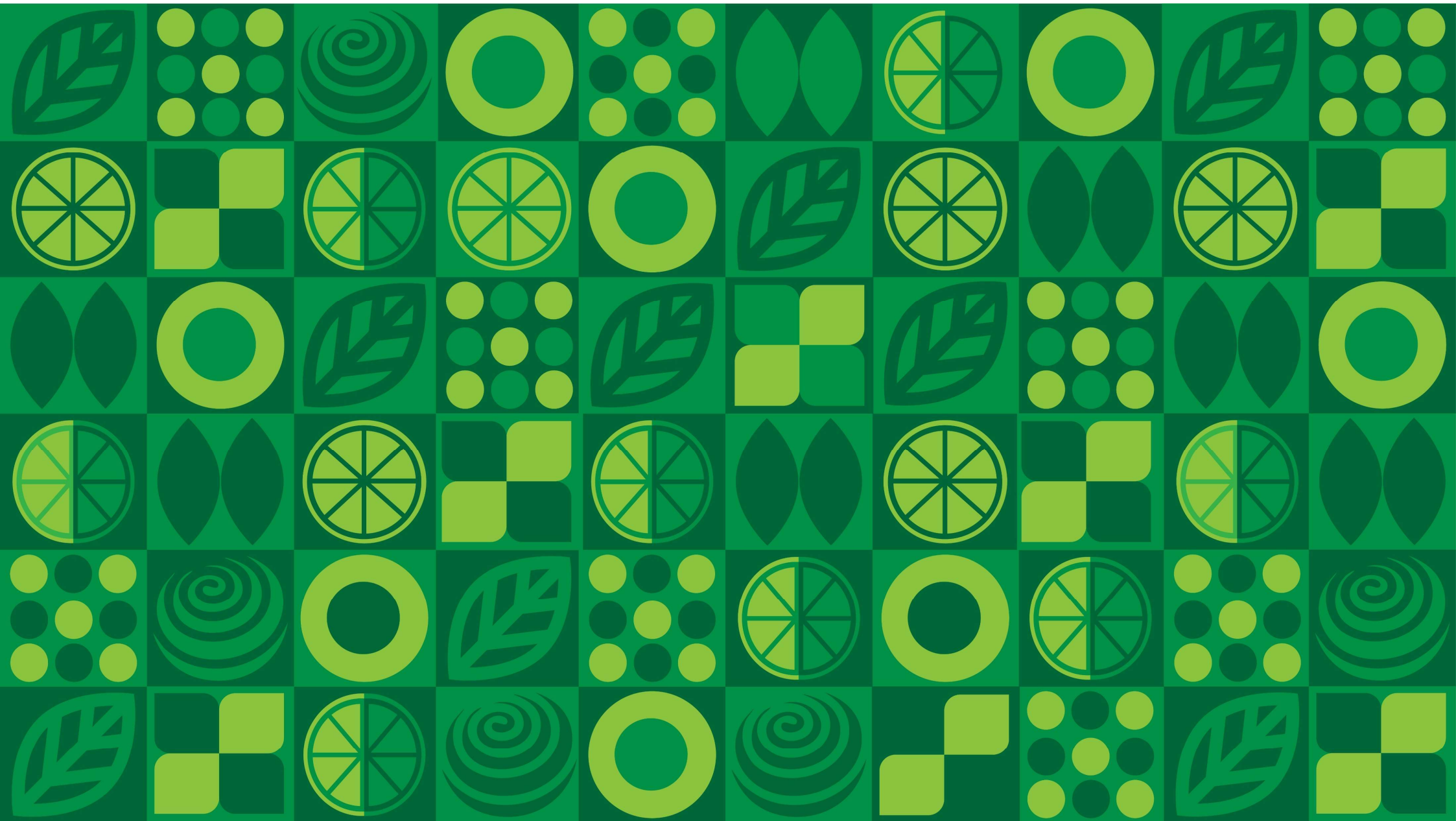


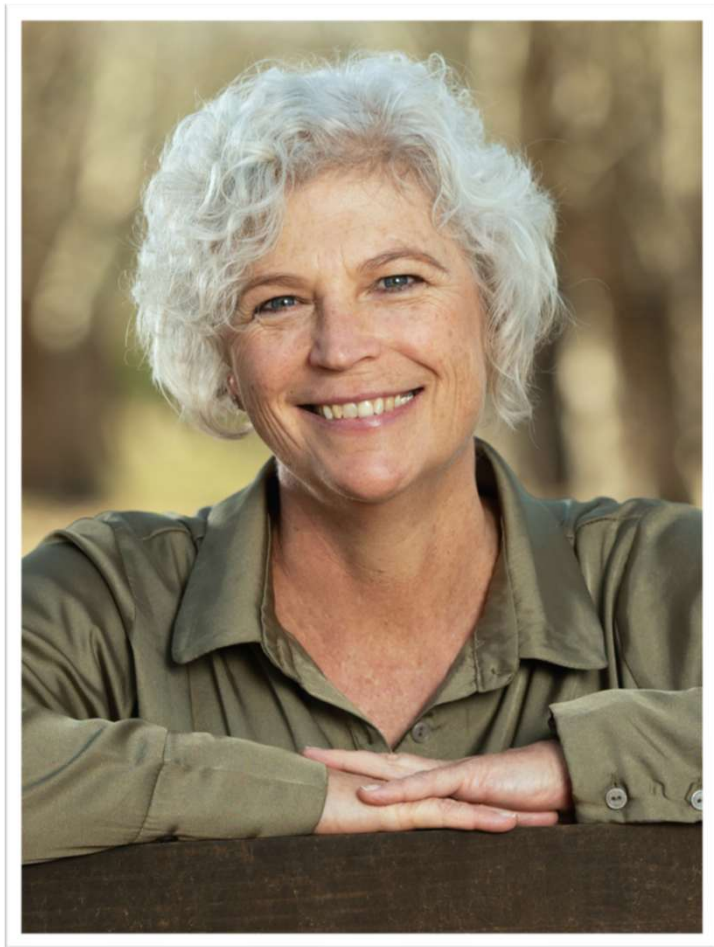


The background is a repeating grid of various green-toned icons related to citrus fruits. These include whole citrus slices, cross-sections showing segments, individual leaves, and clusters of small circles representing seeds or fruit segments.

