



HORTICULTURE

Sub-Sector Skills Plan

2020-2021



CHAPTER 1

SECTOR PROFILE

1.1. INTRODUCTION

Chapter 1 of this report provides an overview of the agricultural sector, paying particular attention to the Horticulture sub-sector in South Africa. The first section looks at the scope of the Horticulture sub-sector's coverage. The second section outlines AgriSETA stakeholders and key role-players in the sector. The third section looks at the economic performance of the overall agricultural sector, zooming into the contribution of the Horticulture sub-sector to the South African economy.

The fourth section explores the employer profile, based on the AgriSETA WSP/ATR data submitted for 2019/20. The last section provides a labour market profile where the number and demographics of people employed in the sector is explored. Essentially, the chapter sets the scene for the skills issues that are delved into in the subsequent chapters.

1.2. SCOPE OF COVERAGE

The scope of AgriSETA covers the agricultural sector, from input services to a farm to activities on a farm and first level processing activities on a farm. The Horticulture sub-sector is classified into nine (9) agricultural and economic focuses, as per the standard industrial classification (SIC) codes allocated to the sub-sector, namely:

1. The growing of vegetables, horticulture specialties and nursery products
2. Ornamental horticulture
3. The growing of fruit, nuts, beverage and spice crops
4. The growing of coffee and tea including coconuts, cocoa, nuts, olives, dates
5. The growing of trees as second crop farmers
6. Fruit packed in cartons, fruit juice concentrate drummed and fruit juice in container ready for consumption
7. Fruit exporters and importers
8. The processing and marketing of coconuts, cocoa, nuts, olives, dates
9. Service to nut farmers and companies

Ornamental horticulture as a component of horticulture is usually overlooked in South Africa. Ornamental horticulture is a field that focuses on artistic landscape design using flowers, plants and trees. It consists of floriculture and landscape horticulture. Each is concerned with growing and marketing plants and with the associated activities of flower arrangement and landscape design. Floriculture has long been an important part of Horticulture, especially in Europe and Japan, and accounts for about half of the non-food horticultural industry in the United States (Middleton, 2015).

The flower industry began in the 1920s and 1930s. It was during these years that the country's first SA-based Horticulture projects started (EKN, 2010). The production is dominated by roses (40%), chrysanthemums (15%) and carnations (10%). In addition, the country boasts a large fynbos industry, which transitioned from wild harvesting to cultivation over the past few years. There is significant growth potential in the fynbos industry. The fynbos industry also incorporates a large variety of dried flowers such as proteas and cone bushes that are well established in the market place.

In terms of products and markets, there is exceptionally strong demand for the South African floriculture across the world. The major markets for South Africa's floricultural products are Europe (65%), the USA (9%) and Asia (5.2%) (Netnou-Nkoana & Ellof, 2012). The value of floriculture exports increased from R77 million in 1995 to R269 million in 2002 (Matthee et al., 2006). Statistics indicate that the industry has potential to grow. A market strategy report commissioned by the National Economic Development and Labour Council (NEDLAC) and performed by Kaiser Associates (2000) reported that SA's ornamental industry had significant opportunity to grow and become an international player, earning over \$250m in foreign exchange and creating over 80,000 jobs (Trade and Industry Policy Strategy, 2006). Due to the ornamental horticulture being overlooked in the South African agricultural industry, being blindly mentioned in horticulture with no evidence of actual representation, there is not recently updated statistics on this industry. The table below outlines the various agricultural and economic focus areas in the Horticulture sub-sector, including the standard industrial classification (SIC) codes and descriptions.

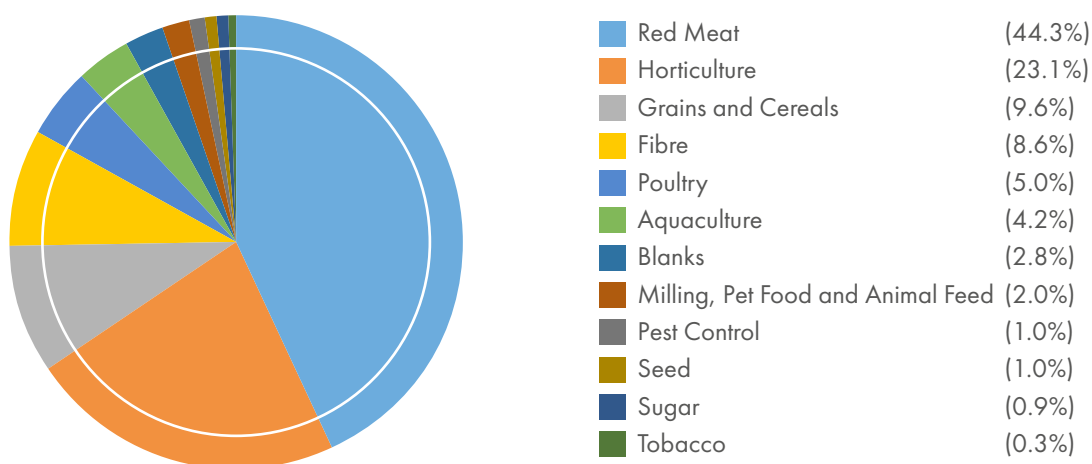
TABLE 2: ACTIVITIES IN THE SUGAR SUB-SECTOR BY STANDARD INDUSTRIAL CLASSIFICATION CODE

