

www.recruitagri.com

20
25



RECRUITAGRI
GROWING WITH GRADUATES



NEWSLETTER

3RD QUARTER ISSUE

TABLE OF CONTENT

01	2024 EMPLOYMENT COHORT	Page 03
02	GRADUATE ACTIVITIES ON THE GROUND	Page 04
03	SITE VISITS – KZN	Page 09
04	UMP CAREER EXPO	Page 10
05	MACDAY'25	Page 10
06	2026 APPLICATIONS	Page 11
07	ONLINE COURSE	Page 11
08	HIRE A RECRUITAGRI GRADUATE	Page 12
09	INSIDE THE CLASSROOM	Page 13
10	DAIRY SITE VISIT	Page 15
11	CELEBRATING NATIONAL WOMEN'S DAY	Page 16
12	CELEBRATING HERITAGE DAY	Page 17
13	OUR PARTNERS	Page 18

RecruitAgri Achieves a Milestone with 2024 Cohort Employment

RecruitAgri is proud to share an exciting update on the progress of our 2024 graduate cohort. As of September, we are sitting at 76% employment placement, a significant milestone that reflects both the dedication of our graduates and the strength of the RecruitAgri programme.

This achievement is not only a number, it represents the successful transition of young graduates into meaningful roles within South Africa's agricultural sector. Our graduates are contributing their skills and energy across diverse farming enterprises, from primary production

to packhouses and agribusiness operations. For many, this is the beginning of promising careers that will help shape the future of the industry.

The 2024 milestone also demonstrates the ongoing impact of RecruitAgri's partnerships with growers and agribusiness stakeholders. By working closely with industry leaders, we are ensuring that our graduates are not only prepared with practical skills but are also equipped with the professional confidence and adaptability required to thrive in the modern farming environment.

For RecruitAgri, employment outcomes are central to our mission. We believe that every graduate placed into employment is a step forward for food security, skills development, and the growth of agriculture in Southern Africa. Achieving 76% employment for the 2024 cohort is therefore both a celebration and a motivation to keep raising the bar.



GRADUATE ACTIVITIES ON THE GROUND – FARMING

Water Testing – Measuring the EC and pH of irrigation water to ensure it meets the required standards for optimal crop growth.



01

Drip Irrigation Installation – Installing drip irrigation systems in the new tunnels to ensure efficient and precise water delivery to the crops.



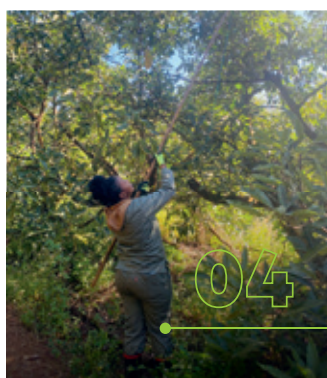
02

Citrus Seedling Replanting – Transplanting Rough Lemon rootstock seedlings into 80 ml bags filled with medium, leaving the stem exposed to promote strong growth before grafting onto the preferred variety.



03

Hass Avocado Harvesting – Harvesting Hass avocados using a rod with a small scissor bag, where pulling the green rope cleanly cuts the fruit from the tree.



04

Tree Injection – Drilling holes on the stem or below the grafted union to inject syringes, left for 24 hours, with the number depending on the tree symptoms.



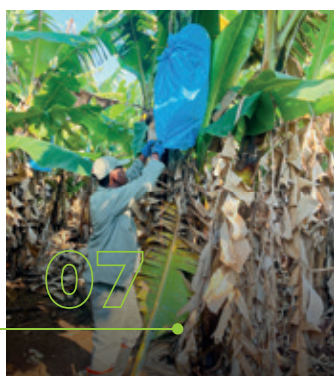
05

Weekly EC and pH Monitoring – Capturing weekly soil and water readings of EC and pH to track nutrient levels and maintain optimal growing conditions.



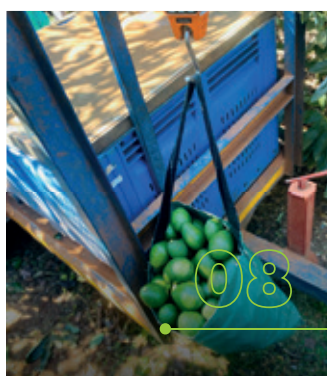
06

Banana Harvest Marking – Marking banana bunches ready for harvest by checking that the fruits are plump with rounded edges, indicating optimal ripeness.



