



citrus academy

**Annual Report
2012**

**enabling skills development in the
Southern African citrus industry
since 2005**



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chairperson's report

Teachers open the door, but you must enter by yourself.
Chinese Proverb

The Citrus Academy, an initiative of the Citrus Growers Association, was formed in 2005 to serve the interest of the citrus industry. The Academy, led by Jacomien de Klerk, 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.

Through the Citrus Academy Bursary Fund, bursaries are awarded to students in relevant fields of study. Students are given the opportunity to gain experience and exposure during their studies. In 2012 sixty-nine students spread over all demographic groups were awarded bursaries. Seventeen students graduated at the end of 2011. Of the graduates, seven continued their studies in 2012 and six were absorbed into the citrus industry in permanent positions. Thirty-three students were carried forward to 2012 and twenty-nine entered the fund in 2012. Scarce and critical skills, including entomology, plant pathology, biotechnology and soil science, were addressed through the Bursary Fund. Sincere thanks to the Citrus Industry Trust and the AgriSETA for their continued funding of the Bursary fund.

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 students qualified for BEE Bursary Support in 2011 and expanded in 2012 to twenty-three students.

As part of the holiday work and experiential learning programme, thirteen undergraduate and diploma students will be supervised and mentored by participating companies and academic institutions during 2012.

The Citrus Academy participated in the PMA Career and Bursary Fair, held in September at the University of Pretoria. The purpose of the event was to expose BSc undergraduates to agriculture as a career choice. The Academy's stand was manned by Bursary Fund students and was considered a great success. The Academy will participate in more such events in the coming year to promote the citrus industry as a career choice.

Two capacity building workshops were held during the year. The first was held in October at Zebediela Estate for extension officers of the Limpopo Department of Agriculture. The workshop, presented by Dr. Sean Moore of the CRI, dealt with identification and control methods for citrus pests, focusing on the spring pest complex. A second workshop, entitled 'Finance for Non-financial Managers in the Fruit Industry', was presented by Peter van Ryneveld of the Johannesburg School of Finance.

The workshop was held in November in Fort Beaufort for emergent growers in the Kat River Valley.

The Academy channelled R210 300 from AgriSETA funding to the mentorship programme. Initiated and managed by the CGA, the mentorship programme is aimed at supporting emerging citrus growers.

The Citrus Academy developed an audio-visual learning programme on Integrated Pest Management in Citrus, and a complimentary copy was distributed to all members of the CGA. Modules from the Citrus Postharvest Series that deal specifically with harvesting were repacked and a complimentary copy was sent to growers before the start of the 2012 season. A programme framework was developed for a Citrus Secondary Programme which will be piloted at three high schools in 2012. Thanks to the CGA, CRI, the AgriSETA, Engen, Insect Science, River Bioscience, Plaaskem and Villa Crop for providing sponsorships and support for the development of the learning programmes.

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. In 2011, printed learner guides were distributed to 54 academic institutions with the support from the CGA.

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, we would like to express our gratitude and appreciation for the continued dedication of Jacomien and the Citrus Academy staff, and their commitment to meeting industry requirements.



voorsitterverslag

Die Sitrus-Akademie, 'n onderneming van die Sitrus Produsentevereniging, is daargestel in 2005 om die belange van die sitrusbedryf te dien. Deur sy verskeie aktiwiteite - soos hieronder uiteengesit – vervul die Akademie onderleiding van Jacomien de Klerk die bedryf se verbintenis tot opleiding, kapasiteitsbou, vaardighedsontwikkeling, indiensnemings-gelykheid en transformasie.

Deur die Sitrus-Akademie Beursfonds, word beurse toegeken aan studente in toepaslike studierigtings. Studente word die geleentheid gebied om ondervinding en blootstellings op te doen gedurende hulle studies. In 2012 is beurse toegeken aan nege-en-sestig studente versprei oor alle demografiese groepe. Sewentien studente het kwalifikasies behaal aan die einde van 2011. Sewe van hulle het voortgegaan met hulle studies in 2012 en ses is absorbeer in die sitrusbedryf in permanente poste. Drie-en-dertig studente is oorgedra na 2012 en nege-en-twintig nuwe studente het aangesluit by die Beursfonds in 2012. Skaars en kritiese vaardighede, soos entomologie, plantpatologie, biotegnologie en grondkunde, is aangespreek deur die Beursfonds. Hartlike dank aan die Citrus Industry Trust en die AgriSETA vir hulle volgehoue ondersteuning van die Beursfonds.

Swart ekonomiese bemagtigingsbeurse is daargestel in 2010, met die doel om die interne kapasiteit te ontwikkel by sitrusondernemings wat voldoen aan SEB vereistes. Twaalf kandidate het in 2011 kwalifiseer vir SEB beurse, wat vermeerder het na drie-en-twintig in 2012.

As deel van die vakansiewerk en ondervindingsleer program sal dertien ondergraadse en diploma studente onder die toesig wees van en gementor word deur deelnemende maatskappye en akademiese instellings in 2012.

Die Sitrus-Akademie het deelgeneem aan die PMA Loopbaan en Beurse tentoonstelling wat gehou is in September by die Universiteit van Pretoria. Die doelwit van die geleentheid was om BSc studente bloot te stel aan die loopbaangeleenthede in die landbousektor. Die Akademie se stalletjie was beman deur Beursfondsstudente en was 'n groot sukses. Die Akademie sal in die komende jaar in meer sulke geleenthede deelneem om die sitrusbedryf verder te bevorder.

Twee kapasiteitsbouwerkswinkels is gehou gedurende die jaar. Die eerste is gehou in Oktober by Zebediela Landgoed vir voorligtingsbeamptes van die Limpopo Departement van Landbou. Die werkwinkel is aangebied deur Dr. Sean Moore van die CRI, en het handel oor die identifikasie en

beheermetodes vir sitrusplae, met die fokus om die lente plaagkompleks.

'n Tweede werkwinkel, genaamd 'Finansies vir Nie-Finansiële Bestuurders in die Vrugtebedryf', is aangebied deur Peter van Ryneveld van die Johannesburgse Skool vir Finansies. Die werkwinkel is gehou in November in Fort Beaufort vir ontwikkelingsboere van die Katriviervallei.

Die Akademie het R210 300 vanaf die AgriSETA gekanaliseer na die mentorprogram. Die program is begin en word bestuur deur die Sitrus Produsentevereniging en is daarop ingestel om ontwikkelingsboere te ondersteun.

Die Sitrus-Akademie het 'n oudiovisuele opleidingsprogram ontwikkel wat handel oor Geïntegreerde Plaagbestuur vir Sitrus, wat gratis is na al die lede van die CGA. Modules van die Sitrus Na-Oes Reeks wat spesifiek handel oor oeswerk is herverpak en ook gratis gestuur aan sitrusprodusente voor die begin van die 2012 seisoen. 'n Raamwerk is ontwikkel vir 'n Sitrus Sekondêre Program wat geloods sal word by drie hoërskole in 2012. Dankie aan die CGA, CRI, die AgriSETA, Engen, Insect Science, River Bioscience, Plaaskem en Villa Crop vir hulle borgskappe en ondersteuning vir die ontwikkeling van opleidingsprogramme.

