As the CGA’s Transformation Manager resigned in June 2008, there has been an urgent need for CGA to find a replacement for this position. In August 2009 CGA appointed a Transformation Administrator to oversee the various core activities under this portfolio, namely mentorship, extension, training and institutional development. Since this appointment there has been a lot taking place in all fields.

PROGRESS TO DATE UNDER TRANSFORMATION IN CGA

MENTORSHIP
In 2006 the Citrus Growers’ Association (CGA) entered into an agreement with the National Department of Agriculture, Forestry and Fisheries (DAFF), Directorate Education, Training and Extension Services (DTES) to undertake a Pilot Mentorship Programme for selected emerging citrus growers who lacked adequate support.

In 2008 the programme was evaluated by DAFF. The evaluation indicated that the pilot mentorship programme had contributed to the success of participants and that mentorship should be continued.

In the same year an Agri Summit was hosted by the DAFF in Limpopo and it was recommended that mentorship should be:
• Funded by CASP.
• Managed and rolled out by Provincial Departments of Agriculture.
• Delivered by Commodity Organisations.

In 2009 DAFF hosted a series of workshops with regard to this plan in an attempt to give guidelines to the provinces for the implementation of the mentorship programme. These workshops resulted in the drafting of a National Framework for the Implementation of Mentorship Programmes. The Framework was drafted by a task team consisting of commodity organisations, Provincial Departments of Agriculture and CGA.

Following from the meeting held at St. George Hotel it was agreed that Provincial CASP coordinators must engage with commodity organisations from then until September 2009 to discuss how things will unfold in terms of projects that they need to engage in for the mentorship.

PROGRESS ON THE PROVINCIAL ENGAGEMENTS
CGA is currently implementing mentorship programmes in four provinces namely Eastern Cape, KwaZulu-Natal, Limpopo and Mpumalanga. The CGA has currently engaged with three provinces out of the four.

Eastern Cape. The Eastern Cape Province arranged a meeting with commodity organisations, the purpose of the meeting being to discuss the roll-out plan, and Eastern Cape decided that they will follow the same trend that DAFF used in implementing the programme. Commodity organisations were requested to submit the proposals with the projects that will be mentored and CGA submitted the proposal to the Eastern Cape Provincial Department of Agriculture. A response is now awaited.

KwaZulu-Natal. KZN has another approach in implementing mentorship, through a new entity called a Special Purpose Vehicle (SPV). This entity will oversee all activities of CASP, and CGA has been invited to numerous meetings with SPV to try and develop the plan for the coordination of these activities. CGA has been requested to develop a Funding Model by this entity which is currently underway.

Limpopo. In Limpopo the decision was made to appoint a service provider to implement the mentorship programme and commodity organisations will work under this service provider. The duties and responsibilities of the service provider and the commodity organisations, are still being discussed.

Mpumalanga. The Mpumalanga Provincial Department of Agriculture has not yet called on commodity organisations to discuss their roll-out plan of mentorship programme, although it is hoped that they will do so before the end of the financial years as this is a requirement.

EXTENSION AND TRAINING
In the extension and training category, there have also been a lot of activities taking place since the arrival of the Transformation Administrator. CGA has signed a Memorandum of Understanding (MoU) with the Provincial Department of Agriculture in Limpopo for the training of government extension officers to become citrus advisors/specialists. CGA have engaged with Eastern Cape and KZN to follow the same route, with the hope that by next year those agreements will be signed.

INSTITUTIONAL DEVELOPMENT
In the north and south regions there have been numerous study group meetings, as CGA has two extension officers from CRI who continually give support to the growers on the technical matters.