07

Harvest Weighing – Each bag is weighed, and workers are paid based on the total kilograms harvested rather than the number of bags.



08

Soil Probe Testing – Withdrawing water from soil probes to measure EC and pH, helping monitor soil health and nutrient availability.



09

Seedling Sorting and Support – Sorting seedlings by size and securing them to sticks to ensure straight growth and proper development.



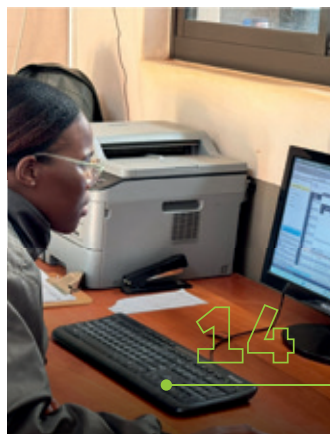
10

Avocado Syringe Backfilling – Preparing 5ml doses of water-diluted injectable fungicide to control Phytophthora root rot, ensuring safe application without harming the avocado roots.



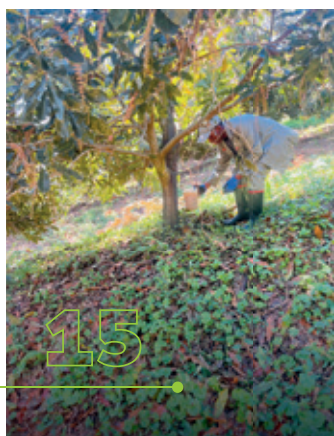
Irrigation Maintenance – Performing routine maintenance on the irrigation system to ensure optimal water flow, prevent leaks, and maintain efficiency in the fields.

Fertilizer Mixing – Preparing fertilizer in the mixing tank using recommended measurements to ensure accurate nutrient application for crops



Irrigation Systems Training – Learning to operate the farm's computer-controlled irrigation system, including fertigation, and being introduced to tools like AgriWiz and Probe Schedule to monitor soil moisture, tree growth, and irrigation efficiency.

Tree Drenching – Working with the drenching team to treat trees previously identified as sick, helping manage plant health and prevent disease spread.



Tool Sanitization – Cleaning and sanitizing harvesting tools to maintain hygiene and prevent the spread of diseases in the orchard.

Fertilizer Tank Application – Adding fertilizer to the mixing tank following recommended instructions to ensure proper nutrient formulation for field use.



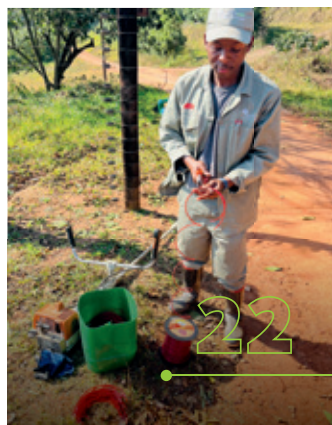
Fertilizer Tank Troubleshooting – Addressing a tank that wasn't releasing fertilizer by removing air from the filter to prevent pump overheating and ensure proper flow.

Nitrate Mixing – Mixing nitrates in the tank using the recommended measurements to ensure accurate nutrient application for crops.



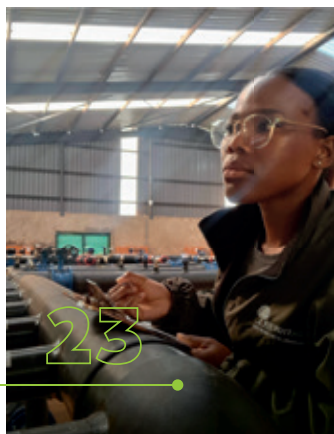
Harvest Preparation – Numbering pole pickers, clippers, and bags to assign responsibility and ensure each harvester manages their own tools.

Chemical Mixing – Preparing knockdown herbicide in the chemical room, ensuring accurate formulation and safe handling for field application.



Brush Cutter Assistance – Assisting the team by preparing and cutting trimmer lines for the brush cutters to ensure smooth field operations.

Irrigation Maintenance – Focusing on raising in-field pressures to the required standard by assisting the team with cleaning filters, repairing pipes, unblocking emitters, and maintaining the irrigation system.