WOZA!

citrusacademy

wozofunda | come learn | kom leer | tana dyondza



Jacomien de Klerk

General manager

Since January 2005 (establishment)

General manager

Overall management and coordination
of all activities

New programme development

Stakeholder engagement

Industry representation



Sam Louw

Engagement manager

July 2010 to June 2015

Programme coordinator

September 2020 to March 2024

ETBCG programme manager

Since April 2024

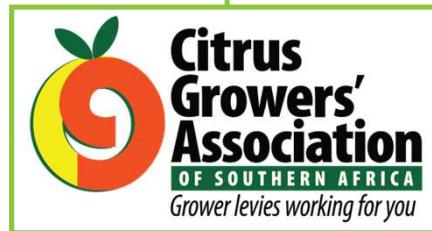
Engagement manager

Liaise with **growers, community organisations, CGA group companies, service providers, government institutions, academic institutions** and the **public**



**Citrus growers of South Africa,
Eswatini, Zimbabwe, Botswana, Namibia, Mozambique**

Statutory levy
2026: R1.67/15kg carton



**Citrus
Research
Trust**



**NPCs to promote industry
transformation**





HORTGRO

fpéf
SOUTH AFRICA™

SATI
SOUTH AFRICAN TABLE
GRAPE INDUSTRY



Citrus
Growers'
Association
OF SOUTHERN AFRICA
Grower levies working for you!

subtrop
SA Subtropical Growers' Association



BERRIES ZA
— SUPPORTING SOUTH AFRICAN GROWERS —



woza!
citrusacademy
woza! is a citrus academy & training center for citrus growers



- ✓ Sector skills planning
- ✓ WSP/ATR administration
- ✓ Discretionary grant funding
- ✓ Learnership registration
- ✓ Provider accreditation, workplace approvals



higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

- ✓ Post-school education policy
- ✓ Oversees SETAs
- ✓ Funds TVET colleges
- ✓ Registers qualifications (NQF)
- ✓ National Skills Development Plan



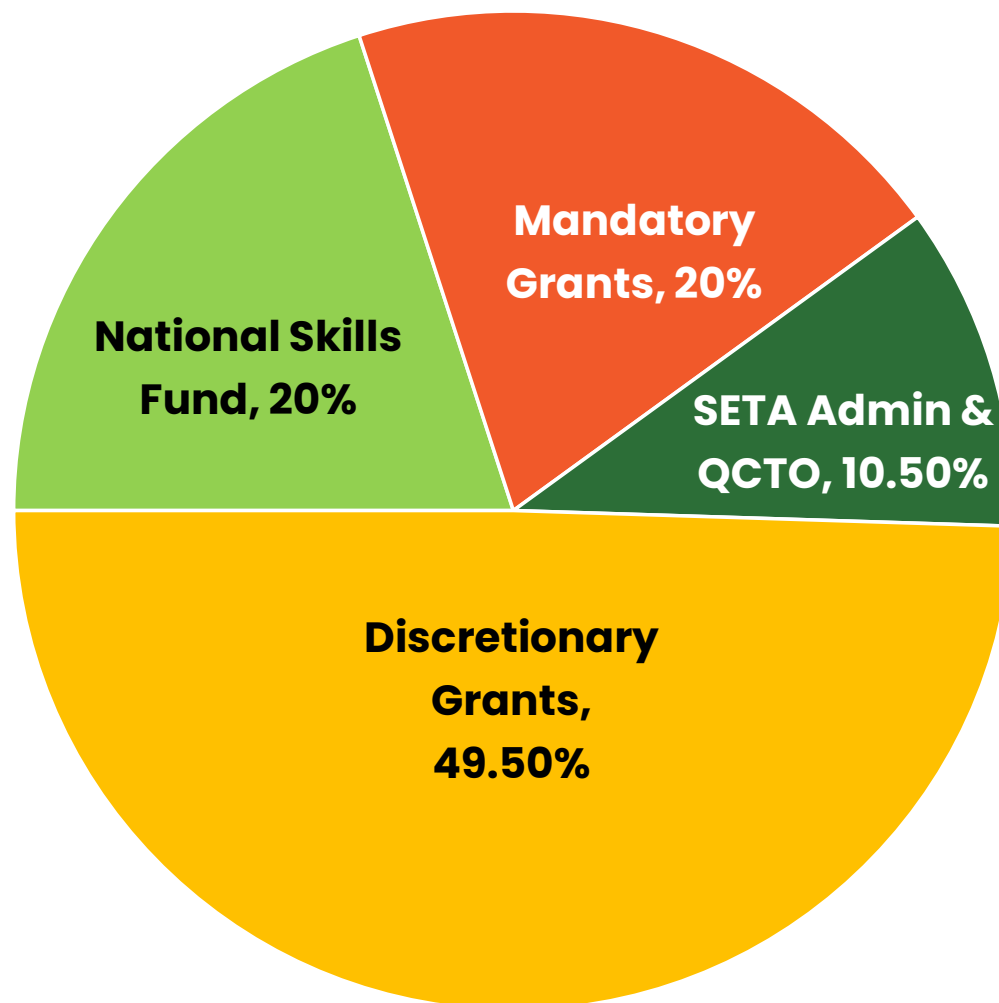
- ✓ Occupational qualifications custodian
- ✓ Curriculum & assessment design
- ✓ External integrated assessments
- ✓ Accredits skills providers
- ✓ Certifies successful learners