SUB-SECTOR	SIC CODE	SIC Description
HORTICULTURE	11120	Growing of vegetables, horticultural specialties and nursery products
	11121	Growing of vegetables, horticultural specialties (Including Ornamental Horticulture) and nursery products.
	11130	Growing of fruit, nuts, beverage, and spice crops.
	11301	Growing of coffee and tea including coconuts, cocoa, nuts, olives, dates, etc.
	12109	Growing of trees as second crop by farmers
	30132	Fruit packed in cartons, fruit juice concentrate drummed and fruit juice in container ready for consumption
	30133	Fruit exporters and importers
	30493	Processing and marketing of coffee and tea including coconuts, cocoa, nuts, olives, dates, etc.
	62112	Service to nut farmers and companies

Source: AgriSETA employer data, 2019/20

Overall, the agricultural sector consists of 11 sub-sectors, each organised into a sub-sector committee tasked to represent their industry's interest to AgriSETA. The figure below indicates the relative size of employers by sub-sectors,

as captured in the AgriSETA employer data for 2019/20. The AgriSETA employer data comprises all the sub-sector data for both levy and non-levy payers.

Figure 1: DISTRIBUTION OF AGRICULTURAL ENTITIES BY SUB-SECTOR

Source: AgriSETA Employer Data, 2019/20

The total number of employers registered in the employer database for 2019/20 is 26 181. The Red Meat (44.3%) sub-sector remains the biggest on the AgriSETA employer data, followed by the Horticulture sub-sector (23, 1%) , Grain and

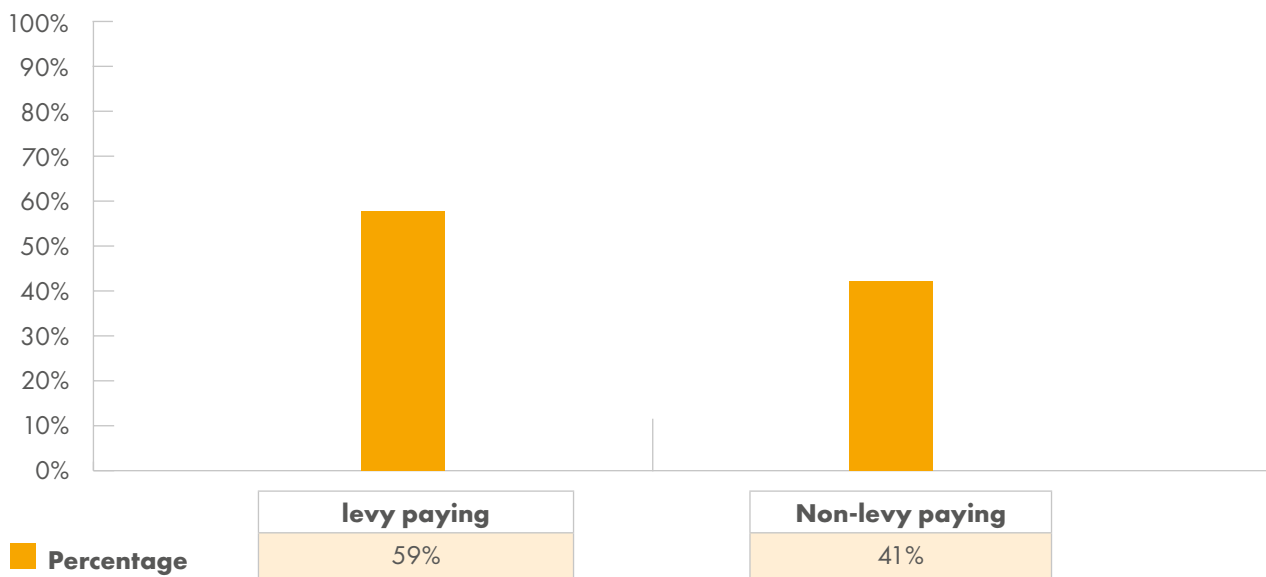
cereal(9,6%), and Fibre (8,6%). The lowest percentages are found in Milling, pet food & animal feed (2,0 %), and Pest control, Seed, Sugar (0,9%) and Tobacco (0,3%).

REVENUE FROM SKILLS DEVELOPMENT LEVIES

According to the 2019/20 WSP data, there are 5 879 Horticulture sub-sector entities registered with the South

African Revenue Services (SARS), contributing 23,1% of total entities in the agricultural sector. The 2019/20 WSP results, presented in Figure 2, indicate that out of 5 879 entities only 41% of them contribute to SDL while 59% does not contribute and the sub-sector contributed a total of R156 723 782.40 in 2019/20.

Figure 2: SKILLS DEVELOPMENT LEVIES



Source: AgriSETA employer database, 2019/20

1.3. KEY ROLE-PLAYERS

There are a number of public and private key role-players in the agricultural sector that contribute towards its functioning. They include national government departments, sector representatives and industry bodies. The table below groups these role-players according to their strategic contribution to the sector. Note that while comprehensive, this list is not exhaustive.

