

ANNUAL REPORT 2011



Supported by:



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



Sam Louw



Candice Sydenham



Londiwe Ngcobo



Jacomien de Klerk



Angela Phillips

Meet the
Team



Contents

Chairperson's Report	2-3
General Manager's Statement	4-5
Corporate Governance	6-7
Citrus Academy Bursary Fund	8-9
Bursary Fund Statistics	10-11
Black Economic Empowerment Bursary Support	12-13
Bursary Fund Internship Programme	14
Bursary Fund Workplace Experience Programme	15
Agricultural Industry Development Programme (AIDP)	16
Bursary Fund Holiday Work Programme	17
Agricultural Fund Industry Exposure Programme	18-19
Capacity Building Workshops	20
Mentorship Funding	21
Learning Programme Development	22-23
Citrus Postharvest Series	24-25
Learning Material Development	26-27
Abridged Income Statement	28

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Chairperson's Report



Shane Dellis

The Citrus Academy, an initiative of the Citrus Growers Association, was formed in 2005 to serve the interest of the citrus industry. The citrus industry is, today, rewarded by an Academy that, by diversity of activities and functions listed below, serves to meet the industries commitment to education, capacity building, skills development, employment equity and aspects of land transition.

The Citrus Academy Bursary Fund: established in 2006, bursaries are awarded to students in relevant fields of study. Students are given the opportunity to gain experience and exposure during their studies and are obliged to work back time in the citrus industry. In 2011 fifty two students, of all demographic groups, studying at seventeen academic institutions were awarded bursaries. Scarce and critical skills, including entomology, plant pathology, biotechnology and soil science, were addressed through the Bursary Fund. The Citrus Industry Trust is the major donor to the fund, supplemented by the AgriSETA and BEEBS funding.

Black Economic Empowerment Bursary Support (BEEBS) was established in 2010, and is aimed at building the internal capacity of citrus farming enterprises that are BEE compliant. Twelve selected candidates qualified for BEE Bursary Support in 2011.

The AgriSETA provided funding for four Bursary Fund graduates to gain work place experience at three companies during 2010, while two received support in 2011. As part of the holiday work programme twenty three undergraduate and diploma students were supervised and mentored by fourteen participating companies in 2010. Internships form part of the course requirements for all diploma qualifications, and funding was provided for four students at two participating companies.

The Bursary Fund Industry Exposure Programme, sponsored by Industrial Development Corporation, aims at providing students opportunities to attend events where they are exposed to the citrus industry and the wider agriculture sector. Thirty three students attended industry events, focusing on the Global Citrus Conference and CRI Research Symposium.

The mentorship programme, initiated by CGA and previously funded by DAFF, is aimed at supporting selected emerging citrus growers. In 2010 alternative funding had to be secured, due to funding being relocated to the provincial governments.

The fifty-module Citrus Postharvest Series is aimed at addressing low knowledge and skills levels in packhouses and the cold chain. The series is available on DVD and is accompanied by written learner guides on CD. Eleven modules are available in Afrikaans. A licensing agreement was signed with SATGI to use the series as a basis for their own postharvest series. Marketing of the series through various channels continues to increase sales.

Learning programme development has focused on the planning and the development of the Citrus Extension programme. The programme, developed for distance learning and aimed at improving the skills and knowledge of extension officers, will be implemented with the assistance of service providers. Implementation is planned for 2011, depending on the availability of funding. In addition, planning was completed for a Citrus Pest Monitoring programme. The Academy will also cooperate with other fruit industries in the development of a learning programme about ethical trading.

Learning material for citrus production, compiled and reviewed by subject-matter experts within the citrus industry and in line with the CRI's Citrus Production Guidelines, can be downloaded at no charge from the Citrus Academy website. Learner guides are also available in printed format.

The reports included in this annual report provide for comprehensive analysis of the Academy's functions and direction, and the income statement shows a summary of the Academy's income and expenses.

On behalf of the board, our gratitude and appreciation for the continued dedication of Jacomien and the Citrus Academy staff and their innovation in meeting industry tasks and challenges. The citrus industry can be proud of what has been achieved since the inception of the Academy.



Voorsittersverslag

Die Sitrus Akademie, 'n inisiatief van die Sitrus Produsente Vereniging, is gestig in 2005 om die belange van die sitrusbedryf te dien. Die sitrusbedryf word vandag beloon met 'n Akademie wat deur die verskeidenheid van aktiwiteite en funksies soos hieronder uiteengesit, die bedryf se verbintenis tot opleiding, kapasiteitsbou, vaardigheidsontwikkeling, indiensnemingsgelykheid en land oordrag, gestand doen.

Die Sitrus Akademie Beursfonds: nadat dit gestig is in 2006, is beurse toegeken aan studente in relevante studierigtings. Studente word die kans gebied om ondervinding en blootstelling op te doen tydens hulle studies en is verplig om tyd terug te werk in die sitrusbedryf nadat hulle gekwalifiseer het. In 2011 het twee-en-veertig studente van alle demografiese groepe by sewentien akademiese instansies beurse ontvang. Skaars en kritiese vaardighede, insluitend entomologie, plantpatologie, biotegnologie en grondwetenskappe, is aangespreek deur die Beursfonds. Die Sitrus Industrie Trust is die grootste borg van die fonds, aangevul deur die AgriSETA en SEB Beursfonds Ondersteuning befondsing.

Swart Ekonomiese Bemagtiging (SEB) Beursfonds Ondersteuning is begin in 2010, en is gemik daarop om die interne kapasiteit te ontwikkel van sitrusproduksie ondernemings wat voldoen aan SEB vereistes. Twaalf kandidate het gekwalifiseer vir SEB Beursfonds Ondersteuning in 2011.

Die AgriSETA het befondsing beskikbaar gestel vir vier volleerde beursstudente om werkplek ondervinding op te doen by drie maatskappye in 2010, terwyl twee studente ondersteuning ontvang het in 2011. As deel van die vakansiewerkprogram het drie-en-twintig voorgraadse en diploma studente gewerk onder toesig en mentorskap by veertien deelnemende ondernemings in 2010. Internskappe vorm deel van die kursusvereistes vir alle diploma kwalifikasies, en befondsing is beskikbaar gestel vir vier studente by twee maatskappye.

Die Beursfonds Bedryfsblootstellingsprogram, geborg deur die Industriële Ontwikkelingskorporasie, is gemik daarop om geleenthede te bied vir studente om byeenkomste by te woon waar hulle blootgestel kan word aan die sitrusbedryf en die wyer landbousektor. Drie-en-dertig studente het bedryfsbyeenkomste bygewoon, meestal die Globale Sitrus Konferensie en die CRI Navorsingsimposium.