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

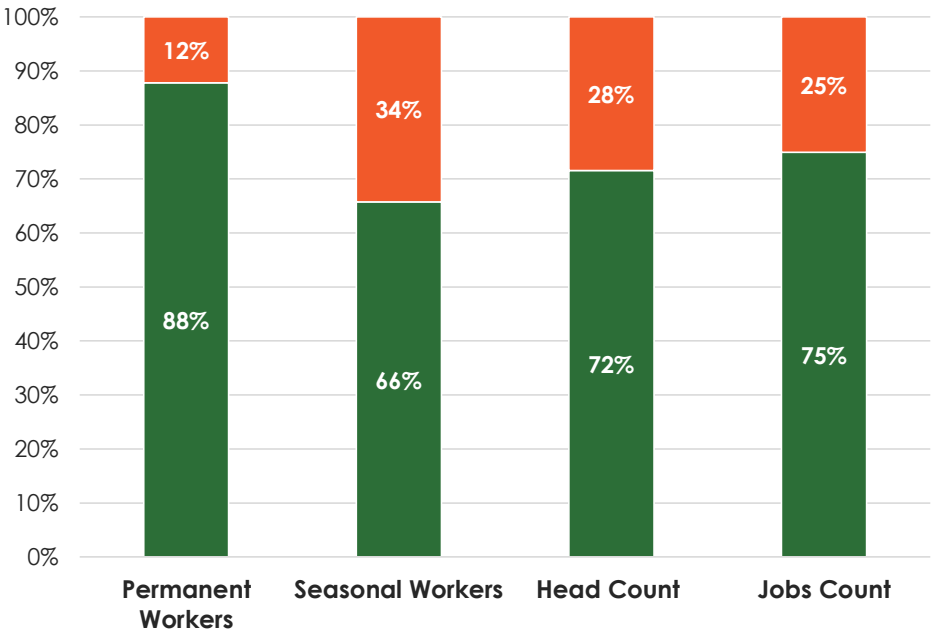
- ✓ Enforces labour legislation
- ✓ Employment equity oversight
- ✓ Public employment services
- ✓ UIF & compensation
- ✓ Workplace inspections



2024 Employment Survey

Enterprise Type	Permanent Workers	Seasonal Workers	Head Count	Jobs Count
Production units	38 950	82 100	121 050	80 000
Packhouses	5 400	42 750	48 150	26 775
Total estimate	44 350	124 850	169 200	106 775

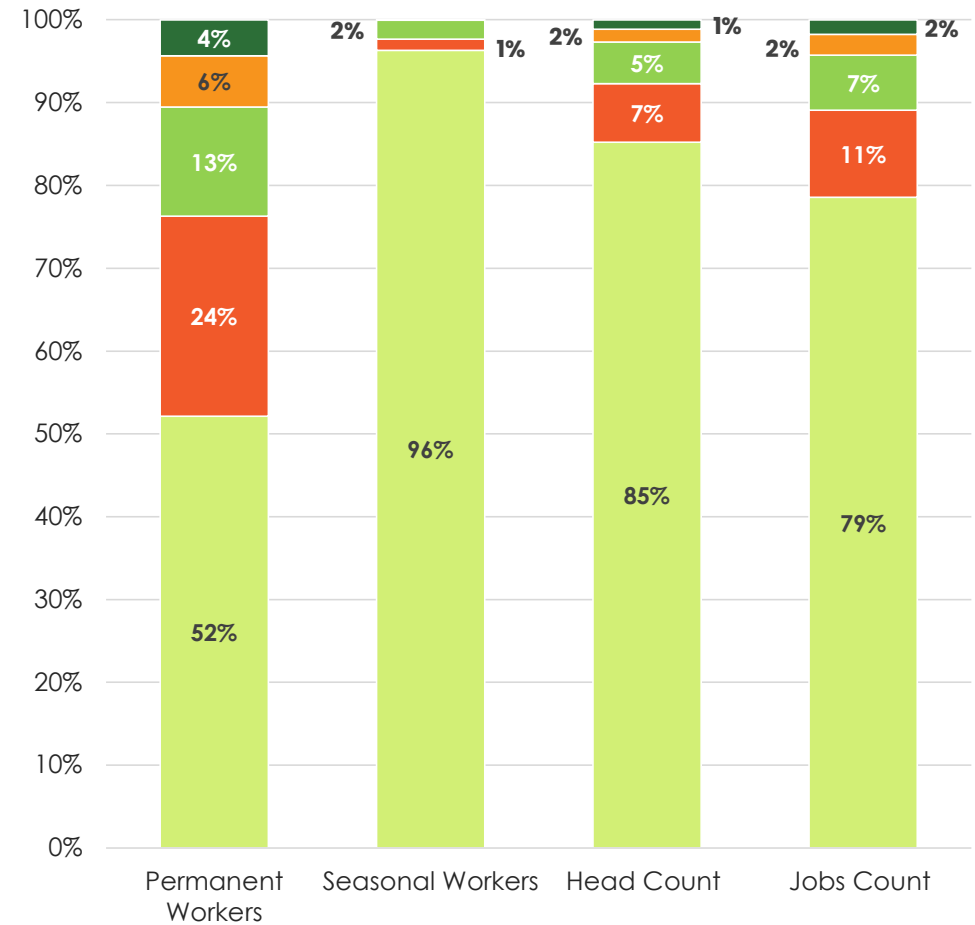
Employment Ratios		
Enterprise Type	Permanent Workers	Seasonal Workers
Production units <i>workers / ha</i>	0.39	0.82
Packhouses <i>workers / 10,000 cartons</i>	0.33	2.59



2024 Employment Survey

**2027
Employment
Survey!**
Please
participate

Occupational Level	Permanent Workers	Seasonal Workers	Head Count	Jobs Count
Senior management	1 929	47	1 897	1 889
Specialists	2 735		2 622	2 645
Skilled workers	5 852	2 871	8 523	7 127
Semi-skilled workers	10 707	1 689	11 978	11 217
Unskilled workers	23 125	120 229	144 166	83 889
Total estimate	44 349	124 836	169 185	106 767



How do we help you ?