TABLE 3: KEY AGRICULTURAL ROLE-PLAYERS

Strategic contribution	Department or organisation	Relevance to agricultural skills development
Skills Development and Research	Department of Basic Education	Quality of education of entrants to labour market, career awareness programmes to expose agriculture as a possible career choice
	Department of Higher Education and Training <i>[changed to Department of Higher Education, Science and Technology in June 2019]</i>	Responsible for TVETs, HETs, agricultural colleges and skills development. Sets the national skills development agenda through regulation of SETAs.
	Statistics SA	Provision of updated statistics on agricultural sector economics & labour force
	Agricultural Research Council	Scientific research on agricultural production issues
Strategy and Policy	Department of Trade and Industry & Provincial Departments of Economic Development <i>[changed to Department of Trade Industry and Competition in June 2019]</i>	Industrial strategy, international trade agreements, agricultural sector strategy and policy implementation desk
	Department of Agriculture Forestry and Fisheries <i>[changed to Department of Agriculture, Land Reform and Rural Development in June 2019]</i>	Sector regulatory framework, strategy and leadership, provision of extension services, Broad Economic Empowerment funding of development interventions including provision of bursaries for scarce skills
	National Treasury & SARS	Financial planning, incentives, accountability of Land Bank, skills levies
Planning	Department of Labour	Labour legislation, wage determinations, employment equity
	Department of Economic Development <i>[changed to Department of Economic Development and Tourism]</i>	Sector economic strategies
	National Planning Commission	Identify inter-departmental overlaps and gaps
	Department of Environmental Affairs <i>[changed to Department of Environment, Forestry and Fisheries in June 2019]</i>	Policy and guidelines on environment protection and natural resource management, partner in environmental education
	Department of Transport	Planning for transport needs in rural areas.

Strategic contribution	Department or organisation	Relevance to agricultural skills development
Rural Development and Land Reform	Department of Rural Development and Land Reform <i>[changed to Department of Agriculture, Land Reform and Rural Development in June 2019]</i>	Partnering with AgriSETA in mobilising funds for capacity building of claimants
	Department of Co-operative Governance and Traditional Affairs plus municipalities	Linking agricultural and rural development to IDPs and LED, infrastructure and services to agricultural enterprises
Services	Department of Water Affairs	Water boards manage local irrigation schemes
	Department of Energy	Strategy to supply electricity to rural areas
	South African Police Service	Collaboration with agricultural community to address issues of farm security, including attacks, stock and property theft
Credit and assistance	Land and Agricultural Development Bank of South Africa	Financial services to commercial farming sector, agribusiness, and emerging farmers
	Micro-Agricultural Financial Institutions of South Africa (MAFISA)	Production loans to smallholder operators.
Union and Sector representatives	Agri South Africa (AgriSA)	Agricultural Union serving some 32 000 large and small commercial farmers
	National African Farmers' Union of South Africa (NAFU)	Represents black farmers to level the field in all agricultural matters
	The African Farmers' Association of South Africa (AFASA)	Represents commercial African farmers to bring black commercial farmers into mainstream agribusiness
	Transvaal Agricultural Union South Africa (TAU SA)	A national agricultural union serving commercial farmers
Agribusiness	Agricultural Business Chamber	Fosters a favorable agribusiness environment
	Grain SA	Conglomerate organisation providing commodity strategic support and services to South African grain producers to support sustainability

Source: 2015 GCIS Handbook, Agriculture and AgriSETA SSP 2011-2016

1.4. ECONOMIC PERFORMANCE

OVERVIEW

According to Statistics South Africa (2018), the sector's contribution to the GDP in 2018 was 2.3% while in the second quarter of 2019 the sector contributed 2.2% to the

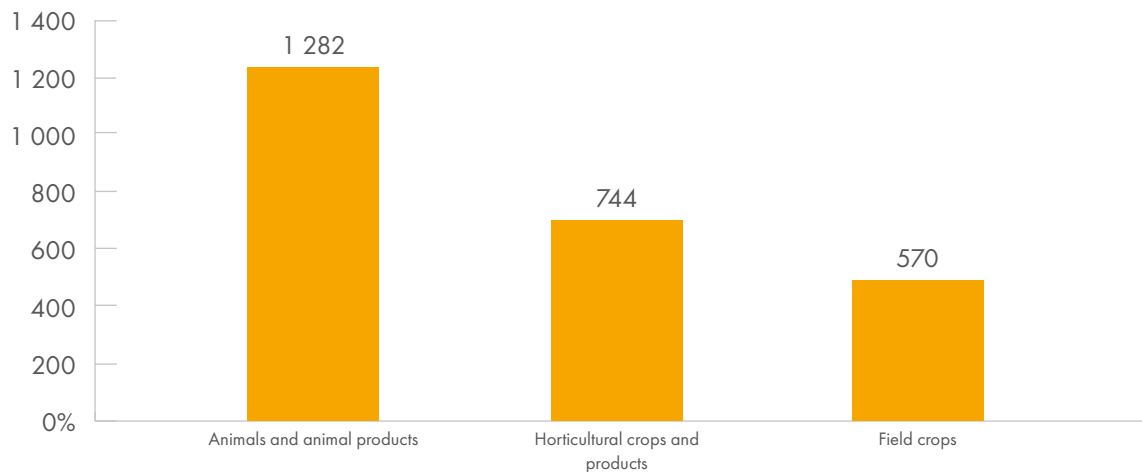
national GDP at the value of R74, 158 billion as reported by BFAP (2019). The total volume of South African agriculture production for 2017 was estimated at 62.9 million tonnes which was a 24% increase compared to 2016. The sector has been reported to contribute 5% of total employment in South Africa as of June 2019 (StatsSA, 2019). Notwithstanding the relatively small share of the total GDP, primary agriculture is an important sector in the South African economy. The value of primary agricultural production in South Africa was R273 544 million for the year ended 30 June 2018, a 2.1% increase from the previous year (DAFF, 2018).