Opleidingsmateriaal vir sitrusproduksie, saamgestel en hersien deur vakkundiges in die sitrusbedryf en in lyn met die CRI se sitrus produksie riglyne, kan gratis afgelaai word van die webwerf van die Sitrus-Akademie. Gedrukte opleidingsgidse is ook te koop beskikbaar. In 2011 is gedrukte opleidingsgidse versprei na 54 akademiese instellings met die ondersteuning van die CGA.

Die verslae wat ingesluit is in hierdie jaarverslag gee 'n volledige analise van die Akademie se funksies en strategie weer, terwyl die inkomstestaat 'n opsomming is van die Akademie se inkomstes en uitgawes.

Namens die direkteursraad wil ek graag waardering uitspreek vir die volgehoue toewyding van Jacomien en die Sitrus-Akademie personeel, en hulle verbintenis tot die behoeftes van die sitrusbedryf.

5 years


citrus
academy

general manager's report

There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living. Nelson Mandela

It is seven years since the establishment of the Citrus Academy, and five years since we started operating as an independent company. To the credit of the CGA Board's vision, the original intent behind the establishment of the Academy has not changed in this time – the Academy is there to undertake whatever actions are necessary to secure and enhance human resources for the Southern African citrus industry.

During the past year, we maintained this course under the certain guidance of our directors and with our capable staff there to glide over rocky patches. Human resource development is not a small task, and it cannot be accomplished by playing small and simply. It requires vision and the willingness to adapt, but mostly, it requires recognition of the fact that the Academy does not serve its staff, its directors, its students, or anyone other than the citrus growers of Southern Africa.

The Citrus Academy Bursary Fund remains our flagship project. During the past year, we again expanded this talent conduit, adding value wherever we can. We are pleased that so many students were absorbed into the industry, and by reports of former students that have carved successful careers at citrus enterprises. Returns on this investment in bursaries can only be realised if qualified students are employed by citrus enterprises.

The success of the Bursary Fund further depends on the quality of the students we are able to attract. To this purpose, we invested time and resources during the past year in attending bursary fairs and career days aimed at secondary school learners and university students, with the intention of promoting career opportunities within the citrus industry. We can already see the impact of this initiative in the quality of 2012 applications, and we will continue to pursue it with vigour.

Practical learning stands central to success of Citrus Academy Bursary Fund students. We continue to pursue every opportunity for practical experience and exposure for students, from vacation work to internships to work experience. The cooperation of employers within the industry is essential to our success in this regard, and we extend a big thank you to those employers that took in students this past year.

We are furthermore participating in an initiative put in place by the country council of the Produce Marketing Association (PMA), with support from the Postharvest Innovation Fund, aimed at addressing shortages in scarce skills across the fresh produce industry. It remains our contention that sustainable human resource development across the wider fresh produce industry is hamstrung by fragmentation and the lack of coordination. The efforts of the PMA country council in this regard is lauded and appreciated.

Shortly after the Academy was established in 2005 we initiated a project for the development of learning material on citrus production. It took around four years to conclude, and left us with fifty-three sets of learning material covering sixteen aspects of citrus production on four levels, authored and reviewed by some of the most highly respected subject-matter experts in the industry. Today this body of learning material not only sets a standard to which all other industries aspire, but also underpins many other activities of the Academy.

The Citrus Academy learning material is used in the development of learning programmes that meet specific learning needs in the industry. In 2011, we worked on the development of the Citrus Secondary learning programme, which is aimed at enabling high school learners to achieve a NQF qualification in citrus production by the time they finish matric, making them immediately employable and

preparing them for further studies in citrus production. The learning programme is being piloted in 2012, and we look forward to seeing the results from it.

The learning material also enables effective capacity building workshops, in that it forms the basis for content and ensures quality. The Academy continues to support government extension services through arranging workshops to improve the knowledge and skills of extension officers. In 2011 we also forged cooperation with the Johannesburg School of Business in presenting a capacity building workshop on financial management for emergent growers in the Kat River Valley in the Eastern Cape. We look forward to creating more such learning opportunities in the coming year.

Audio-visual material is an extremely effective learning tool, even if it requires a considerable investment at the start. After the success of the Citrus Postharvest Series, we developed audio-visual material on integrated pest management in 2011. Each citrus grower received a free copy of this series, thanks to the CGA. A Citrus Harvesting DVD was also developed at the beginning of 2012 and complimentary copies were distributed to citrus growers. Provided that funding is available, we will continue developing such learning tools in the coming years.

Along with the transformation manager of the CGA, the Citrus Academy works at enabling and promoting transformation in the citrus industry. By subsidising the cost of formal education through BEEBS bursaries, we promote the development of internal capacity at black-owned citrus enterprises. Over the past two years we have seen substantial growth in this section of the Bursary Fund, a trend which we expect to continue well into the future. In addition, we assist BEE enterprises with skills planning and with implementation of skills development initiatives where asked.

In 2011 I was appointed as a member of the governing body of the AgriSETA. It is an honour and privilege to serve as a director, and a great responsibility to ensure that the voices of employers in primary agriculture are heard. I look forward to a long and happy association and to contributing to our mutual success wherever possible.

To conclude, a word of thanks to Candice, Sam, Angela and Londi for the heads, hands and hearts you bring to work every day. To Justin, Robert, Liane, Lukhanyo and all the other staff at the CGA: thank you for your help and wise guidance, and for always being there to catch the balls we can't get to (even if sometimes we put them up in the air to start with). To all our donors, and particularly the AgriSETA and Citrus Industry Trust: you bring hope to so many people that seldom get the chance to thank you, so please allow me this opportunity to thank you on their and our behalf. Finally, to the directors of the Citrus Academy: your selfless service and unstinting support light our path.



algemene bestuuder se verslag

Die Sitrus-Akademie is nou in sy sewende bestaansjaar, en is nou al vyf jaar lank 'n onafhanklike maatskappy. Dit is 'n teken van die CGA raad se visie dat die oorspronklike doelwit met die stigting van die Akademie nog steeds van pas is vandag – die Akademie is daar om te doen wat ook al nodig is om menslike hulpbronne vir die Suider-Afrikaanse sitrusbedryf te verkry, te onderhou en te verbeter.

Gedurende die afgelope jaar het ons hierdie koers gehou onder die versekerde leiding van ons direkteure, met ons bekwame personeel reg om oor die stukkies grondpad ook te kom. Menslike hulpbronontwikkeling is nie 'n klein takie nie, en dit kan nie uitgerig word deur klein en eenvoudig te dink en te werk nie. Dit verg visie en aanpasbaarheid, maar meestal vereis dit waardering vir die feit dat die Akademie nie in diens is van sy personeel, direkteure, studente, of enige iemand anders behalwe die sitrusprodusente van Suider-Afrika nie.

