the nursery environment with the help of Peter Kingston of SACNA and Thys du Toit of the CRI
- The entire programme was translated to Afrikaans
- The programme was piloted at the Citrus Foundation Block in order to assess the implementation strategy
- It was decided that the programme will be distributed in hard and soft copy to members of the SACNA, with an implementation strategy
- Initial planning has been done for the development of an extension officers learning programme



Available Learning Programmes

Programme	Format	Content Summary	Target Group	Implementation Strategy
Institutional Orientation Programme	Website download	- The Business Environment in South African - The South African Citrus Industry - The South African Citrus Grower - Agricultural Business Entities - Legislation and Statutory Requirements - Human Capital in an Agribusiness	Emergent farmers, new land owners	Classroom learning Used in conjunction with business management and new venture development programmes for new farmers and land owners
Citrus Nursery Workers Programme	Hard and softcopy, made available to SACNA members	- Introduction to Citrus Propagation - Rootstock Propagation - Budding - Introduction to Nursery Practices - Nursery Practices: Plant Nutrition - Nursery Practices: Pest and Disease Control - Nursery Practices: Weed Control - Nursery Practices: Irrigation and Water Quality	Citrus nursery workers and lower management	Workplace learning Implemented over a period of one year Reference material



Supported by:

Capacity Building Workshops

Background

- In 2008, the need was identified for improving the quality of skills delivery by capacitating those involved in skills transfer
- Specific target groups are accredited service providers, extension officers, mentors, lecturers, and production managers
- The aim is to build own knowledge and skills and develop facilitation skills
- The concept is to arrange capacity building workshops facilitated by subject matter experts from the citrus industry
- Each workshop focuses on one skills area, and covers the Citrus Academy learning material for that skills area from NQF2 to NQF5
- The first capacity building workshop was held in February 2008 on Production Management in Stellenbosch and was presented by Louis von Broembsen
- Two further workshops were held in 2008, on Plant Nutrition and Soil Management and on Water Quality and Irrigation
- A decision was taken that further workshops will be arranged only on request for specific target groups, such as extension officers



Objectives

- ✓ **Low skills levels**
Employment equity
Scarce and critical skills
- ✓ **Land transition**
- ✓ **Quality delivery**

Income and Expenditure

Item	2008/09	2009/10
Workshop Fees Received	98,500	43,790
Subject Matter Experts	(30,000)	(25,000)
Conference Fees	(47,728)	
Travelling and Accommodation	(6,629)	(17,832)
Course Material	(11,004)	(6,684)
Net Income / (Expenditure)	3,139	(5,726)

2009/2010 Report

- In June 2009 the Limpopo Department of Agriculture asked the Citrus Academy to arrange a workshop on Plant Nutrition and Soil Management
- The workshop were held at Madzivhandila College near Thoyouandou at the beginning of September 2009
- Twenty-seven extension officers and department officials attended the workshops, representing twenty-one municipalities in the Limpopo province
- The workshop was presented by Dr. Hannes Coetzee and facilitated by Carol Harington



Capacity Building Workshops

Dates	Skills Area	Presenter	Location
2008			
11–15/02/2008	Production Management	Louis von Broembsen	Stellenbosch
11–15/08/2008	Plant Nutrition and Soil Management	Hannes Coetzee	Pretoria
13–17/10/2008	Water Quality and Irrigation	Faan Kruger and Hannes Coetzee	Groblersdal
2009			
31/08–04/09/2009	Plant Nutrition and Soil Management	Hannes Coetzee	Thoyouandou, Venda



Breakdown of the Workshop Attendance

Group	Total	2008/09	2009/10
Facilitators	8	8	
Extension Officers	33	6	27
Mentors	1	1	
Management Agents	3	3	
Production Personnel	15	15	
Emergent Farmers	13	13	
Total	73	46	27

Supported by:



Citrus Postharvest Series

Background

- In 2008 the need was identified for developing learning tools that address the citrus cold chain
- Visual learning tools, in the form of DVDs, was considered to be the most efficient and effective means of transferring knowledge and skills
- The objectives of the project were to:
 - » Address low knowledge and skills levels in the packhouse environment and the cold chain
 - » Allow access to this information for those that lack basic literacy skills
 - » Support existing learning material on packhouse processes and the cold chain
 - » Develop an understanding of the complete cold chain
 - » Explain best practices for packhouses and materials specifications
- AgriTV approached the Citrus Academy in January 2009 with a proposal to produce a series of segments on citrus postharvest practices, to be broadcast on Agriculture Today
- Segments could then be converted into visual learning material and made available on DVD
- The project is a joint initiative between AgriTV, the CRI, the CGA and the Citrus Academy, as well as a number of other industry role players
- The content framework for the series was developed by industry representatives and subject-matter experts
- The content framework included modules starting with pre-harvest production practices and ending with the shipping of export citrus

Income and Expenditure

Item	2008/09	2009/10
Grant Income – PHI Programme	75,000	75,000
Grant Income – AgriSETA		192,982
Grant Income – Engen		100,000
Sales		82,980
Transferred from Learning Material Development Fund		190,093
Planning Workshop	(5,789)	
Audiovisual Material Development		(1,200,000)
Learning Material Development		(145,992)
Replication and Printing		(47,951)
Net Income / (Expenditure)	69,211	(752,888)

2009/2010 Report

- Grant funding to subsidise the development cost was secured from the Post-Harvest Innovation Programme, the AgriSETA and Engen.
- The first recordings for the series were made in April 2009 and broadcasts started on Agriculture Today in May 2009
- Various industry experts participated in the series as presenters or collaborators
- After modules were broadcast, they were reworked to form part of the series
- In addition, nine special learning modules were scripted and produced
- Learning modules are meant for training seasonal and permanent workers and are done entirely in voiceover, thereby allowing for easy translation
- Fifty modules were developed in total, with the other thirty-nine modules aimed at providing information about the specific subject for the benefit of growers, packhouse workers and management, and any other person involved in the citrus value chain
- The fifty modules, as per the listing on the opposite page, comprise more than six and a half hours of visual material, contained on three DVDs
- Every module is accompanied by a written learner guide, available in electronic format on a CD that is distributed with the DVDs
- Development of the series was concluded in February 2010, and the series was made available to the industry in time for the 2010 citrus season
- In the coming year, the intention is to translate the learning modules to at least one more language, with Afrikaans being the priority at present
- In addition, the unit standard alignment and implementation frameworks for the series will be finalised



Objectives

- ✓ **Low skills levels**
Employment equity
- ✓ **Scarce and critical skills**
- ✓ **Land transition**
- ✓ **Quality delivery**

Cluster	Module	Title	Presenter / Collaborator
Background	1	SA Citrus Industry	Justin Chadwick (CGA)
	2	Value Chain	Malcolm Dodd (PHIP)
	3	Citrus Varieties	Andy Lee (CRI)
	4	Citrus Markets	Paul Hardman (CGA)
	5	Citrus Export Standards	Paul Hardman (CGA)
Pre-Season Planning	6	Yield and Fruit Size	Stephan Verreyne (CRI)
	7	Packhouse Planning	Gert Kotze (Cedarpack)
Postharvest Pathology	8	Rind Disorders	Paul Cronje (CRI)
	9	Postharvest Diseases	Keith Lesar (CRI)
Pre-Harvest Production Practices	10	Orchard Sanitation	Keith Lesar (CRI)
	11	Pre-Harvest Pest Control	Sean Moore (CRI)
Harvesting	12	Maturity Indexing	Stephan Verreyne (CRI)
	13	Picking Practices	Otto Frielingsdorf (Goedehoop)
	14	Picking Supervision	Otto Frielingsdorf (Goedehoop)
Packhouse Process	15	Packhouse Process Flow	Keith Lesar (CRI)
Pre-Packline Treatments	16	Drenching	Corrie Muller (Advantage Chemicals)
	17	Degreening	Paul Cronje (CRI)
Packhouse Treatments	18	Fruit Washing Systems	Keith Lesar (CRI)
	19	Packhouse Sanitation	Keith Lesar (CRI)
	20	Hot Water Fungicide Bath	Keith Lesar (CRI)
	21	Titration	Johann van der Vyver (ICA)
	22	Resistance Management	Paul Fourie (CRI)
	23	Drying Tunnel	Keith Lesar (CRI)
	24	Wax Application	Keith Lesar (CRI)
Packing	25	Sizing	John Perold (SRCC)
	26	Sorting and Grading	Keith Lesar (CRI) & John Perold (SRCC)
	27	Packing Material and Specifications	Dawid Groenewald (Sappi)
	28	Packing Market Specifications	Neil Malan (PSB)
	29	Packing	John Perold (SRCC)
Palletisation	30	Palletisation	Dawid Groenewald (Sappi)
	31	High-cube vs. Standard	Mitchell Brooke (CGA)
	32	Marking	Marius Scholtz (PPECB) & Neil Malan (PSB)
Inspection	33	Inspections – PPECB	Shubesco Heilbron (PPECB)
	34	Inspections – DAFF	Kuben Naidoo (DAFF)
Export Shipping	35	Export Shipping Overview	Mitchell Brooke (CGA)
	36	Infrastructure Overview	Mitchell Brooke (CGA)
Transportation	37	Road Transport Overview	Lynette Grobler (LA Logistics)
	38	Truck Loading	Lynette Grobler (LA Logistics)
	39	Rail Loading Break-Bulk	Alfred Monye (Transnet)
	40	Rail Loading Containers	Ampie Grotsius (Progressive Logistics)
Cold Store	41	Pre-Cooling	Boet Bester (PPECB)
	42	Cold Store Requirements	Peter Hoekstra (PPECB)
	43	Cold Store Handling	Mitchell Brooke (CGA)
	44	Cold Store Mechanics	Koos Bouwer
Shipping	45	Container Loading	Chris Laing (PPECB)
	46	Vessel Loading	Bernard Henning (PPECB)
Review	47	Cold Chain Review	Malcolm Dodd (PHIP)
Packhouse Management	48	Safety and Quality Management	Gert Kotze (Cedarpack)
	49	Commercial Accreditation Systems	Paul Hardman (CGA)
	50	Traceability	Paul Hardman (CGA)

