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1. Introduction

To capacitate dried fruit producers and management (with specific focus on junior and middle management) and to comply with international protocols on the production and processing activities on farms and pack houses, there is an urgent need for skills development in the following areas:

- Health and Safety Principles
- Handling and storing of chemicals
- Management and Leadership Development
- Improvement of Quality Systems
- Basic business skills
- Effective workplace communication
- Environmental aspects

The vision is to develop self-sustainable Dried Tree Fruit production units, transforming the industry, collaborating with organisations to form SMME's and for attendees to be more employable. Therefore, the objective is not training itself, but rather training as a stepping stone to become self-sufficient, as a unit or as an individual.

Two categories of projects were identified, namely:

- existing businesses and
- new projects.



Existing businesses:

These are businesses operating in the dried fruit industry, employing individuals on a permanent basis.

Identified constraints to export readiness and productivity:

- skills development and
- life skills.

The three fruit drying businesses that benefitted from this project are:

- Bergendal in Citrusdal
- Kotze & Baard in Ladismith
- Cape Dried Fruit Packers in Montagu and Barrydale

New projects:

Various requests were received by Dried Tree Fruit (DTF) to contribute to the conceptualising of new projects aimed at job creation and poverty alleviation. Of course, training as a stand-alone is not a permanent solution to these issues. When a project can become economically sustainable as supported by training of people, originating from the needs analysis that is done before venturing into a training or skills development course, it becomes a win-win situation.

Three projects were identified, namely:

- Dysselsdorp (near Oudtshoorn in the Western Cape)
- Willowmore (Eastern Cape) and
- Matjiesfontein (on the N1 near Laingsburg, Western Cape).

2. Existing businesses

2.1 Bergendal

- Bergendal in Citrusdal produces citrus, stone fruits (for drying and fresh packing), wine and rooibos tea.
- Intensive training was done according to a needs analysis.
- Training was conducted over the period 4 to 28 October 2021.
- Trainees were divided into small groups so that interference with production could be minimised, whilst a more personal approach could be followed by the facilitator. This can, of course, only be done if travel costs can be kept low enough and accommodation expenses are avoided. In this case, it was possible.
- The AgriSETA funds formed part of the Project Based Skills Development programme on which is reported to the DTF. Although the funds were allocated to a non-credit bearing project, only credit bearing unit standards were used as learner guides to improve and develop skills of 27 learners.



• The grant funding obtained by DTF from the AgriSETA was expanded by private funds allocated to this project. The employer contributed financially to the life skills programme which was seen as a value-adding input.

• Production course (plant anatomy)

- o 10 male learners
- Unit Standards
 - 116057 Understand the structure and functions of a plant
 - 116199 Demonstrate a basic understanding of the structure and function of a plant in relation to its environment
- Three days of in-class training and a visit to an orchard to allow for practical inputs.
- o In addition, basic life skills were discussed and firm decisions to combine new knowledge with good citizenship were reported.



Bergendal Production (plant anatomy) group

• Business and Processing course

- o Two groups of 9 and 8 learners each, mixed gender groups.
- Unit Standards:
 - 119454 (8962) Maintain and adapt oral communication
 - 116271 Monitor and supervise a food safety and quality management system in the agricultural supply chain
 - 116218 Explain the planning and scheduling of tasks in a production environment
- Basic life skills were discussed and learners pledged to improve lifestyles and spend less of their income on bad habits.

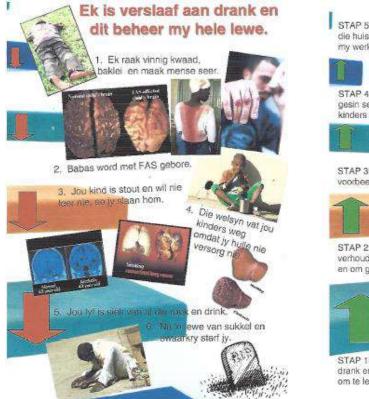




One of the Business and Processing groups at Bergendal

• Life Skills course

- o 21 males, of which 19 were learners, participated.
- The ARROWS material was used, where a person can evaluate himself to determine if he finds himself on the red or green arrows.