Figure 3 shows that the total income earned in the agriculture and related services industry was R302,8 billion in 2017 compared with R278,1 billion in 2016. In 2017, 'animals and animal products' generated the largest sales (R128,2 billion), followed by 'horticultural crops and products' (R74,4 billion) and 'field crops' (R57,0 billion). The highest percentage increase was recorded for income earned from the sale of 'horticultural crops and products' (15%), followed by 'animals and animal products' (7,9%) and 'field crops' (5,9%). In addition, the sector plays an important role in job creation, especially in the more rural parts of the country. The total number of persons employed in the agriculture and

related services industry as at the end of June 2017 was 748 113 compared with 739 878 in June 2016, an increase of 1,1 % (Stats SA, 2018).

According to the Industrial Policy Action Plan (IPAP 2), fruits and vegetables are significant commodities in the agro-processing sector; both are high-value crops and have large labour multipliers. The main fruits produced in South Africa include grapes, oranges, lemons, apples, avocados and mangoes. While major vegetable markets include potatoes, tomatoes, onions and cabbages (National Agricultural Marketing Council, 2012).

FIGURE 3: GROSS FARMING SECTOR INCOME



Source: Stats SA, 2018, *Agricultural survey (Preliminary) 2017 statistical report*.

With regards to horticulture exports, in particular the fruit industry (owing to limitations in export data on vegetables industry), export produce generated R43.6 billion in 2016. The United Kingdom and Northern Europe remain the largest consumers of fruit produce, with the EU region accounting for 35% of South Africa's total deciduous fruit exports, while the markets in the Middle East and Asia have increasingly become important contributors in more recent years (Bekker, 2017).

ECONOMIC OUTLOOK OF THE SUB-SECTOR

Overall the agribusiness sector in South Africa is vitally important to national wellbeing, employing about significant

number of the working population in the country. The weak Rand, weather volatility and falling farm incomes are predicted to exert downward pressure on the market. However, in the longer term it is predicted that revenue in the sector will be boosted by growth of about 40% from food consumption due to the growth of the middle class and disposable income. Business Monitor International (BMI) estimates that annual food consumption revenue will reach over R609 billion in 2018.

According to the Industrial Policy Action Plan (IPAP), South Africa possesses a competitive advantage in a number of fruit and beverage sub-sectors. Products from sub-sectors such as wines, indigenous rooibos and honey-bush tea, and certain fruits are highly sought after in export markets.

Additionally, while traditional fruit crops such as citrus, grapes and deciduous fruit account for the majority of value and volume of fruit exports, it is reported that new categories in the sub-sector are growing fast. Exports of subtropical fruit and tree nuts are increasing at a rapid rate, as middle-income consumers in developed markets are demanding more variety.

An analysis of the fruit and vegetable market also revealed that over a five-year period up to 2019, the highest expected growth for the fruit and vegetable market will take place in Asia Pacific, with 6,4% year-on-year growth, followed by Europe with 4,4% and the US with 2,2% (Farmers Weekly, 2016). Looking at export trends, the value of fruit exports grew by 16% between the period 2002 – 2009, and by 6% between the period 2010 – 2017. Citrus, apples and grapes accounted for 86% of total fruit export earnings in 2017. Some of the fastest-growing fruits in export markets include niche fruits such as berries particularly cranberries and bilberries which grew at a CAGR of 32% between 2010 and 2017.

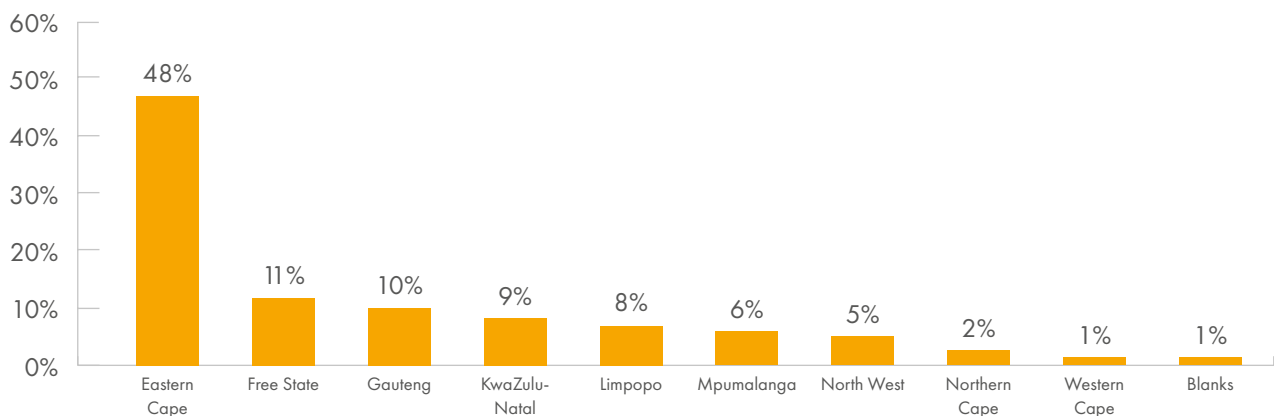
The slow growth in exports of fruit between 2010 and 2017, which is largely due to depressed demand during the