Workplace

Learning programmes

- ✓ Technical
- ✓ Compliance
- ✓ Admin
- ✓ Management development

Learning resources

- ✓ Citrus Resource Warehouse
- ✓ Best practice handbooks
- ✓ Learning material

Workplace programmes

	Technical	Compliance	Admin	Management Development
Business managers				
Technical managers	 			 
Junior to middle managers	    			 
Workers		 		

Workplace resources

	Technical	Compliance	Business Admin	Management Development
Business managers			 	
Technical managers	    			 
Junior to middle managers	 		 	 
Workers	 	 		



NQF Qualifications

- ✓ 120 or 240 credits
- ✓ Unit standards:
 - Fundamental
 - Core
 - Elective
- ✓ Specific outcomes, assessment criteria
- ✓ Facilitated by SETA accredited provider
- ✓ Could carve out unit standards for skills programmes

Occupational Qualifications

- ✓ Varying credits, minimum 120
- ✓ Modules:
 - Knowledge
 - Practical skills
 - Work experience
- ✓ Topics, internal assessment criteria
- ✓ EISA – External Integrated Summative Assessment
- ✓ Facilitated by QCTO accredited providers (knowledge, skills)
- ✓ Cannot make skills programmes, separate qualifications



**Identify
qualification**



**Find an
accredited
SDP**



**Determine
implementation
requirements**



**Get learning
material**

**Assist to
implement**

**Recruit
learners**

Find money
(apply for funding /
self-fund)



**Get
workplace
approval**



Workplace resources

	Technical	Compliance	Admin	Management Development
Business managers			 	
Technical managers	     			 
Junior to middle managers			 	 
Workers	 	 		

[Internal Citrus Publications](#)[Newsletters](#)[News Articles](#)[Research Reports & Papers](#)[Extension](#)[Consumer Assurance](#)[Market Access](#)[Economics](#)[Logistics](#)[Information](#)[Transformation](#)[Learning Resources](#)[Government Publications](#)[List of Acronyms](#)

What

Search ..

What are you looking for?

Q Search

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About The Citrus Resource Warehouse

Login



How do we help you ?

Workplace

Learning programmes

- ✓ Technical
- ✓ Compliance
- ✓ Admin
- ✓ Management development

Learning resources

- ✓ Citrus Resource Warehouse
- ✓ Best practice handbooks
- ✓ Learning material

Recruitment

In the workplace

- ✓ Skills planning
- ✓ Recruitment
- ✓ Induction

For the industry

- ✓ Bursaries
- ✓ Secondary school programme
- ✓ Career fairs

Workplace recruitment

Skills planning

- ✓ Assess enterprise capacity
 - ✓ Assess current skills levels
 - ✓ Identify gaps
-
- Assistance to BOEs
 - Can advise all citrus enterprises

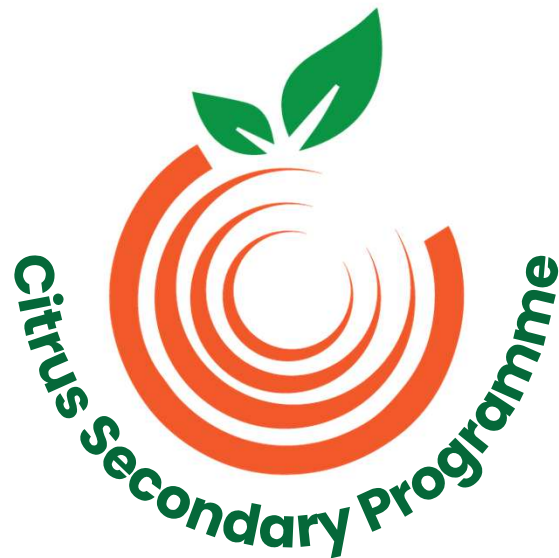
Recruitment



Workplace induction



Industry talent development



Plus:

- Internships
- Graduate placements
- Vacation work
- Industry exposure

Are you a
willing
employer?

How do we help you ?

Workplace

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- ✓ Technical
- ✓ Compliance
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Learning resources

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- ✓ Career fairs

Communication

- ✓ Citrus communities
- ✓ Industry developments
- ✓ Skills development landscape
- ✓ HR compliance

Communication

 **human resource community**

 **student community**

 **citrus extension community**

 **superpower community**



Connect | Collaborate | Grow!

Citrus Communities is an online space built for individuals who are passionate about learning, sharing knowledge, and growing together. Powered by the **Citrus Academy**, our platform offers a dynamic forum where like-minded individuals can connect, exchange ideas, and support each other's journeys. Whether you're looking to learn new skills, seek advice, or contribute your expertise, **Citrus Communities** is here to foster meaningful connections and create a thriving environment for personal and professional growth.

Our communities are designed to encourage open discussions, insightful exchanges, and creative problem-solving. Whether you're a beginner looking to get started or a seasoned professional eager to share your insights, there's a place for everyone here.



Start a conversation

Ask questions, share experiences, and start



Join interest groups

Connect with people who share your interests.



Access exclusive content

As a member, you'll have access to valuable

How do we help you ?

Workplace

Learning programmes

- ✓ Technical
- ✓ Compliance
- ✓ Admin
- ✓ Management development

Learning resources

- ✓ Citrus Resource Warehouse
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- ✓ Learning material

Recruitment

In the workplace

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For the industry

- ✓ Bursaries
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- ✓ Career fairs

Communication

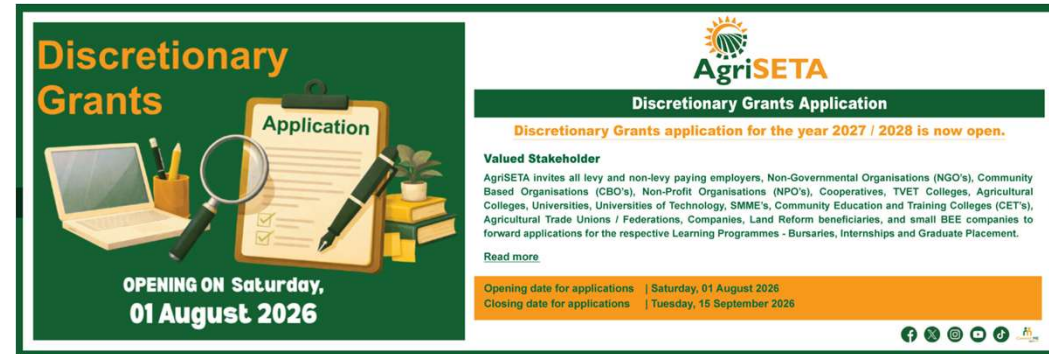
- ✓ Citrus communities
- ✓ Industry developments
- ✓ Skills development landscape
- ✓ HR compliance