Die Sitrus-Akademie Beursfonds is steeds ons pronkstuk. In die afgelope jaar het ons weereens hierdie toevoerpyp vergroot en waarde toegevoeg sover doenlik. Dit verbly ons om te sien dat soveel studente opgeneem word in die bedryf, en as ons hoor van Beursfonds alumni wat suksesvolle loopbane by sitrusondernemings het. Die waarde van die bedryf se belegging in beurse sal slegs realiseer as studente in diens geneem word deur sitrus ondernemings.

Die sukses van die Beursfonds hang verder af van die gehalte van die studente wat ons aantrek. Vir hierdie rede het ons in die afgelope jaar tyd en hulpbronne belê daarin om loopbaandae en uitstallings by te woon wat gemik is op hoërskoolleerders en universiteitstudente, met die doel om loopbaangeleenthede in die sitrus bedryf te bevorder. Ons kon reeds die impak van hierdie inisiatief sien in die gehalte van die 2012 aansoeke, en ons sal dit opvolg in die toekoms.

Praktiese opleiding is sentraal tot die sukses van die Sitrus-Akademie Beursfonds. Ons maak gebruik van elke geleentheid vir praktiese ondervinding en blootstelling vir studente, van vakansiewerk tot internskappe tot werkondervinding. Die samewerking van werkgewers in die bedryf is van groot belang in hierdie opsig, en ons bedank graag alle werkgewers wat studente ingeneem het hierdie afgelope jaar.

Verder neem ons tans deel aan 'n inisiatief van daargestel is deur die plaaslike raad van die Produce Marketing Association (PMA) met ondersteuning van die Postharvest Innovation Fund, wat daarop gemik is om tekorte in skaars vaardighede in die varsprodukte bedryf aan te spreek. Ons is steeds van mening dat menslike hulpbronontwikkeling oor die breër varsproduktebedryf gekortwiek word deur fragmentasie en 'n gebrek aan samewerking. Die prysenswaardige werk wat dieplaaslike raad van die PMA doen om 'n geallieerde poging in plek te sit word waardeer.

Kort nadat die Akademie gestig is in 2005 het ons 'n projek aan die gang gesit vir die ontwikkeling van opleidingsmateriaal vir sitrusproduksie. Dit het omtrent vier jaar geneem om die projek af te handel, en die uiteinde was drie-en-vyftig stelle materiaal wat sestien aspekte van sitrusproduksie dek op vier vlakke, geskryf en hersien deur van die mees gerespekteerde vakkundiges in die bedryf. Vandag stel hierdie stel materiaal nie net die standaard vir alle ander bedrywe nie, maar is die ook onderliggend aan baie van die Akademie se ander aktiwiteite.

Die Sitrus-Akademie opleidingsmateriaal word gebruik in die ontwikkeling van opleidingsprogramme wat spesifieke behoeftes in die bedryf aanspreek. In 2011 het ons gewerk aan die ontwikkeling van die Sitrus Sekondêre program, wat daarop gemik is om hoërskoolleerders die geleentheid te bied om 'n NQF kwalifikasie te behaal teen die tyd dat hulle matriek skryf, wat hulle onmiddellik meer indiensneembaar maak en hulle voorberei vir verdere studies in sitrusproduksie. Die opleidingsprogram word geloods in 2012, en ons sien uit daarna om die resultate te sien.

Verder maak die opleidingsmateriaal doeltreffende kapasiteitsbouwerkswinkels moontlik, deur dat dit die inhoud omskryf en gehalte verseker. Die Akademie bly steeds die regering se voorligtingsdienste ondersteun deur werkswinkels te reël om die kennis en vaardighede van voorligtingsbeamptes te ontwikkel. In 2011 het ons ook saamgewerk met die Johannesburgse Besigheidskool om 'n werkswinkel aan te bied wat gehandel het oor finansiële bestuur vir ontwikkelingsboere in die Katriviervallei in die Oos-Kaap. Ons sien uit daarna om meer sulke leerleenthede daar te stel in die komende jaar.

Oudiovisuele materiaal is 'n baie doeltreffende opleidingsmiddel, selfs al verg dit aanvanklik 'n aansienlike kapitaaluitleg. Na aanleiding van die sukses van die Sitrus Na-Oes Reeks het ons oudiovisuele materiaal oor geïntegreerde plaagbeheer ontwikkel in 2011. Elke sitrusprodusent het 'n gratis kopie van die reeks ontvang, te danke aan die CGA. 'n Sitrus Oeswerk DVD is ook ontwikkel aan die begin van 2012 en gratis kopieë is gestuur aan sitrusboere. Gegewe dat befondsing beskikbaar is, sal ons voortgaan met die ontwikkeling van sulke opleidingsmiddele in die komende jare.

Saam met die transformasiebestuurder van die CGA werk die Akademie daaraan om transformasie van die sitrusbedryf aan te moedig. Die subsidiëring van formele opleiding met behulp van BEEBS beurse ondersteun die ontwikkeling van interne kapasiteit van SEB sitrus ondernemings. Die afgelope twee jaar was daar aansienlike groei in hierdie afdeling van die Beursfonds, en ons verwag hierdie tendens om voort te gaan in die komende jare. Daarmee saam help ons SEB ondernemings met beplanning vir vaardighedsontwikkeling en met implementering van inisiatiewe op versoek.

In 2011 is ek aangestel as 'n lid van die beheerraad van die AgriSETA. Dit is 'n eer en voorreg om te dien as direkteur, en 'n groot verantwoordelikheid om seker te maak dat die stem van werkgewers in primêre landbou gehoor word. Ek sien uit na 'n lang en gelukkige assosiasie, en daarna om waar moontlik by te dra tot ons wedersydse sukses.

Ter afsluiting, bedank ek graag vir Candice, Sam, Angela en Londi vir die koppe, hande en harte wat julle werk toe bring elke dag. Aan Justin, Robert, Liane, Lukhanyo en al die ander personeel van die CGA: baie dankie vir julle hulp en wyse leiding, en dat julle altyd daar is om die balle te vang waarby ons nie kan uitkom nie (al het ons hulle self soms in die lug gesit om mee te begin). Aan al ons donateurs, en in besonder die AgriSETA en die Sitrusbedryfstrust: julle bring hoop aan so baie mense wat selde die kans het om julle te bedank, so laat my asseblief toe om dit vir hulle en ons part te doen. Laastens, aan die direkteure van die Sitrus-Akademie: julle onbaatsugtige diens en onwrikbare ondersteuning bring lig vir ons pad.



corporate governance

The Citrus Academy is registered under section 21 of the Companies Act and accordingly is an association formed for purposes other than gain.

The purpose of the Citrus Academy is to enable and facilitate skills development and capacity building in the citrus industry of Southern Africa.

The members of the association are deemed to be the directors of the Citrus Growers' Association of Southern Africa.

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	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

In August 2011 Mark Fry resigned from the Citrus Academy board after more than four years of service as director and chairperson. We will forever be thankful to Mark for the effort and care he put into his role at the Academy, especially during the early years when his steady hand was there to guide us. In November 2011, the Citrus Industry Trust nominated Arend Venter as a replacement. We would like to welcome him, and we look forward to a long and fruitful association.

