

www.recruitagri.com

NEWSLETTER

2ND QUARTER ISSUE

20
26




RECRUITAGRI
GROWING WITH GRADUATES

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Message from the RecruitAgri Team



Welcome to the second edition of the RecruitAgri Quarterly Newsletter for 2026.

As we reflect on the second quarter of the year, we are encouraged by the dedication, resilience and growth demonstrated by our graduates, partners and stakeholders. This quarter has been characterised by meaningful learning experiences, strengthened partnerships and continued progress towards preparing young agricultural professionals for successful careers within South Africa's agricultural sector.

During this quarter, our team continued to strengthen relationships with our partners through regular site visits, graduate support and ongoing collaboration. These engagements are essential to ensuring that graduates receive quality workplace learning while enabling RecruitAgri to respond proactively to the needs of

both graduates and partners. This progress would not be possible without the unwavering commitment of our partners, funders and stakeholders. Your investment in developing the next generation of agricultural professionals continues to create lasting impact across the industry.

Thank you for being part of the RecruitAgri journey. Together, we continue to cultivate skills, create opportunities and contribute to a stronger and more sustainable agricultural sector.

We hope you enjoy this edition of our newsletter.

Quarter 2 at a Glance

Expanding Opportunities

RecruitAgri continued to equip 45 graduates with practical workplace experience across the farming, processing and dairy sectors, strengthening the next generation of agricultural professionals.

Graduate Support

The Graduate Liaison continued providing mentorship, welfare support and regular communication with graduates, helping them navigate workplace challenges and maximise their learning experience.

Strengthening Partnerships

Regular engagement with host partners ensured graduates received quality workplace learning experiences while fostering collaboration across the agricultural value chain.

Growing the Dairy Division

RecruitAgri's Dairy Division continued to gain momentum, providing graduates with valuable exposure to dairy production and herd management while responding to evolving industry needs.

Continuous Learning

Graduates enhanced their knowledge through RecruitAgri's online learning platform, with access to Citrus Academy and TAP E-Learning modules to build both technical and professional competencies.

Looking Ahead

As graduates continue through their workplace rotations, RecruitAgri remains committed to strengthening industry partnerships, supporting graduate development and preparing participants for meaningful employment opportunities within South Africa's agricultural sector.



**ATTENTION
AGRI-GRADUATES**

2027 GRADUATE PROGRAM
THE CV PORTAL IS NOW OPEN

MINIMUM REQUIREMENTS:

- ➔ Completed Agriculture Degree / Diploma
- ➔ Valid Driver's Licence
- ➔ Aged 25 or younger

CLOSING DATE: 31 AUGUST 2026

RECRUITAGRI
GROWING WITH GRADUATES

We look forward to welcoming the next group of young agricultural professionals and supporting them as they begin their journey towards meaningful careers in agriculture.

2027 RecruitAgri Applications:

Building the Next Generation of Agricultural Professionals

RecruitAgri opened applications for its 2027 Graduate Development Programme in July 2026, inviting passionate and motivated young graduates to take the next step towards building a career in South Africa's agricultural sector. Applications closed at the end of August 2026, with the selection process now moving into the next stage.

With applications now closed, the RecruitAgri team will focus on reviewing applications, conducting assessments and interviews and selecting the successful candidates who will form part of the 2027 cohort.

The next generation of agriculture starts with opportunity, exposure and a willingness to learn.

The Role of Mentorship in the RecruitAgri Journey

Mentorship is an important part of the RecruitAgri Graduate Development Programme, helping graduates navigate the transition from academic learning into the workplace.

Mentorship takes place at different levels across the Programme. Farm managers, supervisors and industry professionals provide daily guidance on host sites, sharing practical knowledge, providing feedback and helping graduates understand the realities of working in agriculture.

At programme level, mentors provide additional support through regular check-ins and conversations, creating a space for graduates to discuss challenges, reflect on their experiences and identify areas for personal and professional growth.

Mentorship is not about having all the answers. It is about listening, sharing experience, encouraging growth and helping graduates recognise their potential.



Through the collective support of mentors and host-site teams, RecruitAgri graduates are given the guidance and confidence they need to grow into capable young professionals in the agricultural sector.

RecruitAgri **Golf Day 2026:** Growing Together Through Purposeful Partnerships

On 24 June 2026, RecruitAgri hosted its 4th Annual RecruitAgri Golf Day at White River Country Club in Mpumalanga. The event brought together 108 players, industry partners, sponsors and supporters for a day of golf, networking and meaningful contributions towards youth development.



The Golf Day is an important annual event on the RecruitAgri calendar, giving stakeholders across the agricultural sector an opportunity to come together in support of a shared purpose: developing young talent and creating pathways to employment in agriculture.

With a full field of 108 players, the 2026 event created a vibrant and relaxed environment in which existing partners could connect, new relationships could be formed, and future collaboration could be explored.

The day also highlighted the important role industry partnerships play in supporting skills development. The support generated through the Golf Day enables RecruitAgri to continue investing in our programme that equips young graduates with practical experience, workplace exposure and the skills needed to build successful careers in agriculture.

A special thank you goes to all the players, tee sponsors, prize contributors and auction partners whose generosity and participation contributed to the success of the event. Your support goes beyond making the Golf Day possible, it helps create opportunities for the next generation of agricultural professionals.

From valuable conversations and new connections to plenty of laughs on the course, the day was a true reflection of what can be achieved when the agricultural community comes together with a common purpose.

The 4th Annual RecruitAgri Golf Day was more than just a day on the course; it was a day of partnership, purpose and giving back.

Together, we are growing opportunities, developing talent and building a stronger future for agriculture.