ARROWS material



- o Challenges identified:
 - Worker absenteeism on Mondays
 - Alcohol abuse
 - Broken relationships
- Basic calculations of the impact of money spent on bad habits proved to be very enlightening to learners.



Bergendal Life Skills group

• The attendance registers for all the groups are attached as Annexure A.

2.2 Kotze & Baard

- The biggest fruit drying business in Ladismith in the Little Karoo. It employs large numbers (500 and more per day) of seasonal workers during Summer when the drying of apricots, peaches, nectarines, pears, prunes and tomatoes stretch from November to the end of May.
- The business has a policy of developing team leaders who are permanently employed. Being leaders with substantial responsibilities, these workers require specialised skills to perform successfully on a sustainable basis.
- The focus of the training interventions is on these workers, but the company does not neglect the casual workers as they are the permanent employees of the future.
- Training was conducted over the period 2 to 5 August 2021 and 20 people were trained in two groups.
- Unit standards
 - o 116271 Monitor and supervise a food safety and quality management system in the agricultural supply chain
 - o 119454 (8962) Maintain and adapt oral communication



- o 116218 Explain the planning and scheduling of tasks in a production environment
- o 119707 Apply health and safety principles in horticulture
- The employer contributed financially to the training programme by paying for some of the training that required more people participating than the programme accommodated.
- The beneficiaries are mostly from Ladismith and the Griqua rural settlement of Zoar. Zoar is one of the poorest communities in the Little Karoo, facing serious challenges of unemployment and little access to assistance for the agriculture small holdings. The significance of these interventions cannot be underestimated in communities such as these.
- Attendance registers are attached as Annexure B.



Kotze & Baard group

2.3 Cape Dried Fruit Packers

- A leading dried fruit packer located in Montagu, it also runs a farm and sweet factory in Barrydale. It is a major exporter of South African dried fruit and nuts.
- Cape Dried Fruit Packers (CDFP) has invested in people development for many years and will continue to do so. Their point of departure is that they are a "people business".
- Large numbers of people from previously disadvantaged communities are employed on a permanent basis. In addition, it employs hundreds of additional workers during the drying season from October to May at the drying operations in Montagu.
- During the harvest time on the farm near Barrydale, workers commuted from Zoar for this project- based training.
- The training was done in the Montagu Agriculture Museum that was conducive to learning, with the learners being transported every day.





The CDFP group being trained in the Montagu Agriculture Museum



CDFP Transport

- Training was conducted over the period 27 September to 1 October 2021 and 20 people were trained.
- Unit standards
 - o 116271 Monitor and supervise a food safety and quality management system in the agricultural supply chain
 - o 119454 (8962) Maintain and adapt oral communication
 - o 116218 Explain the planning and scheduling of tasks in a production environment
 - o 119707 Apply health and safety principles in horticulture
- Feedback is that the trained workers are more effective and productive.
- The attendance register is attached as Annexure C.



3. New projects

3.1 Dysselsdorp

- Dysselsdorp is known as a very poor community. The severe drought of 2013 to 2020 had a negative impact on job retention, whilst very few new jobs were created during this period.
- Discussions with community leaders and registered advice offices convinced industry representatives that the only realistic remaining option is to form groups that would embrace the slogan "together we are stronger" and embark on small, sustainable private businesses.
- Dysselsdorp Vrugte Droëery (DVD) is a fruit drying facility that used to provide people in the area with seasonal work, but the drought resulted in fruit not being available for drying. Some of the workers are still employed and worked in other businesses in 2021. These five workers were included in the training programme.



DVD group

- Students were trained from 24 to 27 August 2021.
- A farmer of the region assisted by allowing the Southern Cape & Karoo Rural Development Forum (Sckardef) group to harvest mostly alien trees around the Olifants River that flows between de Rust and Oudtshoorn. With the help of government and other institutions, the group was capacitated with equipment and tools. Nature Conservation helped to develop a plan that protected sensitive areas on the banks of the river, wild animals, birds, bees and indigenous plants.
- To cut down trees, specialised equipment is used and this in turn can only be used if the group comply with health and safety regulations. Once cut down, trunks need to be killed off with special chemicals that require training in the handling and storing of chemicals. The contribution of this AgriSETA and DTF project was to empower the group with these skills.
- Support through advice on potential markets for firewood, appropriate pricing to ensure profitability, the motivation of the group and explaining business principles was provided.



