

Bursary Fund Report

2006-2010

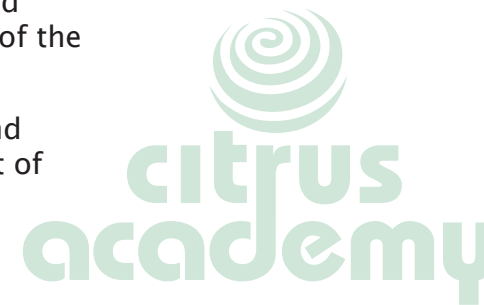


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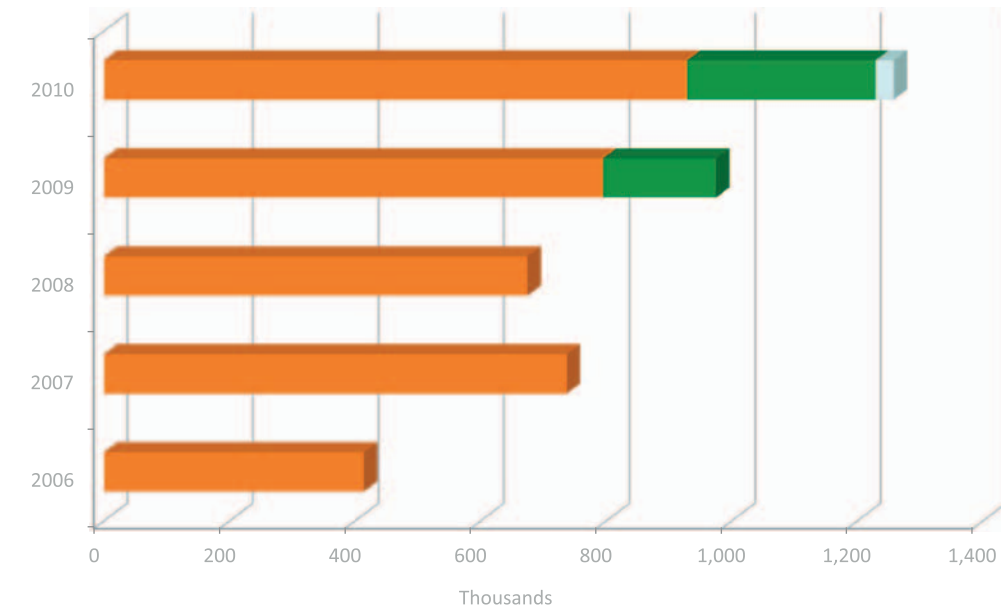


background

- 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 bursary amount

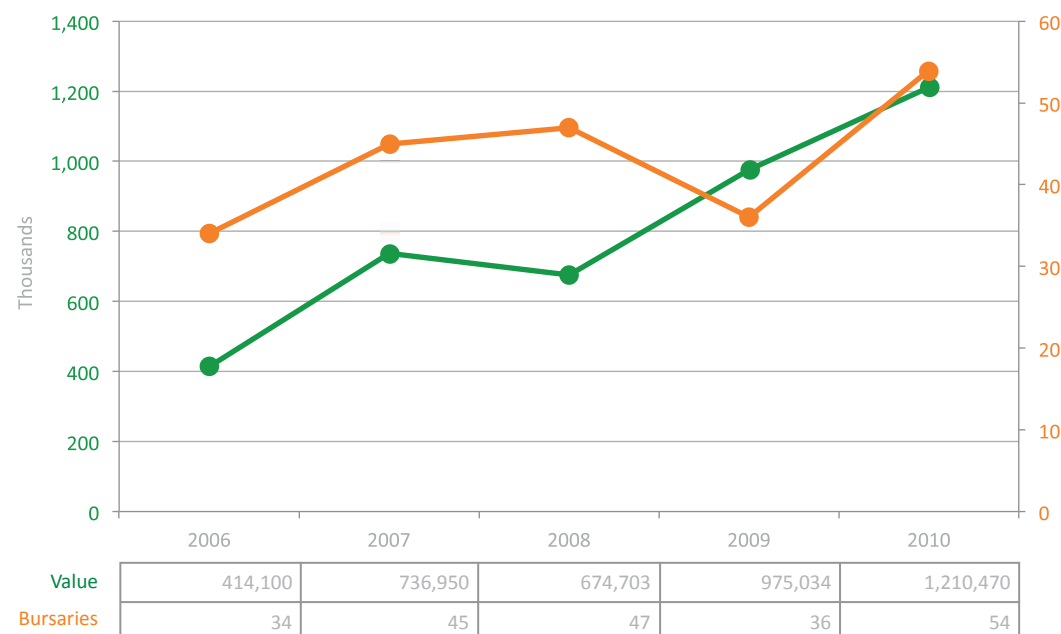


bursary funding



	2006	2007	2008	2009	2010	
CIT	414,100	736,950	674,703	975,034	928,889	3,549,676
AgriSETA				180,000	300,000	480,000
BEEBS					29,231	29,231
	414,100	736,950	674,703	975,034	1,258,120	