Frost Cloth Protection – Covering fruits with a frost cloth during hot conditions to protect them from sunburn and maintain quality.

Fertilizer Application Training – Demonstrating proper ground fertilizer application techniques to casual workers to ensure accurate and efficient use.



Nut Quality and Moisture Testing – Using a moisture analyser to measure moisture content and assessing the quality of sampled nuts in the sample room.

Tree Planting – Planting trees carefully to ensure proper spacing, depth, and healthy establishment for optimal growth.



Pricking Seedlings – Ensuring each hole in the seedling trays has one healthy seedling, adding where missing and removing extras for uniform growth.

Packhouse Visit – Observing the packing process to learn about sorting, cooling, grading, packing, and preparing consignments for delivery.



Soil Auguring – Using a soil auger and the 5- point scale, the graduate assesses soil moisture levels to guide irrigation and planting decisions.

A DAY IN THE LIFE OF A PROCESSING GRADUATE

Processing plays a crucial role in agriculture by transforming raw produce into safe, high quality and market-ready products.

It extends shelf life, preserves nutritional value and ensures products meet consumer and industry standards, all while reducing post-harvest losses.

RecruitAgri graduates contribute meaningfully within packhouses, supporting processing operations through quality control, efficiency and adherence to food safety standards. In doing so, they gain valuable hands-on experience and develop essential industry skills that strengthen the agricultural value chain.

Dispatch Cold Room – After packing, products are placed in the dispatch cold room, which is set to match the truck's temperature to maintain the cold chain.



Trimming Baby Brinjals – The baby brinjals are carefully trimmed to remove excess stems and ensure a neat, market-ready appearance.



Preparing for Packing – Once an order is received, we calculate the required packs and punnets, then price them using a meto gun with client-specific codes.



Packing Chillies – Chillies are carefully packed into boxes, ready for dispatch while maintaining quality and freshness.



Receiving Stock – At the receiving area, fresh produce is weighed after being grouped by blocks, providing accurate records of kilograms received from each block.



Receiving Fresh Produce – On arrival from the farm, crates are grouped according to their block labels, ensuring proper traceability of the harvested produce.

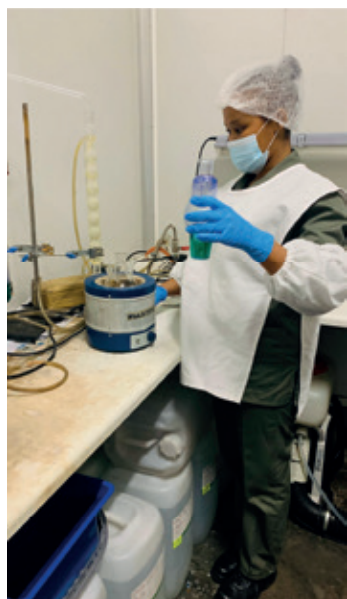


Out-Pack Analysis – Baby brinjals are sorted by grade, blemishes, softness, and damage to determine the expected Grade 1 yield from each block.



DID YOU KNOW?

Green Circle / Light – Signals "good to go" or that the product meets standards.



We take a look inside the Mango Packhouse through the eyes of one of our processing graduates. From food safety to quality control, the graduate's daily activities highlight the vital role of precision and consistency in delivering top-quality products.

Moisture Analysis:

Using a moisture analyzer to measure the moisture content in dried mango chunks.

Sulphur Dioxide Testing (Qualitative):

Applying the sulphur oxidation method to test for the presence of sulphur dioxide in mango strips or slices.

Sulphur Dioxide Testing (Quantitative):

Moving to the second phase of titration, where the actual concentration of sulphur dioxide is calculated to confirm compliance with food safety regulations.

Metal Detector Verification:

Conducting verification and calibration of the metal detector, a Critical Control Point (CCP) in the process.

These activities provide just a glimpse of the rigorous processes followed daily in the packhouse to maintain quality, safety, and consumer trust.

Processing Graduate SPOTLIGHT!