Die mentorskap program, daargestel deur die CGA en vantevore befonds deur die Departement van Landbou, Visserye en Bosbou, is daarop gemik om spesifieke ontwikkelingsboere te ondersteun. In 2010 moes alternatiewe befondingsbronne ontgin word, omdat befondsing geskuif is na provinsiale landboudepartemente.

Die vyftig-module Sitrus Na-Oes Reeks is gemik daarop om lae kennis- en vaardigheidsvlakke in pakhuis en die res van die koueketting aan te spreek. Die reeks is beskikbaar op DVD en word vergesel deur geskrewe opleidingsgidse op CD. Elf modules is beskikbaar in Afrikaans. 'n Lisensiëringooreenkoms is geteken met SATGI om die reeks te gebruik as basis vir hulle eie na-oes reeks. Bemaking van die reeks deur verskeie kanale stoot steeds verkope op.

Opleidingsprogramontwikkeling het gefokus op die beplanning en ontwikkeling van die Sitrus Voorligtingsprogram. Die program, wat ontwikkel is vir afstandonderrig en wat gemik is daarop om die vaardighede en kennis van voorligtingsbeamptes te verbeter, sal geïmplementeer word met die hulp van diensverskaffers. Implementering word beplan vir 2011, gegewe die beskikbaarheid van fondse. Daarmee saam is beplanning afgehandel vir 'n Sitrus Pesmoniteringsprogram. Die Akademie sal ook met ander vrugtebedryfsliggame saam werk om 'n opleidingsprogram te ontwikkel oor etiese handel.

Opleidingsmateriaal oor sitrusproduksie, saamgestel en hersien deur vakkundiges vanuit die sitrusbedryf en in lyn met die CRI se Riglyne vir Sitrusproduksie, kan gratis afgelaai word vanaf die Sitrus Akademie se webwerf. Leerdergidse is ook beskikbaar in boekformaat.

Die verslae vervat in hierdie jaarverslag weerspieël 'n omvattende prentjie van die Akademie se funksies en rigting, en die inkomstestaat bevat 'n opsomming van die Akademie se inkomste en uitgawes.

Namens die direkteursraad, spreek ek graag ons waardering uit vir die volgehoue toewyding van Jacomien en die Sitrus Akademie personeel, en die innovasie wat hulle aan die dag lê om die bedryf se doelwitte en uitdagings aan te spreek. Die sitrusbedryf kan trots wees op wat bereik is sedert die stigting van die Akademie.

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General Manager's Report

A clear vision, a distinct direction and a steady hand – these are needed in times of change and uncertainty. By March 2011, when the dust had finally settled on the new world of skills development in South Africa after two years of at times tectonic changes, we had a new government department in charge, a redesigned SETA landscape, a brand new National Skills Development Strategy, and even new methods of designing qualification and learning tools for vocational learning. The Citrus Academy is in the happy situation of close association with the citrus industry and independence from government structures. This means that the Academy is not only able to protect citrus growers from the worst effects of rapid change, but is in itself less vulnerable to the vagaries of the powers that be, again confirming the growers' wisdom and foresight in establishing the Citrus Academy six years ago.

Over these six years, the objectives of the Academy have been refined and programmes have been put in place to address these objectives effectively. Firstly, in order to address the skills shortage in the industry, the Bursary Fund and the programmes associated with it create opportunities for benefiting from formal education, while on-going learning material and programme development aim to make available the right information in the right format to learners on farms and in packhouses. Capacity building workshops and the mentorship programme are aimed at addressing particular skills shortages.

Our second challenge is providing the industry with the people to meet employment equity requirements. The Bursary Fund is the main tool at our disposal in this regard, by creating a conduit to the industry for qualified young people of all races, while Bursary Fund programmes, such as the internship and holiday work programmes, give opportunity to growers to assess prospective employees. Programmes designed for workplace learning furthermore enable the advancement of current employees to management positions.

Nowadays, industries take responsibility for safeguarding their own intellectual capital and ensuring a dependable supply of scarce and critical skills. At any given time, between 10% and 15% of the learners on the Citrus Academy Bursary Fund are studying towards postgraduate qualifications, with the intention of preparing to meet future needs for researchers and professionals. In addition, learning programmes are geared towards addressing scarce skills, because they are developed on request in response to identified skills gaps.

All the activities of the Citrus Academy are targeted at enabling the transition of land ownership to the previously disadvantaged. The BEEBS category of the Bursary Fund channels funding for subsidising internal human resource development of BEE citrus enterprises, while the regular categories of the Fund assist with educating and preparing potential citrus growers. The CGA mentorship programme, for which funding was secured in the year under review, supports emergent farmers directly, while on-going efforts are made to assist them with access to and implementation of other learning programmes. The Academy also makes every effort to assist government departments in improving their extension services to emergent growers.



Jacomien de Klerk

The Citrus Academy was tasked with improving the quality of learning delivery by service providers. To this end, all learning material and programmes are designed and developed to adhere to principles of outcomes based education, and include resources to enable assessment and qualification. In addition, capacity building workshops are arranged on request to improve the knowledge and skills of facilitators and lecturers.

The annual report contains full details of the activities undertaken during the year under review, along with background information and an indication of which objectives are addressed through each activity. Each activity report furthermore contains details on the costs and income generated by the activity. In total, in the year under review the Citrus Academy achieved a surplus income of R193,962, partially recouping the loss made in the 2009/10 financial year. The Citrus Growers Association of Southern Africa remains the largest contributor to the Academy, with the Citrus Industry Trust providing the bulk of bursary funding. The AgriSETA is the greatest contributor from outside the industry, enabling a range of the Academy's essential programmes through their funding.

2010 marked the fifth year of the Citrus Academy Bursary Fund and celebrations were in order. We are very proud of the achievements of the Bursary Fund over this period. For this we have to thank those who contributed funding and support so generously, academic institutions that provide environments conducive to learning, employers who provided students with opportunities to work and learn, and every student who burned the midnight oil. But most of all, we have to thank Desiree Schonken and more recently Candice Sydenham for their endless patience and relentless refusal to settle for anything less than excellence.

Desiree Schonken, or St. Des as she was referred to by the Bursary Fund students, left the Citrus Academy in August 2010. Although many sad goodbyes had to be said, we celebrate her inestimable contribution and the example she set for everyone that had the privilege of working with her. Go well, old friend, we will miss you.