- The project is ongoing and although the participants do not earn more than the minimum wage, at least the group is self-employed and can continue with this activity for decades. In that sense, the project is a major success.
- Attendance registers are attached as Annexure D.



Sckardef bush Sckardef leaders



Working around a tree with bees, protecting the bees





Selective removal to protect the riverbank

Work in progress



Clean-up

Sustainable beginnings!



Wood trainees



3.2 Willowmore

- The town is situated in the same drought-stricken area as Dysselsdorp, 100km north-east and on the Eastern Cape side of the provincial border.
- The leader of the group, Lyndon Metembo, approached DTF for assistance. The focus is on jobs and business development, not necessarily on developing SMME's.
- The group aspires to enter the agriculture value chain through sustainable projects, but also wants to farm if possible.
- The training was the start of the project that is envisaged to assist making dreams come true



Willowmore group

Willowmore land for the project

- The group has excellent connections and relationships with businesses and individuals in the agriculture value chain, as well as local government and state departments.
- Situated close to the Baviaanskloof Nature Conservation area, it may be possible to conclude agreements between role players that could result in holistic sustainable projects.
- A meeting was held on 2 November 2021 with 6 attendees regarding potential projects.
- The focus, going forward, is to empower the group and assist with various socio-economic developments.
 - o Some beneficiaries want to be more employable.
 - o Others want to start or continue with their own small businesses.
 - The individuals who strive to develop handcraft SMME's will be assisted by looking for markets and directing as to which products should sell.
 - Vegetable seed production, vegetable production in home gardens commercial livestock farming, piggeries, bee farming and small-scale nut and dried fruit production have been identified as feasible opportunities.





Willowmore handcrafts

- Private initiative is assisting with the conceptualising of and hopefully implementing of projects.
- DTF is willing to partner with other commodity industries in order to have a bigger impact.
- It is still in its infancy and this project deserves further support, also from the AgriSETA.
- The commitment of the group is fundamental to ensure that other stakeholders will become involved once the project starts.
- Training and meeting attendance registers are attached as Annexure E.

3.3 Matjiesfontein

- A very small settlement on the South Africa's most important road, the N1, and railway line connecting Cape Town with Johannesburg and more.
- It is famous for the Lord Milner Hotel that seems to be the reason for its very existence these days.





The Lord Milner Hotel in Matjiesfontein

- The manager of the Lord Milner is Werner Smit and he is committed to community development, as is the group that owns the hotel and most of the hamlet.
- The DTF training, sponsored by the AgriSETA as project-based, was done from 31 January to 3 February 2022 in the Old Court Room conference facility of the Lord Milner Hotel in Matjiesfontein.
- Fifteen individuals were trained.
- Unit Standards:
 - 119707 Apply health and safety principles in horticulture
 - o 116057 Understand the structure and functions of a plant
 - 116199 Demonstrate a basic understanding of the structure and function of a plant in relation to its environment





The Matjiesfontein group

- A project has started establishing prickly pears using the grey water of the hotel. Individuals from the community work in this project. It is, however, too small as a standalone empowerment project.
- The conceptualising of an agriculture project that will benefit the learners was done on 4 February.
 - Before embarking on this initiative, several meetings were held at the Lord Milner with the management and much correspondence flowed to plan the events. Ethics & Leadership Institute was approached to assist with a plan to create a sustainable project that will complement the tourism activities of the Lord Milner.
 - The facilitator, who enjoyed a sponsored B & B stay whilst facilitating the training, familiarised himself with the area and particularly with the farm that is currently lying fallow.
 - To understand the history of Matjiesfontein informative sessions were done. A book, "Empire, War & Cricket" by Dean Allen, was procured. This book covers the historical development of the hotel, farms and the railway station. The contents of the book will assist with the further conceptualising and planning of the project.