The fourth annual general meeting of the Citrus Academy was held at The Beach Hotel, Summerstrand, Port Elizabeth on Tuesday, 30th August 2011.

board members and representation at 31/03/2012

Representation	Name	Date of Appointment	Date of Resignation
Citrus Growers' Association	Shane Dellis (chairperson)	2009/04/01	
Citrus Growers' Association	Mike Woodburn (vice chairperson)	2009/04/01	
Citrus Growers' Association	Graham Piner	2009/04/01	
Citrus Growers' Association	Israel Nemaorani	2007/04/01	
Donor – Citrus Industry Trust	Mark Fry	2007/04/01	2011/08/31
Donor – Citrus Industry Trust	Arend Venter	2011/11/15	
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
2011/08/31	Board Meeting	
2012/03/14	Telecon	Israel Nemaorani, Santa de Jager



general manager

admin clerk

budgetary fund administrator

programme coordinator

personal assistant



jacomien de klerk



londiwe ngoobo



candice sydenham



sam louw



angela phillips

management and governance

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

Funding received from the Citrus Growers' Association, as approved by the CGA board of directors, is used for overheads, salaries, and funding of on-going projects

Additional funding is secured and appropriated for specific programmes and projects

Expenditure is approved by the general manager of the Citrus Academy

Financial administration services are provided by the CGA

Monthly management accounts are drawn up by the general manager of the Citrus Academy and circulated to the members of the board

Annual financial statements are drafted and presented to the auditors during the annual audit

Audited financial statements and the annual report is circulated to members before the annual general meeting

The annual general meeting is held less than six months after the end of the financial year at a venue accessible to as many members as possible, and at the same time as the annual general meeting of the CGA

representation

The general manager of the Citrus Academy was appointed as a member of the governing board of the AgriSETA in May 2011

As a board member, she also serves on the Education and Training, Quality Assurance committee and the Skills Planning committee, and chairs the Primary sub-sector committee

Remuneration paid for serving on the governing board of the AgriSETA is received by the Citrus Academy

financial service providers and office bearers

Company secretary

Robert Miller

Auditors

Price Waterhouse Coopers - Pietermaritzburg

Bankers

Standard Bank of SA



citrus academy bursary fund

objectives

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

2011 Top Academic Performers

Certificate level

Mdumseni Sibandze
Higher Certificate in Plant Production
Lowveld College of Agriculture

Diploma level

Kulani Dlomu
National Diploma in Forestry
Lowveld College of Agriculture

Undergraduate level

Mpaballeng Sam
BTech Agric Man
Nelson Mandela Metropolitan University

background

The Citrus Academy Bursary Fund was 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 the 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
The 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 only) 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 required to work time back in the citrus industry on completion of their studies
Every student signs a Bursary Fund agreement, stating the obligations of the student and Academy
Failure to adhere to the Bursary Fund agreement may result in repayment of bursary money

2011/2012 report

- ☆ In 2011, fifty-one students studying at fourteen academic institutions were supported
- ☆ Seventeen students graduated at the end of 2011, of which seven continued their studies in 2012 towards further qualifications
- ☆ Four students did not complete the year
- ☆ Fourteen students achieved distinctions in their final examinations and six students achieved first class passes
- ☆ In 2012, an unprecedented sixty-nine bursaries were awarded, of which three were not taken up
- ☆ The steep increase in the number of bursaries that were awarded can be ascribed to the increase in BEEBS bursaries
- ☆ Scarce and critical skills addressed through the Bursary Fund included postharvest pathology, biochemistry and soil science

Item	2011	2012
Bursary funding - CIT	1 046 175	892 990
Bursary funding - AgriSETA	300 000	190 405
Bursary funding - Other		429 380
Bursary funding - Febuary	(691 796)	(523 339)
Bursary funding - August	(654 379)	(989 436)
Net income / (expenditure)	0	0

**income &
expenditure**



recon of student numbers

	2011	2012
Initial intake	58	51
Exits during year	(4)	
Final student number	54	51
Graduates	(12)	(17)
Did not complete	(11)	(4)
Graduates continued with studies	2	7
Students transferred to next year	33	33
New Students	18	29
Student number next year	51	66



bursary fund statistics

	Secondary education	Tertiary education			Total
		Diploma / Certificate	Under- graduate	Post- graduate	
Institutions					
Cape Peninsula University of Technology			1		1
Fort Cox College		1			1
Get Head Project	1				1
Lovedale College		1			1
Lowveld College of Agriculture		10			10
Nelson Mandela Metropolitan University		4	3	1	8
Rhodes University				1	1
UNISA		1	4		5
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 High School	1				1
Westering High School	1				1
Total	3	17	20	11	51
Demographic groups					
Black male		8	8	3	19
Black female	3	7	8	2	20
White male		1	4	2	7
White female		1		4	5
Total	3	17	20	11	51
Institutions					
Adelaide Gymnasium	3				3
Cape Peninsula University of Technology				1	1
Dale College	1				1
Fort Cox College of Agriculture		1			1
Get Ahead Project	1				1
Gordan Institute of Business Science				1	1
Kingsridge High School	2				2
Lovedale College		1			1
Lowveld College of Agriculture		10			10
Nelson Mandela Metropolitan University		5		1	6
North West University			1		1
Rhodes University				1	1
Tshwane University of Technology			1		1
UNISA		4	7	1	12
University of Cape Town				1	1
University of Fort Hare		1	5	1	7
University of KwaZulu-Natal			1	1	2
University of Pretoria			1	3	4
University of Stellenbosch			1	3	4
Victoria Girls High School	1				1
Walter Sisulu University		1			1
Westering High School	1				1
Wings Aviation Academy High School	1				1
Winterberg Agric High School	2				2
Total	12	23	17	14	66
Demographic groups					
Black male	4	5	12	4	25
Black female	8	15	4	3	30
White male		2	1	4	7
White female		1		3	4
Total	12	23	17	14	66