Lastly, to every citrus grower in Southern Africa, to all our steadfast friends at the CGA and CRI, and to the directors and staff of the Citrus Academy – it is a privilege to spend every day in such excellent company and I look forward to walking the 100-year road with you all.



Verslag van die Algemene Bestuurder

'n Helder visie, 'n duidelike rigting en 'n bestendige hand – dis wat nodig is in tye van verandering en onsekerheid. Teen Maart 2010, toe die stof uiteindelik gaan lê het op die nuwe wêreld van vaardigheidsontwikkeling in Suid-Afrika na twee jaar van somtyds tektoniese veranderinge, was daar 'n nuwe regeringsdepartement aan die stuur, 'n hervormde SETA landskap, 'n splinternuwe Nasionale Vaardigheidsontwikkeling Strategie, en selfs nuwe metodes om kwalifikasies en opleidingsmiddele vir beroepsopleiding te ontwerp. Die Sitrus Akademie is gelukkig in 'n posisie van noue samewerking met die sitrusbedryf en onafhanklikheid van regeringstrukture. Dit beteken dat nie net is die Akademie daartoe in staat om sitrusprodusente te beskerm teen die ergste impak van vinnige verandering nie, maar die Akademie is ook insigself minder blootgestel aan die giere van die wyer wêreld. Dit bevestig weereens die wysheid en versierendheid waarmee die Akademie daargestel is ses jaar gelede.

Oor die afgelope ses jaar is die doelwitte van die Akademie verfyn en programme in plek gesit om doelwitte aan te spreek. Eerstens, om vaardigheidstekorte in die bedryf aan te pak, skep die Beursfonds en meegaande programme geleenthede om voordeel te trek uit formele opleiding, terwyl deurlopende opleidingsmateriaal en program ontwikkeling mik om die regte inligting in die regte formaat beskikbaar te stel aan leerders op plase en in pakhuse. Kapasiteitsbou werkwinkels en die mentorprogram is daarop gemik om spesifieke vaardigheidstekorte aan te spreek.

Ons tweede uitdaging is om die bedryf te voorsien van mense om indiensnemingsgelykheid vereistes aan te spreek. Die Beursfonds is ons grootste hulpmiddel in hierdie opsig, deurdat dit 'n pyplyn skep na die bedryf vir jong mense van alle rasse, terwyl Beursfonds programme soos internskappe en die vakansiewerk program vir werkgewers kans gee om voornemende werkers uit te kyk. Verder stel programme ontwerp vir indiensopleiding huidige werknemers daartoe in staat op te vorder tot in bestuursposisies.

Deesdae staan bedrywe self pa vir hulle intellektuele kapitaal en sorg hulle dat daar 'n bestendige bron is van skaars en kritiese vaardighede. Op enige gegewe tydstop is tussen 10% en 15% van Beursfonds studente betrokke in nagraadse studies, om voor te berei vir die toekomstige behoefte aan navorsers en professionele mense. Daarmee saam is opleidingsprogramme gerig daarop op skaars vaardighede aan te spreek, omdat hulle ontwikkel word op aanvraag in reaksie op bekende vaardigheidsgapings.

Al die aktiwiteite van die Sitrus Akademie is gemik daarop om die oordrag van grond en produksie eienaarskap na voorafbenadeeldes te vergemaklik. Die SEB Ondersteuningskategorie van die Beursfonds kanaliseer befondsing om by te dra tot die interne menslike hulpbron ontwikkeling van SEB ondernemings, terwyl die ander kategorieë van die Fonds die opleiding en voorbereiding van ander voornemende sitrusboere moontlik maak. Die CGA se mentorprogram, waarvoor befondsing verkry is in die jaar onder oorsig, ondersteun ontwikkelingsboere direk, terwyl deurlopende ondersteuning gebied word met toegang tot en implementering van ander opleidingsprogramme. Die Akademie bied verder alle moontlike ondersteuning aan regeringsdepartemente om die kwaliteit te verbeter van voorligtingsdienste wat hulle bied aan boere.

**If you think in terms of a year, plant a seed
If in terms of ten years, plant trees
If in terms of 100 years, teach the people.**

Confucius

Die Sitrus Akademie is verder die taak opgelê om die kwaliteit te verbeter van opleiding wat gebied word deur diensverskaffers. Tersaaklik word alle opleidingsmateriaal en –programme ontwerp en ontwikkel in ooreenstemming met die beginsels van uitkomsgebaseerde onderrig, en sluit dit ook hulpmiddele in om assessering en kwalifikasie moontlik te maak. Daarmee saam word kapasiteitsbou werkwinkels op aanvraag gereël om die vaardighede en kennis van fasiliteerders en dosente te ontwikkel.

Die jaarverslag bevat volledige inligting oor die aktiwiteite gedurende die jaar onder oorsig, tesame met agtergrond inligting en 'n aanduiding van watter doelwitte aangespreek word deur elke aktiwiteit. Elke aktiwiteitsverslag bevat verder ook inligting oor die kostes en inkomste verbonde aan die aktiwiteit. In totaal het die Sitrus Akademie 'n surplus inkomste van R193,962 behaal in die jaar onder oorsig, wat gedeeltelik die verlies verhaal van die 2009/10 boekjaar. Die Sitrus Produsente Vereniging van Suidelike Afrika bly steeds die grootste bydraer tot die Akademie, met die Sitrus Industrie Trust wat die meerderheid van die beursbefondsing voorsien. Die AgriSETA is die grootste bydraer van buite die bedryf, en maak baie van die Akademie se kernprogramme moontlik deur hulle bydrae.

2010 was die vyfde bestaansjaar van die Sitrus Akademie Beursfonds en feesvieringe was in orde. Ons is baie trots op die prestasies van die Beursfonds oor hierdie tydperk. Daarvoor is ons dank verskuldig aan almal wat geldelik bygedra het, aan akademiese instellings wat bevorderlike onderrig omgewings bied, aan werkgewers wat aan studente geleenthede bied om te werk en te leer, en aan elke student wat die harde klippe gekou het. Maar meeste van alles, moet ons dankie sê aan Desiree Schonken en meer onlangs Candice Sydenham vir hulle eindelose geduld en verwoede aandrang op alles van die beste.

Desiree Schonken, of St. Des soos sy bekend was onder die Beursstudente, het die Sitrus Akademie verlaat in Augustus 2010. Alhoewel dit 'n droewe afskeid was, is dit met blydschap dat ons terugkyk na die onskatbare bydrae wat sy gelewer het en die voorbeeld wat sy gestel het vir almal wat die voorreg gehad het om saam met haar te werk. Vaarwel, vriendin, ons almal sal jou mis.