Abridged Income Statement

	Actual 2008/09	Budget 2009/10	Actual 2009/10	Budget 2010/11
INCOME	2,850,954	4,226,210	3,891,094	4,043,838
Services Rendered – Citrus Growers' Association	1,177,000	1,400,000	1,400,000	1,620,000
Grant Income – SACNA	30,000	30,000	30,000	
Grant Income – AgriSETA	53,150	490,027	360,008	
Grant Income – IDC	175,000	545,125	200,000	450,000
Grant Income – PHI Programme	75,000	150,000	75,000	
Grant Income – Engen			100,000	
Sale of Production Learning Material	30,250		8,000	
Sale of Citrus Postharvest Series			82,980	240,000
Learning Material Usage Rights	19,500	60,000	70,500	24,000
Capacity Building Workshops	98,500		43,790	
Bursary Fund Income – Citrus Industry Trust	751,842	984,058	875,722	1,154,838
Bursary Fund Income – AgriSETA	105,000	297,000	240,000	300,000
Internship Funding – AgriSETA	267,500	210,000	172,500	180,000
Workplace Experience Grant Funding – AgriSETA	57,500	60,000	42,500	75,000
Learning Material Development Fund			190,093	
Profit on Disposal of Fixed Assets	10,713			
EXPENSES	2,791,725	4,149,172	4,630,447	3,712,760
Bursary Fund Holiday Work Expenditure	39,418	51,200	37,785	60,000
Bursary Fund Industry Exposure	168,677	545,125	204,087	450,000
Bursary Fund Internship Allowances	264,020	210,000	171,705	180,000
Bursary Fund Payments	856,843	1,281,058	1,115,728	1,454,838
Bursary Fund Workplace Experience Allowances	55,000	60,000	43,893	75,000
Capacity Building Workshops	95,361	196,500	49,516	
Depreciation	7,661		14,770	
Directors' Expenses	2,119	15,000	27,125	30,000
Learning Material Development	92,567	114,893	61,300	
Learning Programme Development	38,902	134,000	91,400	24,000
Marketing Costs	54,118	78,600	93,368	55,000
Office Expenses (Stationery, Cleaning, Telephone)	57,486	62,800	69,733	68,400
Office Rent	109,915	116,850	116,850	128,550
Services (Accounting, Legal and Consulting)	15,931	24,400	14,152	21,000
Staff Costs	764,410	848,220	934,356	995,572
Travel and Accommodation	163,507	147,000	190,736	170,400
Visual Material Development	5,789	263,527	1,393,943	
NET SURPLUS / (LOSS)	59,229	77,038	(739,353)	331,078



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