economic recession, stresses the importance of finding new markets beyond traditional markets in the European Union (which account for over 63% of local fruit exports) (IDTT, 2018). Although South African fruit and processed fruit products have a strong export market, there exists a historically poor export market in terms of fresh and processed vegetables, with most produce consumed locally. According to Ezra Steenkamp, deputy director of International Trade Research at the Department of Agriculture, Forestry and Fisheries in Asia, there is strong growth in the middle class, and South African vegetable exporters are gradually responding to this demand, with vegetables currently exported to destinations such as Hong Kong, Singapore, Malaysia and Indonesia, which have fewer phytosanitary requirements than other export destinations (Farmer's Weekly, 2018).

1.5 EMPLOYER PROFILE

The provincial distribution of Horticulture employers registered with AgriSETA is reflected in the graph (Figure 4) below.

FIGURE 4: PROVINCIAL DISTRIBUTION OF HORTICULTURE EMPLOYERS REGISTERED WITH AGRISETA



Source: AgriSETA employer database, 2019/20

The figure above shows that the majority of Horticulture employers registered with AgriSETA are in the Eastern Cape (48%), followed by Free state (11%), Gauteng (10%), and KwaZulu-Natal (9%). The provinces with the least number of registered employers in the Horticulture sub-sector are Mpumalanga (6%), North West (5%) and Western Cape (1%). It is important to note that the AgriSETA database does not represent all farming enterprises in the country, and thus must be treated with a fair degree of caution when applying it to a national context. For instance, Limpopo is a known farming province, but is underrepresented in AgriSETA numbers. Nevertheless, there is significant number of stakeholders expressing an interest in skills development in the agricultural sector.

1.6 LABOUR MARKET PROFILE

PROVINCIAL DISTRIBUTION OF EMPLOYEES

The broader South African agricultural sector is one of the biggest employers in the country. In the first quarter of 2019, Stats SA reported that a total of 837 000 people were employed in the sector. The table below illustrates that 27% of employment is in the Western Cape Province for Q1:2019 accounting for the majority of employees in the sector, followed by Limpopo and KwaZulu-Natal.

TABLE 4: DISTRIBUTION OF EMPLOYEES BY PROVINCE IN AGRICULTURE, 2019

Province	Q4 (2018) (Thousands)	Q1 (2019) (Thousands)
Western Cape	213	225
Eastern Cape	78	84
Northern Cape	39	41
Free State	57	60
KwaZulu-Natal	136	134
North West	62	62
Gauteng	31	31
Mpumalanga	96	76
Limpopo	138	124

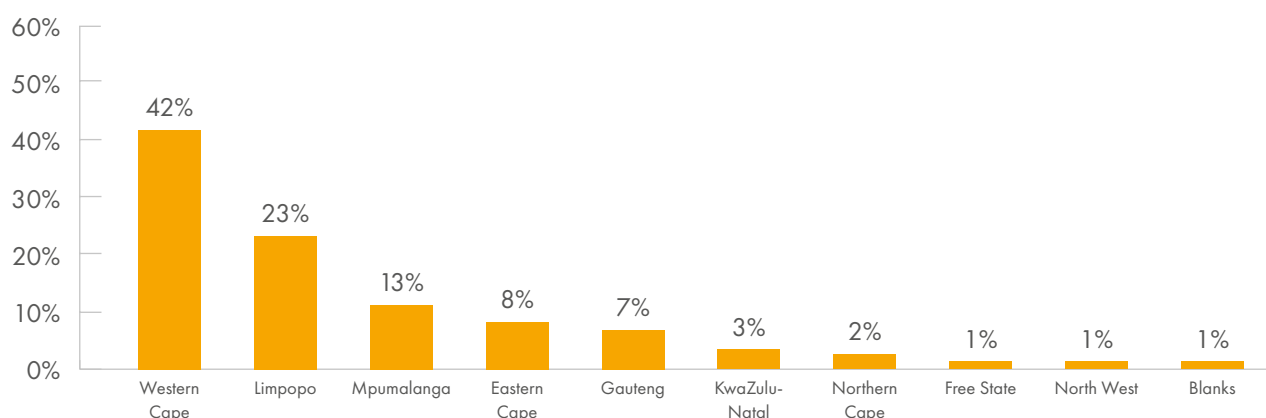
Source: Statistics South Africa, 2019. Quarterly Labour Force Survey. 1st Quarter 2019

According to the 2019/20 WSP submissions, Horticulture sub-sector has 92 172 employees under 5 879 employers that are registered on the AgriSETA database.

Figure 5 below shows the distribution of employees under Horticulture sub-sector across the provinces. The results show

that Western Cape has the majority of employees (42%), followed by Limpopo (23%) and Mpumalanga (13%). The Northern Cape (2%), Free State (1%) and North West (1%) have the least employees under Horticulture sub-sector.

