

# Final Project Report

On the implementation of the

# Farming for Tomorrow

Comprehensive Mentorship  
Programme

To

# AgriSETA

3 October 2022



## Executive Summary

The implementation of a Comprehensive mentorship Approach programme was presented to the AgriSETA towards the end of 2020 and related to the approval and signing of a funding contract between the AgriSETA and Agri SA on 21 March 2021. (Contract Number PS21AG16)

Agri SA and Agri Enterprises (Pty) Ltd appointed the International Agricultural Academy for Africa (Pty) Ltd as an accredited service provider and implementing agent on 7 April 2021.

The implementation of the project started on Monday, 7 June 2021 and the first tranche payment to Agri SA was made by AgriSETA on 1 August 2021, in the amount of R 7,5 Million. The objective of the contract signed was to:

- Further the implementation of projects and programmes identified in the National Development Strategy as national priorities.
- More specifically to assist the AgriSETA to implement its Sector Skills plan, and
- To record the respective terms and conditions applicable to both parties.

The methodology and implementation strategy of this programme is based on principles and tools never seen nor considered before in the implementation of development programmes, presented as hard-core industry knowledge.

A total of 720 farmers must be trained and skilled in this programme in 36 groups of 20 participants each in the different enterprises of goats (240), cattle (240) and Sheep (240).

The following totals of participants have completed the programme:

- 253 Sheep and wool farmers from 12 project clusters
- 241 Cattle farmers from 11 project clusters
- 257 Goat farmers form 11 project clusters

Outstanding success drivers were found in the following features:

1. The most important efficiency driver was found in the mental wellness programme as the entry point of intervention, as it was found to change the participants' perspective on real basic needs.
2. The Mentorship Approach was based on the current realities of rural farmers in the micro and macro economy of the specific industry
3. Hardcore industry-driven technical knowledge that was presented in professional manuals as a set of guidelines to be kept by participants as reference.
4. Management and Book and record-keeping focus, which confirmed the lack of technical and financial record-keeping skills in the agri-preneurial field of production.
5. Collection of comprehensive research data that is giving new guidance and focus to the AgriSETA regarding the implementation of the National Skills Strategy.

The project is currently running and implemented within the strategic guidelines and projected budget and timeframes.

Agri SA, Agri Enterprises and project facilitators through this report are confirming that the project implementation is 100% in line with the expected outcomes and that this document reflects a final project close-out report together with the supporting documents handed to the AgriSETA on 3 October 2022.

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## 1. Introduction

There have been teams of experts, commissions, and individuals, who have investigated some areas of agricultural development in depth, and who have put forward solutions for improved agriculture. Vast information from research exists and is available for improved production, but the implementation of development programmes toward the commercialisation of rural agriculture has sadly failed over the past decades.

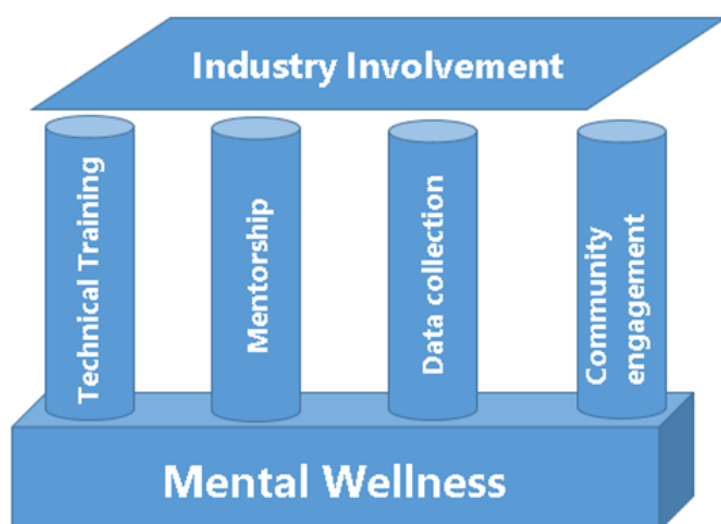
Through its proposal for the implementation of a Farming for Tomorrow Comprehensive Mentorship Approach, Agri SA through its affiliates Agri Enterprises (Pty) Ltd, was funded by the Agricultural Sector Education and Training Authority (AgriSETA), to achieve the following outcomes through the implementation of a new strategic mentorship approach.

### 1.1 Approach

#### Efficiency drivers:

The Approach of this Comprehensive Mentorship Programme is based on the following efficiency drivers, referred to as the foundation, pillars and roof of the programme.

These are also the critical success factors of this programme.



#### ***The Agri Enterprises Comprehensive Mentorship Programme***

##### **a) Mental wellness**

The most common and seemingly starting or “Entry Point” of project development (Also referred to as community engagement) is to start the project with a focus to address the beneficiaries or the community's most crucial “Basic Needs”.

This approach is referred to by agricultural developers as a “need-driven project” and is promoted by most agricultural development strategies.

The question here is: **“Is the entry point of addressing the basic needs of a community really the best point of departure?”**

If we look back in a retrospect on all the research, all the projects, and all the budgets that were spent over the past merely 100 years, we found that very little success was achieved and that almost 90% of such projects failed to be successful and sustainable.

In their 35 years of experience in agricultural project development programmes, the International Agricultural Academy for Africa followed the same principle of need-driven projects, but there was always one missing link. We used to call it “social skills”, “root skills”, or “people’s skills” until they discovered the basic Mental Wellness Principles, rooted in every individual’s Mind, Consciousness and Thoughts!

In this Comprehensive Mentorship Programme, the Mental Wellness of the project beneficiaries as part of the community is the foundation on which success is built.

### **b) Technical training**

Technical skills and knowledge transfer in this programme are done through a unique methodology of theoretical and practical sessions, with the assistance of the Leading Industry Partners, BKB Ltd and MSD Animal Health SA, who did not only share their industry knowledge and successful impact on the Livestock Industry in South Africa but also become the leading partners for the rural farmer in supplying all their livestock inputs, such as medicine, feed and equipment. BKB is also the leading agent and market for the rural farmer, in buying most of their livestock products, such as wool and mutton.

### **c) Data collection**

As part of the implementation and reporting methodology of this Mentorship Programme, research data was collected on each of the 742 individual livestock farmers, which included:

- Personal and Household data
- Personal Inventory and Balance sheet
- Enterprise Budget data on Income and Costs per enterprise
- Community demographic data
- Community group discussions and social data

A detailed individual project report, together with a comprehensive rural livestock farmers industry report provided an in-depth analysis of the tasks lying ahead to the agricultural industry, in commercialising the rural livestock farmers in South Africa.

### **d) Community Engagement**

Resilience is an “adaptive capacity” that is a society or communities’ capability to draw up upon its individual, collective and institutional resources, and competencies to cope with, adapt to, and develop from the demands, challenges and changes encountered in their day-to-day effort in making a living.

Agri SA Enterprises and their Associates involved in this programme, acknowledged and respected all community leaders, traditional structures, individuals, and resources, involved during the period of engagement, and implemented the following guidelines to be more effective and successful in completing the task:

- Our facilitators will live in the community for the period of intervention.

- We will show respect towards the people, their norms and their values.
- We recognise that we are dealing with people, and our contribution to their Mental Wellness is our priority.
- We are passionate about community and project development.
- We are open about the task we are doing.
- We want to get to know the participants and their circumstances to gain insight into their needs and resources.
- We will exchange information, give guidance, provide expertise, enable people, advocate and bring an action to our mentorship approach.
- We will assist in the planning, development and management of operational programs.

### e) The Comprehensive Mentorship Programme

This intervention is regarded as the implementation of a Comprehensive Mentorship Programme that is built on the development and mentoring of leaders, managers, Agri-entrepreneurs, and technical skills transfer.



### f) Industry Involvement

The Agricultural Industry in this Mentorship Programme is represented by BKB Ltd, the Home of Agriculture, together with all relevant BKB affiliated industry partners in the Sheep and Wool, Mutton, Goat, and Mohair Industries, with specific reference to MSD Animal Health South Africa.

Agri SA Enterprises (Pty) Ltd, through Agri SA, contributed a wealth of industry knowledge and capacity to this Comprehensive Mentorship Programme.

## 2. Funding awarded and purpose of the programme

The AgriSETA approved and allocated the amount of R 15 000 000 (Fifteen Million Rand) to the implementation of this Comprehensive Mentorship Programme. The MOU signed between AgriSETA and Agri SA, stipulated the purpose of the agreement as follows:

- To further the implementation of projects and programmes identified in the National Development Strategy as national priorities.
- More specifically to assist the AgriSETA to implement its Sector Skills plan, and
- To record the respective terms and conditions applicable to both parties.

## 3. Methodology

**The preparation phase was based on the development of the following strategies and materials:**

- 3.1 Curriculum development
- 3.2 Partnership development
- 3.3 Technical training
- 3.4 Enterprise development and business management
- 3.5 Governance and Business Ethics

**The implementation of the project is based on the following steps:**

### **Step 1: General Orientation**

- Mental Wellness is the entry point for intervention
- Setting the challenge and evolving response
- Setting the programme goals
- Recognise Paternalism, Enthusiasm and Participation

### **Step 2: Getting Started**

- Confirm the program area and location
- Planning
- Start slowly and small

### **Step 3: Capacity building (Choosing and using Technology)**

- Capacity building programme for Executive members
- Mental Wellness training for all members:
- Personality analyses and discussion
- Corporate Governance
  - o Conflict resolution
  - o Leadership
  - o Institutional capacity
  - o Business ethics
  - o Tax Registration
  - o Business Management
  - o Strategic management
  - o Human Resource Management

- o Operational Management
  - Understanding the implementation of the project, funding arrangements and pay-outs.
  - Technical skills training on technology

**The technical skills training to be offered is based on 25 credits, on the following Unit Standards:**

1. Observe and inspect animal health	116074	5
2. Understand animal nutrition	116055	7
3. Administer livestock processing treatments	116643	8
4. Basic breeding practices for farm animals	116107	5
<b>TOTAL CREDITS</b>		<b>25</b>

### **Technical skills training Outcomes**

Module 1: Current realities of rural farmers

Module 2: Goat/ sheep/ cattle characteristics as ruminant

Module 3. Mating seasons

Module 4: Setting the foundation for sustainability

Module 5: Most important goat/sheep/cattle breeds

Module 6: The law and the livestock farmer

Module 7: Ecology and veld management

Module 8: Animal breeding and reproduction

Module 9: Non-related breeding

Module 10: Nutrition and feeding of animals

Module 11: Animal Health, Diseases and Biosecurity

- Limited technology implementation
- Experimentation
- Industry Involvement
- Measure and record results

### **Step 4: Administration**

- Follow GRAAP's method of community profiling
  - o Group profiling
  - o Individual profiling
  - o Household profiling
  - o Social capital profiling
  - o Asset profiling
  - o Financial profiling
- Supporting services, Evaluation and Phase-out

### **Step 5: Enterprise Development**

- A complete business plan is done on the selected venture after research on the production and marketing possibilities
- Give direction and guidelines, whilst the CBO is responsible, in a workshop with the project members, to design a need-driven business plan.
- Registration of legal entities
- Digital Business Transformation

### Step 6: Expansion and Consolidation

- Multiplication of results
- Building institutions
- Integrated programmes
- Overall dynamics

### Step 7: Out phasing

- The project participants understood from the beginning that no agricultural programme can expect outstanding funding and support forever. Sooner or later, the project must be prepared to carry on and multiply to program's efforts by itself.
- Agri SA Enterprises is striving to build up a lifelong relationship with the people and beneficiaries of the venture.
- Implementation of the Digital helpline through the use of social media and other technology applications.

## 4. Partnerships and relationships

Agri SA, through its affiliated company Agri SA Enterprises (Pty) Ltd, appointed the International Agricultural Academy for Africa (i3A) as an accredited AgriSETA provider and implementation agent.

The relationship between the parties is managed through a Service Level Agreement per project, which outlines the implementation strategy, reporting, communication and integrity of the relationships between the partners.

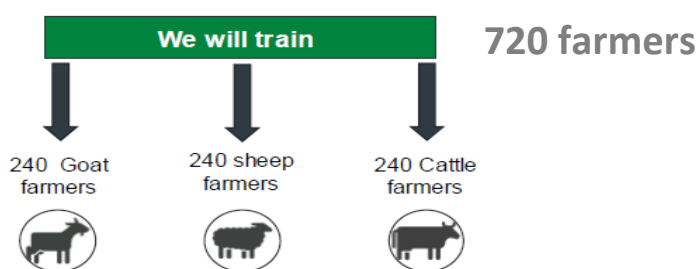
The management of all the outcomes is done through monthly strategic management sessions.

Agri Enterprises also appointed a special coordinator and project manager for on-site project visits and verification of all participants as beneficiaries.

## 5. Clustering of projects and participants

In the identified projects, the beneficiaries were clustered in project groups of between 20 to 30 participants per facilitator, in the different livestock enterprises as illustrated in the diagram below.

This provided for a 1:20/30 facilitation ratio that enabled the maximum individual attention to each participant in the offering of technical training, and in the mentorship.



**Illustration:** Clustering of 12 groups of approximately 20 participants per livestock enterprise grouping

## 6. Programme overview

The programme curriculum that was developed and presented followed the following logical sequence:

Each mentorship was offered over 25 days or 5 – weeks.

**The mentorship consisted of 6 – Parts as follows:**

### 1. Week 1

**( Monday to Tuesday)**

#### **Part 1 – introduction to the Mentorship**

- The expectations and objectives of the project
- Introduction to the basic understanding of economics, project development and the adult learning process
- Problems and solutions to community project development
- The principles of rural project development
- Project planning
- Leadership development
- Conflict management
- Problem-solving
- Meeting procedure
- The purpose and operation of sub-committees as part of the project
- Public performances and presentations

**(Wednesday until Friday)**

#### **Part 2 – Business planning**

- Business settings and how they are managed
  - o Primary Cooperatives
  - o Companies
  - o The Community Trust
  - o Registration and setting up of business institutions
  - o Buy and sell transactions
  - o Introduction to business planning
- Start your own business
- Types of Businesses
- The Business Plan
- Financial planning
- Profit
- Pricing and competition
- Marketing and promotions
- The business plan framework
  - o Record keeping
  - o You and your bank
  - o Introduction to farm management

## **2. Week 2 ( Monday to Thursday)**

### **Part 3 – Your Mental Health as a starting point for a successful farmer/business/person and or community**

- What is your mental health?
- Your day-to-day reality
- Your incredible psychological system
- You already have everything you need
- How does your psychological system (feelings and emotions) work
- Feelings and emotions come from your mind
- Every human being has his own individual reality
- Your state of mind
- Unwanted feelings
- Who are you?
- The way forward?

### **(Friday )**

Group discussions to determine the problems and needs of the community and farmers, as well as find solutions and write them down as part of the Mentorship.

## **3. Week 3 ( Monday to Friday)**

### **Part 4 - The production and management of Goats/ Sheep / Cattle**

- The realities of small and communal farmers
- Characteristics of Goat/ Sheep / Cattle
- Management of farm animals
- Sustainability in livestock farming
- The most important Goat/ Sheep / Cattle
- The livestock farmer and the law
- Ecology and veld management

## **4. Week 4 ( Monday to Friday)**

### **Part 5 – Production and Management of Livestock**

- Breeding, selection and production of livestock
- Selection of Goats/ Sheep / Beef in the composition of the herd/flock
- Feeding of livestock ( Ruminants)
- Animal health and biosecurity of livestock
- Parasite control
- Administer livestock processing treatments

## 5. Week 5 ( Monday to Friday)

### Part 6 – Basic bookkeeping

- What is accounting within a business?
- The Balance Sheet as departure and final measure
- Accounting of transactions:
  - o Cash purchases
  - o Credit purchases
  - o Cash sales
  - o Credit sales
  - o Personnel registers and statements
  - o The Inventory

### (Thursday)

- Evaluation and summary of the outcomes of the mentorship project
- Discussion of the way forward

### (Friday)

- Handing out Certificates
  - o Certificate for completing the Mentorship programme
  - o Certificate for attending the Mental Wellness training
  - o Technical certificate for the livestock production training for the acquisition of 25 credits at SAQA on the following unit standards:

1.	Observe and inspect animal health	116074 = 5 Credits
2.	Understand animal nutrition	116055 = 7 Credits
3.	Administer livestock processing treatments	116643 = 8 Credits
4.	Basic breeding practices for farm animals	116107 = 5 Credits
- Project Closure

### Special legislation applicable

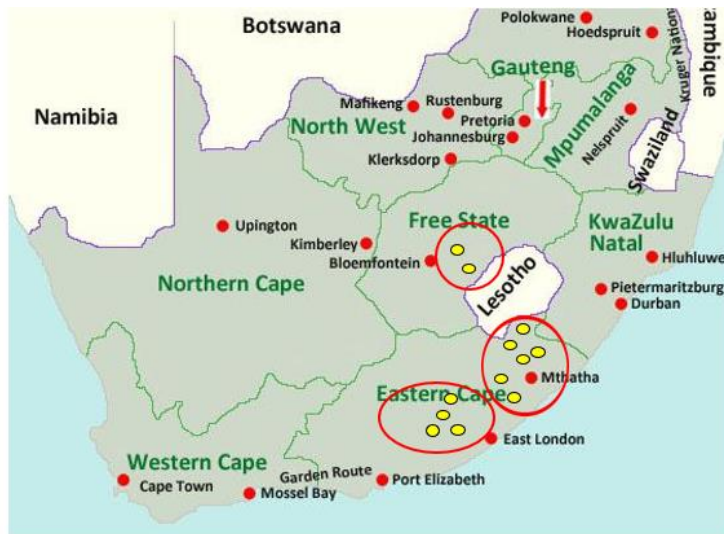
During the implementation of the project, at all times, the following legislation and rules will be adhered to:

1. Regulations to address, prevent and combat the spread of Coronavirus COVID-19, Disaster Management Act: Regulations: Alert level 4 during Coronavirus COVID-19 lockdown
2. South Africa POPI Act - Protection of Personal Information Act 4 of 2013

## 7. Training and research geographical areas

The training and research geographical areas of distribution are reflected in the following illustrations.