Laastens, aan elke sitrusboer in Suidelike Afrika, aan al ons staatmaker vriende by die CGA en CRI, en aan die direkteure en personeel van die Sitrus Akademie: dis elke dag 'n voorreg om deel te wees van so 'n uitgelese geselskap en ek sien uit daarna om die 100-jaar pad saam met julle te stap.

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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
- The chairperson of the CGA Audit Committee, Flip Smit, is invited to attend board meetings as an observer

Groups and Organisations Represented on Citrus Academy Board

Group	Details	Number of Representatives
Citrus Growers' Association	CGA chairperson, three additional nominees	4
Donors	Nominated by largest donor	1
Service providers	Nominated and approved by Citrus Academy board	1
Skills development specialist	Nominated and approved by Citrus Academy board	1

Board Members and Their Representation at 31st of March 2011

Representation	Name	Date of Appointment
CGA	Shane Dellis (chairperson, since 2010/08/18)	2009/04/01
CGA	Mike Woodburn (vice chairperson, since 2009/05/11)	2009/04/01
CGA	Graham Piner	2009/04/01
CGA – Emergent farmer representative	Israel Nemaorani	2007/04/01
Donors (Citrus Industry Trust)	Mark Fry	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
2010/08/18	Board meeting	Joy van Biljon, Santa de Jager
2011/03/22	Board meeting	Mark Fry, Santa de Jager

The Annual General Meeting of the Citrus Academy was held on the 17th of August 2010 at the Champagne Sports Resort, Drakensberg.

Citrus Academy Representation

The general manager of the Citrus Academy represents the fruit sector on the AgriSETA Primary Sub-Sector Committee Quality delivery.



Management and Staff

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



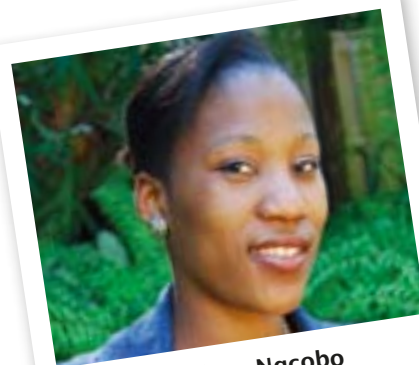
Jacomien de Klerk

Personnel Employed on 31st March 2011

Name	Position	Date of Appointment
Jacomien de Klerk	General manager	2005/01/01
Londiwe Ngcobo	Admin clerk	2010/01/01
Candice Sydenham	Bursary fund administrator	2010/04/01
Sam Louw	Programme coordinator	2010/07/19
Angela Phillips	Office administrator and personal assistant	2011/02/01

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



Londiwe Ngcobo

Financial Service Providers and Office Bearers

Designation	Name
Company secretary	Robert Miller (CGA)
Auditors	PriceWaterhouseCoopers – Pietermaritzburg
Bankers	Standard Bank of SA



Candice Sydenham



Angela Phillips



Sam Louw

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Citrus Academy Bursary Fund

Background

- Established in its current form at the beginning of 2006
- Bursaries are awarded directly to students
- Students in citrus-related study fields apply for bursaries
- 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 fair distribution between citrus producing regions, academic institutions and fields of study
- Bursaries are awarded per academic year
- Bursaries 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, stating the obligations of the student and Academy
- Failure to adhere to the Bursary Fund Agreement may result in repayment of the bursary money

Objectives

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

Placements

Graduate	Qualification	Company
Gugu Jali	B Tech Agricultural Management	SRCC, Addo
Rodney Morifi	B Tech Agricultural Management	Winterveldt Citrus Project, Pretoria
Lesson Mphambane	N Dip Project Management	Grower, Kat River
William Ntimane	Certificate in Packaging	Golden Frontiers Citrus, Hoedspruit

Reconciliation of Student Numbers

Item	2009/10	2010/11
Bursary Fund income – Citrus Industry Trust	881,239	1,097,851
Bursary Fund income – AgriSETA	300,000	300,000
Bursary Fund income – BEEBS	29,231	
Bursary Fund payments – February	(668,649)	(698,926)
Bursary Fund payments – August	(541,821)	(698,925)
Net income / (expenditure)	(0)	0

Graduate	2009/10	2010/11
Initial intake	49	58
Exits during year	(10)	(4)
Final student number	39	54
Graduates	(11)	(20)
Did not complete	0	(5)
Grade 12s	(2)	0
Grade 12s continued with tertiary education	2	0
Graduates continued with further studies	0	4
Students transferred to next year	28	33
New students	30	19
Student number	58	52

2010/2011 Report

- In 2010, fifty-four students studying at fifteen academic institutions were supported
- Four students that were originally allocated bursaries were not able to proceed with their studies, resulting in their bursaries being cancelled
- Twenty students graduated at the end of 2010, of which four continued their studies in 2011 towards further qualifications
- Five students did not complete the year
- Fourteen students achieved distinctions in their final examinations and three students achieved first class passes
- The top academic performers in 2010 were:
 - Certificate level: **Lindokuhle Mamba**, Higher Certificate in Plant Production, Lowveld College of Agriculture
 - Diploma level: **Vuyolwethu Ngxwashula**, National Diploma in Forestry, Fort Cox College
 - Undergraduate level: **Sibongiseni Mgozeli**, BSc Soil Science, University of Fort Hare
- Four graduates were absorbed into the industry in permanent positions on completion of their studies
- In 2011, fifty-two students were awarded bursaries, studying at seventeen academic institutions
- Scarce and critical skills addressed through the Bursary Fund included entomology, plant pathology, biotechnology and soil science