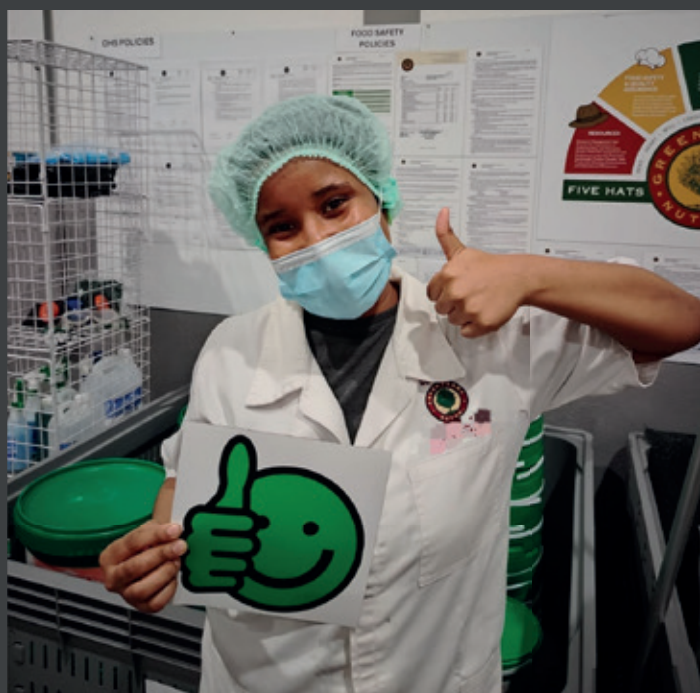
Nothing beats moments like these! Tshegofatso, our 2025 RecruitAgri Processing Graduate, and her team have achieved a major milestone:

The department received a green tag following a successful internal food safety inspection and the external FSSC audit conducted over the past few days.

Achieving such results is no small feat, it requires meticulous attention to detail, commitment to standards and consistent effort from everyone involved.

We extend our heartfelt congratulations to Tshegofatso and her team for this outstanding achievement.

Moments like these showcase the real impact RecruitAgri graduates have in the workplace and their vital contribution to excellence in South Africa's agricultural and processing sectors.



Strengthening Grower Partnerships in KZN

RecruitAgri's Partner Liaison, Ruline Muller, recently visited Stubbs, Fyvie Estates, ND Goble, Stubbs Farming and Mayo Macs Paddock in KwaZulu-Natal as part of ongoing efforts to strengthen relationships with our grower and processing partners.

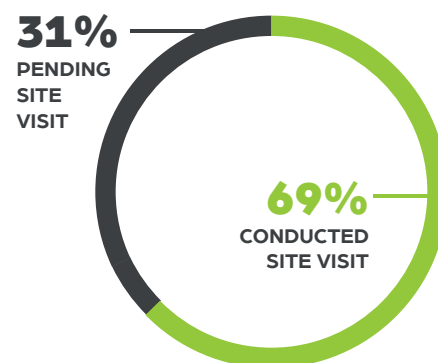
These visits provided a first-hand look at farm operations, workforce dynamics and opportunities for graduate placements, helping RecruitAgri align its training programmes with the real needs of the industry.

By fostering strong partnerships, RecruitAgri not only supports the growth of commercial farms but also ensures that graduates enter the workforce equipped with the skills, confidence and practical experience needed to thrive.

The remaining site visits are scheduled to be completed next month as RecruitAgri continues its partner engagement journey across key agricultural regions.



RecruitAgri Site Visit



Exploring New Partnerships

In addition to strengthening existing relationships, Ruline also took the opportunity to visit potential new partners, including Colbourne Farm and Osborne Estates, and caught up with Pegric Estates for a check-in and general updates. The development of new partnerships underscores RecruitAgri's dedication to cultivating young talent and responding to the dynamic demands of the agricultural industry.



INDUSTRY ENGAGEMENTS & EVENTS



RecruitAgri at UMP Career Expo 2025

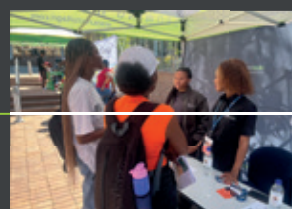
On 21 August 2025, RecruitAgri proudly participated in the University of Mpumalanga's Annual Career Expo, which was attended by leading companies, government departments and organisations.

The Expo drew over 2,000 students, creating a dynamic platform for young people to connect with potential employers and explore diverse career opportunities.

At the RecruitAgri stand, students learned more about the organisation's intensive training programme, which equips graduates with the practical skills, business knowledge and mentorship needed to succeed in commercial agriculture.