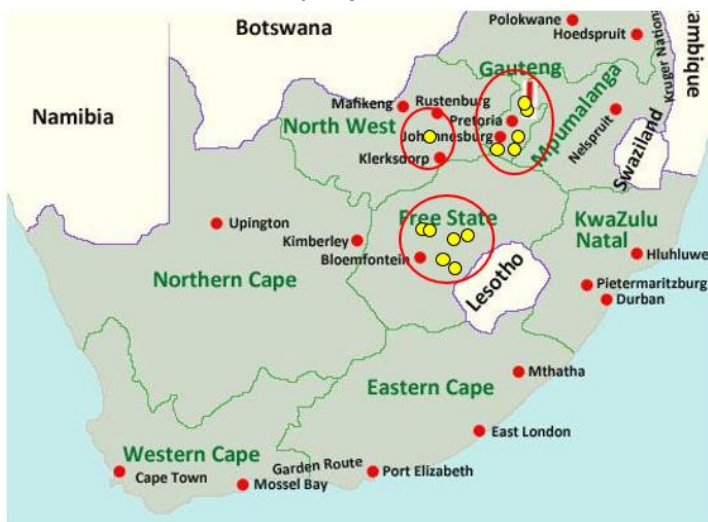
### 7.1 Sheep production projects:



- Sheep 1: Siyazama SS = 17
- Sheep 2: Zandukwane SS = 21
- Sheep 3: Mphuti Bhaziya SS = 20
- Sheep 4: Masibambane SS = 16
- Sheep 5: Merino SS = 12
- Sheep 6: Gladstone SS = 17
- Sheep 7: Esidwadweni SS = 19
- Sheep 8: Dum-Dum SS = 25
- Sheep 9: Gova SS = 31
- Sheep 10: Mhlanganisweni SS = 29
- Sheep 11: St Cuthberts SS = 27
- Sheep 12: Gwadane SS = 19

**TOTAL: 253**

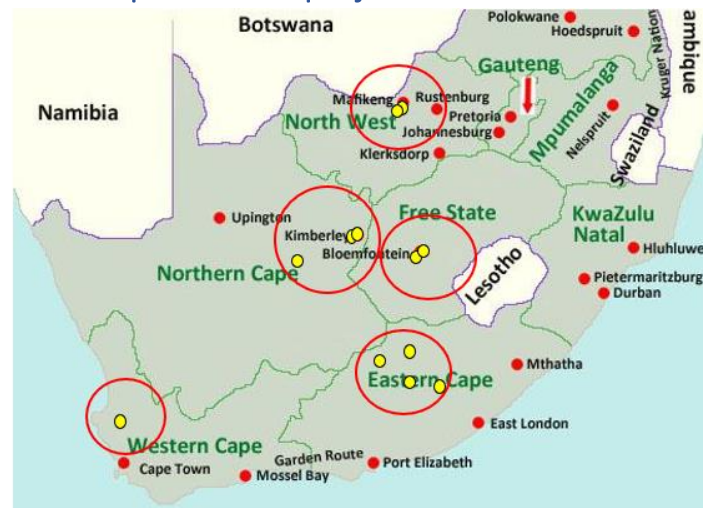
### 7.2 Beef Production projects



- Beef 1: Gladstone Trust = 20
- Beef 2: Klipfontein Trust = 18
- Beef 3: Rooibult Trust = 19
- Beef 4: Modutung Trust = 19
- Beef 5: Hoopstad Commonage = 17
- Beef 6: Hoopstad Commonage = 20
- Beef 7: Vereeniging Farmers = 22
- Beef 8: Heidelberg = 25
- Beef 9: Heidelberg = 27
- Beef 10: Koba Tlala = 20
- Beef 11: Hammanskraal Trad. Leaders = 29

**TOTAL: 241**

### 7.3 Goat production projects



- Boer Goat 1 – Kimberley = 22
- Boer Goat 2 – Bloemfontein = 19
- Boer Goat 3 – Oppermansgronde = 20
- Boer Goat 4 – Mahikeng = 35
- Boer Goat 5 – Bloemfontein = 29
- Boer Goat 6 – Kimberley = 32
- Boer Goat 7 – Mahikeng = 33
- Boer Goat 8 – Malmesbury = 20
- Mohair Goat 9 – Middelburg = 18
- Mohair Goat 10 – Graaff Reinet = 12
- Mohair Goat 11 – Jansenville = 17

**TOTAL: 257**

## 7.4 Forecasted impact versus real impact

The forecasted impact of the mentorship programme was set as follows:



The impact of our training intervention			
Sector	Multiplier	Lives impacted	Training solutions offered
Primary agriculture	3 workers employed per farmer trained	2160	<ul style="list-style-type: none"> <li>• Predation management</li> <li>• Financial literacy</li> <li>• Industry best practice</li> <li>• Practical component</li> </ul>
Value chain	2 jobs created in the value chain	4320	<ul style="list-style-type: none"> <li>• Entrepreneurial enablement</li> </ul>
Lives impacted	5 members per household	21600	

**21600 lives impacted !**

The real measurable impact achieved was:



The impact of our training intervention			
Sector	Multiplier	Lives impacted	Training solutions offered
Primary agriculture	3 workers employed per farmer trained	2253	<ul style="list-style-type: none"> <li>• Predation management</li> <li>• Financial literacy</li> <li>• Industry best practice</li> <li>• Practical component</li> </ul>
Value chain	2 jobs created in the value chain	4506	<ul style="list-style-type: none"> <li>• Entrepreneurial enablement</li> </ul>
Lives impacted	5 members per household	22 530	

**22530 Lives impacted!**

## 8. Individual project progress reports

Sheep & Wool Production Clusters								
Project name	Province	Training period	Total	Indicium status	Close-out report status	Legal entity registration	Data collection status	Technical report
1. Siyazama SS	Eastern Cape	7 June – 9 July 21	17	Captured	Submitted	Igusha Zoboya (Pty) Ltd = 17 members	Completed and presented	Submitted
2. Zandukwane SS	Eastern Cape	7 June – 9 July 21	21	Captured	Submitted	Zandukwane Ezolimo (Pty) Ltd = 21 members	Completed and presented	Submitted
3. Mphuti Bhaziya SS	Eastern Cape	26 July – 27 Aug 21	20	Captured	Submitted	Khanyisa marketing (Pty) Ltd = 20 members	Completed and presented	Submitted
4. Masibambane SS	Eastern Cape	26 July – 27 Aug 21	16	Captured	Submitted	Masikhule Uboya Farming (Pty) Ltd = 21 members	Completed and presented	Submitted
5. Merino SS	Free State	6 Sept – 8 Oct 21	12	Captured	Submitted	Merino Wool Sheep (Pty) Ltd = 14 members	Completed and presented	Submitted
6. Gladstone SS	Free State	6 Sept – 8 Oct 21	17	Captured	Submitted	Royal Beef farm (Pty) Ltd = 17 members	Completed and presented	Submitted
7. Esidwadweni SS	Eastern Cape	18 Oct – 19 Nov 21	19	Captured	Submitted	Esidwadweni Farmers Group (Pty)Ltd = 19 members	Completed and presented	Submitted
8. Dum Dum SS	Eastern Cape	10 Jan – 11 Feb 22	25	Captured	Submitted	Sizimele Livestock Consultation (Pty) Ltd Uphawu Bafuyi (Pty) Ltd = 10 members	Completed and presented	Submitted
9. Gova SS	Eastern Cape	10 Jan – 11 Feb 22	31	Captured	Submitted	Ilinge Farmers Association (Pty) Ltd Siyabakhuphula Farmers (Pty) Ltd = 10 members	Completed and presented	Submitted
10. Mhlanganisweni SS	Eastern Cape	10 Jan – 11 Feb 22	29	Captured	Submitted	Ruze Wool Grows Association (Pty) Ltd Grassland Sheep Farming (Pty) Ltd = 23 members	Completed and presented	Submitted
11. St Cuthberts SS	Eastern Cape	21 Feb – 25 March 22	27	Captured	Submitted	Cuthberts Merino's and Projects (Pty) Ltd ST Cuthberts Merino and Projects (Pty) Ltd = 27 members	Completed and presented	Submitted
12. Gwadane SS	Eastern Cape	14 March - 15 April 22	19	Captured	Submitted	Qhayisa Farming (Pty) Ltd = 19 members	Completed and presented	Submitted

Beef Cattle Production Clusters								
Project name	Province	Training period	Total	Indicium status	Close-out report status	Legal entity registration	Data collection status	Technical report
1. Gladstone Beef	Free State	7 June – 6 Aug 21	20	Captured	Submitted	Yoxford farming (Pty) Ltd = 20 members	Completed and presented	Submitted
2. Klipfontein Beef	Free State	7 June – 6 Aug 21	18	Captured	Submitted	Umoya WeMvelo (Pty) Ltd = 18 members	Completed and presented	Submitted
3. Rooibult Beef	Free State	6 Sept – 8 Oct 21	19	Captured	Submitted	Leropo Rural Farming (Pty) Ltd = 16 members	Completed and presented	Submitted
4. Modutung Beef	Free State	6 Sept – 8 Oct 21	19	Captured	Submitted	Tshwaraganong Farming (Pty)Ltd Reya Pele Company (Pty) Ltd = 19 members	Completed and presented	Submitted
5. Hoopstad Farmers 1	Free State	18 Oct – 19 Nov 21	17	Captured	Submitted	Leruo Beef Farmers (Pty) Ltd = 19 members	Completed and presented	Submitted
6. Hoopstad Farmers 2	Free State	18 Oct – 19 Nov 21	20	Captured	Submitted	Dihwai Mosebetsing (Pty) Ltd = 19 members	Completed and presented	Submitted
7. Vereeniging Farmers	Gauteng	10 Jan – 11 Feb 22	22	Captured	Submitted	Tihjida Ngithjudule (Pty) Ltd = 19 mebers	Completed and presented	Submitted
8. Heidelberg Farmers I	Gauteng	10 Jan – 11 Feb 22	25	Captured	Submitted	Ratanda Cattle Farming (Pty) Ltd = 46 members	Completed and presented	Submitted
9. Heidelberg Farmers 2	Gauteng	10 Jan – 11 Feb 22	27	Captured	Submitted		Completed and presented	Submitted
10. Koba Tlala Beef Farmers	North West	31 Jan – 04 March 22	20	Captured	Submitted	Cordial Mar (Pty) Ltd Mojakobodi Agri (Pty)Ltd Boikemisetso Tiro Farmers (Pty) Ltd = 35 members	Completed and presented	Submitted
11. Hammanskraal Farmers	Gauteng	7 March – 8 April 22	29	Captured	Submitted	Malopakgosi (Pty) Ltd Eco Farming (Pty) Ltd Masimong Beef Farmers (Pty) Ltd = 36 members	Completed and presented	Submitted

**Meat Goat & Mohair Production Clusters**

<b>Project name</b>	<b>Province</b>	<b>Training period</b>	<b>Total</b>	<b>Indicium status</b>	<b>Close-out report status</b>	<b>Legal entity registration</b>	<b>Data collection status</b>	<b>Technical report</b>
1. Bloemfontein Cluster 1	Free State	26 July – 27 Aug 21	19	Captured	Submitted	Boikemisetso Boer Goats (Pty) Ltd Dimashi (Pty) Ltd Setlagole Boer Goat farmers (Pty) Ltd = 32 members	Completed and presented	Submitted
2. Kimberley Cluster 1	Northern Cape	26 July – 27 Aug 21	22	Captured	Submitted	Goatstone Farm (Pty) Ltd BEAQ Farming (Pty) Ltd = 30 members	Completed and presented	Submitted
3. Oppermansgronde	Northern Cape	6 Sept – 8 Oct 21	20	Captured	Submitted	DARM Enterprises (Pty) Ltd LADK Oppermans Produce (Pty) Ltd REVO-Goat (Pty) Ltd = 39 members	Completed and presented	Submitted
4. Mahikeng 1	Northwest	6 Sept – 8 Oct 21	35	Captured	Submitted	Bowin Sea Farms (Pty) Ltd Golden Goats Farming (Pty) Ltd Pudi-Khumo (Pty) Ltd Sekgwa Goat Farming (Pty) Ltd = 27 members	Completed and presented	Submitted
5. Bloemfontein Cluster 2	Free State	18 Oct – 19 Nov 21	29	Captured	Submitted	Members Farm Meat and Spice (Pty) Ltd = 21 members	Completed and presented	Submitted
6. Kimberley Cluster 2	Northern Cape	18 Oct – 19 Nov 21	32	Captured	Submitted	DARM Enterprises (Pty) Ltd LADK Ippermans Produce (Pty) Ltd REVO-Goat (Pty) Ltd = 29 members	Completed and presented	Submitted
7. Mahikeng 2	Northwest	29 Nov – 21 Jan 22	33	Captured	Submitted	Barui Mmu Botshelo Farming (Pty) Ltd Leruo Thuo Farming (Pty) Ltd Mojakobodi Agri Products (Pty) Ltd Molemane Goat Entyerprise (Pty) Ltd = 45 members	Completed and presented	Submitted
8. Malmesbury	Western Cape	29 Nov – 21 Jan 22	20	Captured	Submitted	Agri Hub Group (Pty) Ltd Atammallusi Farming (Pty) Ltd Umanih (Pty) Ltd = 20 members	Completed and presented	Submitted
9. Mohair: Middelburg	Eastern Cape	14 Feb – 18 Mch 22	18	Captured	Submitted	Golden Goats Farming (Pty) Ltd = 14 members	Completed and presented	Submitted
10. Mohair: Graaf Reinet	Eastern Cape	28 Feb – 01 April 22	12	Captured	Submitted	Marule Farm (Pty) Ltd memebrs = 18 members	Completed and presented	Submitted
11. Mohair: Jansenville	Eastern Cape	7 March – 8 April 22	17	Captured	Submitted		Completed and presented	Submitted

## 9. Student feedback remarks

The following comments are in summary of the 34 project feedback reports:

### 9.1 Efficiency Drivers programme (Mental Wellness)

- Misconceptions are wiped out of my mindset! It is a call for implementing the skills I have acquired.
- The program not only opened my mind but my view of the world. It changed the pessimist (in me) to an optimist.
- At the start of the program, it looked like some kind of “brainwashing” exercise to me. At the end of the program, I had a completely different opinion, and I will give myself the chance to live the 3 Principles.
- This is the most powerful tool for survival I have ever become aware of in my life – to me it means the difference between failure and success.
- I am today a new person. I am ready to farm.
- This is a program our country has long been waiting for. It really must be utilized to heal our sick, confused communities to experience better relationships with less stress and appreciation of one another.
- The program relieved me from the problems that I carried with me for years and now I am free – born again.
- It helped me to realize that I don’t have to dwell on my past.
- A program that talks of a completely different perspective of my experience of life.
- It’s an eye-opener to find solutions that often confront farmers.
- The experience to me was self-healing. We need many more people to be exposed to this program.
- The program made me realize my selfish attitude. As the program progressed, I started to feel alive, like it was really me – a child in an adult body.
- Today I realized the importance of mental wellness before you start any project – it will prepare us for how to manage the unknown.
- The training has changed my life completely – for the first time in my life I understand where my feelings are coming from helping me to manage challenges and problems better and stop to blame shift.
- To me this was a serious eye-opener – it really made me aware that I can achieve anything in my life if I rediscover my innate wellbeing and start living in an “Inside-Out” world.
- What was beautiful was the insight I had: that I can accept my past without allowing it to cut me down.
- The mental wellness program has blown my mind. I am so grateful that I could be part of it.
- My All Mighty blessed us all. Wao...The mental wellness program – what a helpful understanding I have gained.
- The training is a Blessing to us, and it stimulates our interest and increased our morale for being commercial farmers. It prepared our minds and helped us to think before making decisions.

## 9.2 Technical Training programme

The following comments are in summary of the 34 project feedback reports:

- I learned how to manage a farming business and how to treat animals like sheep. I want to study more information about farming.
- I have better knowledge about farming, knowing when to vaccinate and how to improve my sheep breeding.
- Conservation and veld management stood out as a critical factors in my livestock enterprise, I was never so aware before this course.
- I am aware of how to take care of my sheep because of the clear and good information that I gained within the course from my facilitator.
- Part 6 was the most important as I now know how to manage money and keep my books up to date.
- The thing that stood out for me was the practical part of the courses It was professionally done and taught me what to look out for, very interesting

## 9.3 Mentorship programme

The following comments are in summary of the 34 project feedback reports:

- The understanding of the current realities of rural farmers was the most useful of the programme
- I liked everything about this course especially the mental well-being as it helped me so much to understand my own realities.
- I have always taken farming for granted but today I am interested in farming because I know I can survive with business skills in farming.
- To create a community farmer and be a team and guide them on how to deal with strengths and weaknesses was so insightful.
- Your Mental Wellness entry changed my mindset in a very positive way. It makes me see the bigger picture of farming and encourages me to change my way of farming
- Mental wellness was something new for me, a great impact on my personal life. Bookkeeping and meat production showed me how to become a successful farmer.

## 10. Research reports

The implementation team are in the process of completing detailed research reports on each of the 34 projects, which will include the following information:

### EXECUTIVE SUMMARY

#### 1. INTRODUCTION. -

- Training and Research area.
- Google Maps. (Venue and GPS Coordinates.)

#### 2. OBJECTIVES OF MENTORSHIP / TRAINING.

### 3. TRAINING CONTENT.

- The logic for content.
- Unit standards and credits.

### 4. PERSONAL AND DEMOGRAPHIC INFORMATION.

- Table: Name, surname, ID, Gender, Age Group, Ethnic group, Language, Employed/Unemployed.

### 5. SOCIAL SURVEY OVERVIEW.

- Household characteristics.
- Educational information.
- Dietary information.
- General info.

### 6. AGRICULTURAL SURVEY OVERVIEW.

- Agricultural training.
- Farming information.
- Land ownership.
- Land distribution.
- Grazing capacity.
- Stock numbers (per category - Meissner categories).
- Sheep management.
  - o Wool production.
  - o Meat production.
  - o Reproduction.
  - o Losses.
  - o Nutrition / Feeding.
  - o Animal Health.

### 7. FINANCIAL SURVEY OVERVIEW.

- Banking information
- Financial information
- Income
  - a) Product income – Wool
  - b) Trade income – Meat / Animals

- Expenditures
  - a) Directly Allocatable Variable Costs (DAVC)
  - b) Overhead Costs (OC)
  - c) Purchasing of stock
- Balance Sheet / Inventory
  - a) Assets
  - b) Liabilities
  - c) Net worth

8. FEEDBACK.

- Group discussions.
- Learner feedback.
- Facilitator feedback.