	Secondary education	Tertiary education			Total
		Diploma / Certificate	Under- graduate	Post- graduate	
Institutions					
Cape Peninsula University of Technology			16 000		16 000
Fort Cox College		9 560			9 560
Get Head Project	3 022				3 022
Lovedale College		3 601			3 601
Lowveld College of Agriculture		75 250			75 250
Nelson Mandela Metropolitan University		58 118	26 880	25 000	109 998
Rhodes University				15 000	15 000
UNISA		9 910	29 854		39 764
University of Fort Hare			105 618		105 618
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 High School	8 306				8 306
Westering High School	7 026				7 026
Total	18 354	156 439	239 852	239 734	654 379
Demographic groups					
Black male		64 711	62 452	89 734	216 897
Black female	18 354	65 818	113 400	40 000	237 572
White male		16 000	64 000	30 000	110 000
White female		9 910		80 000	89 910
Total	18 354	156 439	239 852	239 734	654 379
Institutions					
Adelaide Gymnasium	17 700				17 700
Cape Peninsula University of Technology				20 000	20 000
Dale College	4 250				4 250
Fort Cox College of Agriculture					
Get Ahead Project	5 875				5 875
Gordan Institute of Business Science				11 225	11 225
Kingsridge High School	5 800				5 800
Lovedale College					
Lowveld College of Agriculture		29 000			29 000
Nelson Mandela Metropolitan University		32 500		25 000	57 500
North West University			15 000		15 000
Rhodes University				8 500	8 500
Tshwane University of Technology			15 000		15 000
UNISA		9 225	23 020		32 245
University of Cape Town				20 482	20 482
University of Fort Hare			36 750	17 000	53 750
University of KwaZulu-Natal				40 150	40 150
University of Pretoria			20 000	44 500	64 500
University of Stellenbosch			20 000	68 000	88 000
Victoria Girls High School	9 500				9 500
Walter Sisulu University					
Westering High School	9 625				9 625
Wings Aviation Academy High School	4 000				4 000
Winterberg Agric High School	11 238				11 238
Total	67 988	70 725	129 770	254 857	523 339
Demographic groups					
Black male	20 063	13 250	55 770	71 375	160 458
Black female	47 925	33 750	54 000	45 500	181 175
White male		17 725	20 000	65 482	103 207
White female		6 000		72 500	78 500
Total	67 988	70 725	129 770	254 857	523 339



bee bursary support

2011/2012 report

objectives

Low skills levels

Employment equity
Scarce and critical skills

Land transition

Quality delivery

- ☆ Twelve candidates qualified for BEE Bursary Support in 2011, of which one did not take up the bursary
- ☆ Three students were in secondary school, four students studied towards diplomas or certificates, and four more took up undergraduate studies
- ☆ In 2012, an unprecedented twenty-three candidates qualified for BEE Bursary Support
- ☆ Twelve students are in secondary school, six students are studying towards diplomas or certificates, four students are involved in undergraduate studies, while one student started his studies towards an MBA
- ☆ Candidates are still concentrated in the Eastern Cape, but pleasing progress was made in recruiting candidates from other parts of the country as well

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 employees of BEE enterprises, and beneficiaries and members of trusts that have ownership in 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 / owner

In turn, the learner signs a contract with the trust / community / owner

The Citrus Academy funds up to 50% of the learner's tuition and accommodation fees, 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

income & expenditure

Item	2011	2012
Bursary funding - CIT	172 964	158 425
Bursary funding - AgriSETA		204 220
Bursary funding - February	(91 542)	(79 213)
Bursary funding - August	(81 422)	(283 432)
Net income / (expenditure)	0	0

beeb's students

Name	Citrus enterprise	Citrus enterprise	Citrus enterprise
2011			
Andiswa Dyonase	Letas Farm	Grade 11	Get Head Project
Mxolisi Futuse	Jerusalem Citrus Farm	BTech Agric Man	NMMU
Vusumzi Futuse	Jerusalem Citrus Farm	N Dip IT	NMMU
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	Grade 9	Victoria Girls' School
Nomfundo Mpahla	Naudeshoek Farm	N Dip Agric Man	NMMU
Vuyolwethu Mpahla	Naudeshoek Farm	Grade 11	Westering High School
Siyabonga Ndzoyi	Gatyena Citrus Farm	NC Primary Agriculture	Lovedale College
Sinovuyo Nohamba	Konzi Citrus Farm	BA Admin	NMMU
Maggie Ratau	Roslé Boerdery	N Dip Agric Plant Prod	Lowveld College of Agriculture
2012			
Hlumelo Doyi	Jerusalem Farm	Grade 9	Adelaide Gymnasium
Andiswa Dyonase	Leta's Farm	Grade 12	Get Ahead College
Sinazo Futuse	Jerusalem Farm	Grade 8	Adelaide Gymnasium
Anda Futuse	Jerusalem Farm	Grade 4	Adelaide Gymnasium
Andiswa Futuse	Jerusalem Farm	Grade 4	Adelaide Gymnasium
Sigcine Manyonta	Oakdene Citrus Estate	Grade 8	Newton Primary School
Zibuko Marali	Whites Citrus	BSc Agric – Soil Science	Fort Hare
Richman Mavimbela	Champagne Citrus	MBA	Gordan Institute
Nontembeko Metula	Topkat Farm	BSc Agric	Fort Hare
Chwayita Yose Mfecane	Zanentlutha Farming	Grade 10	Victoria Girls' High
Khanyisa Mfecane	Zanentlutha Farming	Grade 8	Winterberg
Yonela Mgadle	Ripplemead Citrus	Grade 6	Kingsridge High School
Mihlali Mgadle	Ripplemead Citrus	Grade 12	Dale College
Somila Mgadle	Ripplemead Citrus	Grade 9	Kingsridge High School
Nontando Mhlongo	Kwahlaza Community Trust	Dip Human Resources	UNISA
Vuyolwethu Mpahla	Naudeshoek Farm	Grade 12	Victoria Girls' High
Nomfundo Mpahla	Naudeshoek Farm	N Dip Agric Man	NMMU
Lwazi Mpukane	White's Citrus	N Dip Building	Walter Sisulu University
Siphiw'okuhle Nohamba	Konzi Farm	Bcom	Fort Hare
Siyolise Nohamba	Konzi Farm	B Agric Man	Fort Hare
Maggie Ratau	Rosle Boerdery	N Dip Agric	Lowveld College of Agriculture
Olivia Selowe	Champagne Citrus	N Dip Agric	Lowveld College of Agriculture
Unathi Yeko	Lover's Retreat	N Cert Agric	Lovedale College



internships

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 R2,750 per month, increased in 2012 from R2,500, 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

2011/2012 report

- ☆ In 2011, four students started internships at the beginning of the year, while two more interns started halfway through the year
- ☆ These six students were placed at four citrus enterprises
- ☆ Four students who started at the beginning of 2011 completed their internships successfully and graduated in December 2011
- ☆ Three students continued studies towards B Tech degrees through UNISA, while one student enrolled at North West University to study towards BSc Plant Science
- ☆ Two students are completing internships mid-2012, of which one moved to a different employer at the beginning of 2012
- ☆ Eight students started internships at the beginning of 2012 at six citrus enterprises
- ☆ In the period under review, five employers became involved in the internship programme for the first time

income & expenditure

Item	2010 / 11	2011 / 12
Internship funding - AgriSETA	165 000	106 500
Internship allowances	(165 000)	(188 750)
Net income / (expenditure)	0	(82 250)

Although the under-recovery in internship funding is partly offset by an over-recovery in workplace experience grant funding, it is mostly due to late approvals by the AgriSETA, and will be offset by an over-recovery in the 2012/13 financial year.