FIGURE 5: PROVINCIAL BREAKDOWN – HORTICULTURE EMPLOYEES



Source: AgriSETA WSP Submissions, 2019/20

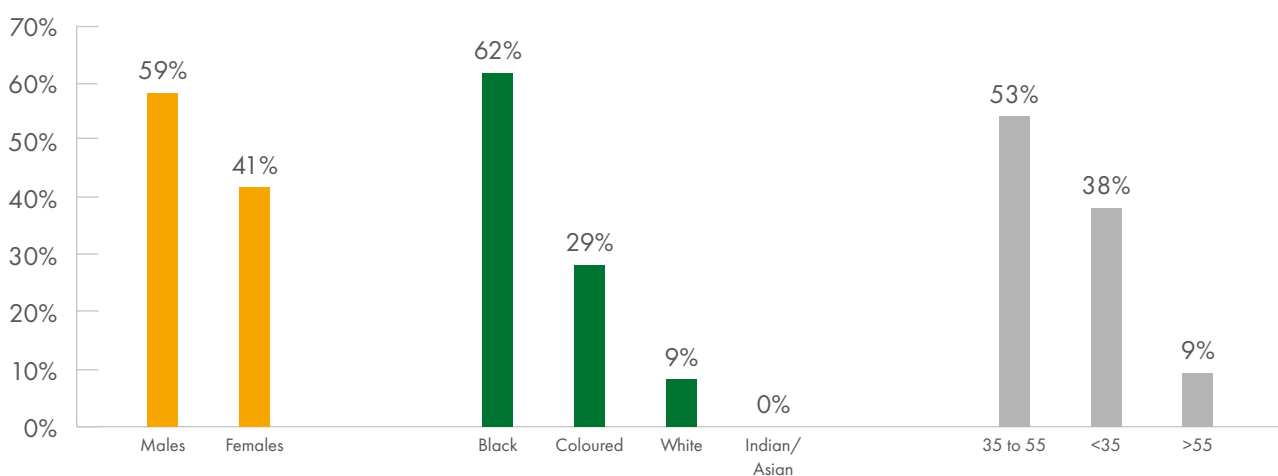
GENDER, RACE AND AGE

The following graph (figure 6) summarises the demographics of the sector by giving a breakdown of the Horticulture sub-sector by race, gender and age as reported in the 2019/20 WSP/ ATR submissions. Consistent with national agricultural statistics, the data shows that the vast majority of employees in the sub-sector are male, accounting for 59% of overall employment in the sub-sector, while females make up the other 41%.

The 2019/20 WSP data shows that the sub-sector is dominated by black Africans at (62%), coloured employees (29%) and white employees (9%), and (3%).

The majority of people employed in the Horticulture sub-sector by employers submitting WSP/ATR, are above 35 years of age (62%). This has been an issue in most industries in South Africa.