9. LEGAL ENTITIES

10. CONCLUSIONS

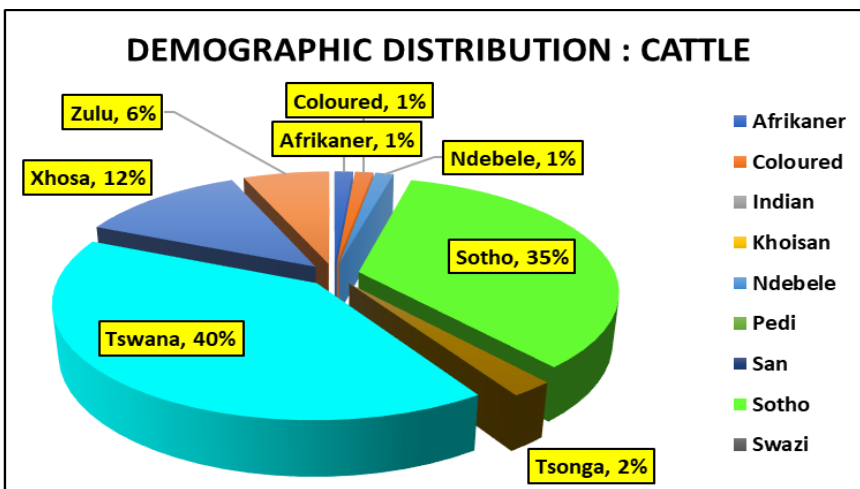
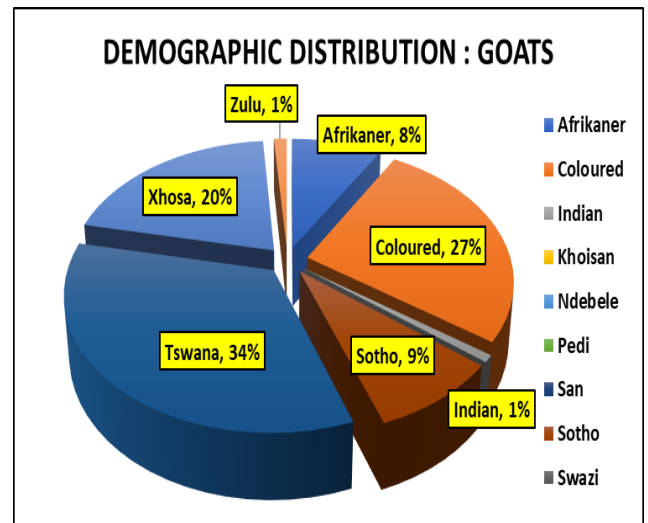
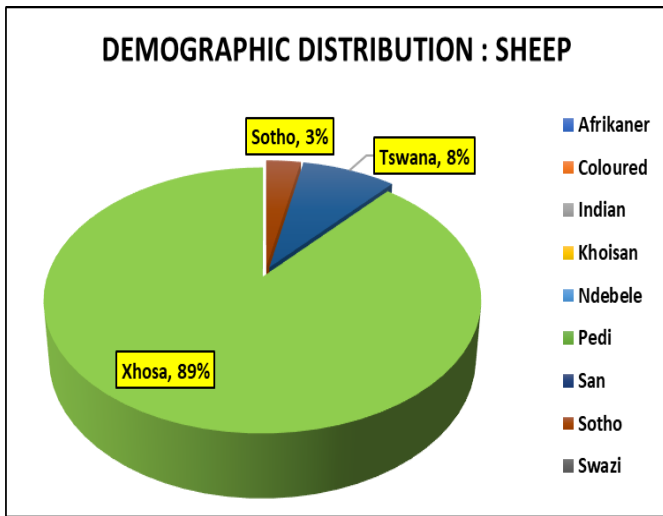
11. RECOMMENDATIONS

12. ADDENDUMS

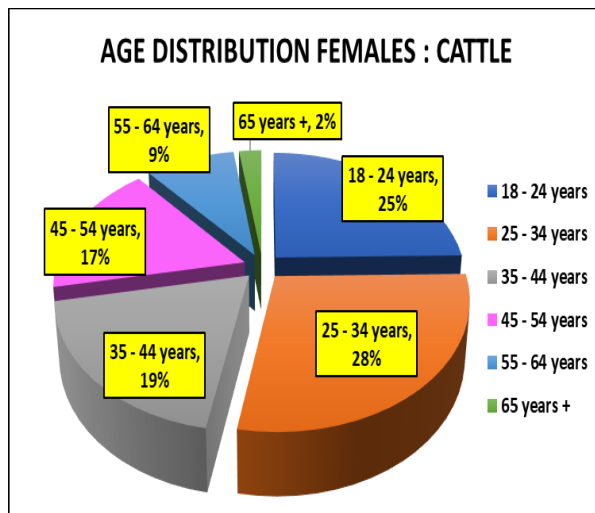
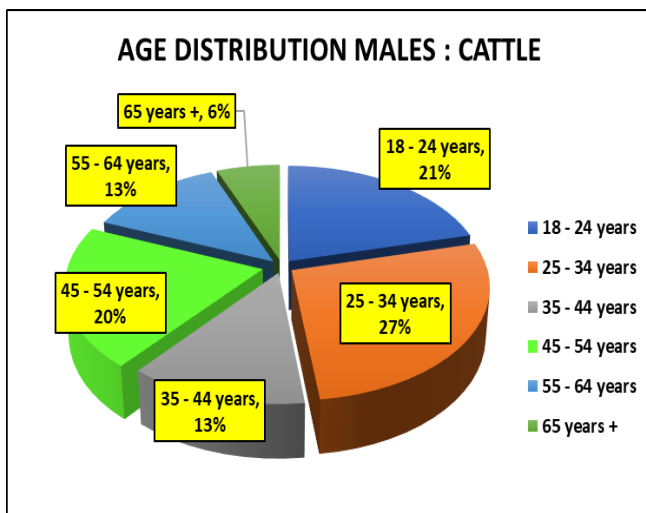
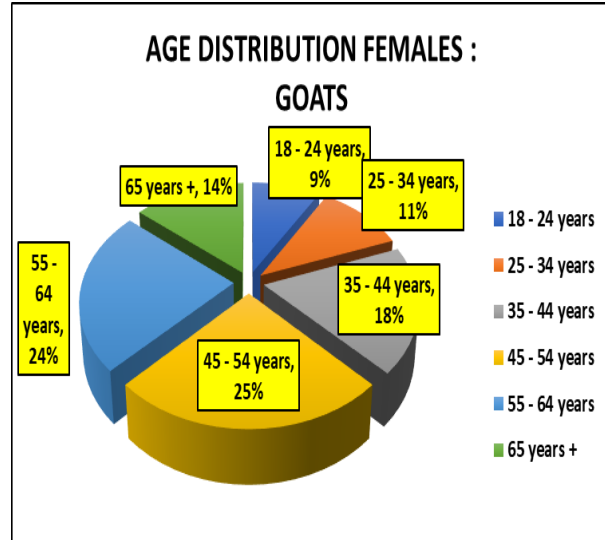
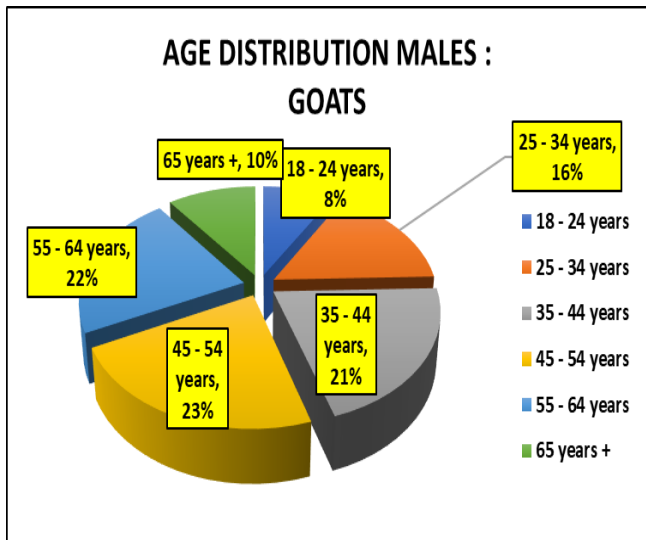
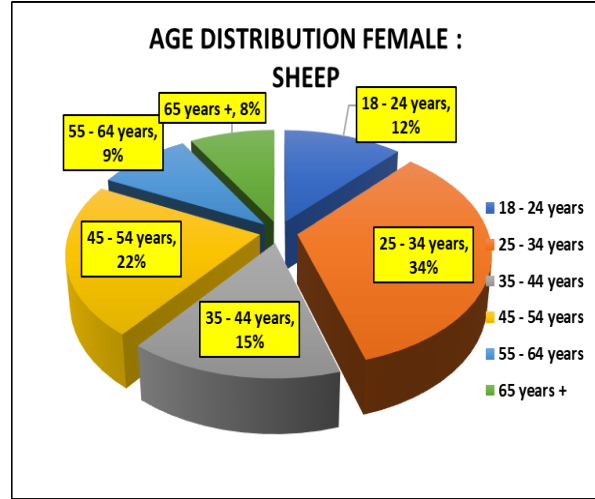
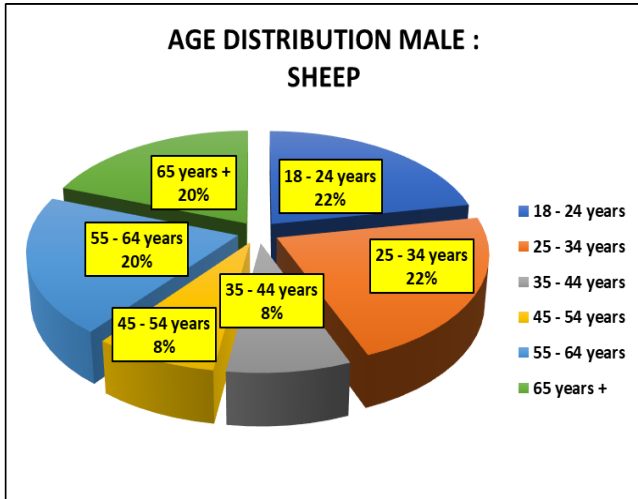
# 11. Summary of Survey and Research results

## A. Personal and demographic information

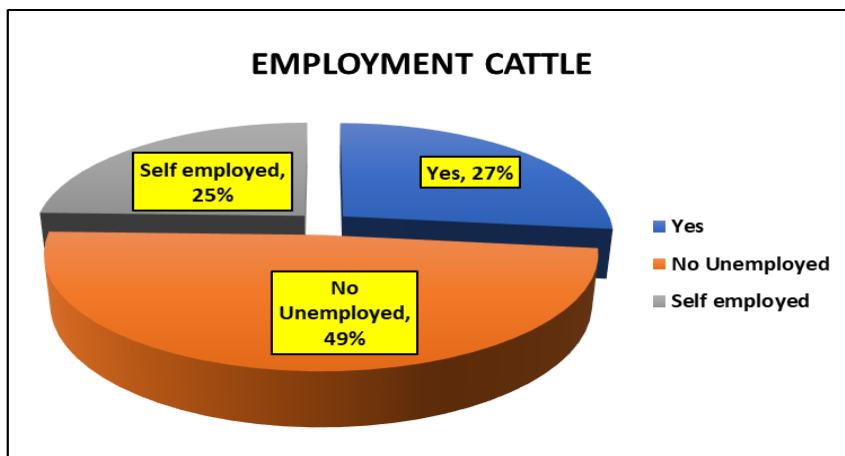
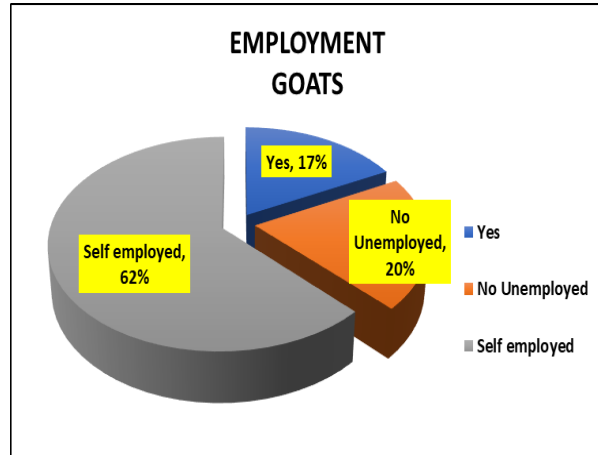
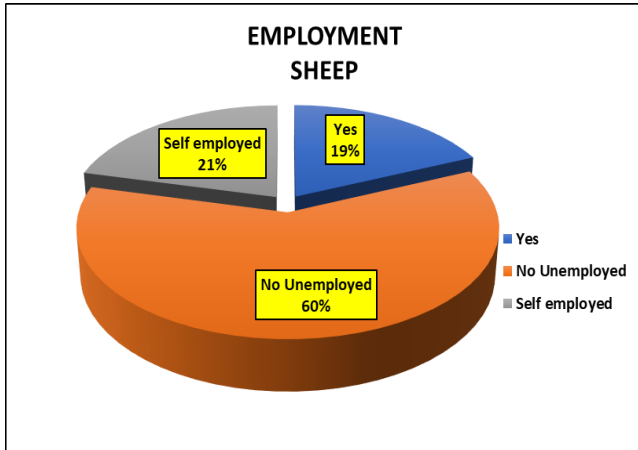
### 11.1 Demographic information.



11.2 Age groups.

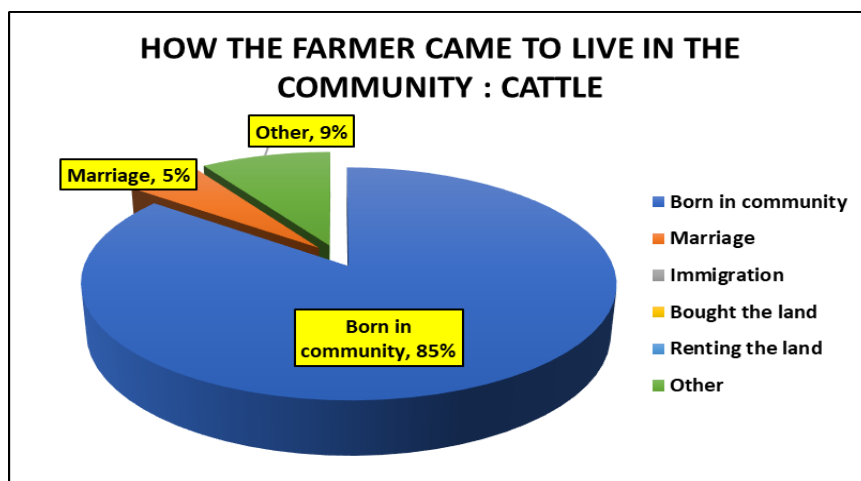
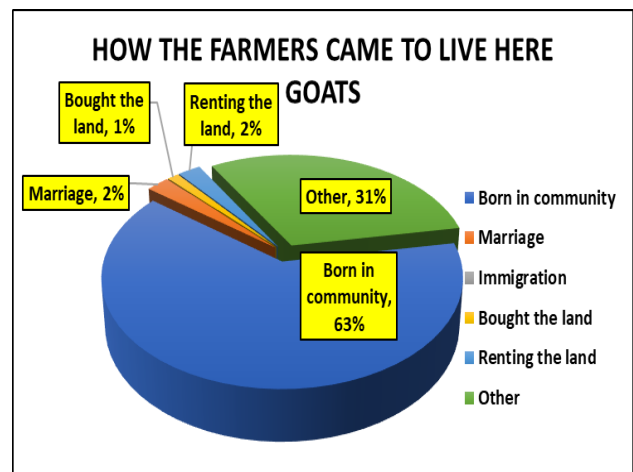
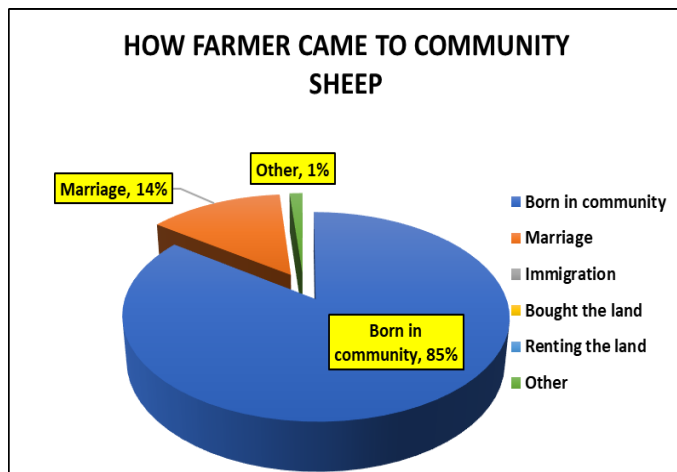


### 11.3 Employment



## B. Social Survey Overview

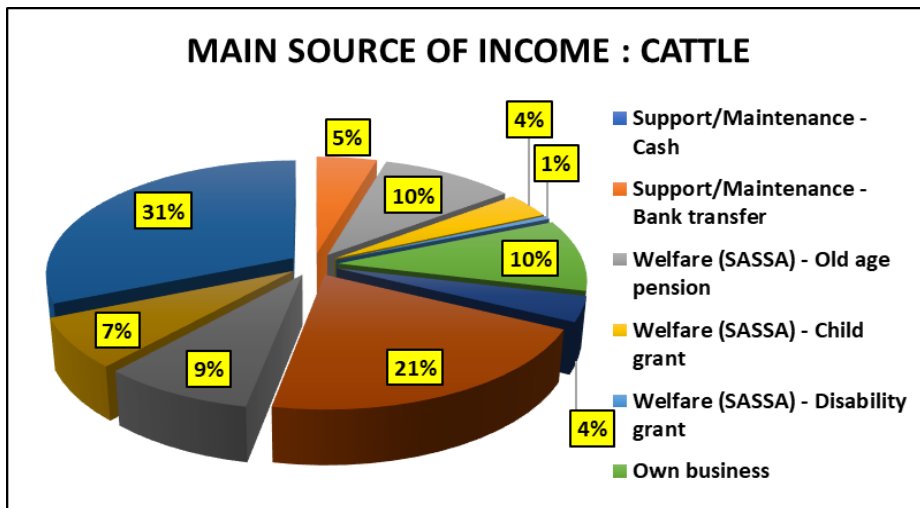
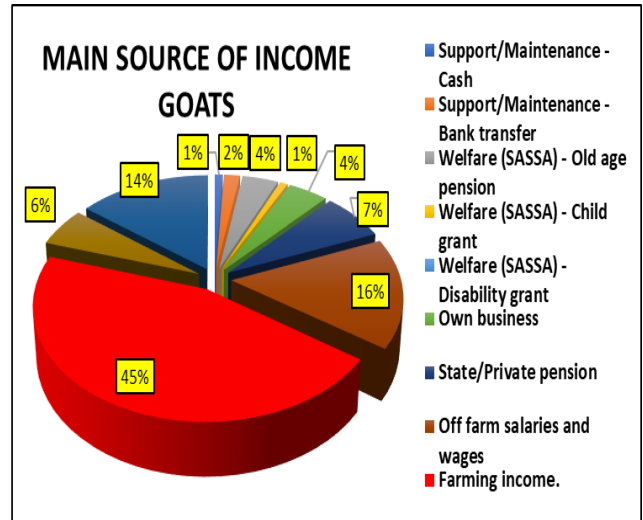
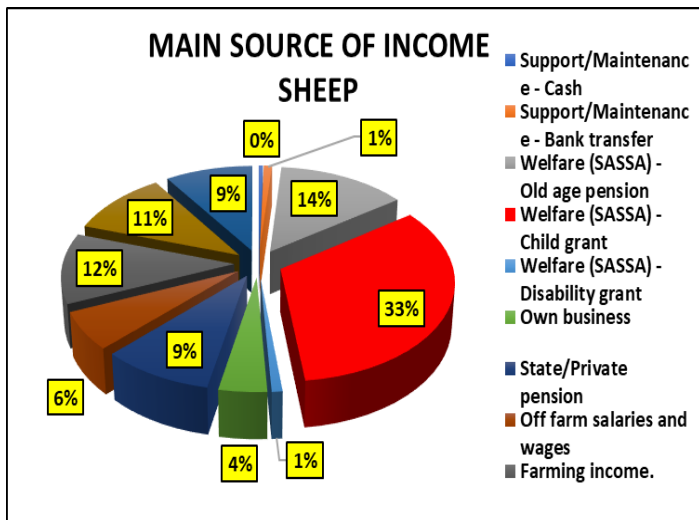
### 11.4 Household characteristics.