interns

Company	Intern
2011	
Golden Frontiers Citrus, Hoedspruit, Komatipoort	Sedrick Dlomu, Lindokuhle Mamba, Ndumiso Manana
Farmsecure (Theewaterskloof Boerdery)	Noma-Afrika Frans (from July 2011)
Neos Estates, Malelane	Mosadiwa Magadani
Sundays River Citrus Company, Addo	Gerhard Strydom (from July 2011)
2012	
Farmsecure (Theewaterskloof Boerdery)	Noma-Afrika Frans (until June 2012)
DFR Engineering, Port Elizabeth	Gerhard Strydom (until June 2012)
Golden Frontiers Citrus, Komatipoort	Kholofelo Manaswe, Jabu Sithole
Naudeshoek Farm (Riverside Advisory Services), Kat River	Nomfundo Mpahla
Jericho Farm (Riverside Advisory Services), Kat River	Vuyolwethu Ngxwashula
Neos Estates, Malelane	Ayanda Ntuli, Mdumsemi Sibandze
Rosle Boerdery, Groblersdal	Maggie Ratau
Du Roi Nursery, Letsitele	Athandile Shoba



workplace experience

objectives

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

income & expenditure

Item	2010 / 11	2011 / 12
Workplace experience funding - AgriSETA	95 000	70 000
Workplace experience allowances	(92 500)	(56 000)
Net income / (expenditure)	2 500	14 000

background

Programme aimed at Bursary Fund graduates who require work experience to become more employable
The AgriSETA provides funding of R2,750 per month, increased in 2012 from 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 part of their remuneration
On completion of twelve months experiential learning, companies have the option to employ the graduate

2011/2012 report

- ☆ Two students participated in the workplace experience programme in 2011
- ☆ Two companies provided the students with working and learning opportunities
- ☆ On completion of the year both students entered into fulltime employment
- ☆ At the beginning of 2012, three students started their workplace experience year, with another starting in March 2012
- ☆ The four candidates are placed with three employers, of which two are taking part in the programme for the first time

programme participants

Company	Participants
2011	
Rhodes University, Grahamstown	Tanya Pretorius
Sundays River Citrus Company, Addo	Andisiwe Kholwane
2012	
Stellenbosch University, Stellenbosch	Asanda Mditshwa
Sundays River Citrus Company, Addo	Nelisa Apleni
Citrus Research International, Nelspruit	Bongiwe Ncgobo
Citrus Research International, Stellenbosch	Ncumisa Njombolwana



holiday work

objectives

Low skills levels

Employment equity

Scarce and critical skills

Land transition

Quality delivery

2011/2012 report

- ☆ In 2011, ten students took part in the holiday work programme
- ☆ Students worked for approximately three weeks during the June / July holidays
- ☆ Seven companies participated in the holiday work programme
- ☆ Companies included farms, packhouses and market agents, and this year, even the CGA
- ☆ Duties performed by the students included picking, packing, product handling and quality control
- ☆ Students gained experience in production, packing, and administrative tasks

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	2010 / 2011	2011 / 2012
Daily allowance	27 350	14 000
Accommodation	13 909	11 870
Transport	8 299	8 285
Net expenditure	49 558	34 155



income & expenditure

programme participants

Company	Participants
Citrus Growers' Association	Sonwabo Ncera
Golden Frontier Citrus	Jabu Sithole, Athandile Shoba, Kholefelo Manaswe
Mouton Boerdery	Johan Mouton
Neos Estates	Mdumiseni Sibandze, Ayanda Ntuli
Proveg East London	Xolisa Faltein
Robertson	Cornelis Rossouw
Woodburn Estate	Mpaballeng Sam, Sinegugu Ndamase

2011/2012 report

- ☆ In 2011, three candidates were selected for AIDP internships
- ☆ Candidates were placed at three different enterprises
- ☆ All three students successfully completed the programme at the end of 2011
- ☆ In 2012, one Bursary Fund graduate was selected to take part in the programme

objectives

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

background

Internship programme run by 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



AIDP interns

Company	Intern
2011	
Uitsig Citrus, Malelane	Vusi Lubisi
Bosveld Citrus, Letsitele	Thami Sambo
Mabunda Farmers' Cooperative, Letsitele	Bennet Malungane
2012	
Eden Agri Services, Fort Beaufort	Sinegugu Ndamase

industry exposure programme

background

Initiated in 2007, in response to an 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

income & expenditure

Item	2010 / 2011	2011 / 2012
Grant – IDC	200 000	80 000
Academic award sponsorship		10 000
allFresh!2011	(214 248)	(40 406)
5 th Int. Silicon Conference		(21 761)
PMA 2011 Fresh Summit		(8 772)
Academic awards	(16 840)	(9 837)
SA Fruit Journal		(8 772)
Other		(3 000)
Net expenditure	(31 088)	(2 548)

2011/2012 report

- ☆ Seven Citrus Academy Bursary Fund students attended two different industry events in the year under review
- ☆ In addition, a contribution was made to Stellenbosch University to enable one of their students to attend the PMA Fresh Summit in Atlanta, USA
- ☆ Sponsorship covered students' registration fees, travel and accommodation
- ☆ Students wore branded t-shirts, identifying them as belonging with the Citrus Academy
- ☆ 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 2011 academic achievement awards



industry exposure events

Event	Attended by
allFresh!2011 25-27 October 2011 Sun City, South Africa	Nelisa Apleni (BSc Agric Econ, UFH), Noma-Afrika Frans (N Dip Plant Production, NMMU), Khomotso Moraba (BSc Agric Econ, UP), Sonwabo Ncera (BSc Agric Econ, UFH), Sinegugu Ndamase (N Dip Agric Man, NMMU), Mpaballeng Sam (BTech Agric Man, NMMU)
5th Int. Silicon Conference 13-18 September 2011 Beijing, China	Asanda Mditshwa (BSc Agric, UFH)
PMA 2011 Fresh Summit 14-17 October 2011 Atlanta, USA	Stellenbosch University students



capacity building workshops

objectives

Low skills levels

Employment equity

Scarce and critical skills

Land transition

Quality delivery

2011/2012 report

- ☆ In the year under review two workshops were held
- ☆ In October 2011, a workshop was held at Zebediela Estates for the extension officers of the Limpopo Department of Agriculture
- ☆ The workshop dealt with the Spring Pest Complex and was presented by Dr. Sean Moore of the CRI
- ☆ In November 2011 a Finance for Non-Financial Managers in the Fruit Industry was held for emergent growers in the Kat River Valley
- ☆ The workshop was held in Fort Beaufort and was presented by Peter van Ryneveld of the Johannesburg School of Finance

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 facilitation skills

Concept was to arrange capacity building workshops facilitated by subject matter experts from the citrus industry

The original concept were extended to include arranging workshops for specific target groups, such as emergent growers

Three capacity building workshops were held in 2008, dealing with specific skills areas and using Citrus Academy production learning material

From 2009, workshops were arranged only on request

Item	2011 / 2012
Workshop fees received	73 550
Subject-matter experts	(42 000)
Conference fees	(4 719)
Travelling and accommodation	(11 772)
Course material	(5 879)
Net expenditure	9 180

income & expenditure

workshop attendance

Group	Total	2008	2009	2011
Facilitators	8	8		
Extension officers	33	6	27	32
Mentors	1	1		
Management agents	3	3		
Production personnel	15	15		
Emergent farmers	13	13		20
Total	73	46	27	52