scope



BEEBS

- 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

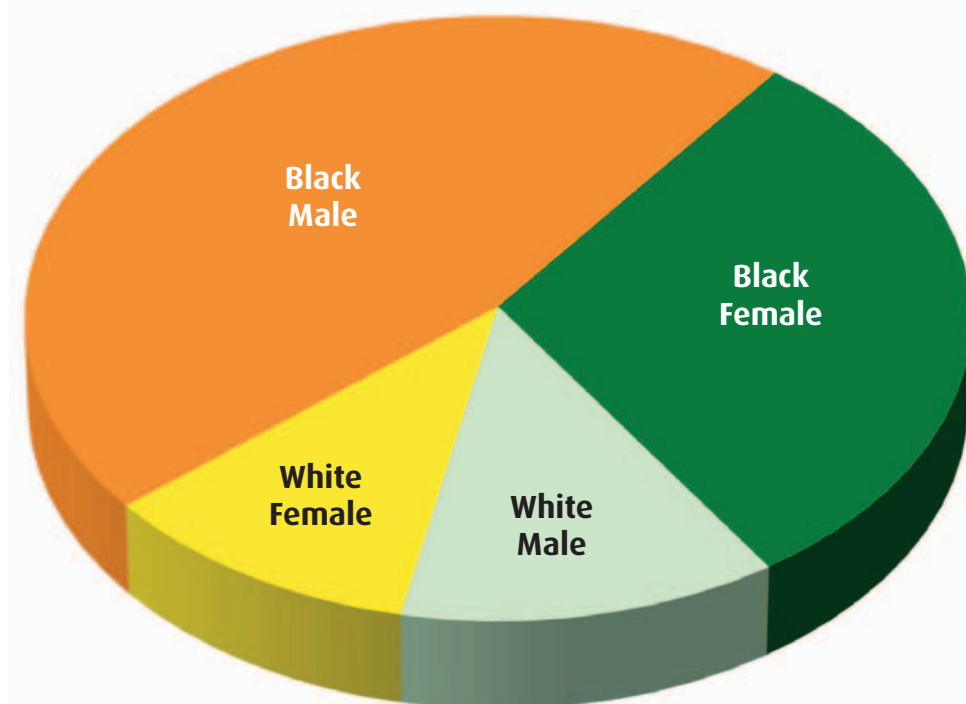


demographics

- A weighted scoring system is used to assess applications that are received
- Scores are allocated for relevance of field of study, PDI status, academic performance, financial need, family links with citrus industry, gender, and disability
- Bursaries are allocated in two categories, being Tertiary Education Support and Scarce Skills Support, for which different scoring systems are used
- Scoring for the Tertiary Education Support category is weighted towards previously disadvantaged and under-resourced students
- Scoring for the Scarce Skills Support category is weighted towards the field of study, in order to address scarce and critical skills

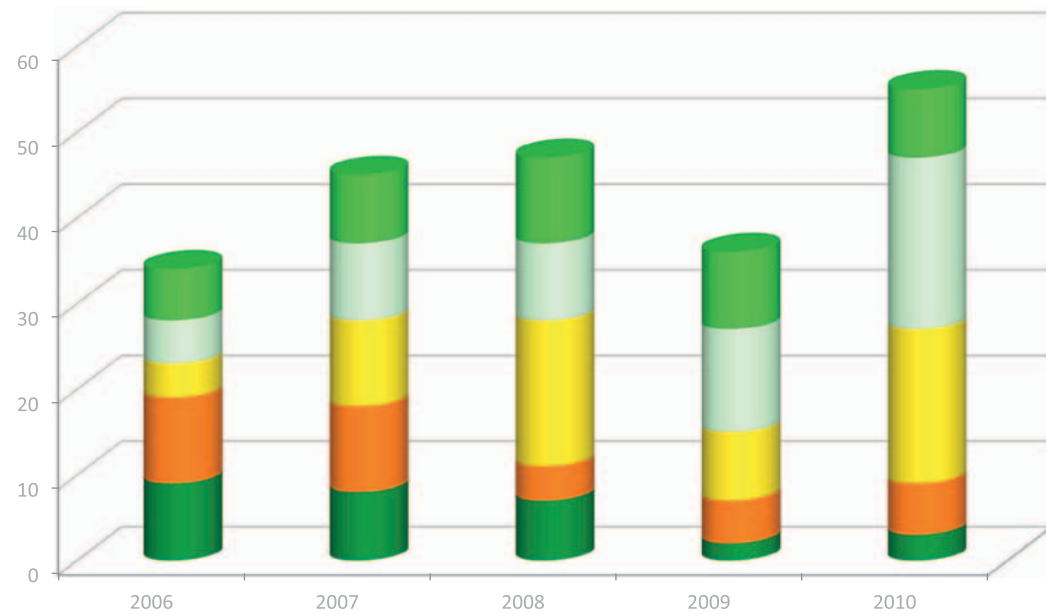
From 2005 to 2010, a total of 216 bursaries were allocated to 112 students