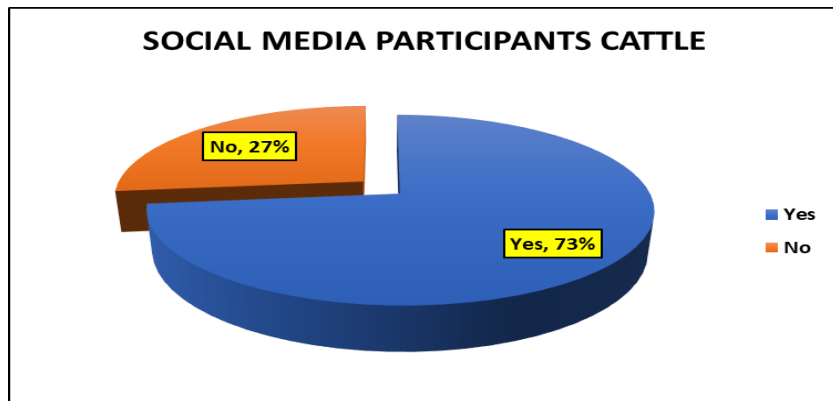
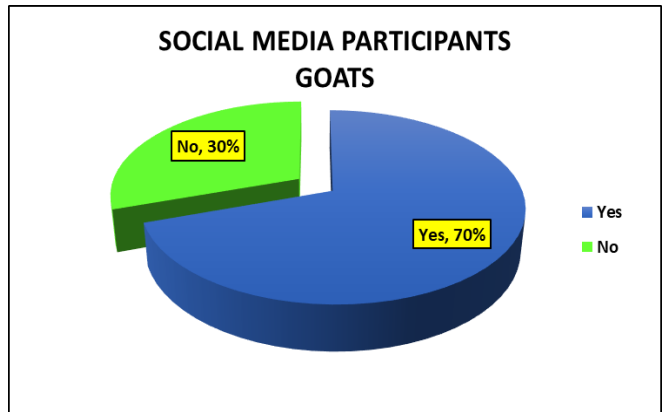
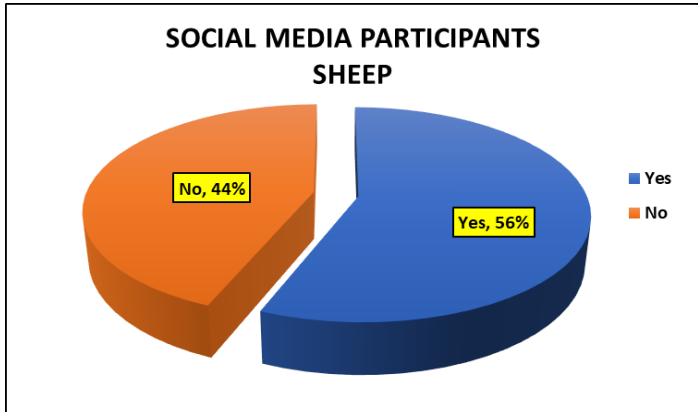
### 11.5 Number of residents per household

	SHEEP	GOAT	CATTLE
<b>Average</b>	6.5	5.5	5
<b>Minimum</b>	2	2	1
<b>Maximum</b>	11	9	9

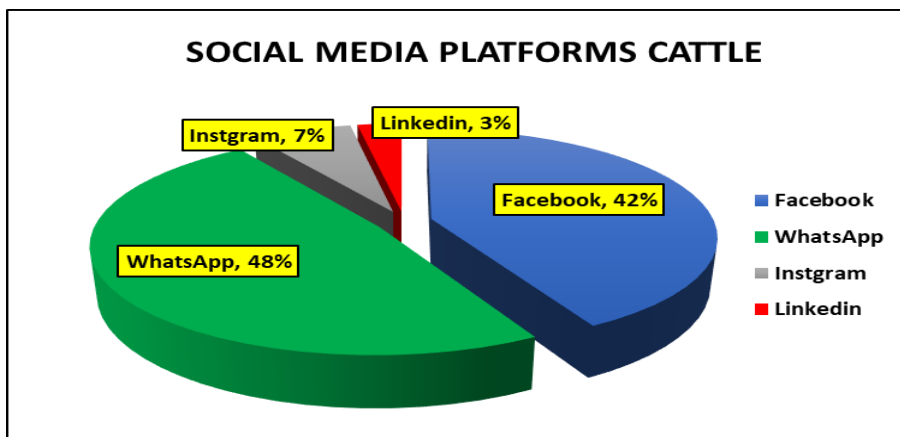
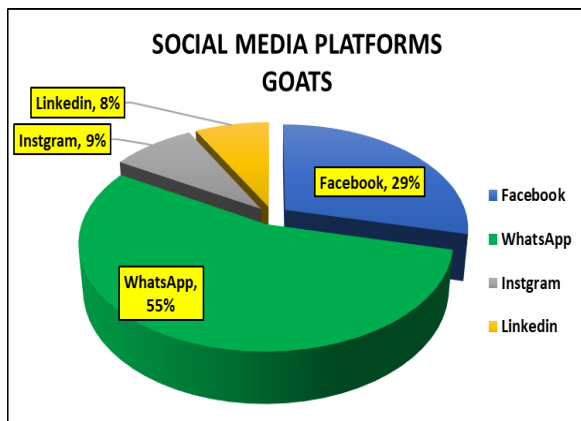
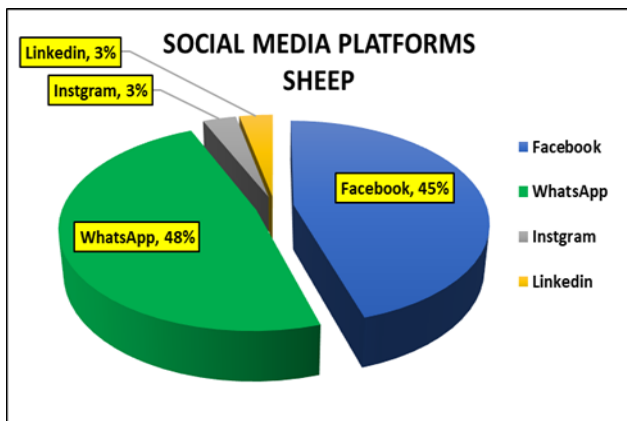
## 11.6 Main source of income



### 11.7 Social media Use

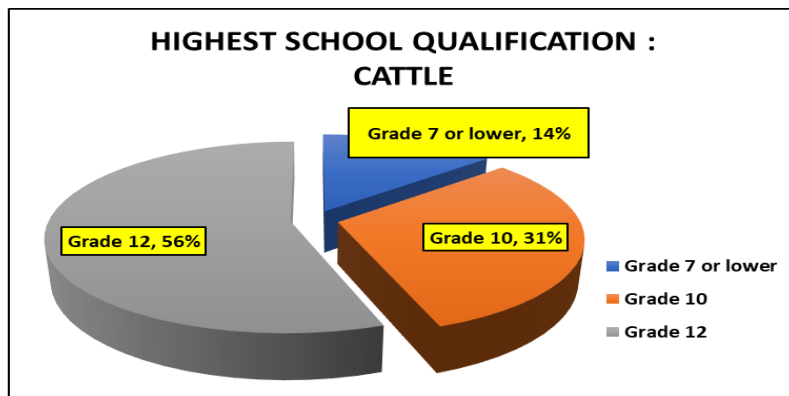
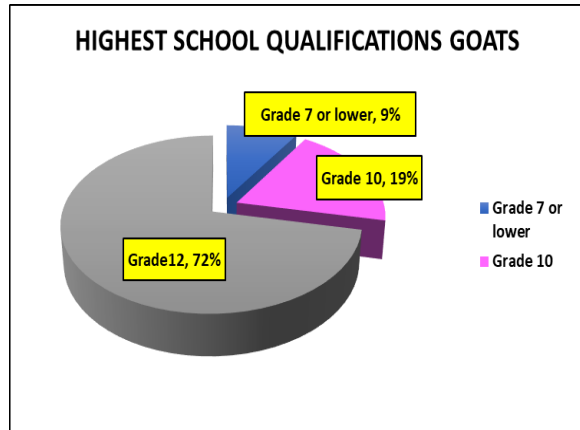
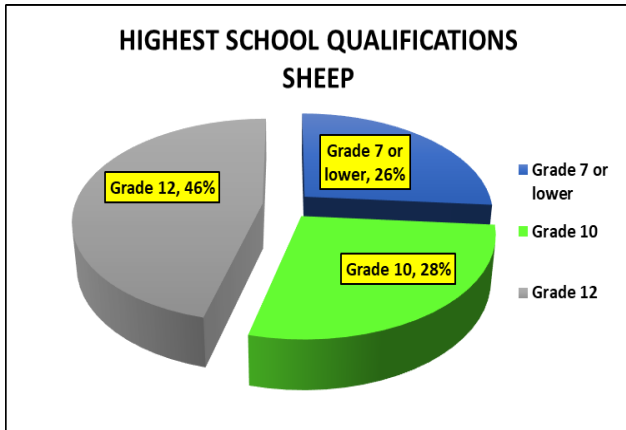


### 11.8 Social media platforms

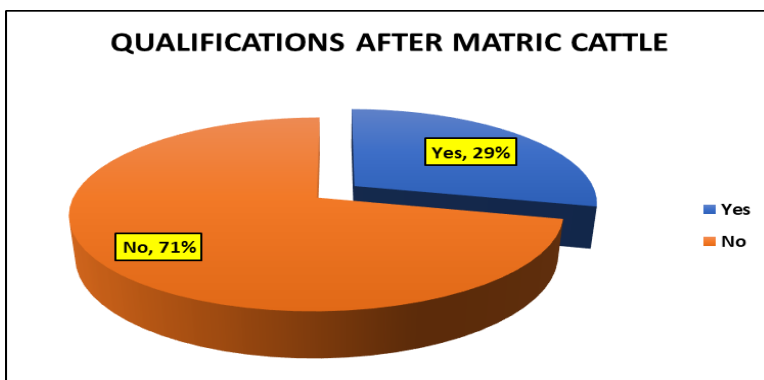
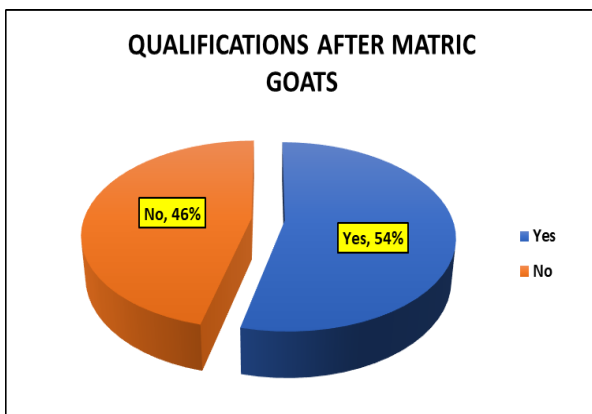


## C. Educational information

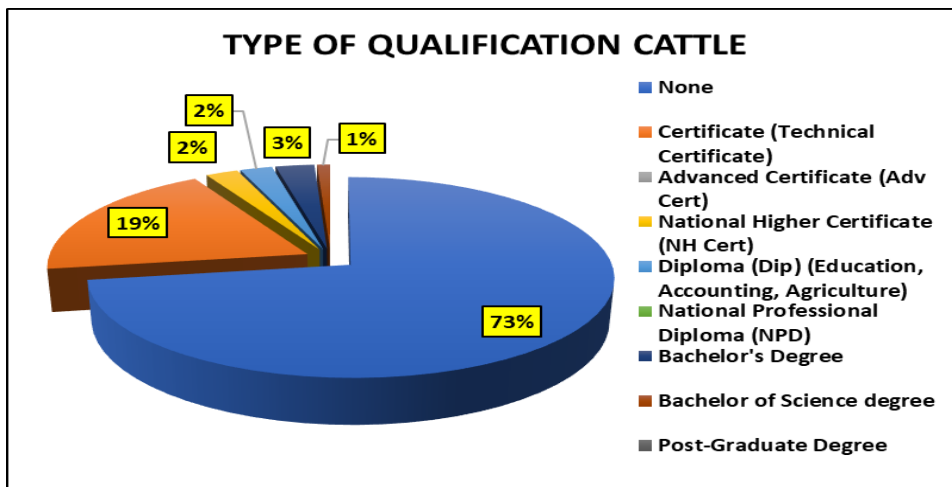
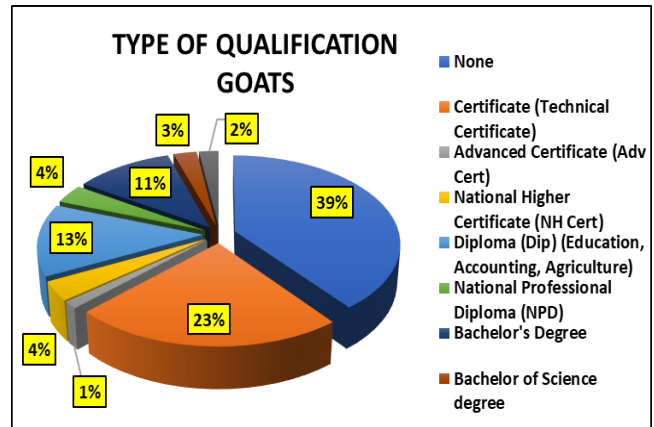
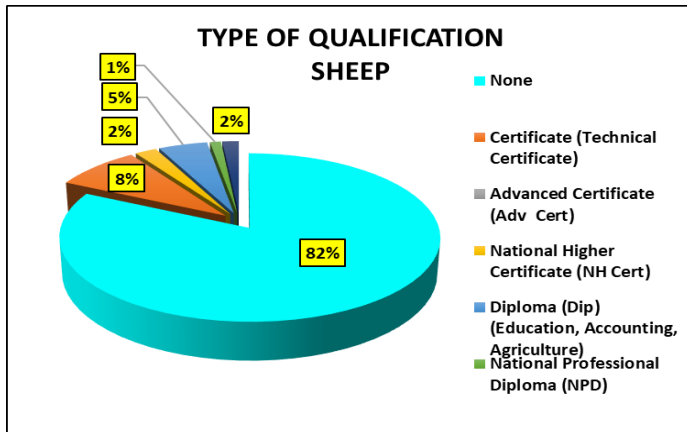
### 11.9 School qualifications



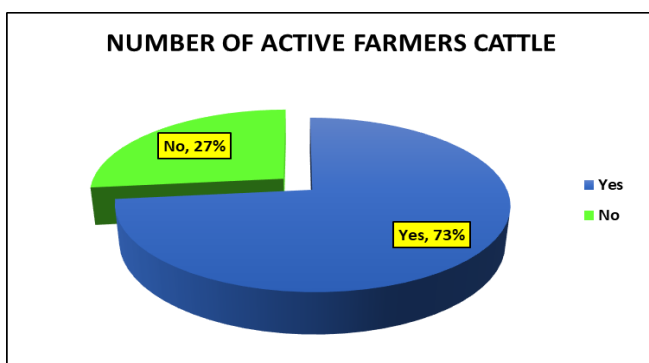
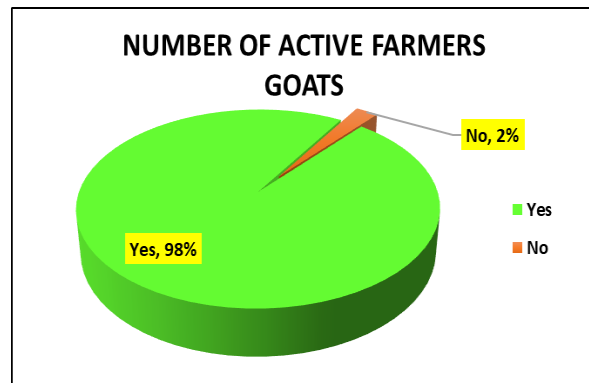
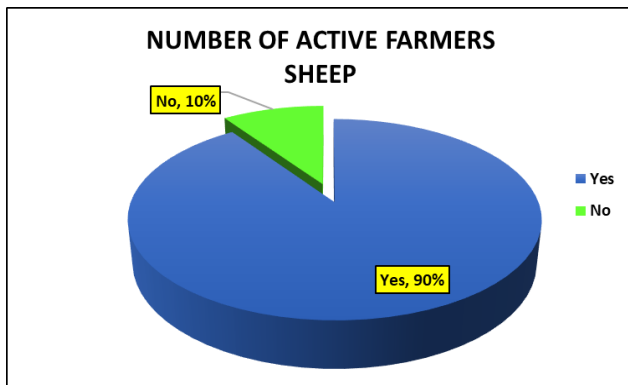
### 11.10 Post matric qualifications