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
2011			
12/10/2011	Spring Pest Complex	Dr. Sean Moore	Zebediela Estate
08-09/11/2011	Finance for Non-Financial Managers in the Fruit Industry	Peter van Ryneveld (Johannesburg School of Finance)	Fort Beaufort



learning programmes

2011/2012 report

- ☆ Due to a lack of support from DAFF and resulting inability to secure funding for the implementation of the programme, the development of the Citrus Extension programme was suspended
- ☆ A request was received from Kirkwood High School in the Sunday's River Valley for a programme aimed at high school learners
- ☆ Subsequently, requests for a similar programme were also received from High School Merensky in Tzaneen and from Unifrutti in Hoedspruit on behalf of Madie Secondary School
- ☆ The intent was to develop a programme that could be implemented as an extra-curricular activity for high school learners
- ☆ The programme should lead to an NQF qualification by the time the learner leaves high school, making them more employable and thereby improving their prospects
- ☆ A programme framework was drawn up for what was named the Citrus Secondary Programme, making provision for implementing the programme over three years with 23 weekly modules per year
- ☆ Learners will be encouraged to participate in the programme during grades 9, 10 and 11
- ☆ Throughout this period learners will be assessed to monitor their progress through formative assessment activities
- ☆ After three years learners can be assessed against a NQF2 Plant Production qualification
- ☆ The programme will be piloted in 2012 at the above schools, with the Citrus Academy coordinating the implementation and assessment of the programme
- ☆ The Citrus Academy will make available all learning material and learning resources for the implementation of the pilot programme
- ☆ The schools are expected to manage the programme implementation and to make available a facilitator and infrastructure
- ☆ The Citrus Academy is also cooperating with the other fruit industries in further developments around the SIZA capacity building programme, which focuses on ethical trade

objectives

Low skills levels

Employment equity

Scarce and critical skills

Land transition

Quality delivery

background

Learning programmes are developed to meet specific learning needs, in terms of content or target group

Cost of programme development is carried by the Academy, while funding is sought for production of learning material and programme implementation where necessary

Development of new programmes starts with a request from citrus industry role players

The request is assessed on grounds of usefulness to wider industry and of benefit to citrus growers

If it is found that the request has merit, a programme framework and development plan is drawn up, indicating the content and implementation strategy for the programme

In some cases, learning methodology is designed to meet the needs of the target group

In most cases, programmes are developed using Citrus Academy learning material as a basis, although new material may also be developed or sourced

Material is adapted in line with programme framework, and taking into account the target group

Wherever possible, programmes are unit standard aligned and adapted for outcomes-based education

Programme material includes all required learning and assessment tools

In most cases, programme material can be downloaded from the website of the Academy at no cost



available learning programmes

Format	Content summary	Target	Implementation
Institutional orientation programme			
Website download, available in English	➤ 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 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

learning programmes under development

Citrus secondary programme			
Hardcopy	➤ Module 1: Induction ➤ Module 2: Citrus production overview ➤ Module 3: Enterprise planning ➤ Module 4: Marketing ➤ Module 5: Agri- and ecotourism ➤ Module 6: Food safety ➤ Module 7: Harvesting ➤ Module 8: Plant structures and functions ➤ Module 9: Plant manipulation ➤ Module 10: Soil fertility and plant nutrition ➤ Module 11: Repairs and maintenance ➤ Module 12: Irrigation ➤ Module 13: Water quality ➤ Module 14: Pest management ➤ Module 15: Disease and weed management ➤ Module 16: Applying PPPs ➤ Module 17: Handling PPPs ➤ Module 18: Citrus propagation ➤ Module 19: Crop establishment ➤ Module 20: Production management ➤ Module 21: Human resource management ➤ Module 22: Financial management ➤ Module 23: Sustainable farming	Secondary school learners	Classroom facilitation as extra-curricular activity

income & expenditure

Item	2010 / 2011	2011 / 2012
Citrus Extension programme	23 360	
Citrus Secondary programme		8 100
Net expenditure	23 360	8 100



audio-visual material

objectives

Low skills levels

Employment equity

Scarce and critical skills

Land transition

Quality delivery

2011/2012 report

- ☆ In 2011, a request was received to develop audio-visual learning material dealing with integrated pest management for citrus
- ☆ Dr. Sean Moore, the IPM programme manager at Citrus Research International, agreed to present the modules
- ☆ A content framework was developed and AgriSETA funding was secured for the bulk of the development cost, and sponsorships were sought to cover the remaining costs
- ☆ Recordings were made in June 2011 in the Sunday's River Valley and production was concluded in October 2011
- ☆ High-quality photographs were central to the quality of this material, and these were obtained from Peter Stephen, Dr Tim Grout, Wayne Kirkman, Dr Sean Moore, Kirsty Venter and Johanna Mathewson
- ☆ Learner guides were developed and translated to Afrikaans, together with additional learning resources
- ☆ The series consists of two DVDs and one CD, containing the learner guides and resources
- ☆ The CGA agreed to sponsor a copy of the series for each of its members
- ☆ Distribution started in November 2011
- ☆ In February 2011, the CGA agreed to support the development of Citrus Harvesting series
- ☆ This series consisted of four modules, all taken from the Citrus Postharvest Series
- ☆ English and Afrikaans versions of the four modules were packaged afresh on one DVD, accompanied by a CD with learner guides
- ☆ A free copy of the series was sent to each citrus grower in March 2012, again sponsored by the CGA

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, were considered to be the most efficient and effective means of transferring knowledge and skills. The development of the Citrus Postharvest Series was undertaken as a joint initiative between Media World, the CRI, the CGA and the Citrus Academy, as well as a number of other industry role players. A content framework was developed by industry representatives and subject-matter experts. The series consists of fifty modules, aimed at workers at different levels, with learning modules designed to be easily accessible. Higher level management modules were developed, aimed at improving understanding and knowledge of packhouse management. Every module is accompanied by a written learner guide, available on a CD distributed with the DVDs. Grant funding to subsidise the development cost was secured from various sponsors. The series was made available for sale to the industry in time for the 2010 citrus season. Based on experiences with the Citrus Postharvest Series, it was decided to develop audio-visual dealing with other aspects of citrus production. The principles employed in developing the Citrus Postharvest Series will be used as a basis for future developments.

