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### MASHABA AND THERON RECEIVE 1662 INDUSTRY AWARD

Professor Karen Theron and Dr Mono Mashaba received the Hortgro 1662 Industry Award at an event held in Stellenbosch recently. This is the fourth year that the industry recognizes industry titans with the 1662 Award. Read more [here](#).

*Pictured here: Dr Mono Mashaba and Prof Karen Theron.*



### DFI TRANSFORMATION AWARDS 2022

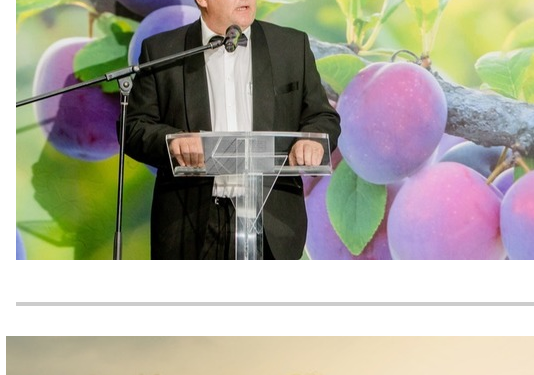
On 31 March 2022, the Deciduous Fruit Industry (DFI) hosted the inaugural Transformation Awards gala dinner in Stellenbosch. A momentous evening where all the short-listed candidates swapped their overalls and Wellingtons for black tie attire. Read a summary of the event [here](#).



### TRANSFORMATION TIMES: AWARD WINNERS

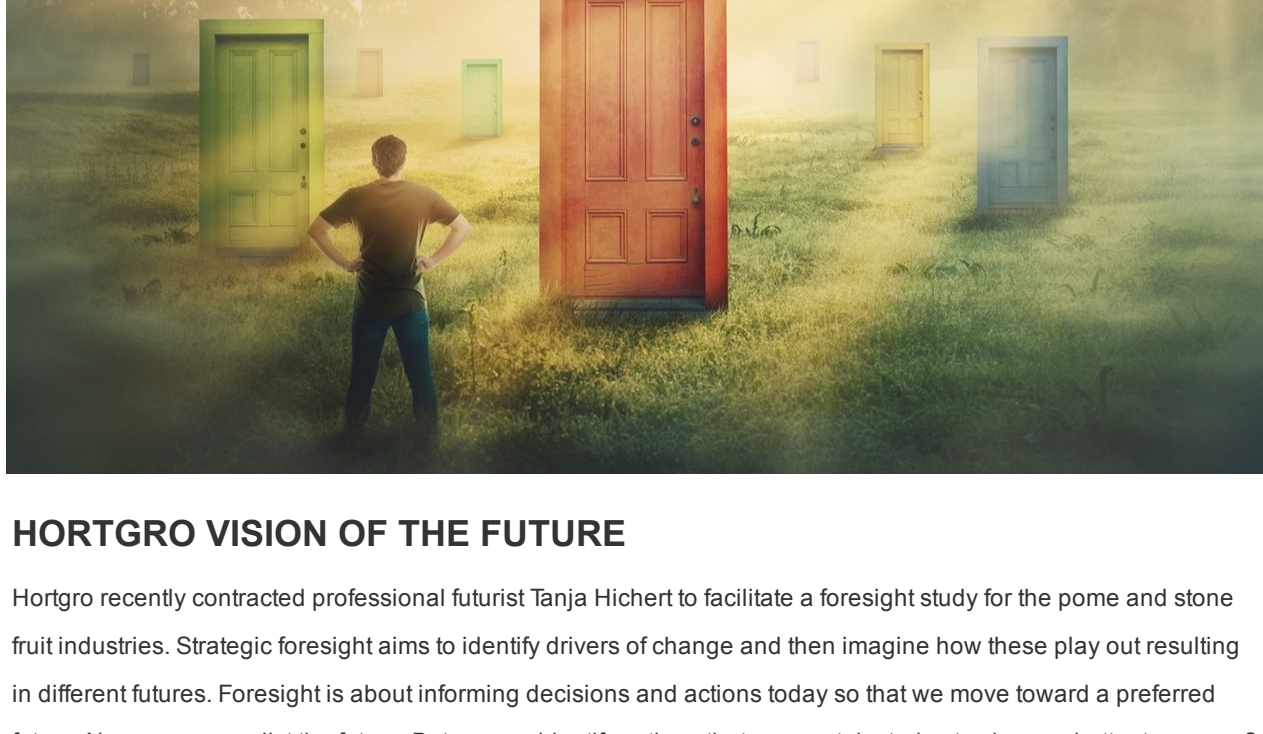
Read the March Transformation Times about the DFI Awards event and all the worthy winners [here](#).