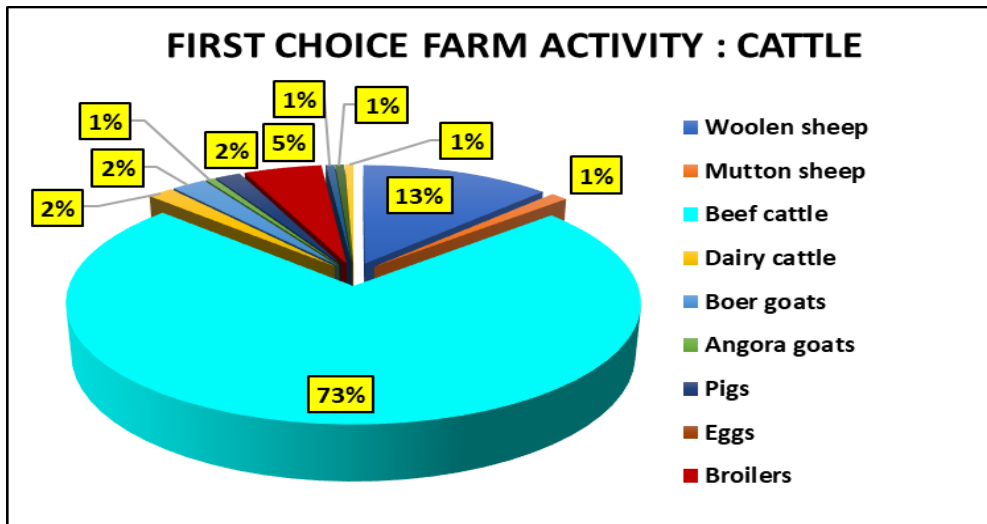
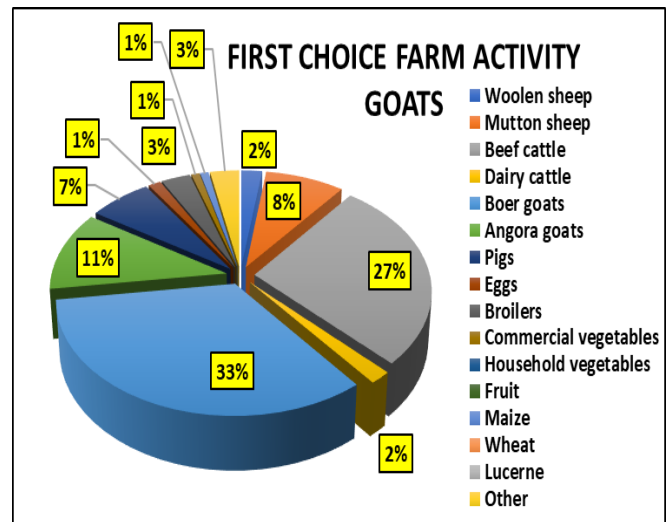
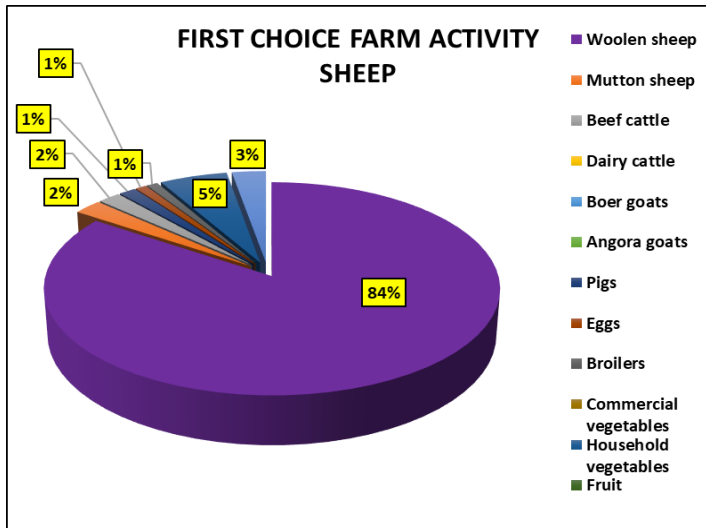
### 11.11 Type of post-matric qualifications



### 11.12 Number of active farmers

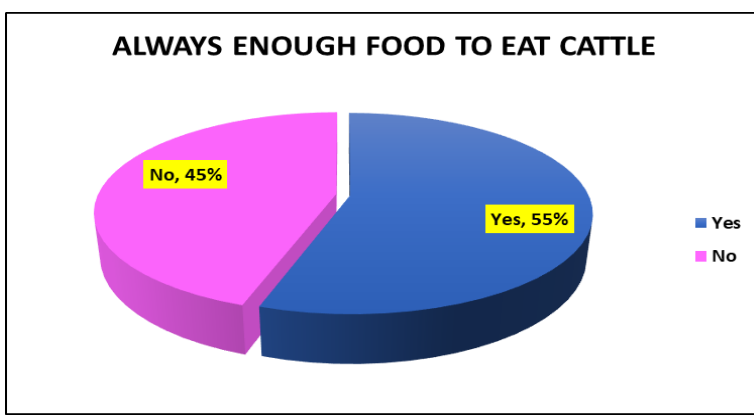
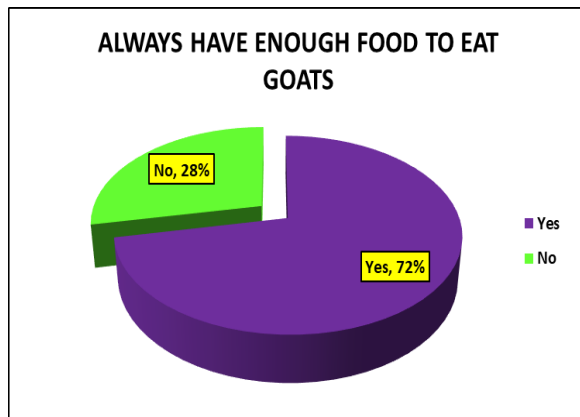
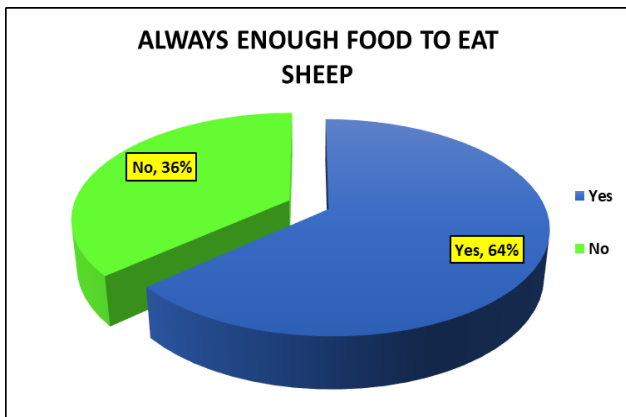


### 11.13 First choice of farming activity

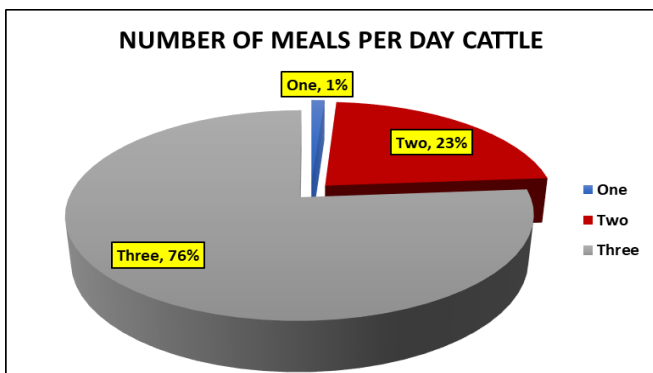
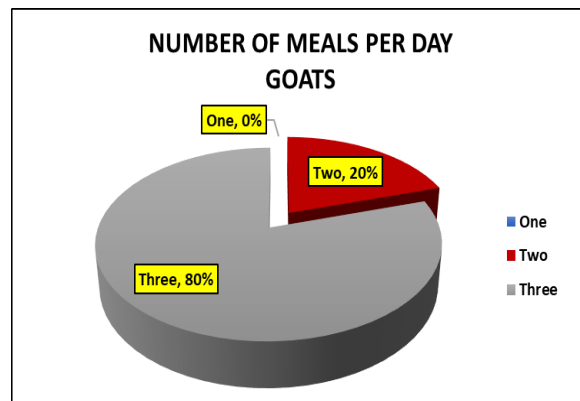
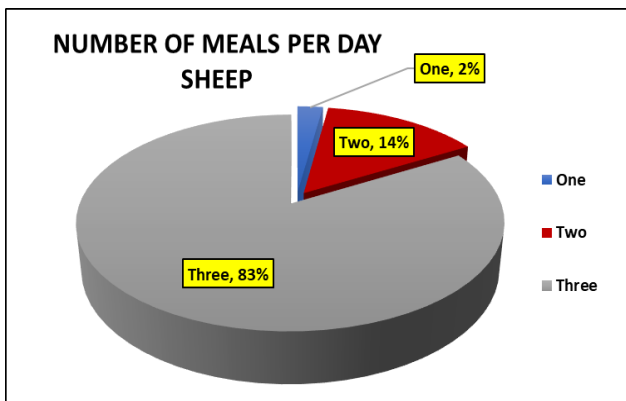


## D. Dietary Information

### 11.14 Always enough food to eat

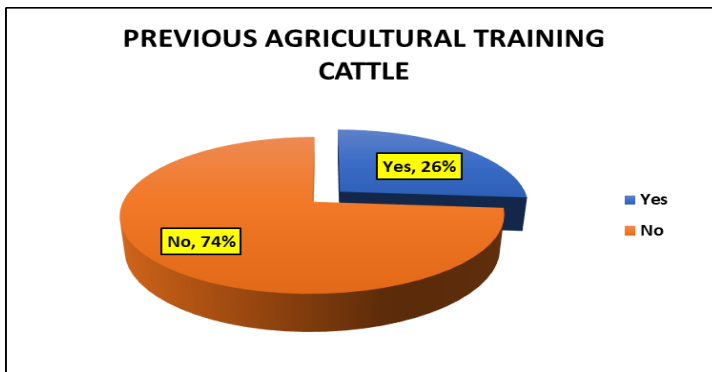
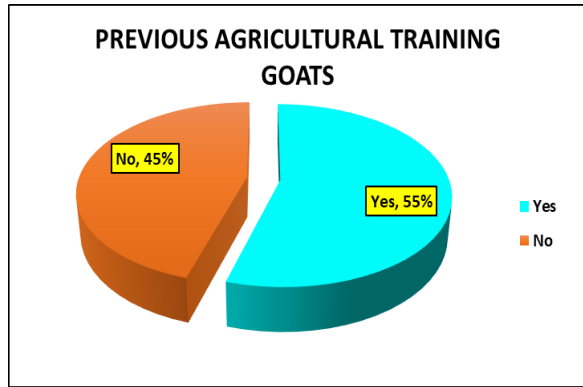
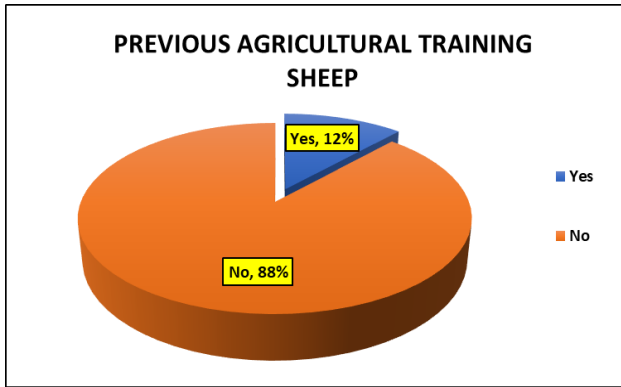


### 11.15 Number of meals per day

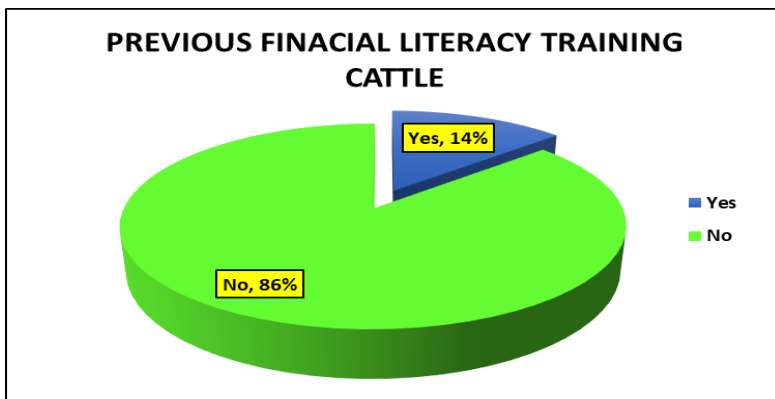


## E. Agricultural Survey Overview

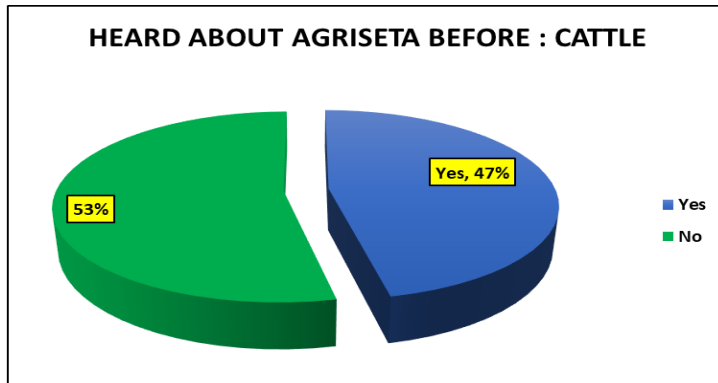
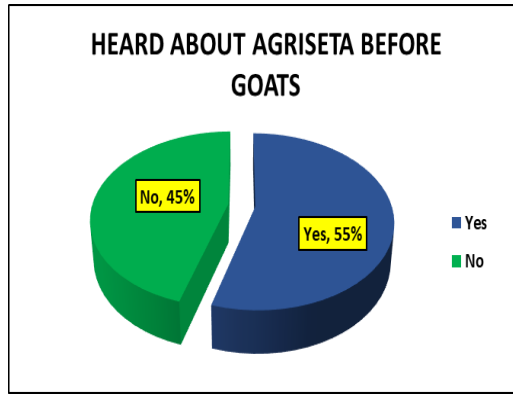
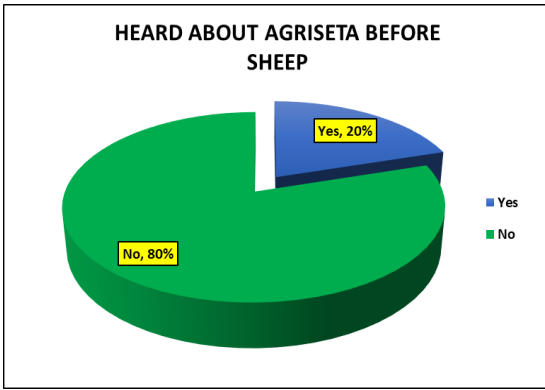
### 11.16 Previous agricultural training attended



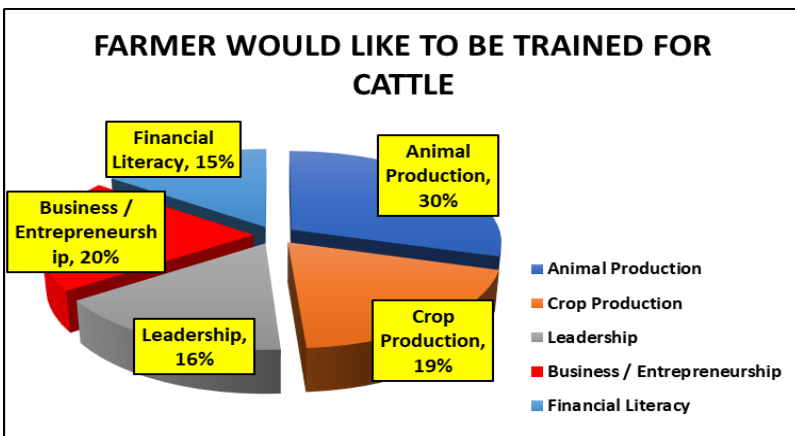
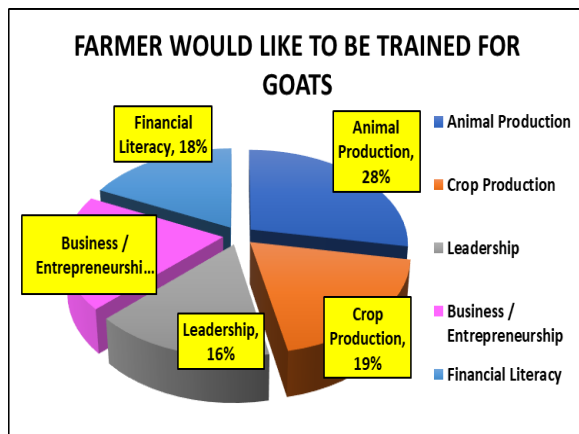
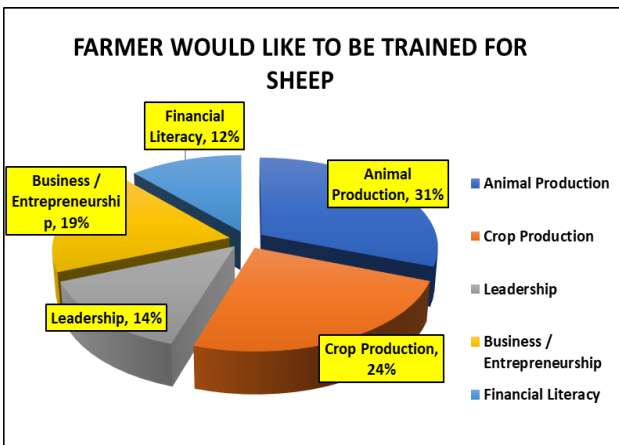
### 11.17 Previous financial literacy training



### 11.18 Heard about AgriSETA before

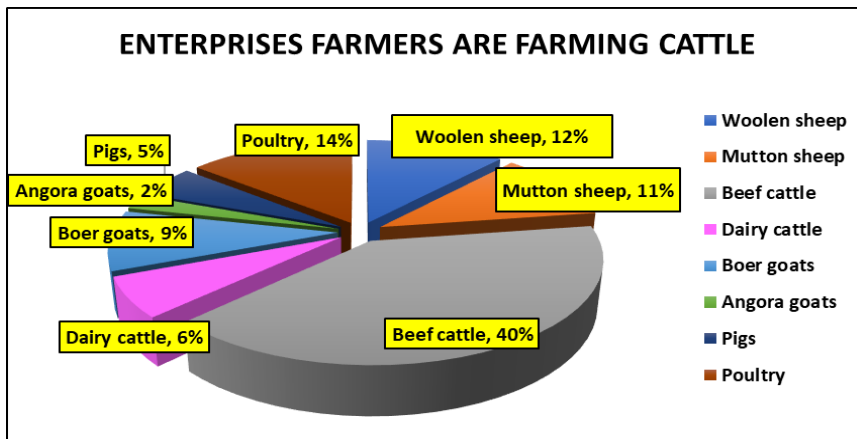
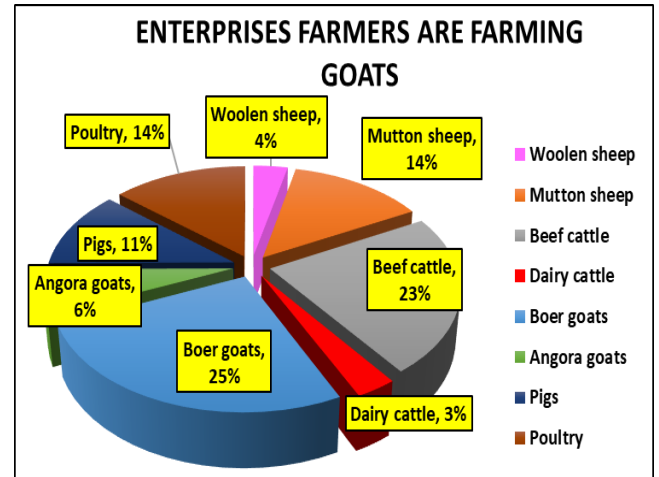
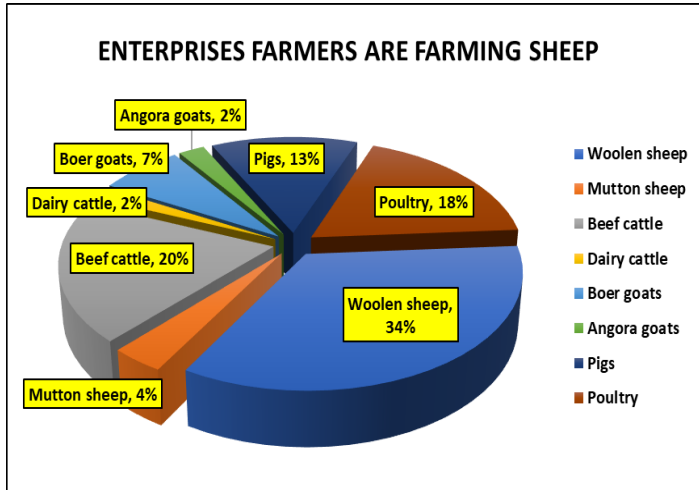


