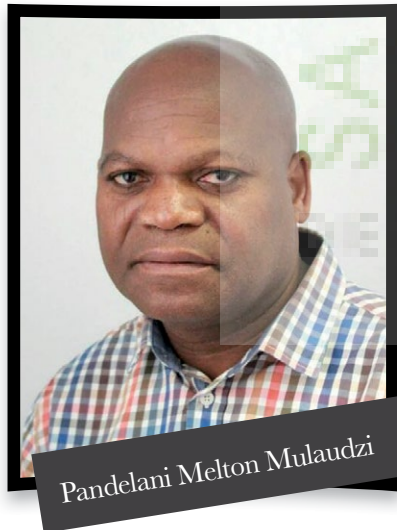


NEW ENTRANT CGA Grower Development Company

Thabo Moripane from Manini Holding is the newest citrus farmer entrant at the CGA Grower Development Company. By Pandelani Melton Mulaudzi



Pandelani Melton Mulaudzi

It was an introduction to citrus farming in 2017 by a neighbour in Dullstroom who knew a few people from the ANB Investment Group that started Thabo Moripane's journey. They then put him in touch with their technical specialist at Citrogold Marketing and Research.

Thabo started doing research and studying citrus short courses offered by the Citrus Academy. And in 2020 he was able to purchase a 407 ha farm in Marble Hall, which had game and arable land. Shortly after buying the farm, he bought citrus trees from Du Roi Nursery in Letsitele through his relationship with the ANB Investment Group, and received the trees the following year.

MC Pretorius – an extension manager at CRI – connected Thabo with Andrew Mbedzi at the CGA Grower Development Company and me, and we visited his farm and provided valuable technical support. Thabo has since applied for the CGA

Grower Development Company Enterprise Development Grant Fund, the payment of which will be used towards purchasing inputs for boosting the planted citrus trees. He is also currently in the process of establishing 70 ha of citrus: 10 ha Leandri soft citrus, 10 ha 2PH seedless lemons and 20 ha ARC Nadorcott, already planted in September 2021. Ridging is underway for a further 30 ha to be planted in September 2022, which will consist of 20 ha ARC Nadorcott and 10 ha Maayana soft citrus.

The successful establishment of Manini Holdings is due to the valuable input from various stakeholders. The orchard layout and irrigation supplies were done by Loskop Irrigation Design, while all pumps were provided by Musketeers. Soil samples and classification are being

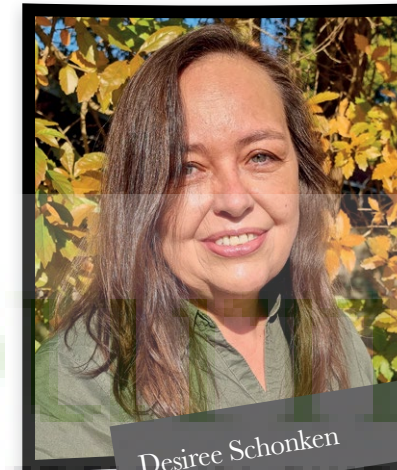


Top to bottom: Planting of citrus seedlings at Manini Holding, Thabo Moripane from Manini Holding with the delivered citrus seedlings and planted young citrus being irrigated

managed by Agri Technovations, while Laeveld Agrochem is supplying him with the chemicals and fertiliser. Thabo was assisted by Marble Hall Company with part of the land preparations and Joubert and Sons are helping with the farm expansion that is currently underway. He is looking forward to completing his farm expansion by February 2023. ▶

Ready-steady-work

Most of us can still recall how nervous we were the first time we had to go for a job interview, or indeed, the first time we started working. By Desiree Schonken



Desiree Schonken



Research has shown that young adults in the workplace experience a variety of challenges in adjusting to work environments, especially when they enter the workplace for the first time after completing their tertiary education.

There are so many unanswered questions at this critical life stage, including:

- How do things work in a typical workplace?
- What will they expect from me?
- Will I get on with everyone?
- Will my boss understand me?
- What if I can't cope, who will help me?
- What if I get into a situation that I am not comfortable with?
- How do I start my career on the right foot, and how do I build and develop it?

Everyone has different life experiences and therefore, different learning experiences, so not everyone is at the same level of work-readiness when the

time comes. And sometimes managers experience challenges with young adults' integration into the workplace.

Historically, degree, diploma, or technical graduates entering the workforce came from environments strongly aligned and familiar with the modern world of work. In other words, structured, disciplined, and organised, with a good understanding of how that world functions. Additionally, culture and language were largely homogenous.

However, increasingly, employers are drawing from a talent pool that is far more diverse, and often poorly oriented towards how a modern, formal workplace functions effectively. Many of the values, disciplines and skills one used to assume as a given are not necessarily present. Employers need to do more onboarding to integrate new graduates and interns, and graduates need more help to succeed.

To address these challenges, the Citrus Academy is developing a work-readiness programme, which will be available online through the Citrus Academy e-learning platform, and consists of three components:

• Ready

To be completed by all prospective employees, this component provides

practical work-readiness orientation for the job market entrant to maximise their chance of success in finding employment, and making a success of a new position.

• Steady

This component is aimed at employers, to be completed by those who act as workplace coaches and mentors for new recruits.

• Work

New employees are the focus here, targeting the first three months of their employment, and partnering with their workplace coach or supervisor.

The benefits to the employer of effective integration of new graduates are clear. It saves time and money, reduces the risk of failure, and enhances the employer's professionalism and reputation as an employer of choice. The new employee also benefits from the intentional support and development. Overall, the Ready-Steady-Work programme will contribute to a good workplace culture and will set the standard to ensure effective bosses, thriving teams and motivated new team members. ▶

For more information regarding the launch date of the Ready-Steady-Work programme, please keep an eye on the Citrus Academy social media platforms.

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