*Caption: The Deciduous Fruit Industry Best Producer Award went to Misgund-Oos Kleinboere Trust, represented by Jennival Uthaler. From left: Fanie van der Merwe (Corteva), Nicholas Dicey (Hortgro Chairman), Jennival Uthaler, Nolwazi Mkize (Corteva), Minister Thoko Didiza, and Ismail Motale (DFIC Chair).*



### NIC DICEY TALKS TRANSFORMATION

Hortgro Chair Nic Dicey gave an overview of the industry's transformation challenges and successes at the DFI Transformation Awards. Read it [here](#).



### HORTGRO VISION OF THE FUTURE

Hortgro recently contracted professional futurist Tanja Hichert to facilitate a foresight study for the pome and stone fruit industries. Strategic foresight aims to identify drivers of change and then imagine how these play out resulting in different futures. Foresight is about informing decisions and actions today so that we move toward a preferred future. No one can predict the future. But can we identify actions that we can take today to shape a better tomorrow? Read it [here](#).

### STRATEGIC FORESIGHT STUDY

The future starts today, and the goal is to take actions that make the preferred futures more likely. Read more about the study [here](#).

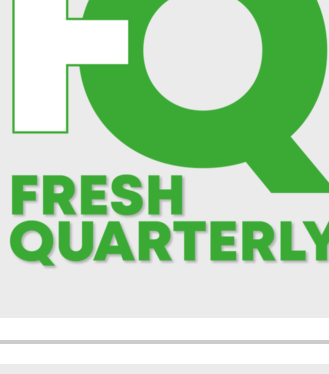
### VIER BEDRYFSBEKENDES OOR VERANDERING EN DIE TOEKOMS

Hein Keulder, Petru Du Plessis, Paul Clüver en Karin Clüver gesels oor verandering en wat die afgelope dertig jaar ons oor die toekoms kan leer. Lees dit [hier](#).

### LANDBOU NA COVID-19

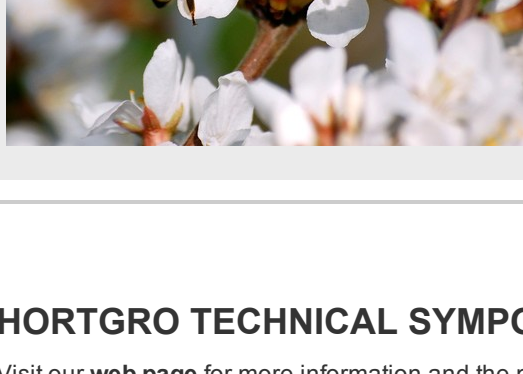
Watter langtermyn aanpassings is nodig om die toekoms van landbou te versek? Die Wes-Kaapse Departement van Landbou se 2020 toekomsbeplanningstudie mik om hierdie vraag te beantwoord. Lees dit [hier](#).

### WATCH: WIMPIE PAULSE TALKS ABOUT THE IMPORTANT WORK OF THE FRUIT WORKERS' DEVELOPMENT TRUST



### FRESH QUARTERLY GETS ITS OWN WEBSITE

Hortgro Science's online technical publication, the Fresh Quarterly, now has its own website. This will enable users to find information more readily and improves technology transfer. Find the FQ website [here](#).



### BOORDBESTUINGSPRAKTYKE

Belangrike brondokumente oor bestuingspraktike vir jou boord. Met dank aan The Bee Effect. Vind dit [hier](#).

### HORTGRO TECHNICAL SYMPOSIUM 2022

Visit our [web page](#) for more information and the preliminary [programme](#). Please note that due to Covid we can only accommodate 250 people in-person at the venue, at this stage.

There are limited sponsorship opportunities available. Download our sponsor options [here](#) or contact Lindy Sigonyela [lindy@hortgro.co.za](mailto:lindy@hortgro.co.za) or Elise-Marie Steenkamp [elise-marie@hortgro.co.za](mailto:elise-marie@hortgro.co.za) for more information.