FIGURE 6: DEMOGRAPHIC COMPOSITION OF EMPLOYEES

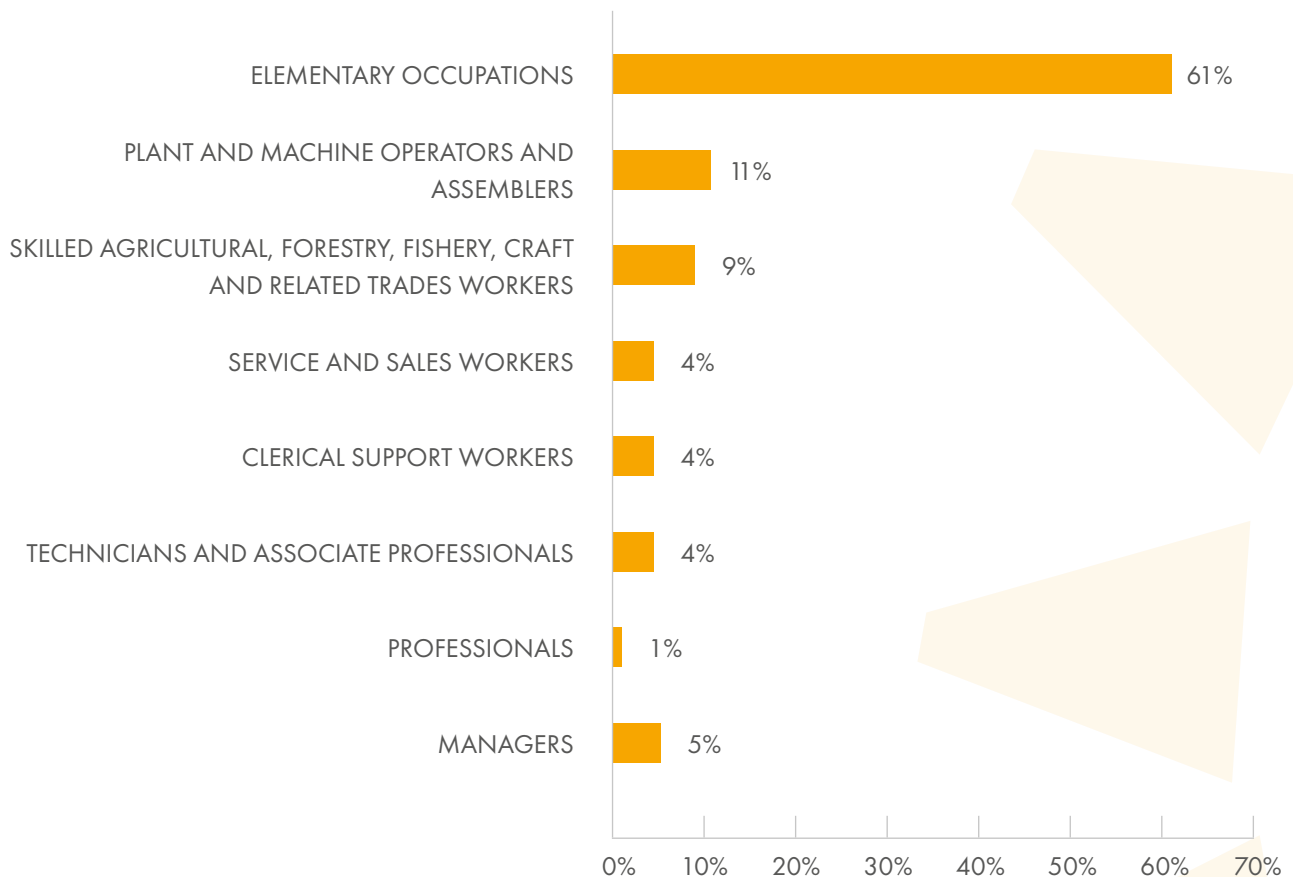


AgriSETA WSP data, 2019/20

OCCUPATIONAL CATEGORIES

Looking at the existing skills levels in the Sugar sub-sector as reported in the 2019/20 WSPs, it is clear that skills vary from highly skilled managerial and professional occupations to relatively low level skilled elementary occupations with majority of employees (37%) on elementary occupations followed by Plant and Machine Operators and Assemblers(26,1%). The occupation with the least number of employees is Services and Sales Workers (1, 4%).

FIGURE 7: OCCUPATIONAL CATEGORIES IN THE HORTICULTURE SUB-SECTOR



AgriSETA WSP data, 2019/20

1.6. CONCLUSION

Having a firm sense of the Horticulture sub-sector contribution to the economy in terms of production and employment, we can now more readily identify key skills issues that speak to this economic reality. The subsequent chapters identify key skills issues as suggested by government legislation, policies and frameworks; and further identifies key macro socio-economic and environmental factors that function as key change drivers in addressing skills development in the agricultural sector.

A wicker basket filled with fresh vegetables. The basket is woven from light-colored wood or straw. Inside, there are several large green leafy vegetables, possibly kale or chard. In the foreground, there are several yellow potatoes, a red onion, a white onion, a head of garlic, and a bright red pomegranate. The background is a dark green, textured surface.

CHAPTER 2

KEY SKILLS ISSUES

2.1. INTRODUCTION

This chapter is concerned with two specific areas that shape the key skills issues in the Horticulture sub-sector. Firstly, it looks at factors that are driving change in the sub-sector. Secondly, the alignment of sector skills planning to national strategies and plans will be analysed to provide a snapshot of the key policy and planning documents that shape skills planning in the Horticulture sub-sector.

2.2. CHANGE DRIVERS

There are key themes and issues driving change and influencing skills demand and supply in the Horticulture sub-sector. These change drivers were identified through thematic synthesis and triangulated through internal and external stakeholder engagement, desktop research and relevant policy documents.

TABLE 5: CHANGE DRIVERS

CHANGE DRIVER	SKILLS ISSUE	DEMAND & SUPPLY
Land reform & industry transformation	<ul style="list-style-type: none"> Financial and general management skills for new entrants (learnerships, bursaries) Supply chain skills for new entrants (technical, marketing, etc.) Mentorship funding, identification and training of mentors (ensuring sufficient appropriately trained mentors) Extension officer training programmes 	<p>Demand: emergent growers, employees, new business owners, land reform beneficiaries, extension officers</p> <p>Supply: training service providers, Agri colleges, universities, Universities of Technology (UOT), Technical Vocational Education and Training colleges (TVET)</p>
Skills retention	<ul style="list-style-type: none"> Bursary funding for targeted skills, with work-back requirement Career advice (wrong field of study places learners on unwanted career path) Communicating hard-to-fill-occupations 	<p>Demand: scholars, matriculants, university students, young graduates, unemployed graduates, current employees</p> <p>Supply: schools, universities, Agri colleges, universities of technology, TVETs, commodity organisations, employers</p>
Increase in production and introduction of new products	<ul style="list-style-type: none"> Demand for all supply chain skills (technical, etc.) at all levels (worker, all management levels) Demand re-skilling and up-skilling of workers Flexible qualifications allowing job mobility Increased demand for skilled workers in government and government agencies (DAFF, PPECB) 	<p>Demand: export growers, new entrants, growers changing plantings, training service providers, government departments and agencies</p> <p>Supply: training service providers, universities, colleges, Agri colleges, universities of technology, TVETs, Quality Council for Trades and Occupations (QCTO), commodity organisations</p>
Climate change (production area is shifting eastwards, introduction of new production technologies)	<ul style="list-style-type: none"> Migration of workers, new skills required Incorporation of latest innovations, technologies and research outcomes in qualifications, curriculums and course content 	<p>Demand: employers, employees, researchers</p> <p>Supply: training service providers, universities, universities of technology, TVETs, Agri colleges, commodity organisations, research organisations</p>