Group	Number	Share
Black Male	52	46%
Black Female	34	30%
White Male	14	13%
White Female	12	11%



112 students

bursaries



	2006	2007	2008	2009	2010	
CIT	9	8	7	2	3	29
AgriSETA	10	10	4	5	7	36
BEEBS	4	10	17	8	17	56
CIT	5	9	9	12	19	54
AgriSETA	6	8	10	9	8	41
	34	45	47	36	54	217

BEEBS students

~ indicates incomplete year

→ indicates continued studies in 2011

CIMA	Chartered Institute of Management Accountants	UCT	University of Cape Town
CPUT	Cape Peninsula University of Technology	UFH	University of Fort Hare
CUT	Central University of Technology	UFS	University of the Free State
DUT	Durban University of Technology	UKZN	University of KwaZulu-Natal
FCC	Fort Cox College of Agriculture & Forestry	UNISA	University of South Africa
Get Ahead	Get Ahead Project	UP	University of Pretoria
Intec	Intec College	US	University of Stellenbosch
LCA	Lowveld College of Agriculture	UZULU	University of Zululand
MM	Master Maths	VGHS	Victoria Girls High School
NMMU	Nelson Mandela Metropolitan University	WAHS	Winterberg Agricultural High School
NWU	North-West University	WHS	Westering High School
Rhodes	Rhodes University		