Lindokuhle Mamba

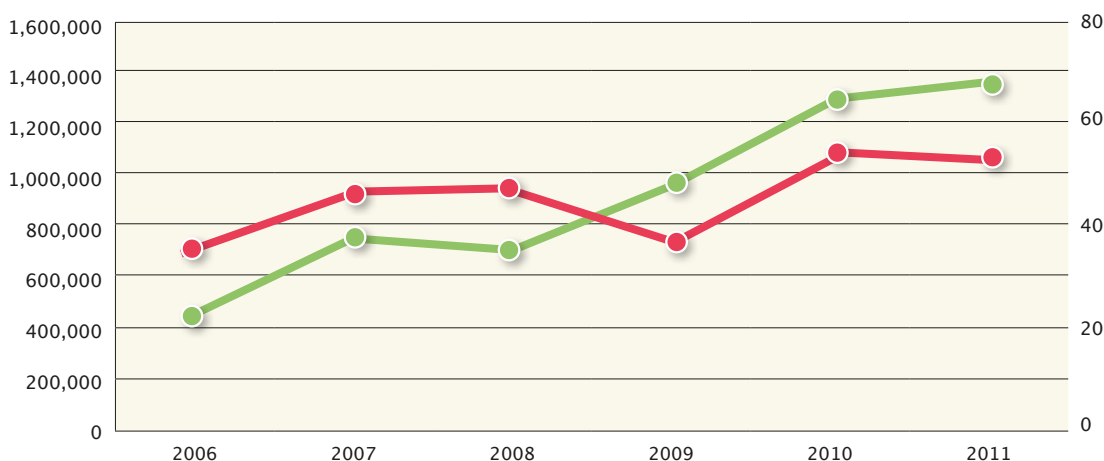


Vuyolwethu Ngxwashula



Sibongiseni Mgozeli

Bursary Fund Allocations



Value of Bursary Fund	414,100	736,950	674,703	975,034	1,258,120	1,337,851
Number of students	34	45	47	36	54	52

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Bursary Fund Statistics

	Secondary Education	Tertiary Education			Total
		Diploma / Certificate	Under-graduate	Post-graduate	
August 2010 Bursary Fund Payments					
Cape Peninsula University of Technology		25,750			25,750
Damelin		0			0
Durban University of Technology			7,825		7,825
Fort Cox College		8,340			8,340
IPM		0			0
Lowveld College of Agriculture		62,381			62,381
Nelson Mandela Metropolitan University		46,000	83,706	19,250	148,956
Rhodes University				15,000	15,000
Secondary Institution	2,790				2,790
UNISA		0	13,500		13,500
University of Fort Hare			81,115		81,115
University of the Free State			17,500		17,500
University of KwaZulu-Natal				70,664	70,664
University of Pretoria			13,500		13,500
University of Stellenbosch			44,500	30,000	74,500
Total	2,790	142,471	261,646	134,914	541,821
Black male		51,876	125,626	70,664	248,166
Black female	2,790	63,595	74,020	15,000	155,405
White male		27,000	62,000		89,000
White female		0		49,250	49,250
Total	2,790	142,471	261,646	134,914	541,821

February 2011 Bursary Fund Payments					
Cape Peninsula University of Technology			16,000		16,000
Central University of Technology			16,000		16,000
Durban University of Technology			9,000		9,000
Fort Cox College		9,560			9,560
Get Ahead College	3,022				3,022
Lovedale College		3,601			3,601
Lowveld College of Agriculture		98,250			98,250
Nelson Mandela Metropolitan University		65,248	30,131	25,000	120,379
Rhodes University				15,000	15,000
Tshwane University of Technology			13,500		13,500
UNISA		9,910	9,150		19,060
University of Fort Hare			98,988		98,988
University of KwaZulu-Natal				89,734	89,734
University of Pretoria			13,500	15,000	28,500
University of Stellenbosch			48,000	95,000	143,000
Victoria Girls' School	8,307				8,307
Westering High School	7,026				7,026
Total	18,355	186,568	254,269	239,734	698,926
Black male		73,911	76,869	89,734	240,513
Black female	18,355	86,748	113,400	40,000	258,503
White male		16,000	64,000	30,000	110,000
White female		9,910		80,000	89,910
Total	18,355	186,568	254,269	239,734	698,926



	Secondary Education	Tertiary Education			Total
		Diploma / Certificate	Under-graduate	Post-graduate	
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
Lowveld College of Agriculture		12			12
Nelson Mandela Metropolitan University		4	4	1	9
Rhodes University				1	1
Secondary Institution	4				4
UNISA		2	1		3
University of Fort Hare			7		7
University of the Free State			1		1
University of KwaZulu-Natal				3	3
University of Pretoria			1		1
University of Stellenbosch			3	3	6
Total	4	24	18	8	54
Black male		11	9	3	23
Black female	4	9	5	2	20
White male		3	4		7
White female		1		3	4
Total	4	24	18	8	54

2011 Student Numbers					
Cape Peninsula University of Technology			1		1
Central University of Technology			1		1
Durban University of Technology			1		1
Fort Cox College		1			1
Get Ahead College	1				1
Lovedale College		1			1
Lowveld College of Agriculture		10			10
Nelson Mandela Metropolitan University		4	3	1	8
Rhodes University				1	1
Tshwane University of Technology			1		1
UNISA		1	2		3
University of Fort Hare			8		8
University of KwaZulu-Natal				3	3
University of Pretoria			1	1	2
University of Stellenbosch			3	5	8
Victoria Girls' School	1				1
Westering High School	1				1
Total	3	18	20	11	52
Black male		8	8	3	19
Black female	3	8	8	2	21
White male		1	4	2	7
White female		1		4	5
Total	3	18	20	11	52

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 by 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
- In turn, the learner 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



Zibuko
Marali



Siyabonga
Ndzoyi

Objectives

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



Maggie
Ratau



Andiswa
Dyonase



Nomfundo
Mpahla



Nontembeko
Metula



Sinovuyo
Nohamba

2010/2011 Report

- Eight candidates qualified for BEE Bursary Support in 2010
- Three students are in secondary school, four students are studying towards diplomas or certificates, and one student is involved in undergraduate studies
- Twelve candidates qualified for BEE Bursary Support in 2011
- Three students are in secondary school, six students are studying towards diplomas or certificates, and three students are involved in undergraduate studies
- Although students are still concentrated in the Eastern Cape, a wider geographical spread was achieved

2010 BEEBS Students

Name	Citrus Enterprise	Qualification	Institution
Andiswa Dyonase	Letas Farm	Grade 10	Get Ahead Project
Nontembeko Metula	Topkat Farm	Grade 12 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
Maggie Ratau	Roslé Boerdery (Pty) Ltd	N Dip Plant Production	Lowveld College

2011 BEEBS Students

Name	Citrus Enterprise	Qualification	Institution
Andiswa Dyonase	Letas Farm	Grade 11	Get Ahead College
Mxolisi Futuse	Jerusalem Citrus Farm	BTech Agric Man	Nelson Mandela Metropolitan University
Vusumzi Futuse	Jerusalem Citrus Farm	N Dip IT	Nelson Mandela Metropolitan University
Zibuko Marali	Whites Citrus	BSc Agric Soil Science	University of Fort Hare
Nontembeko Metula	Topkat Farm	B Agric	University of Fort Hare
Chwayita Mfecane	Zenuntlutha Farming CC	Grade 9	Victoria Girls' School
Nomfundo Mpahla	Naudeshoek Farm	N. Dip Agricultural Management	Nelson Mandela Metropolitan University
Vuyolwethu Mpahla	Naudeshoek Farm	Grade 11	Westering High School
Siphokazi Ncdude	Riverside	N Dip Agriculture	Nelson Mandela Metropolitan University
Siyabonga Ndzoyi	Gatyena Citrus Farm CC	NC Primary Agricuture	Lovedale College
Sinovuyo Nohamba	Konzi Citrus Farm	BA Admin	University of Fort Hare
Maggie Ratau	Roslé Boerdery (Pty) Ltd	N Dip Agric Plant Production	Lowveld College of Agriculture