[SYMPOSIUM 2022: REGISTER NOW](#)

### FPEF FRUIT EXPORT VALUE CHAIN TRAINING

FPEF's fruit export value chain training is offered online this year in May/June and again in Sep/Oct. The course content covers the fruit export value chain from field to fork and is aimed primarily at employees in junior to middle management positions within fruit export companies, packhouses, and logistics companies. Contact Johannes Brand: [johannes@fpef.co.za](mailto:johannes@fpef.co.za)

### → INFORMATION AT YOUR FINGERTIPS

- D6/Hortgro24 Information app.
- [Stone fruit app](#).
- E-mail [info@hortgro.co.za](mailto:info@hortgro.co.za) for more information.

### → HORTGRO PUBLICATIONS

- [Key Deciduous Fruit Statistics](#)
- Hortgro Stone: [Timely Hints/Tydige Wenke: May/Mei2022](#)
- Fresh Quarterly: [Issue 16](#)
- Fresh Notes: FN 193 [Chlorpyrifos Status](#) and FN 194 [Packhouse Action Group Feedback](#)
- Fruit South Africa [Transformation Summary](#)
- Transformation Times: [March 2022 Issue](#)

### → HORTGRO YOUTUBE KANAAL

- Vind ons videobiblioteek vol bedryfsinligting [hier](#).
- PLUS: 36 Boordopleiding video's nou beskikbaar in [AFRIKAANS](#), [XHOSA](#) en [ENGELS](#)

### FROM THE EXECUTIVE DIRECTOR'S DESK

#### A new era – Leadership, Training and Development

To date, Hortgro dealt with training and development in the industry based on a facilitation approach. Bursaries, both pre-and post-graduate, and many linked to the research programme and related projects, and training support and mentorships linked to various transformation initiatives formed the basis of activities in this sphere.

It is recognised that skills development is not clearly structured over, but should Hortgro programmes. It is clear that Hortgro can play a more proactive and coordinating role, but should not be a training provider itself. There are about 30 service providers in the industry training ±15,000 workers (20% of the deciduous workforce) annually. The capacity to develop the required skills, therefore, seems adequate, but some coordination is required to improve the quality and quantity of training delivery.

It is clear that a more focused and hands-on approach with dedicated capacity is required to equip management and workers with the right skills for the 4IR era. In the same vein, Hortgro therefore also launched a leadership development programme focused on the next generation of industry leadership. This will be a non-academic industry-focused programme to expose the selected individuals to industry activities, programmes and structures. Building peer networks are a key focus of this initiative. Stephen Rabe will act as custodian on behalf of Hortgro Pome & Stone.

So, rather than becoming another provider, Hortgro has an important role to play in facilitating and coordinating skills development training in the sector. Given a recent successful motivation to AgriSETA to partner with Hortgro and ensure an (initial 3 year) dedicated programme on training and development, we now have a stable platform to initiate this programme which will be a 50:50 partnership gearing of the existing industry spent on a wide range of interventions from the current R7 mill to R15 mill per annum.

Dedicated capacity is currently being put in place to focus on the following key roles:

- Establish skills development liaison structures, networks and advocacy;
- Facilitate and coordinate skills development in the deciduous fruit industry;
- Administer skills development initiatives such as motivating for external funding, bursaries and internships, as well as maintaining databases of training providers and skills development facilitators;
- To develop and expose the next generation of industry leaders and decision-makers to industry structures and the range of strategic challenges that require attention; and
- To manage and oversee cross-cutting skills development projects for the industry.

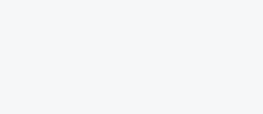
We did our homework. Now we need to ensure the delivery of the training and development needs and expectations of our constituency. By coordinating on an industry level, we are sure that we will be able to identify and develop the human capital required for the next generation.

More detail will be communicated soon.

Until next time.

Anton

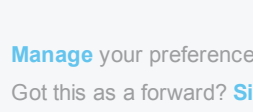
*Great things in business are never done by one person. They're done by a team of people. - Steve Jobs*  
*If you want to go fast, go alone. If you want to go far, go with others. - African proverb*



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