- The project is long term and further training and skills development initiatives will be required to warrant investment and increase the possibilities of a sustainable project.
- Whilst developing an agriculture project, the tourism potential and attraction offered by the Lord Milner, as well as other major tourism attractions in the Karoo will be kept in mind. It offers marketing opportunities for products that are not necessarily produced at Matjiesfontein.
- o A process of sourcing funds has begun.
- o A potential focus on the production of chilli's and, of course, prickly pears, lamb as well as bee keeping.
 - Matjiesfontein can make a secure and substantial contribution to the pollination needs of commercial farmers producing vegetable seeds if beehives can be leased out for this purpose, as well as produce honey for which there is a huge international demand.
 - The natural veld of the area is referred to as "rantjiesveld" where aloe type vegetation offers appropriate feed for bees.



"Rantjiesveld" in Matjiesfontein

• The attendance registers for the training and meeting are attached as Annexure F.



4. Conclusion

The fruit industry does not work in silos. There is a combined effort to make a difference to the lives of the marginalised poorest of the poor whilst creating opportunities for them without neglecting our core business of serving commercial farmers and training their workers. The costs of creating permanent jobs through investment in the dried fruit sector has a better ratio than others. Dried Tree Fruits was able to spend the allocation by the AgriSETA in a meaningful manner and pledges to continue doing so in future. We thank the AgriSETA sincerely for this opportunity.

The groups that benefitted from these interventions expressed their hearty thanks to AgriSETA and expressed the desire to participate in this type of initiative in future.

There is sincere appreciation for employers that invested private funds to augment the training. Good feedback has been received to date from employers, and there is excitement for future training and development projects.



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ATTENDANCE REGISTER

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NO. OF CREDITS: 9

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COMPANY NAME: U/F
PROJECT NAME: DTF BEDAMAN 3
PROJECT REFERENCE NUMBER: 3
SERVICE PROVIDER: AMA ,
UNIT STANDARD ID: 116 218; 116271; 115454
NO. OF CREDITS: 17

CONTACT PERSON: Lean Dicherichs
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VENUE: Besoe Lean Date of WEEK: 26-28 October
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NAME OF INSTRUCTOR: CJT KRONE

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Agri Management Africa; Bergendal; Life Skills; 8 October 2021: Attendance Register

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ATTENDANCE REGISTER

PROJECT NAME: DTF

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UNIT STANDARD ID: 1/6 27/1, 8967; 1/16218; 1/9707

NO. OF CREDITS: 12

COMPANY NAME:

CONTACT PERSON: Lean Diederich S CONTACT NUMBER: 083 700 6267 FAX/E-MAIL: 1001 Deli Co Za Za VENUE: KOTZE PAPARO Zadismith DATE OF WEEK: 23/4, 5 1948 UST 2021 PERIOD OF TRAINING: 4 class

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NAME OF EMPLOYER

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ATTENDANCE REGISTER

CONTACT PERSON: CONTACT NUMBER: FAXIE-MAIL: LOCAN & eli

VENUE: KWY Museum

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ATTENDANCE REGISTER

CONTACT PERSON: Lean Prede rolls
CONTACT NUMBER: 083, 700 6267
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DATE OF WEEK: VENUE: KUU Museuw

PERIOD OF TRAINING: 27/04-01/10/2021

SERVICE PROVIDER: AMA /ELI
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COMPANY NAME:

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SIGNATURE OF NAME OF INSTRUCTOR: CLASS NUMBER: INSTRUCTOR:

NAME OF ASSESSOR: L. Drèclerich S

NAME OF EMPLOYER

SIGNATURE OF ASSESSOR:

DATE:

ATTENDANCE REGISTER: PROJECT BASED AGRISETA SKILLS PROGRAMMES

COMPANY NAME:	Sekaw	Sckandlet DTF.	CONTACT PERSON:	SON:	Leon Diederichs			
PROJECT NAME:	OPERATION	10N TOC.	CONTACT NUMBER:	MBER:	0837006267			
PROJECT REF NUMBER:		DTF 2021/Q	E-mail		leon@eli.co.za			
SERVICE PROVIDER:	Agri Mana	Agri Management Africa (Pty) Ltd	VENUE:					
PERIOD OF TRAINING	24-27	24-27/08/2021	WEEK:					
					LEARNE	EARNER SIGNATURE	RE	
LEARNER NAME AND SURNAME	ID SURNAME	EMPLOYER	ID NUMBER	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
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2 ADVIDA - OIRECS	Ş		96042555189086	0/14.5	0/1508 6	0 55		
3 Zelola Smith			900116085508H	12	1	12		
4 Ferusa-Scolenber	Dec.		10102230336087 Fspanbol	F.Sephenber	R.Sachenber P	P. Sepherubu		
5 Marinda Jansen	. (830926126gCRY Whenson	Whens	THE CONCE I	15 S		
6 Recules Josephon	Hoo		Clouse 444 087	Bloodher	Blood in 6	- Dan		
7 Spontille Prins	50,		4005875375 087		J.	S		
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INSTRUCTOR:)	Chris Krone		MANAGER:	31	Leon Diederichs		
SIGNATURE:		101110	Samo	SIGNATURE:	ŭ)			
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ATTENDANCE REGISTER: PROJECT BASED AGRISETA SKILLS PROGRAMMES

COMPANY NAME: Selc	sekardet. DTr.	CONTACT PERSON:	Leon Diederichs	·
PROJECT NAME: SPER	OPERATION TOC	CONTACT NUMBER:	0837006267	
PROJECT REF NUMBER:	DTF 2021/2	E-mail	leon@eli.co.za	7
SERVICE PROVIDER: Agri Ma	Agri Management Africa (Pty) Ltd	VENUE:		
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INSTRUCTOR:	Chris Krone	MANAGER:	7: Leon Diederichs	E
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DATE: 15 14 11 SIGNATURE: 13 12 10 9 ∞ 7 9 U 4 w 2 SERVICE PROVIDER: INSTRUCTOR: PROJECT REF NUMBER: PROJECT NAME: COMPANY NAME: PERIOD OF TRAINING Verice Justin tetoors Magalalene Hendricks larde-Ann Hendricks Hossilone GODFREY MATTHEWS sulder NATA SHA GIDEON Tocica elegle Antonie hristopene litus るという LEARNER NAME AND SURNAME CANNE GABRIELLA WETEMBO larie Roman September Seg-MALAN SWEITIN PEARS ATTENDANCE REGISTER: PROJECT BASED AGRISETA SKILLS PROGRAMMES Koester 29/11-02 ORIBANS Agri Management Africa (Pty) Ltd POIX. しのストンでの Hereldo-Janel Noulz 8601025 25608 Mich celeste carle-Ann **EMPLOYER** Economic & Harri 1202 Chris Krone 12/27 16 20070 01908 @fe/x lendridy 9105210248089 Dev 7404150039086 W 8020101378301 9311011282 086 9903050866082 960912 OISI 088 1C. Titus 8111105034083 42001700140084 980511 0455 089 H. Koester H. Koester H. Koester 00 1211 0759 086 BELOOKS 7201255668086 8404055103085 98 1216 0702 089 Milherdrides Millerelies Millerdride ID NUMBER E-mail WEEK: VENUE: CONTACT NUMBER: CONTACT PERSON: DATE: SIGNATURE MANAGER: CHENDRICKS LHENDRICKS Mathies Madles DAY 1 March 0837006267 Leon Diederichs つれてよ leon@eli.co.za JUN Ritembo Cities CARPS ARES Sele . N-Rook DAY 2 short TO OF LEARNER SIGNATURE Leon Diederichs いがい . Hondricks [Hondricks Sec. Piters Piters DAY 3 Stray. EMTRE Second Second いたずい DAY 4 がなり to bearing DAY 5