CHANGE DRIVER	SKILLS ISSUE	DEMAND & SUPPLY
Youth bulge	<ul style="list-style-type: none"> • Demand for skills development at younger age (high school level), employable youths • Supply rural skills development • Management and Human Resource skills to manage young workforce 	<p>Demand: scholars, students, rural youth, junior / middle / upper management</p> <p>Supply: training service providers, universities, universities of technology, TVETs, Agri colleges, QCTO</p>
Logistics and infrastructure	<ul style="list-style-type: none"> • Widening of skills range (engineering, logistics, commercial, etc.) requires new qualifications, broader scope 	<p>Demand: export growers, other employers in value chain</p> <p>Supply: training service providers, universities, universities of technology, TVETs, Agri colleges, QCTO, commodity organisations</p>
Biosecurity (impact of new pest and disease pressures)	<ul style="list-style-type: none"> • Increased need for scientific researchers • Increased need for qualified government officials (monitoring) • Ability to adapt and implement research findings and new control technologies 	<p>Demand: researchers, growers, agrochemical companies, compliance agencies, government departments and agencies (ARC), commodity organisations</p> <p>Supply: universities</p>
Innovation, technology and mechanisation	<ul style="list-style-type: none"> • Ability to develop and research new innovation and technologies • Ability to integrate and implement new technologies and innovation in workplaces • Ability to manage processes and systems that incorporates new technology • Increased need for computer skills for employees at all levels 	<p>Demand: employers, employees, researchers, engineering companies,</p> <p>Supply: training service providers, universities, universities of technology, TVETs, Agri colleges, QCTO</p>

2.3 ALIGNMENT WITH NATIONAL STRATEGIES AND PLANS

The following section draws attention to the national strategy and planning documents that frame AgriSETA's mandate for skills development. The legislative and policy frameworks speak to AgriSETA's constitutional mandate as a public institution governed by the Public Finance Management Act (1999) to develop skills programmes in accordance with the Skills Development Act (1998), the Skills Development Levies Act (1999), and the National Qualifications Framework Act (2008).

There are two seminal strategic documents that underpin AgriSETA's mandate for skills planning, namely: the White Paper on Post School Education & Training (2013) and the National Skills Development Plan (2030). Both of these documents highlight the SETAs roles in developing clear, sector-specific linkages between education and the workplace through an analysis of the demand and supply of skills in their sector. These documents call for credible institutional mechanisms for skills planning, programmes that are occupationally oriented, and responsive to higher and further education and training institutions. Furthermore, attention should be given to the needs of local, community enterprises, cooperatives and the like, with a focus on developing their skills capacities to meet the needs of their particular environments, thereby closing the gap between the rural and urban South African economies.

The NSDS III is informed and guided by the following overarching government plans: The National Skills Accord

as one of the first outcomes of the New Growth Path, the Industrial Policy Action Plan, 2013/14 – 2015/16 (IPAP), the Comprehensive Rural Development Programme, the Human Resources Development Strategy for South Africa 2030, the National Development Plan 2030 (NDP), and the Integrated Sustainable Rural Development Strategy (ISRDS). Collectively, these government plans and programmes recognise the need for correcting structural imbalances in the economy through “decent employment through inclusive growth”, “a skilled and capable workforce to support an inclusive growth path”, “vibrant equitable and sustainable rural communities contributing towards food security for all”, to “protect and enhance our environmental assets and natural resources”, with the support of “an efficient, effective and development-oriented public service” (NDP). All these priorities speak to the need for relevant and targeted skills provision that promotes economic sustainability in the agricultural sector, as well as meeting the needs of all South African communities, both rural and urban, in terms of food provision and sustainable livelihoods.

2.4 IMPLICATIONS FOR SKILLS PLANNING

In this chapter we have seen that the legislative and policy frameworks established by government, coupled with the contextual change drivers and industry specific perspectives on skills development point to five (5) skills implications that need to be addressed in the Horticulture Sub-sector Sector Skills Plan.

SKILLS IMPLICATIONS:

1. Practical skills transfer through mentoring and on-the-job training to address the youth bulge;
2. Human resource development strategies and career advice and expos to attract scholars and graduates towards agricultural occupations;
3. RPL process opportunities are to be explored and promoted where applicable to up-skill the employees
4. The issue of biosecurity is to be included and explored with the other sub-sector committees with which it overlaps;
5. Partnerships with higher education institutions (HEIs) for research and development into the sub-sector; and
6. The development of sustainable horticultural / farming qualifications and incorporation of latest technology (innovation) and research outcomes in qualifications, curriculum and course content.

2.5 CONCLUSION

In this chapter we have seen that the legislative and policy frameworks established by government, coupled with the contextual change drivers and industry specific perspectives on skills development, point to 5 skills implications that need to be addressed in the Horticulture sub-sector. Chapter 3 will elaborate on the specific demand and supply of skills in the sub-sector to identify gaps and mismatches in skills provision, providing evidence that the skills issues identified in this chapter articulate what is happening on the ground.



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