Dalen Alberts 06-08 WAHS Gr 10-12	Athuli Apleni 06, 08 WAHS Gr 10 & 12	Nelisa Apleni 09→ UFH BSc Ag Econ	Stefan Bester 06-08, 10~ WAHS, CPUT Gr 10-12, N Dip	DC Botha 10~ UNISA N Dip	Johan Botha 08 LCA N Dip	Gerda Britz 06 UP MSc	Danie de Klerk 06-07 WAH Gr 11-12	Willie de Klerk 06-07 WAH Gr 11-12
Sedrick Dlomu 10→ LCA N Dip	Martin Douw 06-08 WAHS Gr 10-12	Andiswa Dyonase 10→ Get Ahead Gr 10	Arno Erasmus 08-09 US MSc	Xolisa Faltein 10→ UFH BSc Agric	Noma-Afrika Frans 10→ NMMU N Dip	Kierryn Gendall 06-07 Rhodes MSc	Tarryn Goble 08-09 Rhodes MSc	Patrick Hlanganyana 09-10~ NMMU B Tech
Brondi Hlongo 08~ Intec Gr 12	Kate Hlongo 06-08 LCA N Dip	Gugu Jali 08-10~ FCC, NMMU N Dip, B Tech	Lutho Jobo 06-10~ WAHS, LCA Gr 9-12, N Dip	Huibrecht Joubert 07→ UNISA N Dip	Nondumiso Jwatya 07 UFH B Agric(Hons)	Vuyo Keke 06-07 FCC N Dip	Sabelo Khumalo 07-09 UZULU BSc Ag Man	Andisiwe Kolwane 10 NMMU B Tech
Ester Kriek 06 NWU BSc (Hons)	Smit le Roux 06 US MSc	Vusi Lubisi 08-10 LCA N Dip	Mosadiwa Magadani 10→ LCA N Dip	Greg Maggs 06-08~ US BSc Agric, MSc	Treasure Magopane 07-08, → LCA, UNISA N Dip, B Tech	Daniel Maki 06-08, 10 UFH B Ag Econ	Bennet Malungane 08~ UNISA N Dip	Lindokuhle Mamba 10→ LCA N Dip
Hombisa Manakaza 06-09 NMMU N Dip, B Tech	Ndumiso Manana 10→ LCA N Dip	Vuyo Maqutu 10→ DUT B Tech	Lehlohonolo Masilo 09~ LCA N Dip	Lindiwe Masina 06-07 LCA N Dip	Nhlanhla Mathaba 07→ UKZN MSc, PhD	Clement Mavele 06-08 LCA N Dip	Sbongiseni Mazibuko 07-09 UZULU BSc, BSc (Hons)	Asanda Mditshwa 08→ UFH, UKZN BSc Agric, MSc
Nontembeko Metula 10→ MM, UFH Bridging, B Agric	Jacolene Meyer 07~ UP PhD	Malibongwa Mfaka 07 UFH B Ag Econ (Hons)	Chwayita Mfecane 10→ VGHS Gr 8→	Sibongiseni Mgozoli 09-10 UFH BSc Agric	Muzi Mhlanga 09→ LCA, UNISA N Dip, B Tech	Portia Mhlongo 06-07 LCA N Dip	Lindo Mkhwanazi 08 UZULU BSc Agric	Ntombi Mkila 06-07 LCA N Dip
Sinazo Mkupa 08-10~ UFH, US BSc Agric (Hons)	Nomsa Mlimi 09-10 LCA N Dip						Sandiso Mngadi 06-07 DUT N Dip Mech Eng	Nozipho Mnisi 07-08 LCA N Dip
Tsakani Mogale 06-08 LCA N Dip	Rodney Morifi 10 NMMU B Tech	Tshiliso Motsilili 06-07 FCC N Dip	Johan Mouton 10→ US BSc Agric	Nomfundo Mpahla 10→ NMMU N Dip	Vuyolwethu Mpahla 10→ WHS Gr 10 →	Lesson Mphambane 10 Damelin N Dip	Johannes Mthabela 07-09 UZULU BSc Agric	Cynthia Muhlari 08~ UNISA N Dip
Giverson Mupambi 08-09 US MSc	Chipo Mupure 08 UCT MSc	Siyabonga Mxhalelwa 06-07 UZULU BSc Hydrosience	Mpendulo Mzinyane 07-08 LCA N Dip	Sonwabo Ncera 10→ UFH BSc Ag Econ	Sinegugu Ndamase 09→ NMMU N Dip, B Tech	Siphamandla Ndawonde 06-08 UKZN BSc Ag Econ, Hons	Lavhengwa Nemaorani 07 LCA N Dip	Caswell Ngobeni 08~ CIMA N Dip
Velly Ngobeni 06-08 LCA N Dip	Vuyolwethu Ngxwashula 10→ FCC N Dip	Ncumisa Njombolwana 10→ US MSc	Jan Nkhwashu 06-08 LCA N Dip	Nhlanhla Nkuna 06-07 LCA N Dip	William Ntimane 08-10~ LCA, Damelin N Dip, Prod Man	Lyndall Pereira da Conceicao 08 Rhodes BSc (Hons)	Bathathu Peter 07 UFH BCom (Hons)	Luntulwandile Peter 07 UFH BSc Ag Econ (Hons)
Takgoa Phalakatshele 08, 10~ LCA, UNISA N Dip, BSc Agric	Zanele Phiri 07-09 US MSc	Shadrack Phophi 06 UP PhD	Babalwa Poswa 09-10~ Damelin N Dip, Prod Man	Tanya Pretorius 10 Rhodes BSc (Hons)	Ncediwe Pute 09→ UFH BSc Agric	Maxwell Qomonde 06-08 LCA N Dip	Maggie Ratau 10→ LCA N Dip	Cornelis Rossouw 10→ US BSc Agric
Thami Sambo 09-10~ LCA N Dip	Johannah Seanego 09-10 LCA N Dip	Moloko Semenya 08-10~ LCA, UP N Dip, BSc Agric	Athandile Shoba 07, 09→ WAHS, LCA Gr 10, 12, N Dip	Xolani Siboza 07→ UZULU, UKZN BSc, MSc, PhD	Lunga Siletile 08-10 UFH BSc Agric	Marthinus Smuts 09→ US BSc Agric	Johannes Spies 07 CPUT B Tech	Kim Stoltz 06 UNISA B Tech
Gerhard Strydom 06, 10→ WAHS, NMMU Gr 10, N Dip	Rachel van der Walt 09→ NMMU BSc, BSc (Hons)	Sonnica van Niekerk 10→ US MSc	Gideon van Zyl 06→ WAHS, UFS, CUT Gr 10-12, BSc Agric	Kirsty Venter 09 Rhodes BSc (Hons)	Johannes Vuma 07-08 LCA N Dip	Hildegard Witbooi 09→ CPUT N Dip, B Tech	Steven Zulu 06 UP BSc (Hons)	Eunice Zwane 08 UCT MSc

who's who?

student nationality

The Bursary Fund supports students from South Africa, Swaziland and Zimbabwe studying at South African academic institutions.