Many expressed interest in the unique opportunities offered by RecruitAgri, particularly its focus on preparing the next generation of farm managers and agribusiness leaders.

RecruitAgri's participation not only showcased career pathways in agriculture but also highlighted the sector's critical role in driving food security, job creation and sustainable development in South Africa.



RecruitAgri at MACDAY'25 in Collaboration with FNB

RecruitAgri, in collaboration with FNB, had the privilege of attending MacDay 2025. MacDay 2025, is hosted by SAMAC NPC from 15-17 September at Zimballi, The Capital in KwaZulu-Natal.

This year's theme, "Cracking the Code – the power of data in macadamias," showcased how innovation and data-driven technologies are shaping the future of the macadamia industry.

From precision farming to post-harvest optimisation, we gained valuable insights alongside growers, researchers and industry leaders.

Excited to see familiar faces, Grower and Processing Partners, engaging with new partners and establishing a solid foundation to move into 2026 positively to bring this knowledge back into our training and development journey!



LOOKING AHEAD: 2026 APPLICATIONS

RecruitAgri 2026 Graduate Programme – Selection in Progress

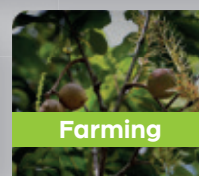
RecruitAgri is excited to provide an update on the 2026 Graduate Programme. After receiving an overwhelming number of quality applications from motivated young graduates across the country, our team has moved into the next stage of the process, shortlisting, interviews and final assessments.

The strong response once again highlights the growing interest in agriculture as a career of choice for South Africa's graduates.

Each year, we are inspired by the calibre of candidates who apply, individuals passionate about shaping the future of agriculture, eager to learn and ready to contribute meaningfully to the sector. The selection process is rigorous, ensuring that only the most dedicated and capable graduates join the RecruitAgri journey.

As we refine our final list of candidates, we look forward to welcoming the next cohort of future leaders who will continue to carry forward RecruitAgri's mission of developing skilled professionals for the agricultural industry.

www.recruitagri.com |



EMPLOYEE UPSKILLING COURSE

ENROLL NOW: wRecruitAgri Online Course – Learn Agriculture Anytime, Anywhere!

Are you passionate about agriculture and looking to build your skills at your own pace?

RecruitAgri's online course is available for registration!

This flexible, self-paced course is designed for people interested in starting or strengthening their journey in the agricultural sector.

Whether you're a school leaver, agriculture student or aspiring farmer, this course offers foundational knowledge in key areas of commercial farming.

Don't miss this opportunity to take the first step toward a future in agriculture.

REGISTER NOW!

ONLINE COURSE
ONCE OFF COST: R3 000
COURSE DURATION: 12-MONTHS

If you are farming or in the agricultural sector but don't meet the RecruitAgri criteria of 18 to 25 years, and you don't have a completed diploma or degree then this course is for you.

Our online classroom is available nationally to anyone who would like to gain more theoretical knowledge on macadamia and avocado farming.

admin@recruitagri.com www.recruitagri.com

WHY CHOOSE A RECRUITAGRI GRADUATE?

Because you're not just getting a graduate, you're getting someone with practical farm experience, industry-specific training and a deep passion for agriculture.

To further support their readiness for employment, RecruitAgri and its partners host several initiatives ahead of Interview Day. These include a RecruitAgri interview preparation workshop, PPECB's Interview Skills sessions, and valuable Interview tips and lectures from AgriJob, all designed to build confidence, professionalism, and interview success.

Our graduates are equipped with the technical skills, work ethic and hands-on exposure needed to add real value from day one, whether on the farm or in processing.

Skilled. Committed. Future-focused. Choose a RecruitAgri graduate and invest in the future of farming.



How Interview Day Works:

www.recruitagri.com

For all enquiries
please email:
admin@recruitagri.com

01 Contact the RecruitAgri Team:

Employers express interest in participating by contacting the RecruitAgri team.

02 We Share Graduate Information:

You receive a detailed pack containing graduate profiles, CVs and progress summaries, helping you assess candidates who may fit your needs.

03 You Select Suitable Graduates:

Based on your specific criteria (skills, location, experience), you shortlist the graduates you would like to interview.