Representation

- ✓ Fruit SA
- ✓ AgriSETA
- ✓ Department of Agriculture



1. **Learnerships 18.1** – Employed (R30 000)
Learnerships 18.2 – Unemployed (R30 000, learner stipend R24 000)
2. **Skills Programmes** (employed and unemployed) – R200 / credit / learner
3. **Adult Education and Training (AET)** – R2 250 / learning area
4. **Support to Rural Structures (Mentorship)**
5. **Bursaries** – R70 800 / learner (undergrad and postgrad)
6. **Internships** – R60 000 / learner (12 months)
7. **Graduate Placement** – R60 000 / learner (12 months)
8. **Artisan Development** – R206 290 / learner for 3 years
9. **Commodity Organisations**
10. **Land Reform Beneficiaries Skills Programmes** – R200 / credit / learner
11. **Skills Programmes for Persons Living with Disabilities** – R200 / credit / learner
12. **Skills Programmes for Seasonal Workers** – R200 / credit / learner



Discretionary Grants

Application

Discretionary Grants application for the year 2027 / 2028 is now open.

Valued Stakeholder

AgriSETA invites all levy and non-levy paying employers, Non-Governmental Organisations (NGO's), Community Based Organisations (CBO's), Non-Profit Organisations (NPO's), Cooperatives, TVET Colleges, Agricultural Colleges, Universities, Universities of Technology, SMME's, Community Education and Training Colleges (CET's), Agricultural Trade Unions / Federations, Companies, Land Reform beneficiaries, and small BEE companies to forward applications for the respective Learning Programmes - Bursaries, Internships and Graduate Placement.

[Read more](#)

Opening date for applications | Saturday, 01 August 2026
Closing date for applications | Tuesday, 15 September 2026

OPENING ON Saturday,
01 August 2026



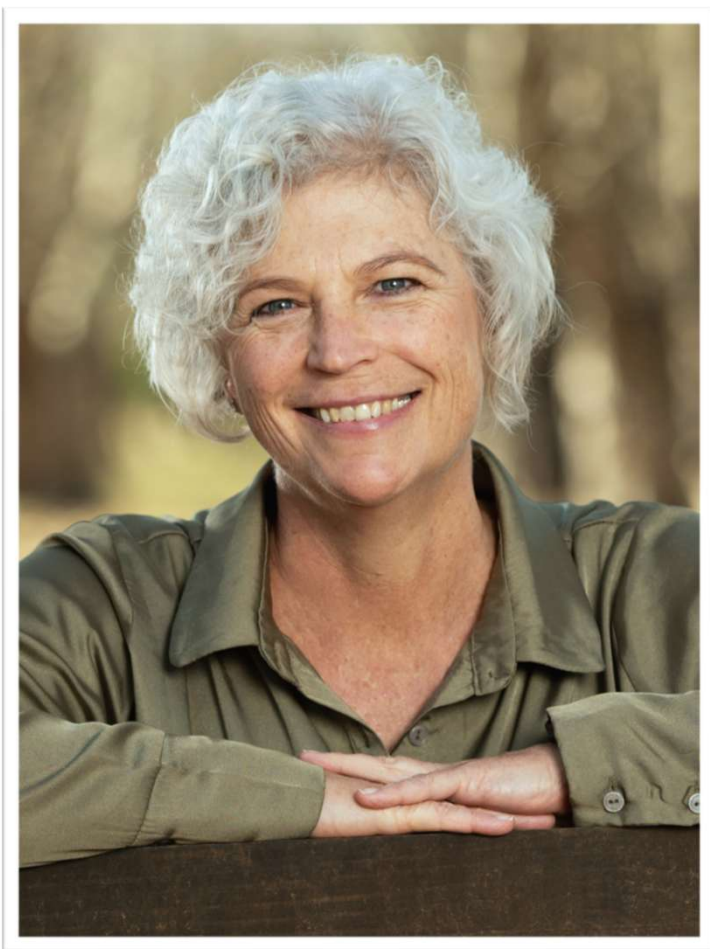
Sam Louw

Engagement manager

sam@citrusacademy.org.za

031 765 3410 / 063 549 6238

WOZa! 
citrusacademy
siyabonga | thank you | dankie | inkomu



Jacomien de Klerk

General manager

jacomien@citrusacademy.org.za

031 765 3410 / 082 496 5510

WOZa! 
citrusacademy
siyabonga | thank you | dankie | inkomu

The background is a repeating grid of various green-toned citrus-related icons, including whole lemons, lemon slices, leaves, and abstract circular patterns.

WOZA!