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



Vusumzi
Futuse



Vuyolwethu
Mpahla

Item	2009/10	2010/11
Bursary Fund income – Citrus Industry Trust	124,223	197,344
Bursary Fund income – BEEBS	29,231	
Bursary Fund payments – February	(84,933)	(98,672)
Bursary Fund payments – August	(68,521)	(98,672)
Net income / (expenditure)	0	(0)

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 qualification
- Students perform practical tasks and complete written assignments during their internships
- We assist our 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

Item	2009/10	2010/11
Internship funding – AgriSETA	172,500	165,000
Internship allowances	(171,705)	(165,000)
Net income / (expenditure)	795	0

Citrus Academy Interns

Company	Intern
2010	
Crocodile Valley Citrus Company, Nelspruit	Vusi Lubisi, Thami Sambo
Neos Estate, Malelane	Muzi Mhlanga
Soleil Citrus, Hoedspruit	Nomsa Mlimi, Johannah Seanego
Sundays River Citrus Company, Addo	Sinegugu Ndamase
Soleil Citrus, Hoedspruit	Takgoa Phalakatshele
Sundays River Citrus Company, Addo	Gugu Jali
2011	
Golden Frontiers Citrus, Malelane	Lindokuhle Mamba, Sedrick Dlomu, Ndumiso Manana
Neos Estate, Malelane	Mosadiwa Magadani

2010/2011 Report

- In 2010, six students did internships at four citrus enterprises
- All students completed their internships successfully and graduated in December 2010
- One student was employed at the company where he did his internships after the end of the year, and is continuing his studies on a part-time basis
- Two students found employment at other citrus enterprises and are taking part in the AIDP programme in 2011
- The other three students left the companies where they did their internships to look for employment elsewhere
- Four students started internships at the beginning of 2011 at two citrus enterprises
- Both companies participated in the internship programme before



Lindokuhle Mamba & Kulani Dlomu



Nomsa Mlimi & Johannah Seanego



Thami Sambo & Vusi Lubisi

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
- Funding is 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

Workplace Experience Programme Participants

Company	Participant
2010	
Golden Frontiers Citrus, Hoedspruit	Babalwa Poswa
Du Roi IPM, Letsitele	Lyndall Pereira, Kirsty Venter
SASA, Mount Edgecombe	Tarryn Goble
2011	
Rhodes University, Grahamstown	Tanya Pretorius
Sundays River Citrus Company, Addo	Andisiwe Kholwane

Item	2009/10	2010/11
Workplace experience grant funding – AgriSETA	42,500	95,000
Workplace experience allowances	(43,893)	(92,500)
Net income / (expenditure)	(1,393)	2,500

2010/2011 Report

- Four students participated in the workplace experience programme in 2010
- Three companies provided the students with learning opportunities
- Three of the students stayed with the companies after completion of the grant period, one of who also continued her studies on a part-time basis
- The other student opted to look for employment elsewhere
- At the beginning of 2011, two students started their workplace experience year



Tanya Pretorius



Andisiwe Kholwane

Supported by:



Agricultural Industry Development Programme (AIDP)

Background

- Internship programme run by the national Department of Agriculture, Forestry and Fisheries (DAFF)
- 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

Objectives

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

2010/2011 Report

- DAFF did not run the programme in 2010
- In 2011, three Citrus Academy graduates, employed at three different citrus enterprises, were selected for AIDP internships

2011 AIDP Interns

Company	Intern
2011	
Uitsig Citrus, Malelane	Vusi Lubisi
Bavaria Estates, Hoedspruit	Thami Sambo
Mabunda Citrus, Letsitele	Bennet Malungane



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

Item	2009/10	2010/11
Daily allowance	19,020	27,350
Accommodation		13,909
Transport	18,765	8,299
Total expenditure	37,785	49,558

Objectives

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

2010/2011 Report

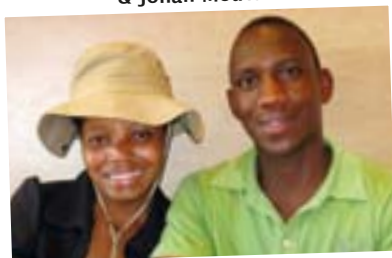
- In 2010, twenty-three students took part in the holiday work programme
- Students worked for approximately three weeks during the June / July holidays
- Fourteen companies participated in the holiday work programme
- Companies included farms, packhouses and market agents
- Duties performed by the students included picking, packing, product handling and quality control
- Students gained experience in production and packing practices, and administrative tasks

Holiday Work Placements

Company	Student
AA Market Agency	Ncediwe Pute
Ashton Extracts	Stefan Bester
Bavaria Citrus Estate	Sedrick Dlomu, Takgoa Phalakatshele
Citrusdal	Cornelis Rossouw, Marthinus Smuts
Citrus Research International	Mosadiwa Magadani, Moloko Semenya
Crocodile Valley Citrus Company	Lutho Jobo, Athandile Shoba
Eden Agri Services	Nelisa Apleni, Noma-Afrika Frans
Glen Laboratory	Sibongiseni Mgozoli
Mouton Boerdery	Johan Mouton
Neos Estates	Lindokuhle Mamba, Ndumiso Manana
Proveg East London	Sonwabo Ncera
Riverside Citrus	Gerhard Strydom, Gideon Van Zyl
Sundays River Citrus Company	Gugu Jali, Andisiwe Kolwane
Woodburn Estate	Xolisa Faltein, Vuyolwethu Ngxwashula



Cornelis Rossouw, Thinus Smuts & Johan Mouton



Noma-Afrika Frans & Ramolefe Morifi



Sibongiseni Mgozoli, Nelisa Apleni, Sonwabo Ncera & Lunga Siletile

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



Objectives

Low skills levels

- ✓ **Employment equity**
- ✓ **Scarce and critical skills**
- ✓ **Land transition**