04 Graduates Also Select Farms of Interest:

Graduates indicate their preferences based on the type of farm, location and opportunities for growth.

21 & 22
OCTOBER
2025

Guidance on Employment Packages:

We assist employers with advice on salary expectations, benefits and standard packages in the industry.

Interview Days Take Place:

Interviews are conducted over two days. These may be in person at the RecruitAgri Head Office (Mpumalanga), Limpopo venues or virtually for those outside the region.

We Facilitate the Process:

RecruitAgri ensures smooth coordination of interview slots, venue logistics and tech support for virtual interviews.

Held annually, Interview Day provides a dedicated platform for grower partners, processing partners and external industry stakeholders to meet, assess and engage with our soon-to-be graduate cohort. It is a space where skills meet opportunity and where young professionals get the chance to present themselves to potential employers in the agri-sector.



INSIDE THE CLASSROOM

Lecture on Operational Planning

As part of the TAP Training, graduates participated in a session on Operational Planning, designed to build their understanding of structured farm management. The lecture covered the importance of setting clear goals, creating task schedules, allocating resources and monitoring progress.

Through practical examples, graduates learned how effective planning reduces risks, improves efficiency and ensures that all farming activities align with broader business objectives. The session highlighted that strong operational planning is not just about paperwork, it is the backbone of running a successful, profitable farm.



Lecture on Coaching

Also delivered through TAP, the Coaching lecture introduced graduates to the principles of leadership and people development in an agricultural setting. The session emphasised the value of mentorship, communication and feedback in building strong teams.

Graduates explored coaching models and strategies for motivating workers, resolving challenges and fostering a culture of accountability.

By learning to balance technical expertise with interpersonal skills, students gained an appreciation for the role of coaching in driving productivity and supporting farmworkers' growth and wellbeing.



Lecture on Irrigation

In a lecture led by Roy Porritt, students delved into the science and practice of Irrigation. The session examined different irrigation methods, including drip, sprinkler and pivot systems and compared their advantages and limitations. Roy highlighted the importance of efficient water use, system maintenance and scheduling for crop health and sustainability.

Graduates also learned about soil-water relationships, how to assess moisture needs and techniques to prevent waterlogging or drought stress.

This practical session reinforced the need for smart water management in ensuring both high yields and responsible environmental stewardship.



INSIDE THE CLASSROOM

Lecture on Scouting

In a lecture led by Roy Porritt, graduates explored the critical role of scouting in effective crop management. The session focused on identifying pests, diseases and nutrient deficiencies early through systematic field monitoring. Roy guided students through the process of observing plant health, recording field data, and using scouting results to make informed management decisions.

Graduates learned how regular scouting helps reduce input costs, improve crop performance, and support timely interventions that protect yields. The session also covered the use of simple field tools and digital applications that enhance accuracy and consistency in data collection.



Budget & Financial Planning

As part of their practical training, RecruitAgri graduates participated in a Budget and Financial Planning activity by Mr Herman Schultz focused on building essential financial management skills for the agricultural sector. The session introduced graduates to key concepts such as setting financial goals, developing farm budgets, managing operational costs and tracking income and expenditure.

This activity reinforced an important lesson, that successful farming depends not only on production and technical know-how but also on strong financial discipline and planning. By developing these skills early in their careers, RecruitAgri graduates are better equipped to manage sustainable and profitable farming operations.



Lecture on Negotiations

As part of the TAP Training, graduates participated in an engaging session on Negotiations, aimed at strengthening their interpersonal and communication skills within the agricultural environment.

The lecture explored key negotiation principles such as preparation, understanding interests, active listening and finding mutually beneficial outcomes.

For graduates entering the agricultural sector, mastering this skill is essential for creating productive workplaces and ensuring smooth day-to-day operations.



EXPLORING DAIRY OPPORTUNITIES

RecruitAgri Team Visits Douglas & Isabel Dickson Dairy Farm: 28 August 2025

RecruitAgri continues to expand its vision of preparing graduates for diverse opportunities within the agricultural sector. As part of preparations for the introduction of a Dairy Division within the RecruitAgri programme, our team recently conducted a field visit to gain first-hand insights into dairy farming operations.