citrusacademy

wozofunda | come learn | kom leer | tana dyondza



Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 3-day course (2 days classroom, 1 day packhouse)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	Introduction to Citrus Production South African Citrus Industry Citrus Distribution and Production Citrus Value Chain Citrus Phenology Citrus Varieties and Cultivars Citrus Rootstocks Propagation of Citrus Trees Land Preparation and Planting Irrigation Citrus Plant Nutrition Citrus Pruning Citrus Pest Monitoring (Scouting) Major Citrus Pests Minor Citrus Pests Citrus Diseases Orchard Sanitation Citrus Harvesting Citrus Postharvest Processes
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Production Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Extension officers, new technical staff, packhouse management, production staff, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 2-day course (1 ½ days classroom, ½ day packhouse)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	South African Citrus Industry Citrus Types and Cultivars Citrus Value Chain Export Market Specifications Food Safety Packhouse Accreditation Schemes Postharvest Diseases, Disorders and Damage Packhouse Infrastructure and Planning Packhouse Overview and Process Flow Receiving and Initial Processes Fruit Treatments Sorting and Grading Packing Practices Packing Equipment Maintenance Packhouse Sanitation Fruit Intake Assessments Packhouse Data Management and Quality Supervision The PPECB Logistics
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Packhouse Operations Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 2-day course (1 ½ days classroom, ½ day packhouse)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	South African Citrus Industry Citrus Types and Cultivars Citrus Value Chain Market Specifications Packhouse Overview Packhouse Sanitation Receiving Initial Processes Treatments Pre-Packing Packing Inspections Logistics
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Packing Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 2-day course (1 ½ days classroom, ½ day packhouse)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	South African Citrus Industry Citrus Types and Cultivars Citrus Value Chain Export Market Specifications Packhouse Overview Packhouse Sanitation Packhouse Accreditation Schemes Fruit Intake Assessments Quality Supervision Quality Control Points PPECB
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Packhouse Quality Control Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 3-day course (2 days classroom, 1 day harbour)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	South African Citrus Industry Citrus Types and Cultivars Citrus Cold Chain Citrus Production and Flow Supply Chain Operational Overview Phytosanitary Regulations Export Documentation Trail Special Citrus Export Markets
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Export Supply Chain Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 3-day course (2 days classroom, 1 day harbour)
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	The South African Citrus Industry The Citrus Improvement Scheme Citrus Plant Structures and Functions Citrus Varieties and Rootstocks Citrus Propagation Process Rootstock Propagation Budding Plant Management Plant Irrigation and Nutrition Plant Protection Citrus Nursery Certification Scheme
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Export Nurseries Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Government extension officers, any other person involved in extension and advisory services
Delivered by:	Citrus Academy
Delivery method:	Online learning, webinars, online discussion forum
Cost:	Free
Content:	Production practices Introduction to Citrus Production South African Citrus Industry Citrus Distribution and Production Citrus Value Chain Citrus Phenology Citrus Varieties and Cultivars Citrus Rootstocks Propagation of Citrus Trees Land Preparation and Planting Irrigation Citrus Plant Nutrition Citrus Pruning Citrus Pest Monitoring (Scouting) Major Citrus Pests Minor Citrus Pests Citrus Diseases Orchard Sanitation Citrus Harvesting Citrus Postharvest Processes Assessment and planning questions (best practice) CPD programmes Other short courses business management concepts continuous improvement new research findings and extension briefs Citrus Extension Forum
Outcome:	Citrus Academy certification, SACNASP CPD points
FMI:	citrusacademy.org.za > Programmes > Citrus Extension CPD Programme
Register:	citrusacademy.org.za > Register to Learn > Citrus Extension CPD Programme Registration





Target group:	Farm workers, unemployed community members
Delivered by:	Citrus Academy, preferably with external facilitator at local facility
Delivery method:	Online learning
Duration:	23-46 weeks
Cost:	R2,500 (ex VAT) per person May incur additional costs for external facilitator
Content:	Induction Production Overview Enterprise Planning Marketing Food Safety Harvesting Plant Structures Plant Manipulation Plant Nutrition Repairs and Maintenance Irrigation Water Quality Propagation Pest Management Diseases and Weeds PPP Applications PPP Safe Handling Crop Establishment Sustainable Farming Production Management HR Management Financial Management Agri Tourism
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Citrus Production Practices
Register:	citrusacademy.org.za > Register to Learn > Citrus Production Practices E-Learning





Target group:	Supervisors for purchase, storage and application of agricultural remedies – in particular highly-hazardous pesticides (HHPs)
Delivered by:	Online
Delivery method:	Online learning
Duration:	3 weeks
Cost:	
Content:	Integrated Pest Management Restricted Agricultural Remedies Agrochemical Storage Application Preparation Agrochemical Application
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Agricultural Remedies Supervisor
Register:	citrusacademy.org.za > Register to Learn > Agricultural Remedies Supervisor





Target group:	Seasonal and permanent farm and packhouse workers
Delivered by:	Any qualified person
Delivery method:	Face-to-face at workplace
Duration:	½ to 1 day
Cost:	Free from Citrus Academy Delivery costs negotiated with trainer
Available modules:	Safe Handling of Agrochemicals Citrus Pruning Citrus Scouting Citrus Grading Citrus Planting Citrus Picking
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Quick Skills Programmes
Register:	citrusacademy.org.za > Register to Learn > Quick Skills Programmes Registration





Target group:	<i>FMS Compliance</i> – Orchard monitors, packhouse receiving inspectors, graders and sorters
Delivered by:	Citrus Academy
Delivery method:	Online learning
Duration:	½ day
Cost:	R300 (ex VAT)
Content:	Biology and Life Cycle Monitoring, Inspection and Grading Orchard Monitoring Packhouse Delivery Inspections Packhouse Online Grading and Sorting Conclusion
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > MIPM for Citrus
Register:	citrusacademy.org.za > Register to Learn > MIPM for Citrus E-Learning





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 4-day classroom course
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	South African Citrus Industry Production System Management Control Inputs and Stock Human Resource Management Basic Financial Management Marketing
Outcome:	Citrus Academy certification aligned to legacy unit standards
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Business Admin Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Middle managers identified for promotion to operational / executive management level
Delivered by:	Citrus Academy
Delivery method:	Online learning, 2 x face-to-face workshops, ongoing support
Duration:	Approx 6 months
Cost:	TBC
Modules:	Module 1: A Higher Standard of Leadership Module 2: Finance for Non-Finance Managers Module 3: Operational Excellence Module 4: Quality – from Inspection to Strategy Module 5: Managing People Module 6: IT Management Module 7: Production Best Practice (this is very workplace application focused as a deepening of Operational Excellence) Module 8: Packhouse Best Practice (this is very workplace application focused as a deepening of Operational Excellence) Module 9: Managing Outsourced Partners Module 10: Your Capstone Project
Outcome:	Citrus Academy certification
FMI:	Contact Jacomien de Klerk





Target group:	Production staff, new technical staff, packhouse management, input suppliers
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 2-day course (2 days classroom)
Cost:	Online learning R2,500 (ex VAT) face-to-face on cost recover basis
Content:	South African Citrus Industry Citrus Types and Cultivars Citrus Export Value Chain Production Costs Packing Logistics Income Profitability per Citrus Type Data Capturing Analysis and Extrapolation
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Economics Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Facilitator Database