### 11.19 Further training requirements

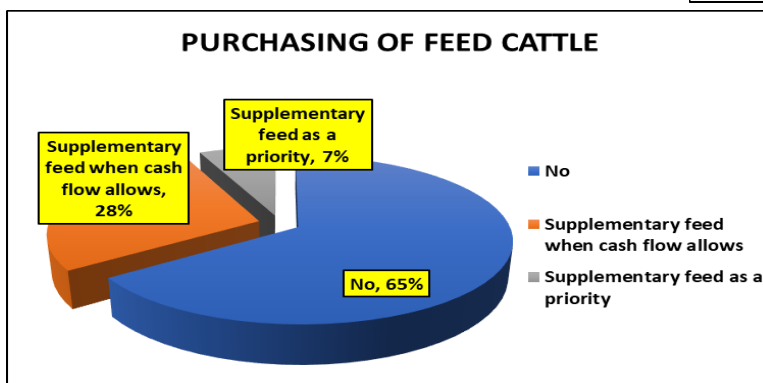
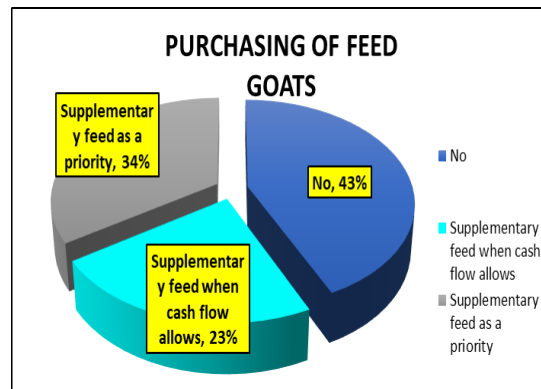
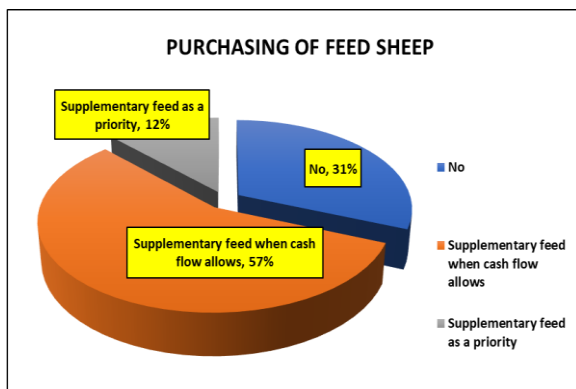


F. Farming information.

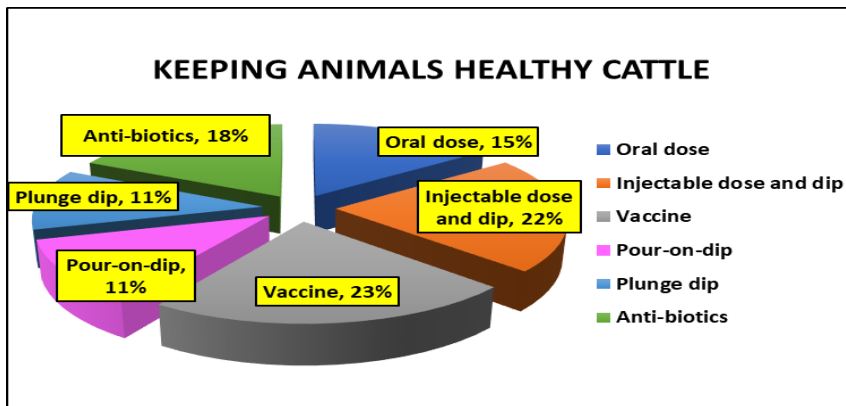
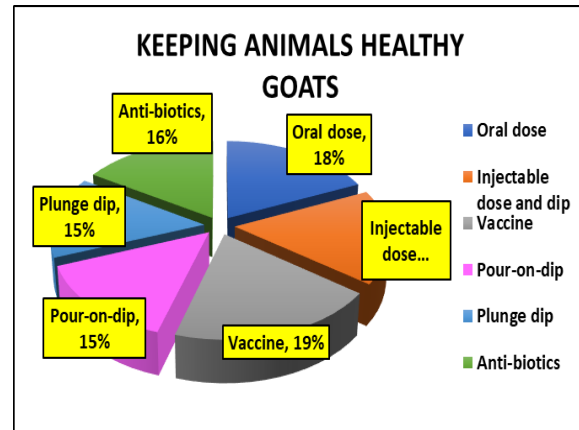
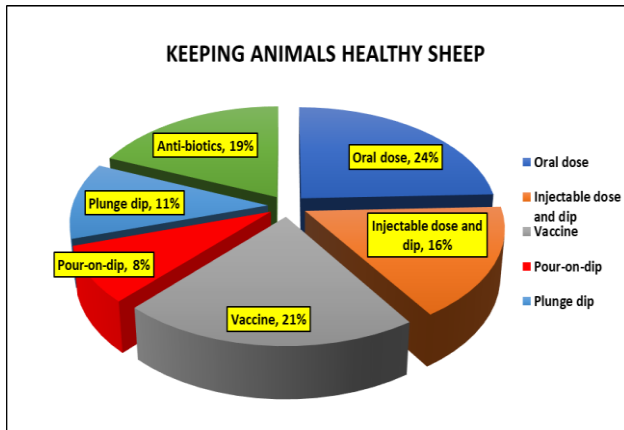
11.20 Enterprise farmers are farming with.



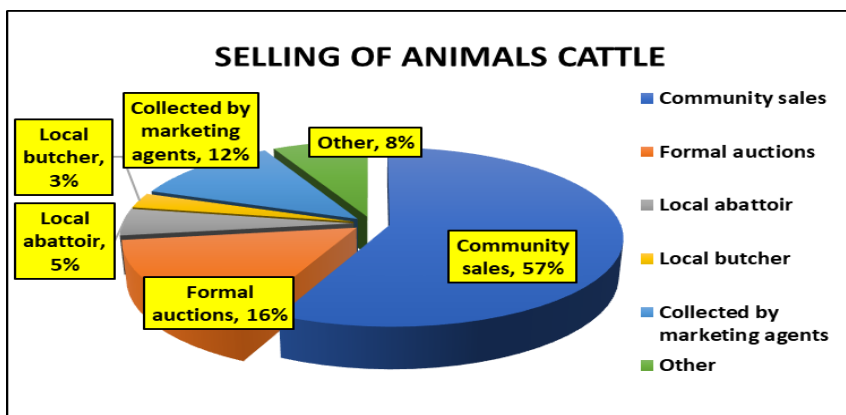
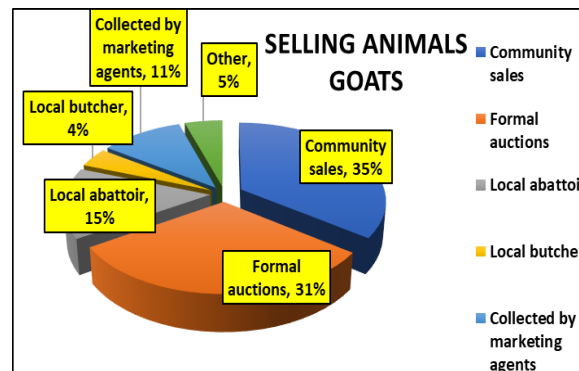
11.21 The purchasing of feed.



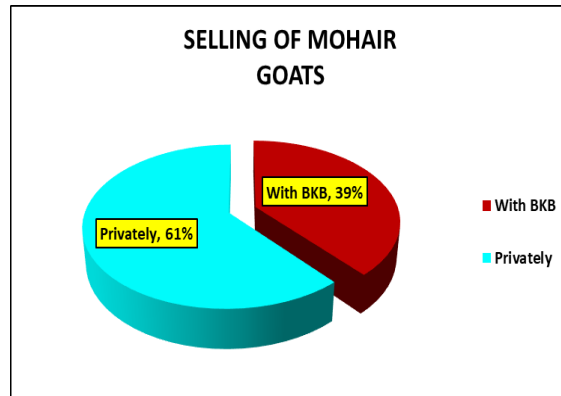
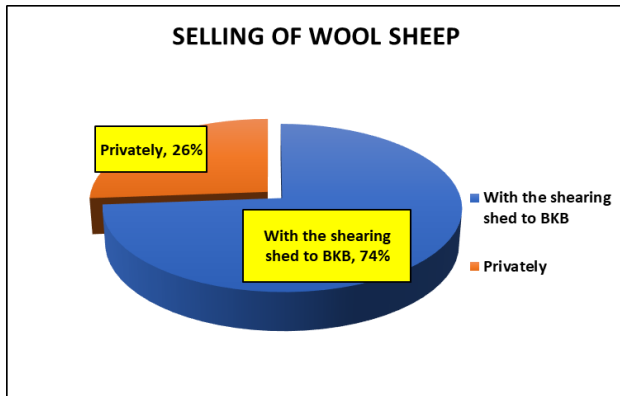
## 11.22 Keeping animals healthy.



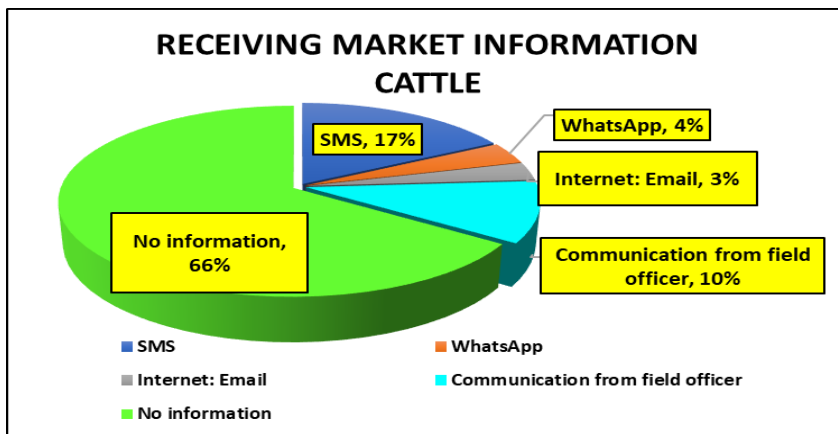
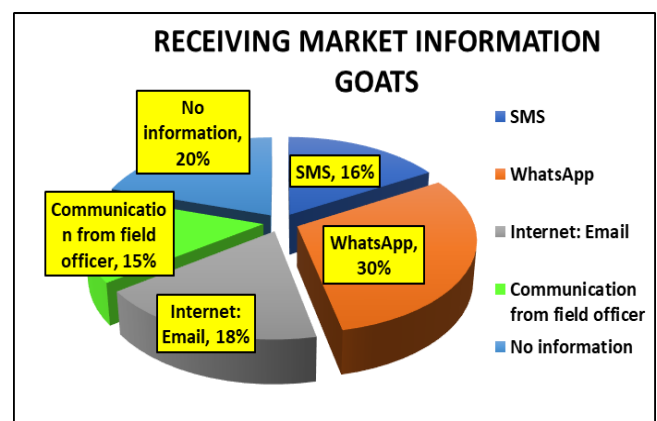
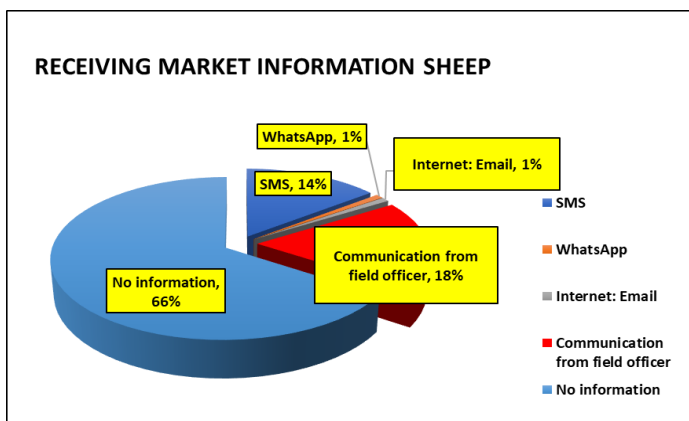
## 11.23 The selling of animals.



## 11.24 The selling of wool and mohair

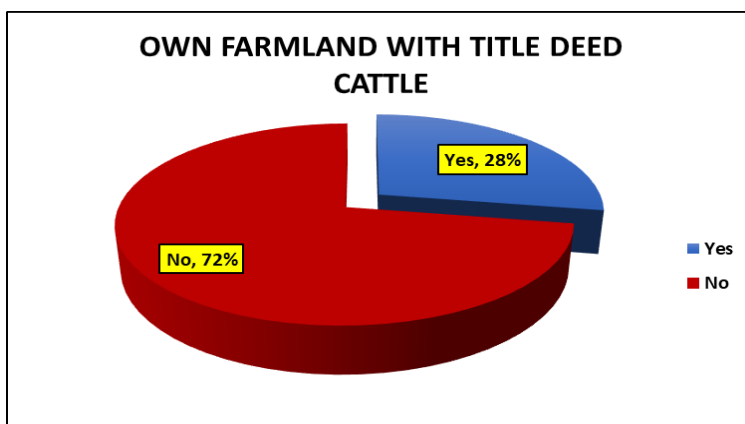
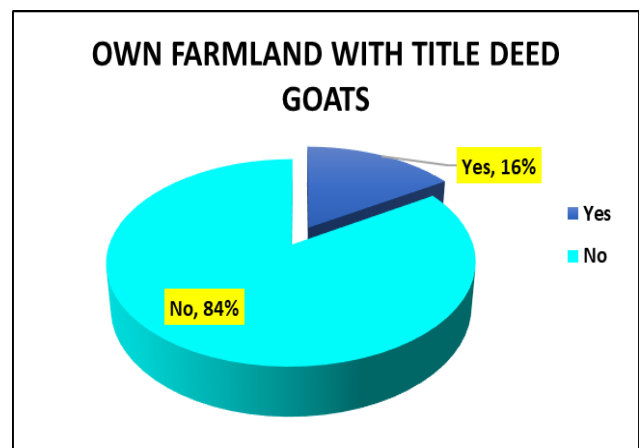
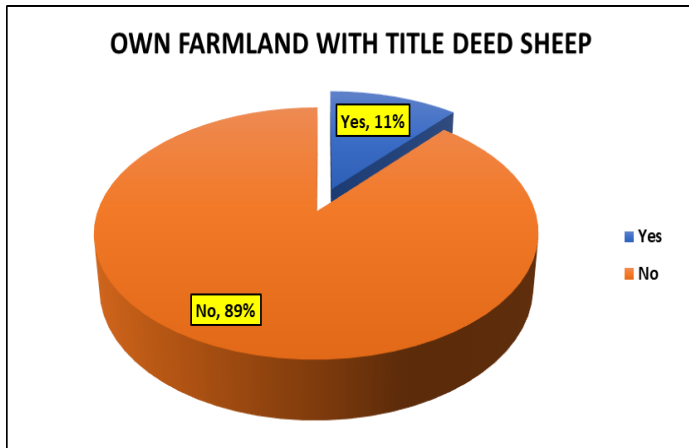


## 11.25 The receiving of market information.

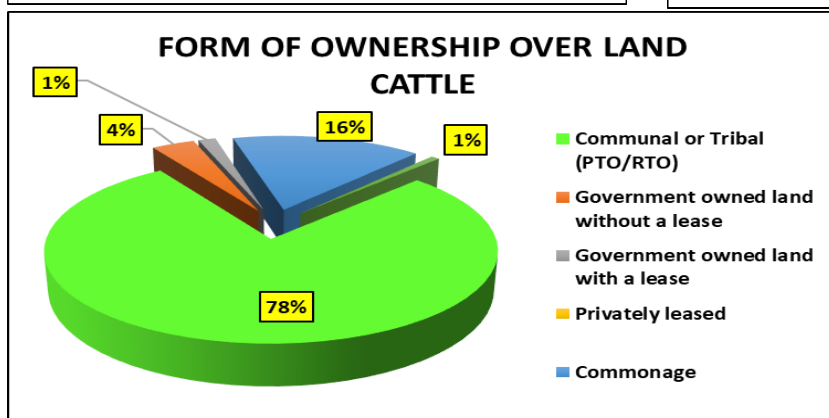
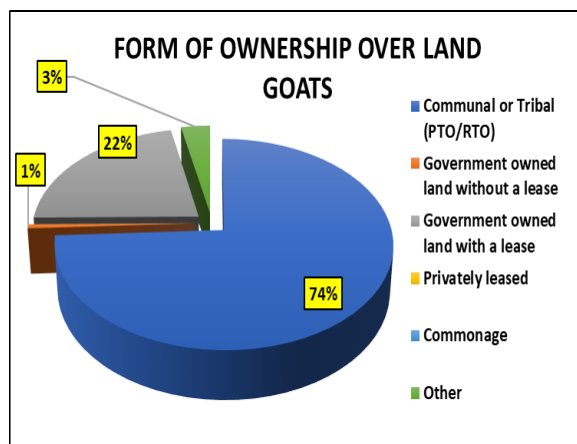
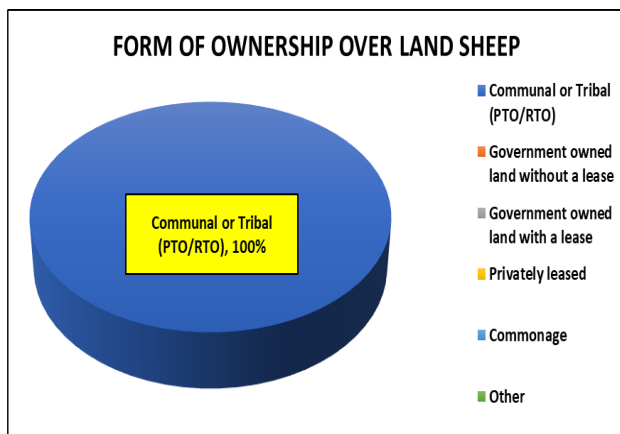