On 28 August 2025, Partner Liaison, Ruline Muller, Graduate Liaison Officer, Neo Ntabane and RecruitAgri Lecturer and Assessor, Roy Porritt visited the Douglas and Isabel Dickson Dairy Farm in Lydenburg, Mpumalanga. Hosted by Doug, an experienced dairy farmer, the visit provided valuable knowledge about the day-to-day realities of running a successful dairy enterprise.

The engagement highlighted key aspects of the dairy value chain, from herd management and feeding systems to milk quality control and sustainability practices.

The visit also underscored the importance of integrating dairy into our training curriculum, ensuring that graduates are equipped with the skills and exposure needed to enter and contribute to this specialised sector.

The introduction of the Dairy Division will complement the existing Farming and Processing Division within RecruitAgri. This addition represents an exciting new chapter for the programme, broadening career pathways for graduates and responding to the growing demand for skilled professionals in South Africa's dairy industry.

RecruitAgri is committed to continuously evolving and aligning our programme with industry needs. The insights gained from the Dickson Dairy Farm visit will play a crucial role in shaping the structure and content of our new dairy training module, ultimately enhancing opportunities for our graduates.



National Women's Day in Agriculture: A RecruitAgri Perspective

On National Women's Day, South Africa celebrates the invaluable contributions of women across all sectors and agriculture is no exception. At RecruitAgri, we recognise that women play a critical role in the growth, innovation and sustainability of the agricultural industry.

From farm management and crop production to livestock care and processing, women bring dedication, expertise and leadership that are essential to the success of South Africa's farms.

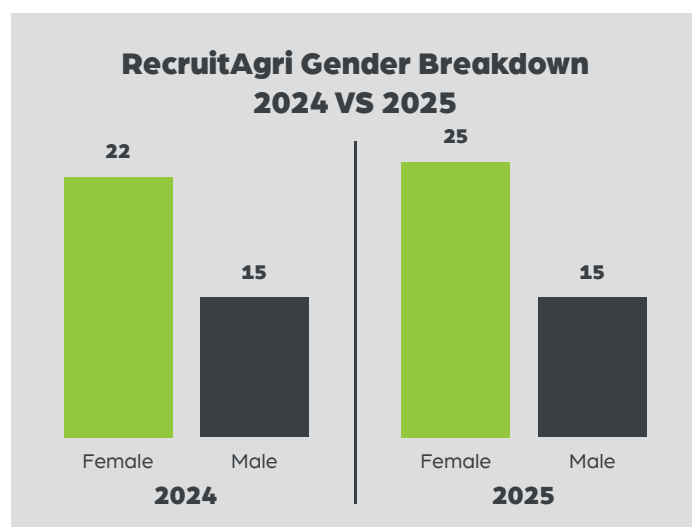
This year, RecruitAgri is proud to highlight that our 2024 and 2025 cohorts feature a higher intake of female graduates, reflecting our commitment to gender equity and empowerment in agriculture.

These women are making a tangible impact across the programme excelling in practical farm operations, processing facilities and agribusiness placements.

Their presence demonstrates that talent and leadership in agriculture are not defined by gender, but by skill, determination and professionalism.

National Women's Day serves as a reminder of the transformative power of women in the sector.

RecruitAgri remains committed to empowering female graduates, fostering equality and creating pathways for them to become leaders, innovators and change-makers in an industry that feeds and sustains the nation



The Importance of **Heritage** Day in Agriculture: A RecruitAgri Perspective

Heritage Day is more than a cultural celebration, it's a reminder of how diversity strengthens agriculture. At RecruitAgri, we recognise that farming is not only about producing food but also about preserving the traditions, knowledge and values that connect people to the land.

Agriculture, much like heritage, is rooted in history yet constantly evolving. It reflects our collective identity through diverse practices, innovative thinking and respect for the environment. Heritage Day reminds us that diversity drives progress and that sustainable farming honours both the land and the people who nurture it.

This message comes to life through our graduates who bring their cultural identity into their work. A proud example is one of our female processing graduates, originally Zulu, who has embraced Venda culture while working in the far north of Limpopo.

Her story symbolises the unity and shared purpose within South African agriculture where heritage and modern farming grow side by side.

At RecruitAgri, we celebrate Heritage Day as a tribute to resilience, diversity, and the enduring connection between people, culture, and agriculture.



INDUSTRY PARTNERS



GROWER PARTNERS



PROCESSING PARTNERS



COLLABORATIVE PARTNERS