106 were born in South Africa



3 are Zimbabwean



3 come from Swaziland



outcomes

At the end of the reporting period, the status of the 112 Bursary Fund beneficiaries were as follows:

78

beneficiaries completed their studies and achieved a qualification, of which

10

continued studies towards a further qualification together with

24

more students who applied for further support to continue their studies in 2011

10

10 bursaries were cancelled before the beneficiaries achieved any qualifications, for various reasons.

Two students chose not to apply for further support, four distance-learning students did not receive further support from a local service provider, with only the remaining four students failing outright in their studies.



experiential learning vacation work

- All undergraduate and diploma bursary fund students are obligated to do holiday work at businesses related to their field of study
- Aim is to provide students with opportunities to enhance and apply learnt theory and 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
- Students are supervised and coached by mentors, such as technical, packhouse and production managers

61

students participated in the vacation work programme at 30 businesses countrywide

22

were involved in postgraduate studies and were exempt from the programme

11

did not take part in the programme

8

BEEBS students took part in vacation work at the enterprise they are related to

5

secondary school students were exempt from the programme

5

were permanently employed in the industry and were exempt from the programme

participating enterprises:

Eastern Cape: Patensie Citrus, Eden Agri Services, SRCC, Riverside Packhouse, Kat River Co op, Proveg, AA Market Agency

Free State: Glen Laboratory

Gauteng: University of Pretoria, CalSA

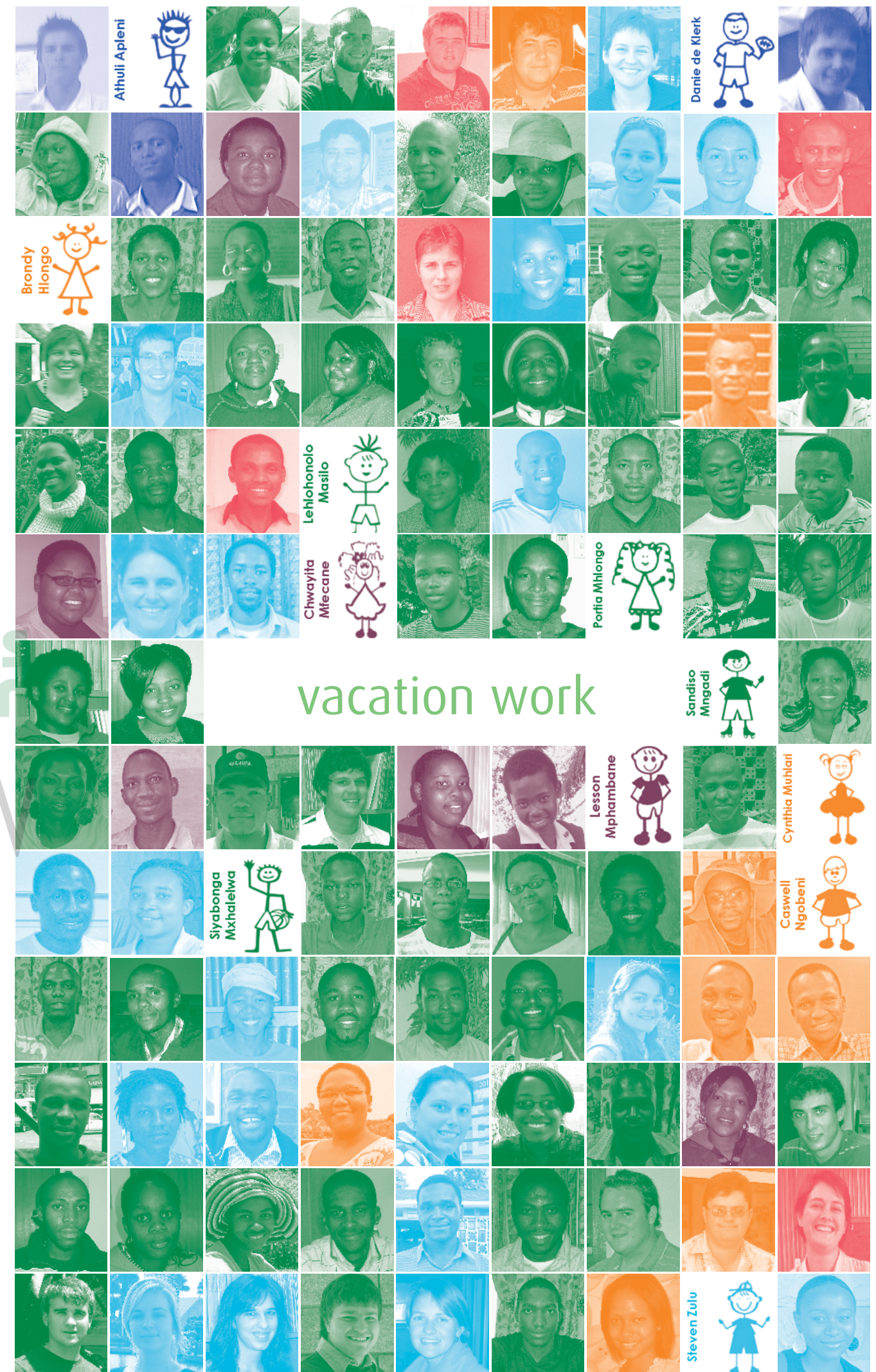
KwaZulu-Natal: Woodburn Estates, CSIR-UKZN, Nkwalini