## G. Land Ownership

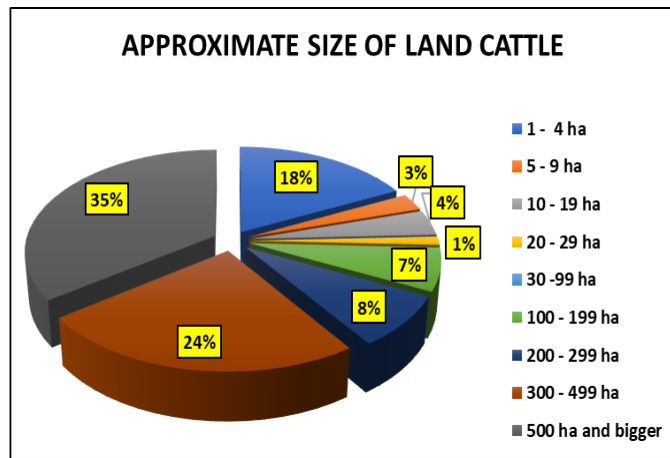
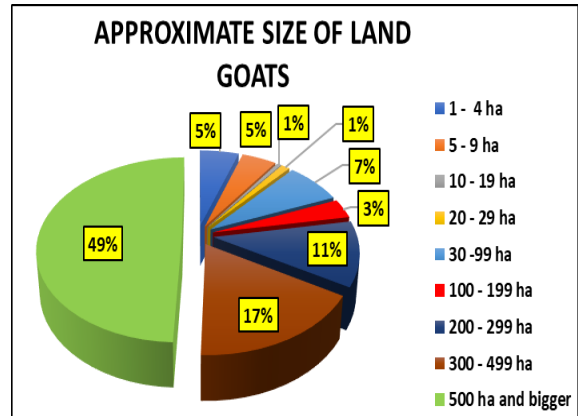
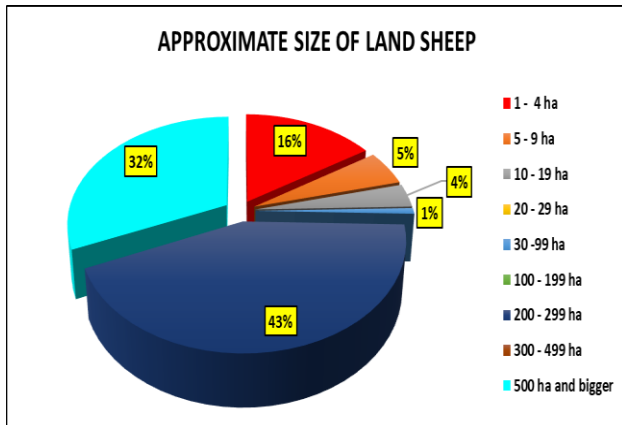
### 11.26 Farmers own farmland with title deed



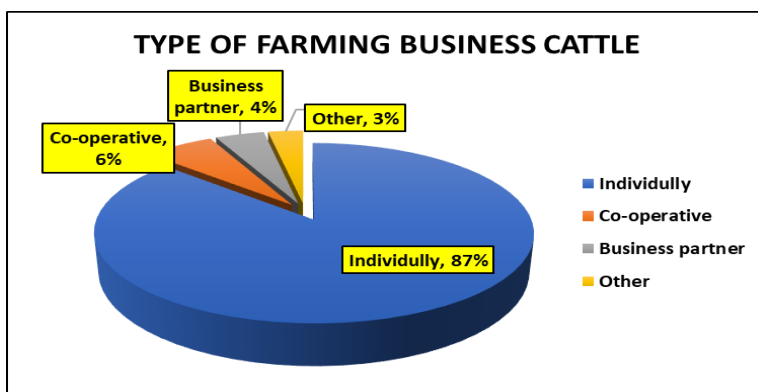
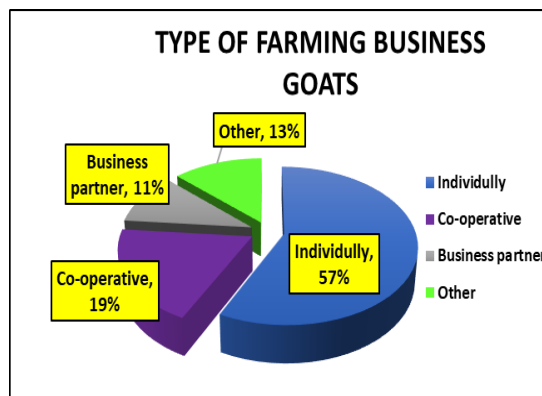
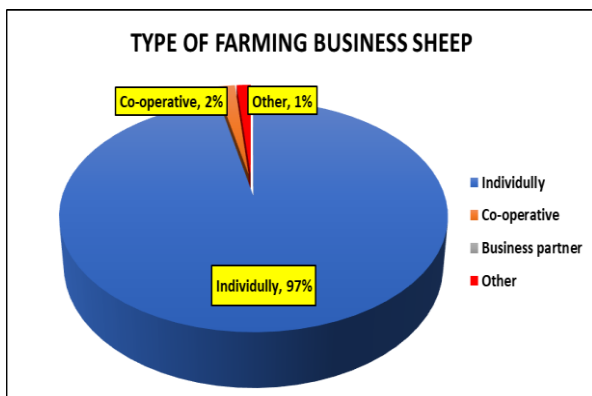
### 11.27 Type of ownership of farmland.



11.28 Approximately size of farmland.



11.29 Type of farming business.



## H. Land Utilisation and Stock Records

### 11.30 Grazing capacity.

The project members have no reference regarding grazing capacity.

### 11.31 Stock numbers (per category - Meissner categories).

- No data is available.

#### **Lambs (Unweaned to 4 months)**

The project members have no records.

#### **Weaned lambs (4-12 months)**

The project members have no records.

#### **Young ewes (12-18 months)**

The project members have no records.

#### **Young rams (12-18 months)**

The project members have no records.

#### **Breeding ewes**

The project members have no records.

#### **Breeding rams**

The project members have no records.

#### **Wethers**

The project members have no records.

#### **Ewes for culling**

The project members have no records.

#### **Rams for culling**

The project members have no records.

## I. Livestock Management

### 11.32 Sheep, Goat and Cattle Management.

- **Wool production.**
  - Insufficient data.
- **Meat production.**
  - The project members do not have any meat production records.

○ Nutrition / Feeding.

DESCRIPTION	SHEEP	GOATS	CATTLE
<b>Do you use flush feeding before mating?</b>			
Yes	9%	12%	1%
No	91%	88%	99%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Do you use supplementary feeding for pregnant</b>			
<b>Young ewes / heifers?</b>			
Yes	8%	18%	4%
No	92%	82%	96%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Single lambs/calves?</b>			
Yes	3%	11%	
No	97%	89%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Multiple lambs/calves?</b>			
Yes	2%	17%	
No	98%	83%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Do you use supplementary feeding during lactation?</b>			
Yes	12%	24%	15%
No	88%	76%	85%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Do you use creep feeding for lambs/calves?</b>			
Yes	4%	24%	12%
No	96%	76%	88%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Inject Vit A or Multi-Vitamins?</b>			
Yes	7%	25%	9%
No	93%	75%	91%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

○ Animal Health.

DESCRIPTION	SHEEP	GOATS	DESCRIPTION	CATTLE
<b>Do you inoculate your animals against:</b>				
<b>Pulpy Kidney</b>			<b>E. coli</b>	
Yes	31%	41%		12%
No	69%	59%		88%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Blue Tongue</b>			<b>Brucellosis</b>	
Yes	38%	47%		14%
No	62%	53%		86%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Enzootic Abortion</b>			<b>BVD</b>	
Yes	11%	20%		13%
No	89%	80%		87%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Blue Udder</b>			<b>Lumpy Skin</b>	
Yes	9%	16%		18%
No	91%	84%		82%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Sponge Disease</b>			<b>Heartwater</b>	
Yes	11%	19%		15%
No	89%	81%		85%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Blood Stomach</b>			<b>Anthrax</b>	
Yes	12%	14%		16%
No	88%	86%		84%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Rift Valley Fever</b>			<b>Redwater</b>	
Yes	18%	28%		15%
No	82%	72%		85%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>TOTAL</b>	<b>100%</b>
<b>Pasteurella</b>				
Yes	17%	30%		
No	83%	70%		
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>		
<b>Heartwater</b>				
Yes	10%	28%		
No	90%	72%		
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>		

o Animal health dosing programme.

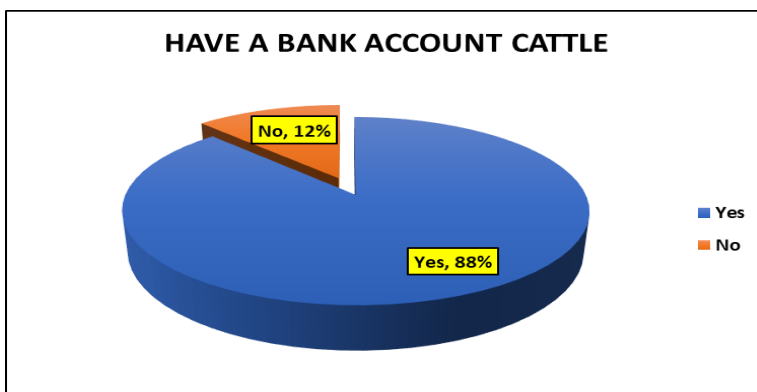
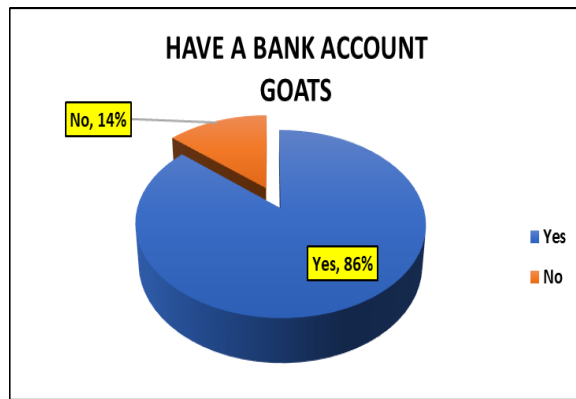
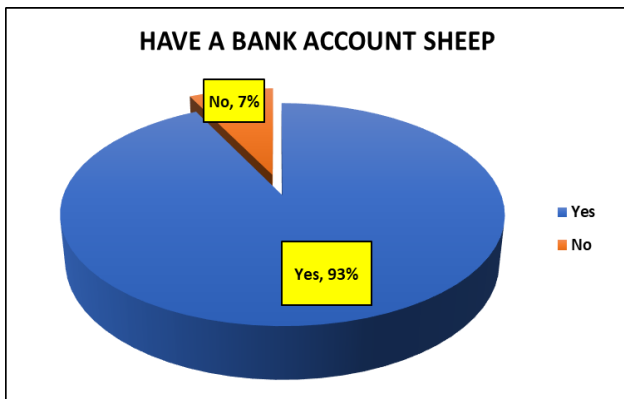
DESCRIPTION	SHEEP	GOATS	CATTLE
<b>Do you dose against:</b>			
<b>Roundworms</b>			
Yes	58%	54%	21%
No	42%	46%	79%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Tape worms</b>			
Yes	54%	44%	19%
No	46%	56%	81%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Liver fluke</b>			
Yes	35%	48%	13%
No	65%	52%	87%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Pear Shape Fluke</b>			
Yes	15%	34%	11%
No	85%	66%	89%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Nose worms</b>			
Yes	22%	44%	
No	78%	56%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	

o Animal health dipping programme.

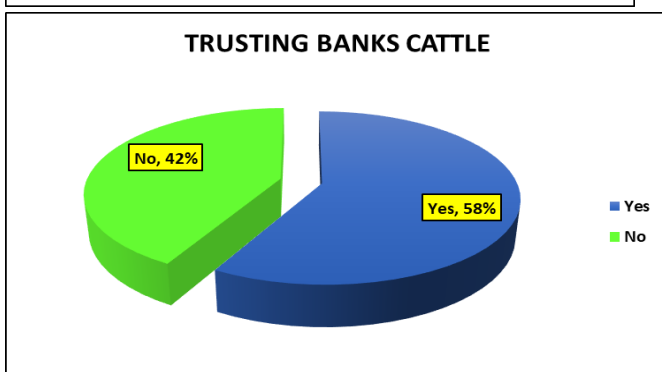
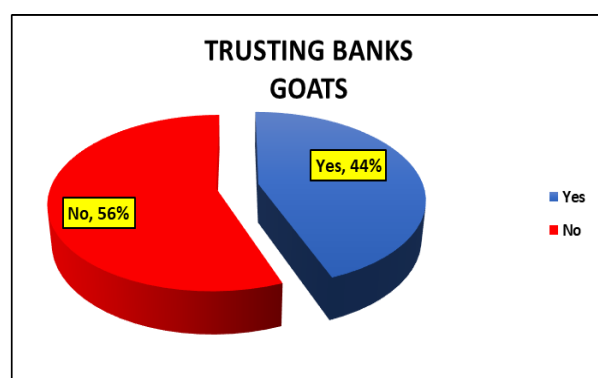
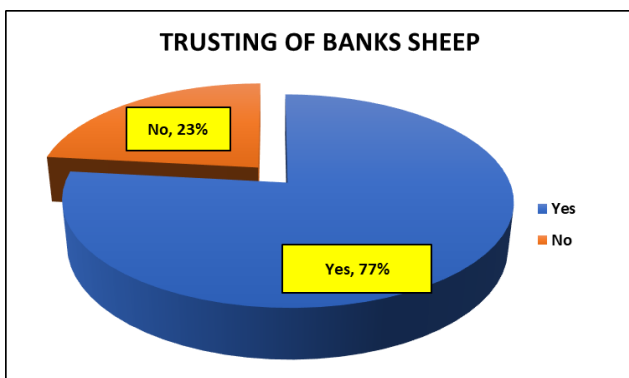
DESCRIPTION	SHEEP	GOATS	CATTLE
<b>Do you dip against:</b>			
<b>Sheep Scab</b>			
Yes	61%	27%	
No	39%	73%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Ticks</b>			
Yes	57%	57%	
No	43%	43%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Blow Flies</b>			
Yes	26%	27%	
No	74%	73%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Karoo Paralysis tick</b>			
Yes	9%	23%	
No	91%	77%	
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	
<b>Plunge dip</b>			
Yes			9%
No			91%
<b>TOTAL</b>			<b>100%</b>
<b>Pour-on</b>			
Yes			25%
No			75%
<b>TOTAL</b>			<b>100%</b>
<b>Injectable dip</b>			
Yes			10%
No			90%
<b>TOTAL</b>			<b>100%</b>

## J. Financial Survey Overview

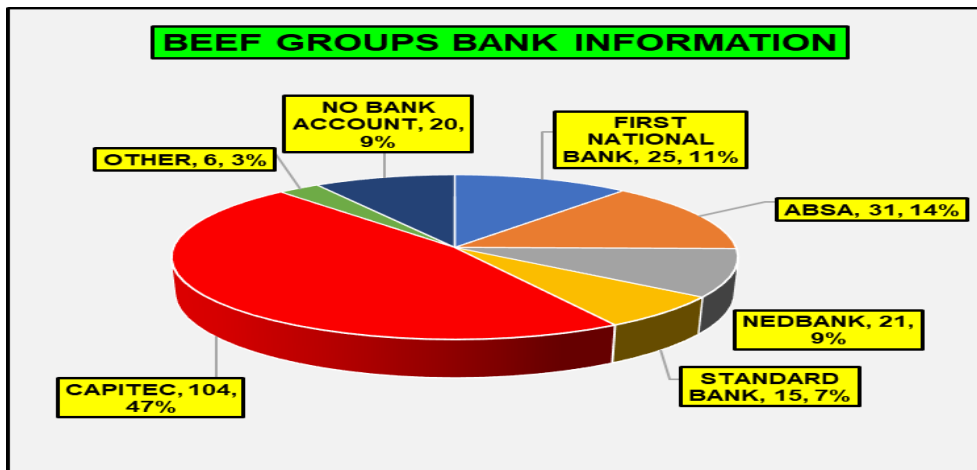
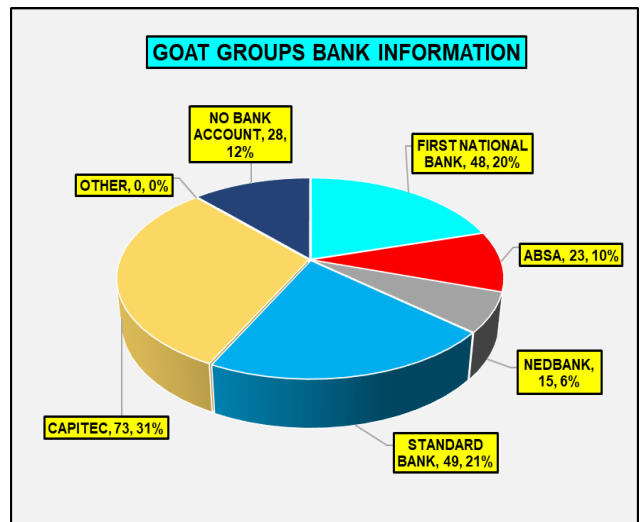
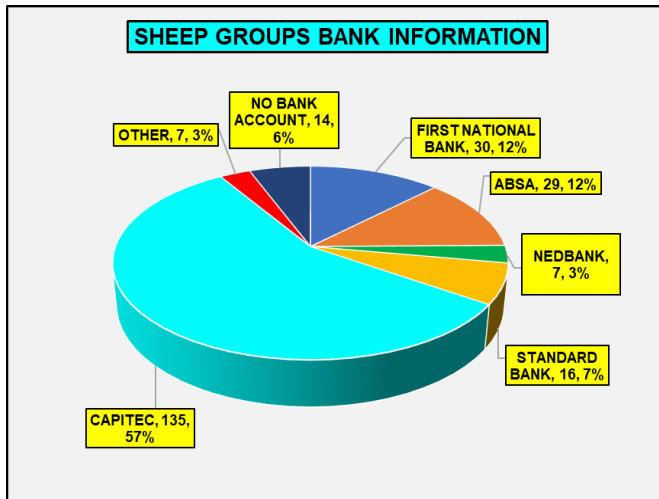
### 11.33 Banking information.



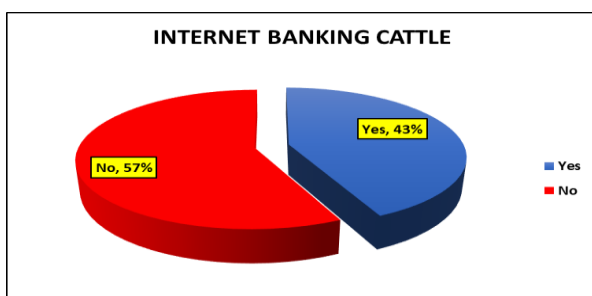
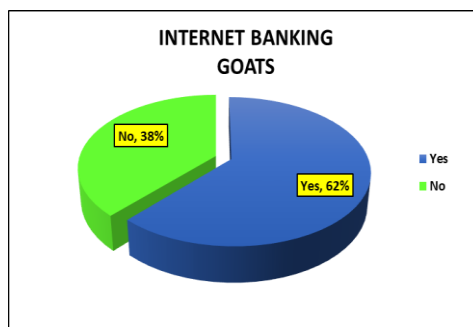
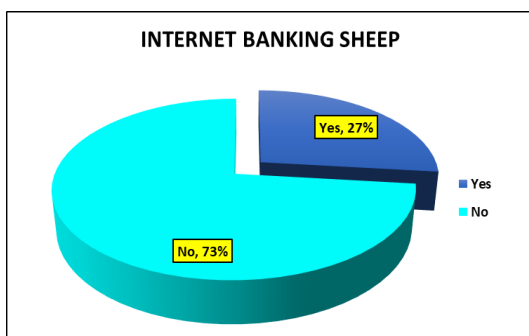
### 11.34 Trusting of banks.