Target group:	Technical production managers
Delivered by:	Citrus Academy
Delivery method:	Online learning
Duration:	2–15 weeks, depending on module
Cost:	R1,500 (ex VAT) per module per person
Content:	Modules on all production practices, to advanced level. <i>Available modules:</i> Production Unit Development Production Systems Plant Structures and Functions Plant Nutrition and Soil Management Harvesting Water Quality Irrigation System Installation <i>More modules under development</i>
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Citrus Master Class
Register:	citrusacademy.org.za > Register to Learn > Citrus Master Class E-Learning





Target group:	Any experienced facilitator / trainer / teacher that can implement the workplace programme in a citrus production region
Delivered by:	Citrus Academy
Delivery method:	Online learning, face-to-face workshop, ongoing support
Duration:	1 month, including 5-day workshop
Cost:	R14,000 (ex VAT) per person (includes course resources)
Content:	Facilitation Methodology Management Concepts Workplace Programme Content and Resources Literacy and Numeracy Resources Management and Team Orientation Workplace Programme Customisation and Implementation
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Citrus SuperPower > Citrus SuperPower Trainer Development
Register:	citrusacademy.org.za > Register to Learn > Citrus SuperPower > Citrus SuperPower Trainer Development Application





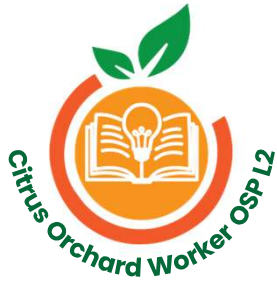
Target group:	Supervisors at citrus enterprises (or any other enterprise)
Delivered by:	Certified Citrus SuperPower trainer
Delivery method:	Face-to-face at workplace
Duration:	6 session of 1-2 days each, interspersed with workplace practice
Cost:	Negotiated with trainer
Content:	The Super Supervisor Being a Supervisor Talking about Business Doing Business Putting People First Being a Super Supervisor Includes integrated functional literacy and numeracy development
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Citrus SuperPower > Citrus SuperPower Workplace
Register:	citrusacademy.org.za > Register to Learn > Citrus SuperPower > Citrus SuperPower Workplace Registration (for SuperPower trainers)





Target group:	Junior managers, supervisors, team leaders, operational managers, in preparation for season
Delivered by:	Citrus Academy, CA-certified facilitator
Delivery method:	Online learning – Citrus Academy platform Face-to-face – arranged and delivered by CA-certified facilitator (optional online learning assessment)
Duration:	Face-to-face – 4-day workplace course
Cost:	Online learning R2,500 (ex VAT) face-to-face as determined by facilitator
Content:	Winning Mindsets and Behaviours Successful Days Operational Excellence Quality and Control Our Team's Success
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Short Courses > Citrus Economics Short Course
Register:	citrusacademy.org.za > Register to Learn > Citrus Short Courses E-Learning or > Citrus Short Courses Face-to-Face Request





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational skills programme for citrus orchard workers
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Crop Knowledge and the Citrus Orchard B. Orchard Establishment C. Crop Manipulation D. Irrigation E. Plant Nutrition F. Pest, Disease and Weed Management G. Harvesting and Post-harvest Practices H. Food Safety and Quality Compliance I. Tools and Equipment J. Health, Safety and Environmental Management K. Business Skills and Communication
Content:	Job profile, alignment matrix, work experience modules logbooks, FISA preparation guide Per learning area – Learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational qualification (130 credits) for packhouse line manager
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Industry, Business and Professional Context B. Product Knowledge and Packhouse Science C. Packhouse Infrastructure, Equipment and Technology D. Packhouse Process Operations E. Production Monitoring and Process Improvement F. Quality, Food Safety and Regulatory Compliance G. Resource Management H. Occupational Health, Safety and Environmental Compliance I. People Management and Leadership
Content:	Job profile, alignment matrix, work experience modules logbooks, EISA preparation study guides Per work scenario – learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational skills programme (63 credits) for citrus business entrepreneurs
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Business Foundations B. The Entrepreneur C. Generating the Business Idea D. Market and Competition E. Planning the Venture F. Financial Requirements and Funding G. Workplace Experience – Venture Concept and Funding
Content:	Job profile, alignment matrix, work experience modules logbooks, FISA preparation guide Per work scenario – learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational qualification (163 credits) for orchard foreman
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Business Management B. Orchard Establishment C. Plant Manipulation D. Plant Monitoring E. Plant Nutrition F. Plant Protection G. Harvesting H. Orchard Maintenance I. Asset Management J. Production Stock Management K. People Management L. Environmental Management
Content:	Job profile, alignment matrix, work experience modules logbooks, EISA preparation study guides Per work scenario – learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational qualification (120 credits) for citrus entrepreneurial business managers
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Business Foundations B. The Entrepreneur C. Generating the Business Idea D. Market and Competition E. Planning the Venture F. Financial Requirements and Funding G. Workplace Experience – Venture Concept and Funding H. Workplace Dynamics and Leadership I. Managing Business Operations J. Financial Management and Control K. Workplace Experience – Operations and Finance
Content:	Job profile, alignment matrix, work experience modules logbooks, EISA preparation study guides Per work scenario – learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	SDP (skills development providers) workplaces
Purpose:	Delivering occupational qualification (120 credits) for packhouse managers
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Learning Areas:	A. Industry, Business and Strategic Management B. Regulatory Compliance and Market Access C. Production Planning, Scheduling and Monitoring D. Packhouse Infrastructure and Facilities Management E. Equipment and Asset Management F. Packhouse Process Operations G. Quality Management H. Logistics, Cold Chain and Dispatch I. Stock and Inventory Management J. People Management and Leadership K. Environmental and Sustainability Management
Content:	Job profile, alignment matrix, work experience modules logbooks, EISA preparation study guides Per work scenario – learner guide, formative activities workbook, progressive activities assessment guide and workbook, assessor guide
Access:	crw.org.za > Documents > Learning Resources