income & expenditure

Item	2010 / 11	2011 / 12
Grant income – AgriSETA	92 105	210 000
Sponsorship income		125 000
Sales – Postharvest Series	65 300	44 800
Sales – IPM for Citrus		55 391
Sales – Citrus Harvesting		56 172
SATI usage rights	61 600	
Audio-visual production costs	(4 160)	(300 621)
Production costs – Afrikaans	(99 720)	
Learning material development	(4 950)	(9 360)
Replication, printing, packaging	(6 033)	(81 025)
Net expenditure	104 142	100 357

audio-visual material

Target groups	Content Summary	Presenters and Collaborators
Citrus Postharvest Series		
Citrus growers - pickers, picking supervisors, production managers	➤ Module 1: SA Citrus Industry	Justin Chadwick (CGA), Malcolm Dodd (PHIP), Andy Lee (CRI),
Citrus packhouses - sorters, graders, packers, palletisers, supervisors, line managers, packhouse managers	➤ Module 2: Value Chain	Paul Hardman (CGA), Stephan Verreyne (CRI), Gert Kotze (Cedarpack), Paul Cronje (CRI),
Logistics service providers	➤ Module 3: Citrus Varieties	Keith Lesar (CRI), Sean Moore (CRI), Otto Frielingsdorf
Government officials	➤ Module 4: Citrus Markets	(Goedeheop), Corrie Muller
Extension officers	➤ Module 5: Citrus Export Standards	(Advantage Chemicals), Johann van der Vyver (ICA), Paul Fourie (CRI), John Perold (SRCC), Dawid Groenewald (CRI CCF), Neil Malan (PSB), Mitchell Brooke (CGA),
Training service providers	➤ Module 6: Yield and Fruit Size	Marius Scholtz (PPECB), Shubesco Heilbron (PPECB), Kuben Naidoo (DAFF), Lynette Grobler (LA Logistics), Alfred Monye (Transnet), Ampie Grotius (Progressive Logistics), Boet Bester (PPECB), Peter Hoekstra (PPECB), Koos Bouwer, Chris Laing (PPECB), Bernard Henning (PPECB)
	➤ Module 7: Packhouse Planning	
	➤ Module 8: Rind Disorders	
	➤ Module 9: Postharvest Diseases	
	➤ Module 10: Orchard Sanitation	
	➤ Module 11: Pre-Harvest Pest Control	
	➤ Module 12: Maturity Indexing	
	➤ Module 13: Picking Practices	
	➤ Module 14: Picking Supervision	
	➤ Module 15: Packhouse Process Flow	
	➤ Module 16: Drenching	
	➤ Module 17: Degreening	
	➤ Module 18: Fruit Washing Systems	
	➤ Module 19: Packhouse Sanitation	
	➤ Module 20: Hot Water Fungicide Bath	
	➤ Module 21: Titration	
	➤ Module 22: Resistance Management	
	➤ Module 23: Drying Tunnel	
	➤ Module 24: Wax Application	
	➤ Module 25: Sizing	
	➤ Module 26: Sorting and Grading	
	➤ Module 27: Packing Material and Specifications	
	➤ Module 28: Packing Market Specifications	
	➤ Module 29: Packing	
	➤ Module 30: Palletisation	
	➤ Module 31: High-cube vs. Standard	
	➤ Module 32: Marking	
	➤ Module 33: Inspections – PPECB	
	➤ Module 34: Inspections – DAFF	
	➤ Module 35: Export Shipping Overview	
	➤ Module 36: Infrastructure Overview	
	➤ Module 37: Road Transport Overview	
	➤ Module 38: Truck Loading	
	➤ Module 39: Rail Loading Break-Bulk	
	➤ Module 40: Rail Loading Containers	
	➤ Module 41: Pre-Cooling	
	➤ Module 42: Cold Store Requirements	
	➤ Module 43: Cold Store Handling	
	➤ Module 44: Cold Store Mechanics	
	➤ Module 45: Container Loading	
	➤ Module 46: Vessel Loading	
	➤ Module 47: Cold Chain Review	
	➤ Module 48: Safety and Quality Management	
	➤ Module 49: Commercial Accreditation Systems	
	➤ Module 50: Traceability	
Integrated Pest Management for Citrus		
Citrus growers – pest scouts, IPM managers	➤ Introduction to IPM	Dr. Sean Moore
Extension officers	➤ Citrus Pest Monitoring	
Training service providers	➤ Pre-Harvest Blemish Analysis	
	➤ Interpreting Monitoring Results	
Citrus Harvesting		
Citrus growers – pickers, picking supervisors, production managers	➤ Citrus Value Chain	Malcolm Dodd (PHIP),
Extension officers	➤ Orchard Sanitation	Keith Lesar (CRI),
Training service providers	➤ Picking Practices	Otto Frielingsdorf (Goedeheop)
	➤ Picking Supervision	



learning material

2011/2012 report

- ☆ Thanks to sponsorship received from the CGA, sets of printed learner guides were distributed to agricultural high school, colleges and selected service providers
- ☆ Use of the learning material was actively promoted amongst service providers



objectives

Low skills levels

Employment equity

Scarce and critical skills

Land transition

Quality delivery

income & expenditure

Item	2010 / 11	2011 / 12
Learning material sales		150 000
Transferred from Learning	30 700	
Material Development Fund		
Learning material development	(32 140)	
Net income / (expenditure)	(1 440)	150 000

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

production learning material

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



income statement

	Actual 2010/11	Budget 2011/12	Actual 2011/12	Budget 2012 / 13
Income				
Services rendered				
Citrus Growers' Association	1 681 340	1 782 000	1 782 000	1 908 000
Citrus Academy Bursary Fund				
Bursary funding	1 240 747	1 635 000	1 177 719	1 516 393
Experiential learning	460 000	440 000	266 500	581 250
Learning media				
Learning material	30 700		150 000	
Audio-visual learning tools	157 405	82 500	491 363	978 000
Learning programmes		2 194 500		100 000
Usage rights income	61 600			
Capacity building workshops			73 550	30 000
Mentorship funding	346 492		210 300	
Other income				
Profit on disposal of fixed assets			4 635	
Cost recovery			131 549	116 000
Total income	3 978 283	6 134 000	4 287 616	5 229 643
Expenditure				
General administration				
Bad debts	10 800			
Depreciation	18 734		13 938	
Directors' meetings	3 281	20 000	7 512	20 000
Marketing	91 908	84 440	99 497	84 000
Office expenses (insurance, stationery, telephone)	81 861	90 000	113 067	140 300
Penalties and interest - SARS			1 509	
Rent paid	130 479	153 750	150 880	164 574
Services (accounting, legal, consulting)	13 872	24 000	27 930	26 000
Staff costs	944 361	1 095 860	1 102 139	1 197 160
Travel and accommodation	193 280	198 000	247 608	228 000
Citrus Academy Bursary Fund				
Bursary funding paid out	1 240 747	1 635 000	1 177 719	1 516 393
Experiential learning	538 146	491 600	371 453	639 850
Learning media				
Learning material	32 140			
Audio-visual learning tools	114 863	50 000	391 007	781 760
Learning programmes				
Development costs	23 360	30 000	8 100	36 000
Implementation costs		2 046 150		100 000
Other services				
Capacity building workshops			64 370	30 000
Mentorship funding	346 491		210 300	
Moderation		30 000		12 000
Skills development planning		30 000		12 000
Total expenditure	3 784 322	5 978 800	3 987 029	4 988 037
Net income	193 961	155 200	300 587	241 606

5 years







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