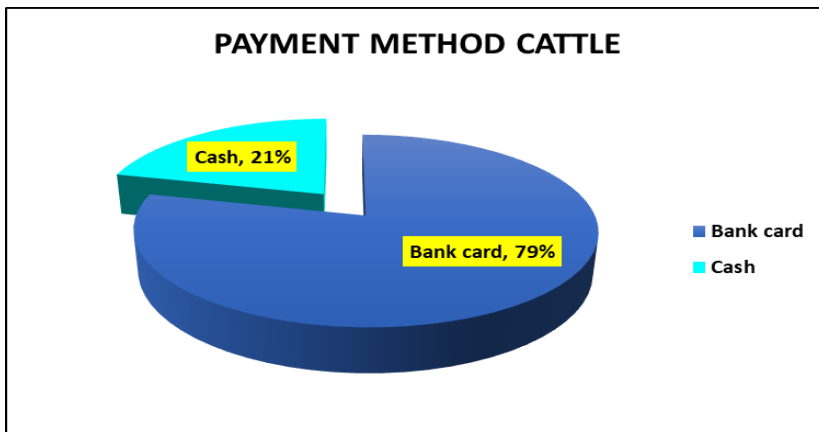
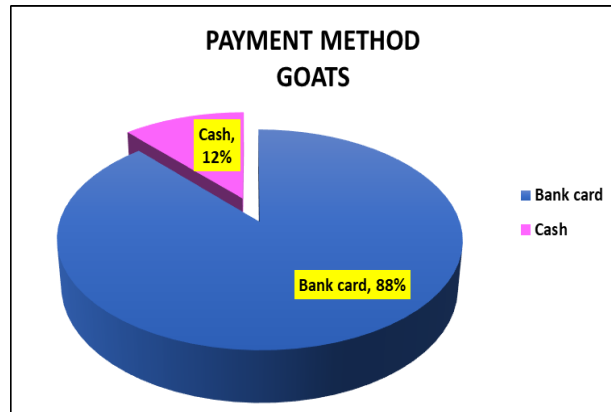
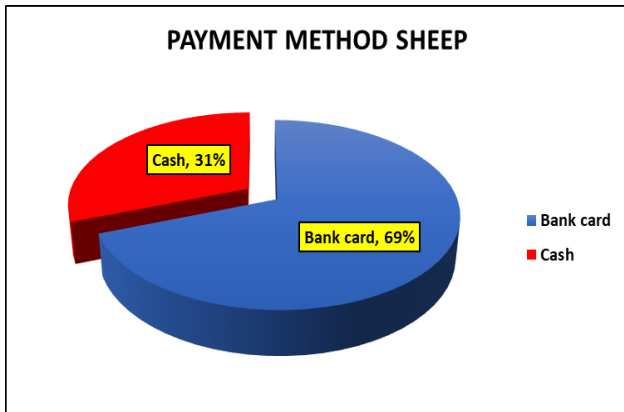
### 11.35 Commercial banks.



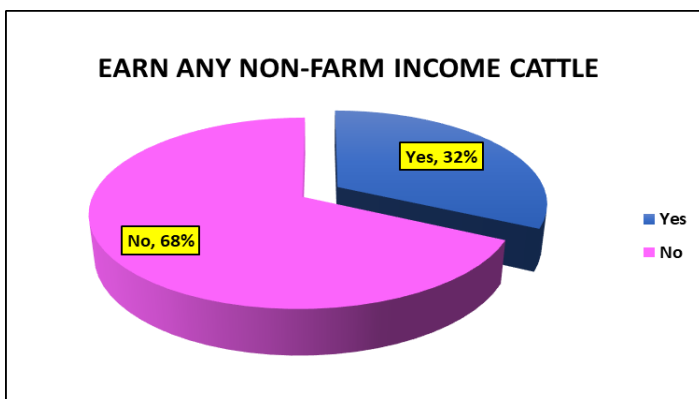
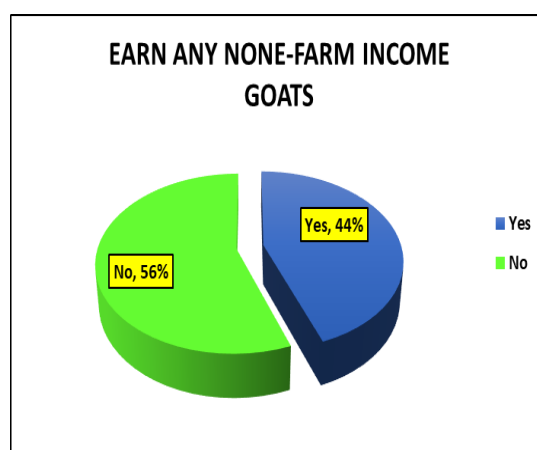
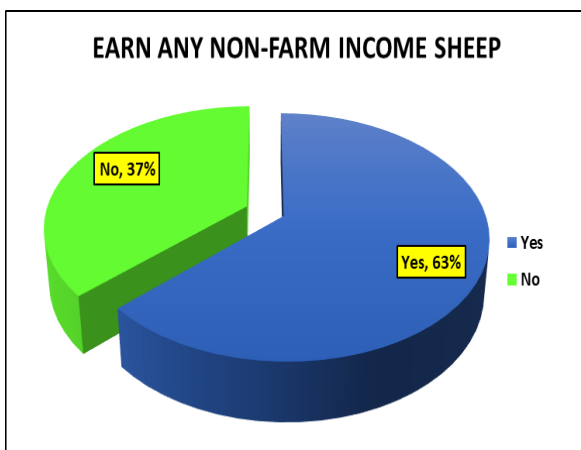
### 11.36 Internet Banking



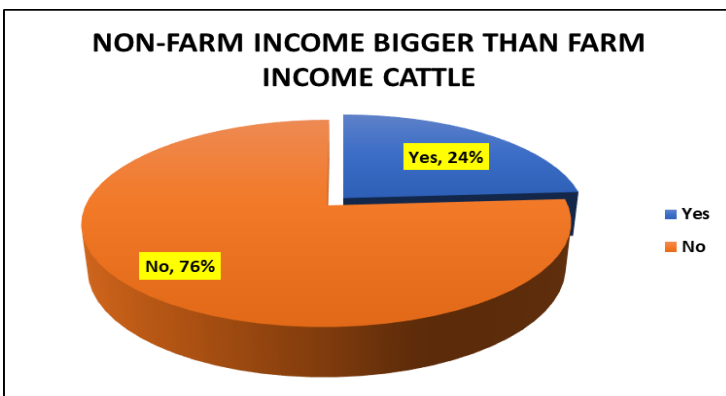
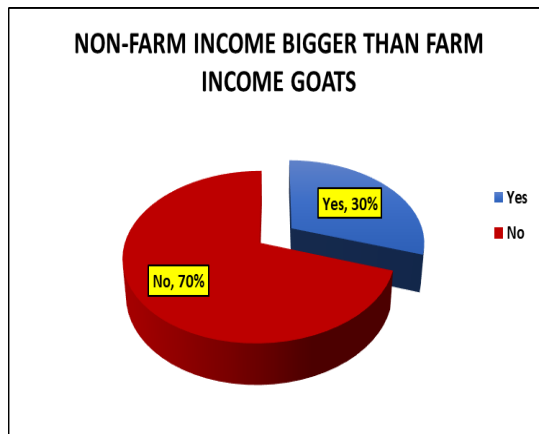
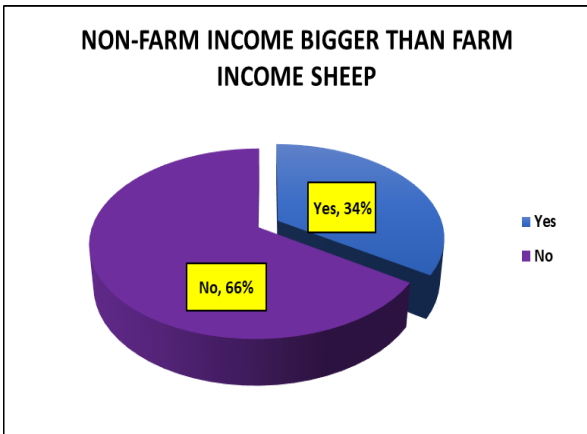
### 11.37 Payment method



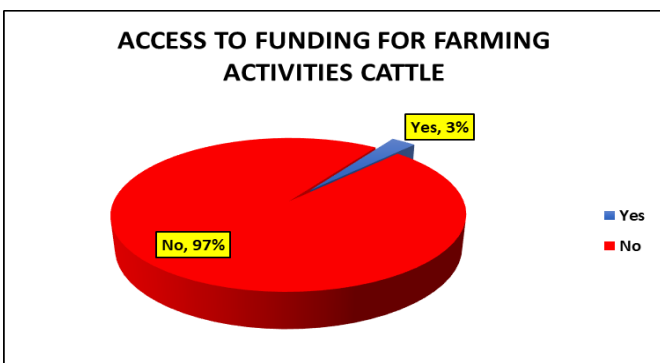
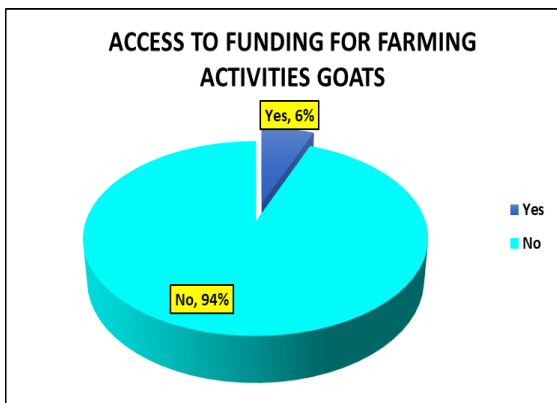
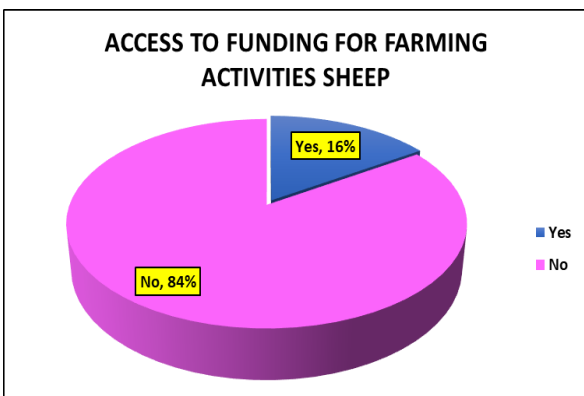
### 11.38 Earn any Non-farm income



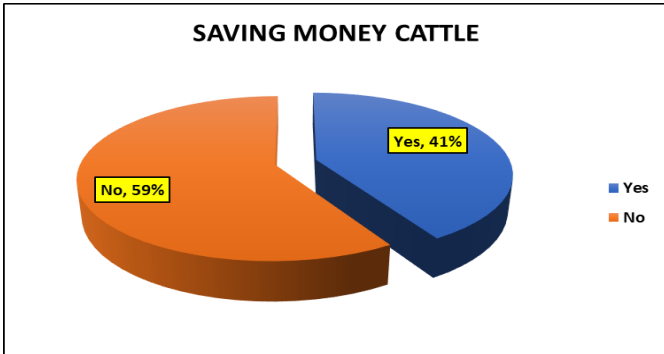
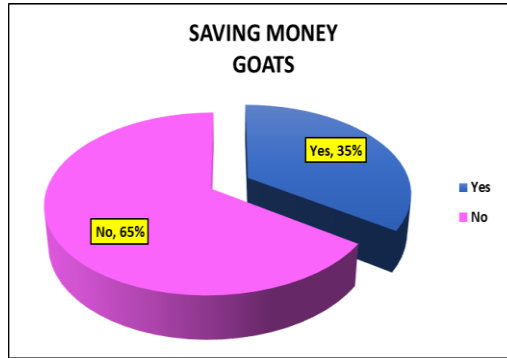
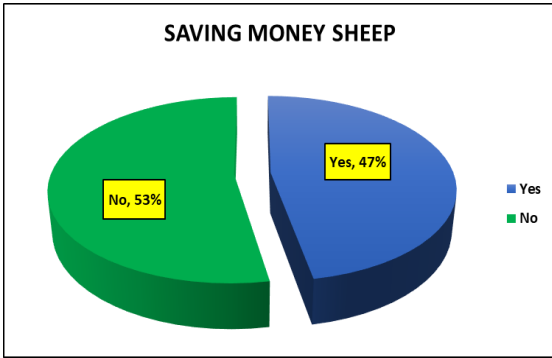
11.39 The non-farm income is bigger than the farm income.



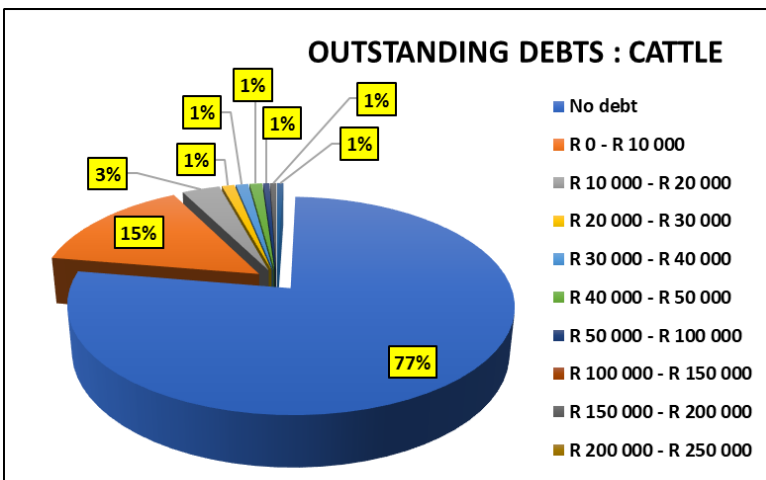
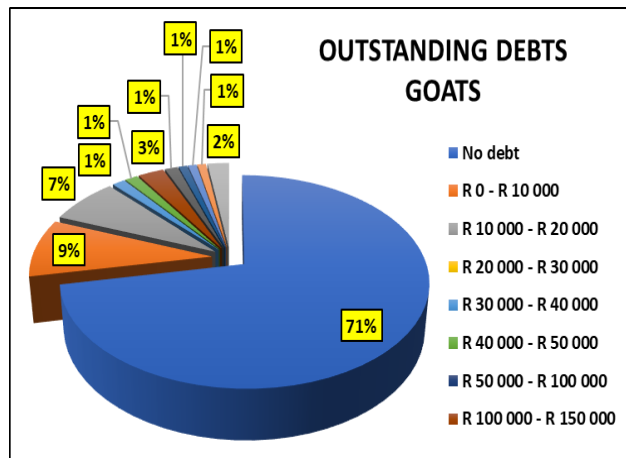
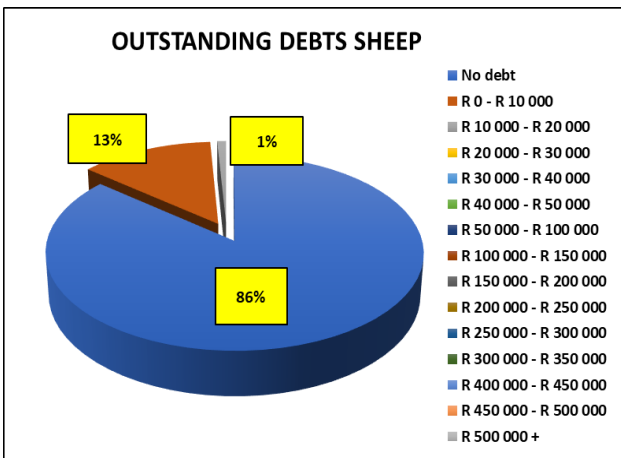
11.40 Access to funding for farming activities



### 11.41 Saving money



### 11.42 Outstanding debts



## K. Farm business financial information.

### 11.43 Income.

- a) Total annual income.
  - **Insufficient data.**
- b) Product income – Wool.
  - **Insufficient data.**
- c) Trade income – Meat / Animals.
  - **No records.**

### 11.44 Expenditures.

- a) Directly Allocatable Variable Costs (DAVC).
  - **Insufficient data.**
- b) Purchasing of stock.
  - **Insufficient data.**
- c) Total expenditure: DAVC + Purchasing of stock.
  - **Insufficient data.**
- d) Overhead Costs (OC).
  - **No records.**

### 11.45 Balance Sheet / Inventory.

- a) Assets.
  - **No records.**
- b) Liabilities.
  - **No records.**
- c) Net worth.
  - **No records.**

## 12. Challenges experienced

The following challenges were experienced during the implementation of the mentorship programme:

- The lack of electricity and constant load shedding in the rural areas
- The need for farmers to continue with normal family and farming activities
- The lack of good training venue infrastructure related to challenging training facilities
- The lack of good practical facilities in most rural projects
- The general conditions regarding the accommodation of lecturers/facilitators
- The variation in the levels of literacy between participants
- Elderly participants as farmers as the youth are not livestock owners
- Drop-out students due to the duration and length of the programme
- Road infrastructure for travelling

## 13. The way forward

From the research data, the following recommendations on a way forward are relevant:

13.1 A total of 34 WhatsApp groups were established to communicate information and advice directly to farmers

13.2 Further training requirements identified are:

- Farming and Financial Record keeping
- Animal Biosecurity and Health
- Farm Planning and Business Management

10.3 Mentorship and supporting structures to be established

- The increasing development and use of ICT and Social Media Technology (Agri-pedia/WhatsApp / Facebook/ Audio-visual Training)
- Extended Industry Supported skills training
- The correct application and utilisation of the new legal entities registered as part of continuous training.
- More engaged industry involvement in product marketing for external inflow of capital to rural farming areas.
- Facilitation of production loans from the relevant banking sector (CAPITEC)
- Application technology for agricultural and financial record keeping toward financial statements

## 14 Conclusion

Agri SA and Agri Enterprises (Pty) Ltd are gladly reporting that the implementation and outcomes of the Comprehensive Mentorship Programme are in line with the contractual agreements with AgriSETA and within the budget framework of the first 50% tranche payment from the AgriSETA to Agri SA.

Besides the challenges mentioned in this report, we are confident that the programme implementation and close-out report will be completed by 31 March 2022.

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