Limpopo: Du Roi Nursery, Bosveld Citrus, Golden Frontiers Citrus, Letsitele Co op, Alicedale Citrus, Blyde Citrus

Mpumalanga: CRI, Croc Valley, Chennels Estates, Neos Estates, Schoeman Boerdery, Larten Lemons

Western Cape: Ashton Extracts, Citrusdal, FPT Cape Town, Mouton Boerdery

Zimbabwe: Mazoe Citrus



experiential learning

industry exposure

- Students are sponsored to attend local and international conferences, symposia and other industry events related to their fields of study
- Aim is to expose students to citrus and wider agricultural sector during their studies, giving useful context to formal studies
- Also assists with integration into industry and provides opportunities for students to develop networks
- Occasionally postgraduate students may present their research findings at events
- Funding is provided to cover travel, accommodation and registration costs
- Programme is sponsored by IDC

51

attended national events

5

from this group also
attended international events

events

allFresh! - 2006, 2007, 2008

CRI Symposium - 2008, 2010

International Congress of Entomology - 2008

International Citrus Congress - 2008

Irrigation Workshop - 2008

PMA Fresh Summit - 2008

African Crop and Soil Science Conference - 2009

Annual Meeting of the Society of Invertebrate Pathology - 2009

Conference of Agricultural Economics of SA - 2009

6th International Postharvest Symposium - 2009

1st Africa Horticultural Congress - 2009

SANCIAHS Symposium - 2009

Conference of the Agricultural Economics Association of SA - 2009

National Entomological Congress - 2009

SA Society of Microbiologists Congress - 2009

Global Citrus Conference - 2010

Fruit Logistica - 2010

International Horticultural Congress - 2010



experiential learning

internships

- Form part of course requirements for all diploma qualifications
- Can last six or twelve months depending on qualification
- Students are assisted to find internship placements at companies in the citrus industry
- Companies provide students with accommodation, transport and practical training as per requirements of academic institution
- Progress and performance of interns are monitored
- Funding of R2,500 per month per intern is secured from the AgriSETA and channelled through employer to intern as remuneration
- After completion of internship students have option of further study or permanent employment

23

completed internships at 11 enterprises

workplace experience

- Aimed at graduates who require work experience to become more employable
- Graduates are placed with citrus enterprises and given relevant practical experience and exposure
- AgriSETA provides funding of R2,500 per month per graduate for one year
- Funding is channelled to employer to subsidise graduate's remuneration
- On completion employer has the option to employ graduate

8

completed a workplace experience year at 6 enterprises

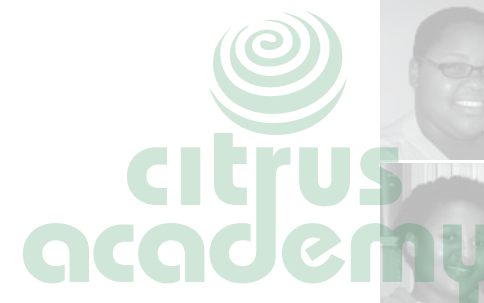
participating enterprises

Eastern Cape: SRCC, Kat River Co-op, Rhodes University, SAFE

KwaZulu-Natal: South African Sugar Association

Limpopo: Du Roi Nursery, Golden Frontiers Citrus, Soleil Citrus, Alicedale Citrus

Mpumalanga: Croc Valley, Golden Frontiers Citrus, Neos Estates, Larten Lemons, Schoeman Boerdery



internships & workplace experience

experiential learning

agri-industry development programme

- DAFF funds AIDP programme as part of their Experiential Training, Internship and Professional Development Programme
- Programme targets qualified, unemployed graduates wishing to start their own business and graduates already involved in businesses wanting to enhance business and marketing skills
- Candidates are placed at citrus enterprises for twelve months
- DAFF pays a monthly stipend to candidates
- DAFF also pays for candidates to participate in the Advanced Management Development course at the University of Stellenbosch Business School
- Progress of the students is monitored and assistance is provided where required