Quality delivery



2010/2011 Report

- Thirty-three students attended industry events
- The main focus was on the Global Citrus Conference and the CRI Research Symposium
- Sponsorship covered students' registration fees, travel and accommodation
- Students wore new branded t-shirts, themed for the FIFA World Cup
- Students were chaperoned by Citrus Academy personnel or study supervisors
- No disciplinary or other problems were experienced
- Feedback from students and industry stakeholders at the events was extremely positive
- Sponsorship was secured for 2010 academic achievement awards



2010/2011 Events

Event

Attended By

Global Citrus Conference

8–9 July 2010

Cape Town, South Africa

Stefan Bester (N Dip Agric Man, CPUT), Nelisa Apleni (BSc Agric Econ, UFH), Noma–Afrika Frans (N Dip Agric Man, NMMU), Sonwabo Ncera (BSc Agric Econ, UFH), Gerhard Strydom (N Dip Elec Eng, NMMU), Gugu Jali (BTech Agric Man, NMMU), Andisiwe Kholwane (BTech Agric Man, NMMU), Patrick Hlanganyana (BTech Agric Man, NMMU), Babalwa Poswa (Prod Man, Damelin), William Ntimane (Prod Man, Damelin), Sinegugu Ndamase (N Dip Agric Man, NMMU), Johan Mouton (BSc Agric (Hort), US), Sinazo Mkupa (BSc Agric (Hons) (Hort), US), Ncumisa Njombolwana (MSc Agric (Plant Path), US), Sonnica van Niekerk (MSc Agric (Entom), US), Vuyolwethu Ngxwashula (N Dip, Fort Cox)

6th Citrus Research Symposium

15–18 August 2010

Drakensberg, South Africa

Johan Mouton (BSc Agric (Hort), US), Sinazo Mkupa (BSc Agric (Hons) (Hort), US), Ncumisa Njombolwana (MSc Agric (Plant Path), US), Sonnica van Niekerk (MSc Agric (Entom), US), Nhlanhla Mathaba (PhD Agric, UKZN), Xolani Sibozza (MSc Agric (Hort), UKZN), Cornelis Rossouw (BSc Agric, US), Marthinus Smuts (BSc Agric (Soil Science and Hort), US), Sibongiseni Mgozoli (BSc Agric (Soil Science), UFH), Gideon van Zyl (BSc Agric, CUT), Xolisa Faltein (BSc Agric (Soil Science), UFH), Rachel van der Walt (BSc (Hons) (Botany), NMMU), Asanda Mditshwa (MSc Agric (Hort), UKZN), Tanya Pretorius (BSc (Hons) (Entom), Rhodes), Lunga Siletile (BSc Agric (Crop and Soil Science), UFH), Hildegard Witbooi (N Dip (Hort), CPUT), Vuyo Maqutu (BTech Biotech, DUT), Daniel Botha (N Dip Ops Man, UNISA), Rodney Morifi (BTech Agric Man, NMMU)

International Horticultural Congress

22–27 August 2010

Lisbon, Portugal

Nhlanhla Mathaba (PhD Agric, UKZN), Xolani Sibozza (MSc Agric (Hort))

Southern African Society for Plant Pathology

23–26 January 2011

Nelspruit, South Africa

Ncumisa Njombolwana (MSc Agric (Plant Path), US)



Item

INCOME & EXPENDITURE

2009/10

2010/11

Grant – Industrial Development Corporation	200,000	200,000
Global Citrus Conference	(159,442)	(64,545)
6th Citrus Research Symposium		(99,325)
International Horticultural Congress		(45,992)
Southern African Society for Plant Pathology		(4,386)
Academic awards	(13,552)	(16,840)
SA Fruit Journal	(16,840)	
Other	(17,575)	
Net income / (expenditure)	(4,087)	(31,088)

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 were identified as accredited service providers, extension officers, mentors, lecturers, and production managers
- Aim was to build own knowledge and skills and develop the facilitation skills
- Concept was 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
- First capacity building workshop was held in February 2008 on Production Management in Stellenbosch and presented by Louis von Broembsen
- Two further workshops were held in 2008, on Plant Nutrition and Soil Management and on Quality and Irrigation
- A decision was taken that further workshops will be arranged only on request for specific target groups, such as extension officers
- 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 and was attended by twenty-seven extension officers

Objectives

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

Item	2009/10
Workshop fees received	43,790
Subject-matter experts	(25,000)
Conference fees	
Travelling and accommodation	(17,832)
Course material	(6,684)
Net income / (expenditure)	(5,726)

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 and Carol Harington	Thoyouandou, Venda

Breakdown of the Workshop Attendance

Group	Total	2008	2009
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



Mentorship Funding

Background

- In 2006, the CGA entered into an agreement with the Directorate Education, Training and Extension Services (DETES) of the Department of Agriculture, Forestry and Fisheries (DAFF) to undertake a pilot mentorship programme
- Programme was aimed at selected emerging citrus growers who were under-supported by strategic partners or management companies
- Key areas that the CGA mentorship programme aimed to address were marketing and marketing opportunities, technical skills, business management and planning skills, and resource management
- Programme commenced in October 2006
- It achieved its objectives and gave emergent farmers access to valuable expertise and support
- Programme funding was secured by the CGA up to March 2010, after which the funding and management of the programme were supposed to be taken over by the provincial departments

Objectives

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

Item

2010/11

AgriSETA sponsorship	346,491
Mentorship funding – CGA	(346,491)
Net income / (expenditure)	0

2010/2011 Report

- Funding did not immediately become available from provincial government departments in April 2010
- Alternative funding from the AgriSETA was secured for a period of one year
- Funding was channelled through the Academy to the CGA



Supported by:



Learning Programme Development

Background

- Learning programmes are developed to meet specific learning needs, in terms of content or target group
- Programme development involves adding information and adapting the material for the specific learning purpose
- In most cases, programmes are developed using Citrus Academy learning material as a basis
- 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 include all required learning and assessment tools
- Programme material can either be downloaded from the website or purchased from the Academy

Objectives

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

Available Learning Programmes

Format	Content Summary	Target Group	Implementation Strategy
Institutional Orientation Programme			
Website download, available in English	• The Business Environment in South Africa • 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 as basis for 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, in English and Afrikaans	• 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

2010/2011 Report

- Focus was on planning and development of Citrus Extension programme
- Programme content is based on research conducted amongst government extension officers to identify skills and knowledge gaps
- Learning methodology had to take into account the inability of learners to attend regular classroom learning, due to time limitations and the expense of such interventions
- Programme was therefore developed for distance learning, to be implemented with assistance of service providers
- Implementation is planned for 2011, depending on the availability of funding
- In addition, planning was completed for a Citrus Pest Monitoring programme, to be developed in 2011
- The Citrus Academy is also cooperating with the other fruit industries in the development of an Ethical Trading learning programme