Used by:	Anybody wishing to learn more about specific citrus production and packing practices
Purpose:	Accessible worker training, obtaining knowledge and insight into citrus production and packing practices
Available on:	View – Citrus Academy YouTube channel Download – Citrus Resource Warehouse
Cost:	Free
Content:	<i>Available series:</i> Integrated Pest Management for Citrus Citrus Packing / Sitrus Verpakking Citrus Planting Management Citrus Pruning Citrus Propagation Plant Structures and Functions Safe Handling of Agrochemicals Monitoring and Inspection for Phytosanitary Markets – Citrus Citrus Harvesting Citrus Packhouses
FMI:	citrusacademy.org.za > Resources > Audiovisual Media
Access:	View: www.youtube.com/@CitrusAcademy1 Download: crw.org.za > Direct Downloads





Used by:	Farm and packhouse management
Purpose:	Improving operational practices, implementing continuous improvement
Available on:	Download – Citrus Resource Warehouse
Cost:	Free
Content:	Citrus Production Best Practice Handbook workflows 0 – Introduction 1 – Visioning, Planning, Measuring and Leading 2 – Operational Guidance and Execution 3 – Production (Basic Farming Practices) 4 – Picking 5 – Product Quality 6 – Health and Safety 7 – Maintenance and Asset Care 8 – Procurement 9 – Administrative Excellence 10 – Institutional Effectiveness 11 – Value Chain Alignment 12 – Problem Solving 13 – Improvement Projects 14 – Training Citrus Packing Best Practice Handbook workflows 0 – Introduction 1 – Strategy, Organisational Capacity, Measuring and Leading 2 – Demand and Supply 3 – Operational Guidance and Execution 4 – Packhouse Management 5 – Logistics 6 – Product Quality 7 – Health and Safety 8 – Maintenance and Asset Care 9 – Improving the Asset 10 – Procurement 11 – Administrative Excellence 12 – Problem Solving 13 – Improvement Projects 14 – Training 15 – Social Responsibility and Ethical Governance
FMI:	citrusacademy.org.za > Resources > Continuous Improvement
Access:	crw.org.za > Continuous Improvement





Used by:	Anybody wishing to find information about the citrus industry
Purpose:	A single platform hosting a wide range of documents related to the citrus industry in searchable PDF format
Accessibility:	Member login required to access some documents (CGA members only)
Curated by:	Citrus Academy
Content:	<i>Document categories:</i> Internal Citrus Industry Organisation Publications Newsletters News Articles Research Reports and Papers Extension Consumer Assurance Market Access Economics Logistics Information Transformation Learning Resources Government Publications Citrus Production Best Practice Handbook Citrus Packhouse Best Practice Handbook
FMI and Access:	crw.org.za





Used by:	Job seekers and companies who are recruiting new staff
Purpose:	Job seekers advertise their availability and upload their CVs, companies who are recruiting can find candidates that suit their needs
Format:	Information exchange platform
Curated by:	Citrus Academy
Cost:	Free
FMI and Register:	citrusacademy.org.za > Pick me!





Target group:	Work-seekers, workplace coaches, newly employed
Delivered by:	Citrus Academy
Delivery method:	Online learning
Duration:	Mod 1: 3 weeks Mod 2: 3 weeks Mod 3: 3 months
Cost:	Free
Content:	Module 1 Introduction to R-S-W Programme for Recruit Citrus Industry Finding Right Job You and Workplace Rights and Obligations Work and Life Module 2 Introduction to R-S-W Programme for employer Employee Onboarding and Mentoring Boss Factor – Being a Great Boss Great Teams Being Culturally Smart Module 3 Introduction to Work Section of R-S-W Programme Getting Started Planning your Probationary Period Your First Performance Review Your First Payslip Settling In Teamwork Technical Knowledge and Competency Review Second Formal Review Independent Project Managing Project Concluding Project Final Review and Concluding Probationary Period
Outcome:	Citrus Academy certification
FMI:	citrusacademy.org.za > Programmes > Ready-Steady-Work
Register:	citrusacademy.org.za > Register to Learn > Ready-Steady-Work E-Learning





Target group:	Secondary school learners (grade 10-11) in citrus production regions
Delivered by:	Schools using Citrus Academy online learning platform and support
Delivery method:	Online learning, face-to-face facilitation, practical workplace visits
Duration:	2 years
Cost:	Free from Citrus Academy Facilitation, venue, connectivity, site visit costs covered by school / learners
Content:	<i>Weekly modules, coinciding with citrus production cycle:</i> Induction Production Overview Enterprise Planning Marketing Food Safety Harvesting Plant Structures Plant Manipulation Plant Nutrition Repairs and Maintenance Irrigation Water Quality Propagation Pest Management Diseases and Weeds PPP Applications PPP Safe Handling Crop Establishment Sustainable Farming Production Management HR Management Financial Management Agri Tourism
Outcome:	Citrus Academy certification, to be aligned with new occupation qualification
FMI:	citrusacademy.org.za > Programmes > Citrus Secondary Programme
Register:	citrusacademy.org.za > Register to Learn > Citrus Secondary E-Learning





Target group:	Students in citrus-related study fields at tertiary education institutions
Delivered by:	Formal education institutions (universities, universities of technology, TVETs, agricultural colleges, etc.)
Support duration:	From 2 nd year of first qualification to PhD and postdoctoral
Obligations:	Workback – graduates have to work in the citrus industry for the same number of years for which they received support
Study fields include:	Agricultural Economics Agricultural Extension Agricultural Management Agricultural Engineering Plant Production Entomology Plant Pathology Soil Science Horticulture Mechanical Engineering Industrial Engineering Plant Sciences Microbiology Biotechnology
Additional support:	Vacation work, industry exposure, internship and graduate placement funding
Outcome:	Formal qualification
FMI:	citrusacademy.org.za > Bursaries
Apply:	citrusacademy.org.za > Bursaries > Tertiary Education Support