5

completed the AIDP programme

participating enterprises

Eastern Cape: **SRCC**

KwaZulu-Natal: **Crookes Brothers**

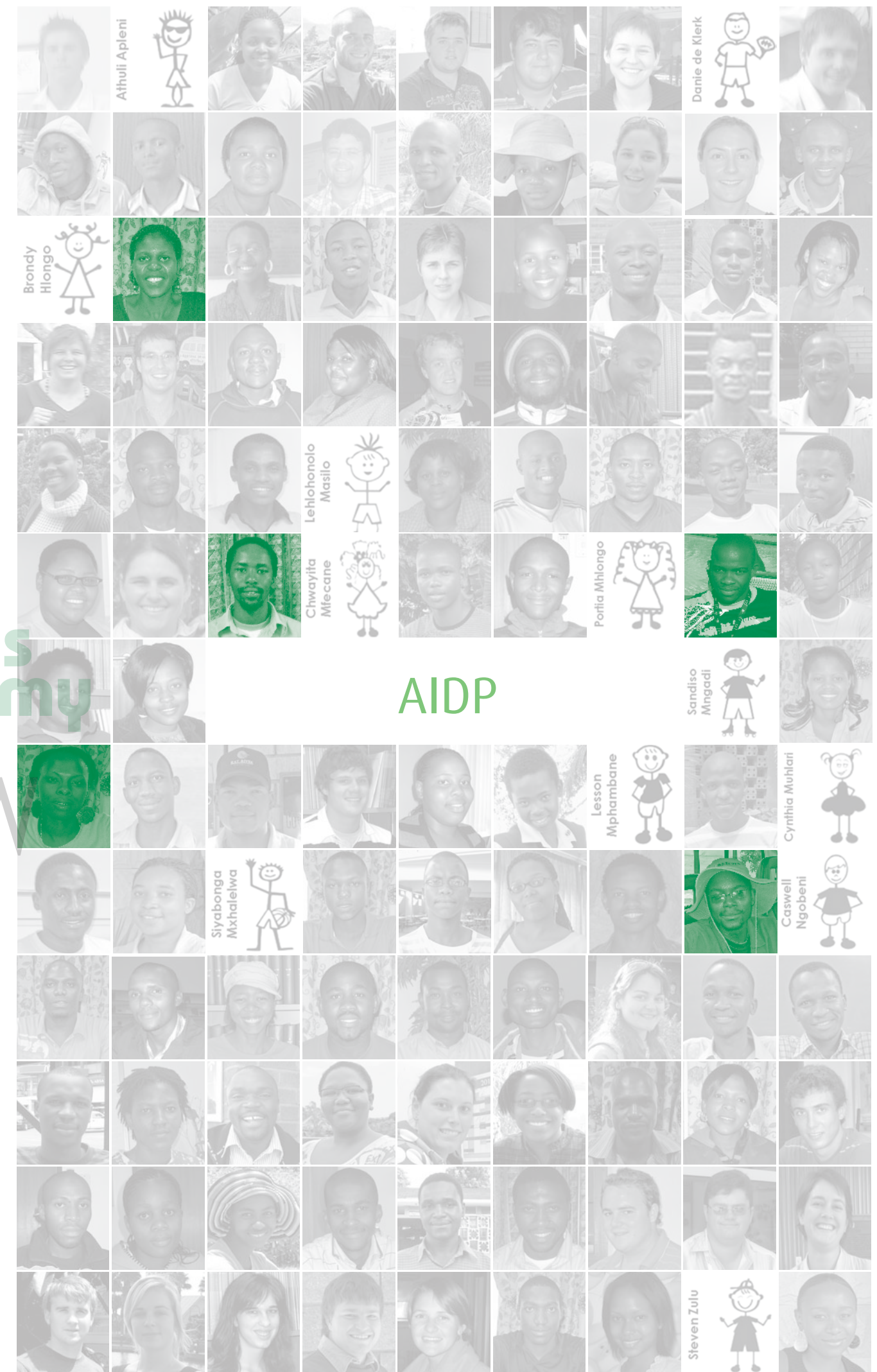
Limpopo: **Du Roi Nursery**

Mpumalanga: **Croc Valley**

citrus
academy

CRW

citrus
academy



work obligation

All students that benefit from the Bursary Fund are under the obligation to work in the citrus industry after the completion of their studies, for at least the same number of years for which they received support.

