



HR Newsletter

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What are your skills needs?

As part of AgriSETA's annual sector skills planning process, they kindly request your support in completing the Sector Skills Survey. The information collected through this survey will be used to update the Sector Skills Plan (SSP) and Sub-sector Skills Plans (SSSPs), ensuring that they remain responsive to current and emerging industry skills needs.

For the citrus industry this means that funding will be directed to our stated industry needs rather than general agricultural needs as determined by AgriSETA.

We kindly request that you complete the attached survey using the link below or by sharing the attached questionnaire.

Complete the AgriSETA Sector Skills survey

Update your details!

2026 is here, and we will be assisting you with all your citrus enterprise HR and skills development related information.

Register and update your information



AgriSETA Employer Survey

February 2026

The purpose of this survey is to collect reliable industry data to inform the update of the AgriSETA Sector Skills Plan (SSP). The information gathered will be used strictly for research, planning, and policy development purposes and will be treated as confidential. Your participation is highly appreciated and will contribute to strengthening evidence-based skills development within the agricultural sector.

A. Demographics

1. **Sub-sector** (Please specify the sub-sector in which your organisation operates)

2. Province

3. Company size

Small (1 to 49 employees)	Medium (50 to 149 employees)	Large (150+ employees)
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4. Employment level of the respondent (Please tick the appropriate option)

Senior Position	
Mid-Level Position	
Lower-Level Position	

B. Skills

5. Kindly list the most common/ key skills gaps (Top-Up Skills) in your sub-sector for the eight occupational categories identified below? ***Skills gaps refer to the skills that employees either lack or need to strengthen in order to perform their jobs effectively.***

Occupational Categories	Skills gaps
Managers:	
Professionals:	
Technicians and associates professionals	
Clerical support workers	
Service and sales workers	
Skilled agricultural, forestry, fishery, craft and related trades workers	
Plant and machinery operators and assemblers	

Elementary	

6. Please describe the new and emerging skills and occupations that your sub-sector will need over the next 3–5 years, including those that are likely to grow in demand and the skills that will be most important or critical.

***New and emerging occupations/ skills** refer to job roles/skills that are either **newly introduced** or **rapidly evolving** within a sub-sector as a result of changes in technology, policy, industry practices, market demand, or socio-economic conditions. These occupations/skills are expected to **increase in demand** over the next 3–5 years and may require skills that are not yet widely available in the current workforce.*

New and Emerging (Future) Skills	New and Emerging Occupations

7. What are the top three (3) priority education and training interventions that would most help your organisation develop the skills it needs? (For example: graduate placements, learnerships, internships, apprenticeships, skills programmes)

8. Did your farm/organisation have occupations (vacancies) that were Hard- To-Fill since March 2025? (HTFVs are occupations that took more than 6-12 months to fill)

Yes	No

9. If yes on question 8, please list the occupation, the reasons and recommend possible learning interventions by **AgriSETA** for each of the vacancies listed.

Hard To Fill Vacancies		Number required by employer	Reasons
A			
B			
C			
D			
E			

10. What skills supply challenges are currently facing your sub-sector?

11. Briefly describe the major **change drivers/challenges that you have observed in your sub-sector/industry as a whole.**

Indicate the skills development needs for **each** of the change drivers (*change drivers can be positive or negative*).

**Change drivers are factors that change a sector and cause it to develop in a certain way, these are factors that may affect skills demand or supply in a certain way. Major change drivers result in either new, emerging skills (top up skills) or adaptation of existing skills in organisations.*

Change drivers	Explanation of change driver (how they affect your business)	Skills required or interventions for the change identify
1)		
2)		
3)		
4)		

5)		

C. Economic Performance

12. In your sub-sector, provide information of the **value of imported products** during the 2023/24marketing year. *(please provide supporting documents or reports)*

13. In your sub-sector, provide information of the **value of exported products** during the 2023/24marketing year. *(please provide supporting documents or reports)*

14. Kindly list **Role Players** in your sub-sector (If there is an addition to the ones currently listed on the Sub-sector skills plan)

D. General

15. How does civil unrest/uncertainty/ geopolitics affect your sector and its skills needs?

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16. How does the climate change (extreme temperatures)in some parts of the country impact your/sector?

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17. Does your organisation make use of the Sub-Sector Skills Plan or the Sector Skills Plan when planning for skills development in your organisation?

Yes	No
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18. If No, please provide a reason behind why you don't use the Sub-Sector Skills Plan or Sector Skills Plan for skills development purposes?

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Concluding remarks

Final general comments.....
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Thank you for your time!!