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ATTENDANCE REGISTER: PROJECT BASED AGRISETA SKILLS PROGRAMMES

Leon Diederichs 0837006267	leon@eli.co.za	YOUTH CENTRE	48	LEARNER SIGNATI	DAY 2 DAY 3 DAY 4 DAI 3	Not Not Not.	Organizary Orastoan Organizary Orastoan	- 1111 - 1111 - 1111	CLIS CHAS CLIS	(Homis Worms	o Alattor Photoes Methous	AT AT	Boerbug Oborbug Boorbug			Q Q					Leon Diederichs	Ä	
CONTACT PERSON:		VENUE:	WEEK:	TD NUMBER	DAY 1	621222514086 Xest	COUNTROPOSO OROSITOS	790328 SO38087 July -	2808055 601180	908115779 089 Womiss	properties and course	8009115111083 B	6412220132 OBT Appendent	8408150 17383 (4)	7004010122088 JAG	040813 5110 084					MANAGER	SIGNATURE:	DATE:
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ATTENDANCE REGISTER

PROJECT NAME: WIMBER: PROJECT REFERENCE NUMBER: SERVICE PROVIDER: UNIT STANDARD ID: COMPANY NAME: NO. OF CREDITS:

DATE OF WEEK: $\int_{\text{PERIOD OF TRAINING:}} \int_{\text{PERIOD OF TRAINING:}}$ CONTACT PERSON: CONTACT NUMBER: FAX/E-MAIL: VENUE:

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SIGNATURE OF INSTRUCTOR: NAME OF INSTRUCTOR:

CLASS NUMBER:

SIGNATURE OF ASSESSOR: NAME OF EMPLOYER NAME OF ASSESSOR:

ATTENDANCE REGISTER

PROJECT NAME: 77 F
PROJECT REFERENCE NUMBER: 31 OF 22
SERVICE PROVIDER: 79 Management of the Color of Credits: 62
UNIT STANDARD ID: 116 199; 1160 57; 119707
NO. OF CREDITS: 62

COMPANY NAME: Wed Treetiuit. Maties foute in

CONTACT PERSON: Lean Dieclossicher.
CONTACT NUMBER: 837006267

FAX/E-MAIL: /en 2001: co. Zat.
VENUE: Old Count Focility Motties to bate of WEEK: 37 200 - 3 feb 2022.

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PANTA TASABRO 9109/65/14083 DD CDD CITY COLOS SOSTE 1 Hoing Solding Solding Solding Colos Solding Co		HAKENA STOUTER	8010100248088	R.Stouk	K-Star	KSP3	KBOX/K-SOA/K-SOA/K-SOA	K.Slauk	K Stort
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	0	ROBAN WOLLEWS	780 715 50 LOS	3 deville	QJ MNowe	All Mar	of William	40 Mos	ANNI SE

NAME OF INSTRUCTOR: C.J. T. KRGACE
SIGNATURE OF INSTRUCTOR:

CLASS NUMBER: 11 - 2021/22

NAME OF ASSESSOR: LEON DRECOENED S.

SIGNATURE ÒF ASSESSOR:

NAME OF EMPLOYER ELL

COMPANY NAME: Dried (New Frunt: Matylies fourteil PROJECT NAME: JTF
PROJECT REFERENCE NUMBER: 31-01-22
SERVICE PROVIDER: Management Petrès
UNIT STANDARD ID: 1/6/1997 1/6057 1/9707
NO. OF CREDITS: 12

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CONTACT PERSON: Lega Lega richs.	FAX/E-MAIL: feed Doling 20 20 Ve in Venue: Old Court face lity Motives to the in Date of Week: 31 Son, Feb 2022	
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N	MARCSA THERENISSEN	AT. M. Sing Shirt	Shine	M. Maynes	M. Thewins	M. Hars	M. Thoung	angie M. Thewins M. Thewins M. Thewing 831119053083	53083
က	WEAKER SMET		J)	D	Z	Ď	A.	8203(05/07 082	107 08 2.
4	LYA MENTES	Monday	S. C.	Shiring	6 Minio	6 Minis	Allinia	18099	June 6605100969088
5	SHIKUNICE JACOBS	S, Jecols	S. Fraks	STROKE	S. Jack	S. JACOSS	D. Joach	2117068	S. JRCK S. JACKS E. JACKS 8904110958084
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NAME OF INSTRUCTOR: C. ガイ (ROLL) SIGNATURE OF INSTRUCTOR: --

CLASS NUMBER: 11-2021/22.

NAME OF ASSESSOR: Leave Dischar Chr

SIGNATURE OF ASSESSOR:

NAME OF EMPLOYER ELT