Of the 78 students that had achieved qualifications by the end of the reporting period:

49

completed their work obligation

20

either continued their studies or achieved their qualification recently and were in the process of working back this obligation

8

secondary school students are exempt

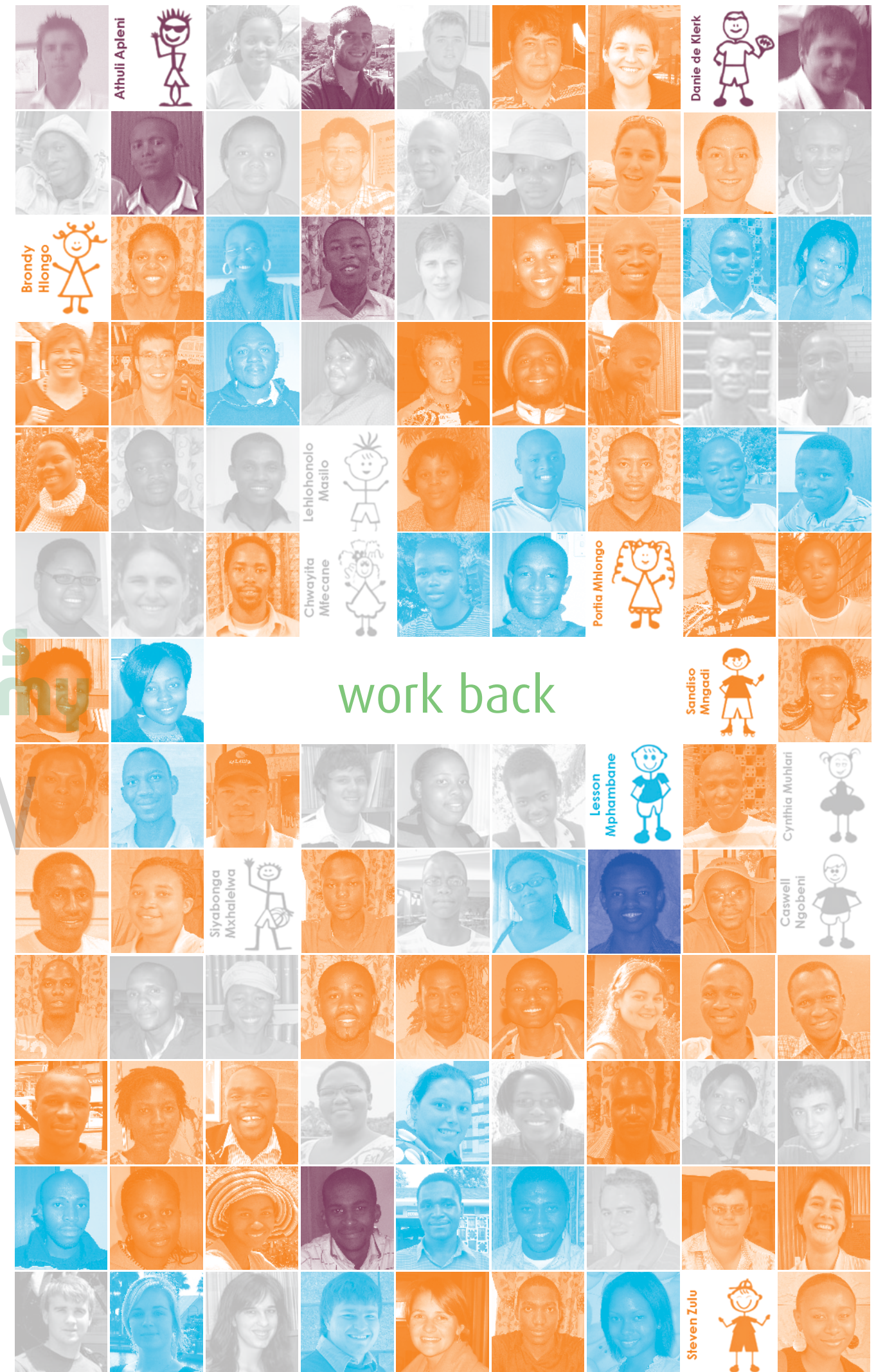
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student did not comply with the requirement

citrus
academy

CRW

work back



student pursuits

At the end of the reporting period, students who had graduated during the period under review were doing the following:

- 24 were employed in the citrus industry
- 13 continued studying towards further qualifications
- 12 students were not employed
- 10 were employed in the wider agricultural sector or by food and beverage companies
- 10 students who achieved secondary qualifications or with whom we lost contact were not tracked
- 8 were employed by the South African government or in other sectors
- 1 student passed away





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