Learning Programmes under Development

Format	Content Summary	Target Group	Implementation Strategy
Citrus Extension Programme			
Hard and softcopy, distributed via post and email	• Induction: South African industry, production cycle • W3–4: Production management • W5–6: Enterprise stock, soil and leaf sampling, marketing • W7–8: Postharvest fruit defects, maturity indexing • W9–10: Pre-harvest pest control, orchard sanitation • W11–12: Harvest planning • W13–14: Harvesting tools and equipment, harvesting practices • W15–16: Packhouse processes, farm infrastructure • W17–18: Natural resources, sustainable resources use, water quality • W19–20: Resource conservation, water quality analysis and management • W21–22: Plant manipulation preparation • W23–24: Nutrient deficiencies, manipulation methods • W25–26: Fertiliser application, citrus pests • W27–28: Citrus diseases, weed control • W29–30: Soil properties and utilisation, scouting • W33–34: Soil preparation, irrigation installation, crop establishment • W35–36: Irrigation system maintenance, PPP application • W37–38: Irrigation scheduling, safe handling of chemicals • W39–40: Plant structures • W41–42: Plant structures • W43–44: Plant functions and metabolic processes • W45–46: Food safety principles • W47–48: Food safety – traceability • W49–50: Food safety – recordkeeping	Extension personnel, technical officers	Distance learning
Pest Monitoring Programme			
Audio-visual modules	• Pre-harvest pest control • Pest monitoring • Pre-harvest blemish analysis • Interpreting monitoring results	Scouts, pest control managers, extension personnel	For use in classroom learning

Item	2009/10	2010/11
SACNA grant funding	30,000	
AgriSETA grant funding	70,175	
Citrus Nursery Workers' programme development	(89,600)	
Citrus Extension programme development		(23,360)
Pest Monitoring programme development		(4,160)
Other learning programme development	(1,800)	
Net income / (expenditure)	8,775	(27,520)

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
- Media World 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 was a joint initiative between Media World, 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, and included modules starting with pre-harvest production practices and ending with the shipping of export citrus
- Grant funding to subsidise the development cost was secured from the Post-Harvest Innovation Programme, the AgriSETA and Engen
- The series consists of fifty modules, which includes nine special learning modules, which were entirely scripted
- Learning modules are meant for training seasonal and permanent workers and are done entirely in voiceover, thereby allowing for easy translation
- The fifty modules comprise more than six and a half hours of visual material, contained on three DVDs

Objectives

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

- 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, with the exception of two modules on rail transport
- The series was made available to the industry in time for the 2010 citrus season

2010/2011 Report

- Eleven modules, including the nine learning modules, were translated into Afrikaans and made available on a separate DVD
- The two modules on rail transport were produced, concluding the development of the series
- Unit standard alignment and implementation documentation that form part of the service provider pack were finalised
- A licensing agreement was signed with SATGI for them to use the series as the basis for their own series on postharvest practices
- Sales of the series did not meet initial expectations, but marketing through various channels is ongoing

Item	2009/10	2010/11
Grant income – PHI Programme	75,000	
Grant income – AgriSETA	192,982	92,105
Grant income – Engen	100,000	
Sales	82,980	65,300
Transferred from Learning Material Development Fund	190,093	
SATGI usage rights		61,600
Audiovisual module production costs	(1,200,000)	
Audiovisual module production costs – Afrikaans		(99,720)
Learning material development	(145,992)	(4,950)
Replication and printing	(47,951)	(6,033)
Net income / (expenditure)	(752,888)	108,302

Cluster		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 (Goedeheop)
	14	> Picking Supervision	Otto Frielingsdorf (Goedeheop)
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)

Learning Material Development

Background

- Production learning material development 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 initially identified
- Learning material were developed for fifty-four of these unit standards
- Subject matter experts from within the citrus industry were contracted to write and review the learning material
- The material is in line with 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 on request 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**



2010/2011 Report

- Development of learning material was completed
- 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
- Planning is for production learning material to be adapted once occupational qualifications has been developed



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

Item	2009/10	2010/11
Grant income – AgriSETA	96,850	
Sale of production learning material	8,000	
Learning material usage rights	70,500	
Transferred from Learning Material Development Fund		30,700
Learning material development	(61,300)	(32,140)
Net income / (expenditure)	114,050	(1,440)



Supported by:



Abridged Income Statement

	Actual 2009/10	Budget 2010/11	Actual 2010/11	Budget 2011/12
Income	3,891,094	4,043,838	3,978,283	6,134,000
Services rendered				
Citrus Growers' Association	1,400,000	1,620,000	1,681,340	1,782,000
Citrus Academy Bursary Fund				
Bursary funding	1,115,722	1,454,838	1,240,747	1,635,000
Experiential learning	415,000	705,000	460,000	440,000
Learning media				
Learning material	198,093		30,700	
Audiovisual learning tools	617,989	240,000	157,405	82,500
Learning programmes				
Citrus Extension Programme				2,194,500
Development funding	30,000			
Usage rights income	70,500	24,000	61,600	
Capacity building workshops	43,790			
Other projects				
Mentorship funding – AgriSETA			346,491	
Expenses	4,630,447	3,712,760	3,784,321	5,978,800
General administration				
Bad debts			10,800	
Depreciation	14,770		18,733	
Directors' meetings	27,125	30,000	3,281	20,000
Marketing	93,368	55,000	91,908	84,440
Office expenses (insurance, stationery, telephone)	69,734	75,700	89,564	100,700
Rent paid	116,850	128,550	130,478	153,750
Services (accounting, legal and consulting)	14,152	21,000	13,872	24,000
Staff costs	934,355	988,272	936,657	1,085,160
Travel and accommodation	190,736	170,400	193,281	198,000
Citrus Academy Bursary Fund				
Bursary funding paid out	1,115,728	1,454,838	1,240,747	1,635,000
Experiential learning	457,470	765,000	538,146	491,600
Learning media				
Learning material	61,300		32,140	
Audiovisual learning tools	1,393,943		110,703	50,000
Learning programmes				
Citrus Extension Programme				2,046,150
Learning programme development	91,400	24,000	27,520	30,000
Other services				
Mentorship funding			346,491	
Moderation				30,000
Skills development planning				30,000
Capacity building workshops	49,516			
Net income / (loss)	(739,353)	331,078	193,962	155,200





Supported by:





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