“

HERE'S TO GROWING TOGETHER!

”







RecruitAgri at the Mzansi Young Farmers Indaba



RecruitAgri proudly participated in the Mzansi Young Farmers Indaba, powered by Food For Mzansi, where Neo Ntabane attended as an invited delegate through the FirstRand Empowerment Foundation (FREF).

A key highlight of RecruitAgri's participation was the representation of two RecruitAgri alumni who were featured as panel speakers, showcasing the programme's impact in developing emerging agricultural leaders.



On 8 April 2026, the panel discussion titled "Celebrating Women Farmers in South Africa" was moderated by Lerato Botha. The panel included Bongiwwe Bathandwa Khanyile, a member of the RecruitAgri 2021 cohort and Farm Manager at Amangwane Poultry Enterprise, alongside other prominent women in agriculture.

On 9 April 2026, the "Success Stories" panel was moderated by Gomolemo Phalatse. Among the speakers was Dennis Nyalungu, a member of the RecruitAgri 2022 cohort and a cash crop and livestock farmer from Bushbuckridge, Mpumalanga.

The event provided a valuable platform to demonstrate the impact of the RecruitAgri programme and to celebrate the achievements of alumni who continue to contribute meaningfully to the growth and transformation of South Africa's agricultural sector.

SPU Online Workshop

RecruitAgri successfully hosted an engaging Online Workshop and Information Session with students from Sol Plaatje University (SPU), offering valuable insight into the programme and the exciting career opportunities available within South Africa's agricultural sector.

The workshop introduced students to RecruitAgri's mission of bridging the agricultural skills gap through its structured 10-month Graduate Internship Programme.

Participants learned more about the programme journey, including induction, farm and processing rotations as well as the introduction of the new Dairy Initiative for 2026.

The session also covered workplace expectations, essential professional skills, career pathways and the application process. It concluded with an interactive question-and-answer session, giving students an opportunity to engage directly with RecruitAgri.



The online engagement reflects RecruitAgri's ongoing commitment to connecting with higher education institutions, inspiring future graduates and raising awareness of opportunities that empower young professionals to build successful careers in agriculture.

**Connecting
students with
opportunities to
build meaningful
careers in
agriculture.**

Growing Knowledge, Strengthening Emerging Farmers



**William
Davidson**



**Butch
Aylward**



**Elsje
Joubert**



**Roy
Porritt**



Through its Emerging Farmer Training Programme, RecruitAgri, in partnership with SAMAC, continues to create opportunities for emerging macadamia growers to strengthen their technical knowledge, share experiences and access practical, seasonally relevant guidance. Training sessions were conducted across Limpopo, Mpumalanga and KwaZulu-Natal, bringing together farmers and industry specialists to address the realities of macadamia production.

Limpopo | 2 June 2026

At the Levubu Centre for Excellence, 15 emerging farmers from the Vhembe region participated in practical training covering orchard management, pruning, soil and irrigation management, fertilizer planning, pest scouting and disease identification. Practical orchard demonstrations helped farmers turn technical knowledge into actions they could apply on their own farms. The training also showed encouraging learning outcomes, with all nine farmers who completed the evaluation reporting improved understanding of macadamia production.



Mpumalanga | 15 July 2026

At Folly Farm in White River, 9 emerging farmers participated in classroom discussions and practical orchard demonstrations covering winter pruning, orchard sanitation, soil health, irrigation, fertilizer management, pest scouting and seasonal planning. The session also provided an opportunity for farmers to openly discuss market, financial, infrastructure and production challenges while identifying areas where continued mentorship and industry support are needed.

KwaZulu-Natal | 21–23 July 2026

Training was conducted across the North, Mid and South nodes, combining technical sessions with practical orchard demonstrations. Farmers explored orchard management, pruning, soil and irrigation management, pest and disease identification, fertilizer planning, record keeping and seasonal priorities. These sessions also provided a valuable platform for 15 emerging farmers to share their experiences, challenges and support needs with industry stakeholders.

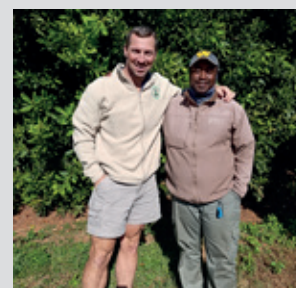


Strengthening Partnerships through Site Visits

Between April and June 2026, RecruitAgri conducted 16 partner visits across Mpumalanga, connecting with graduates and host partners in both primary agriculture and processing environments.

Partners visited included Agristar, Ezigro, GA Chalkley Estates, Coolmore Farms, Danroc White River, Gradely, Joramus Boerdery, Horizon Farms, Nelsrif Boerdery (Brondal and Curlews), Muell Agri, Mayo Macs Rietvallei, Niice Foods, Golden Macadamias, Joubert & Seuns and Global Macadamias.

The visits gave us an opportunity to see how graduates are progressing, hear about their workplace experiences and provide support where needed. They also created valuable time to engage directly with our partners, to discuss graduate development and address any challenges.



These regular visits play an important role in keeping **RecruitAgri** connected to both graduates and partners. We appreciate the time, guidance, and practical experience our partners continue to provide as we work together to develop the next generation of agricultural professionals.

Sabie Road/Witklip

6 Danroc
7 Gradely

Nelspruit/The Rest

8 Joramus Boerdery

Brondal Road

9 Lochaber
10 Muell Agri
11 Horizon Farms
12 Nelsrif – Brondal

Sudwala/Schagen

16 Mayo Macs Rietvallei

Schoemanskloof

17 Joubert & Seuns

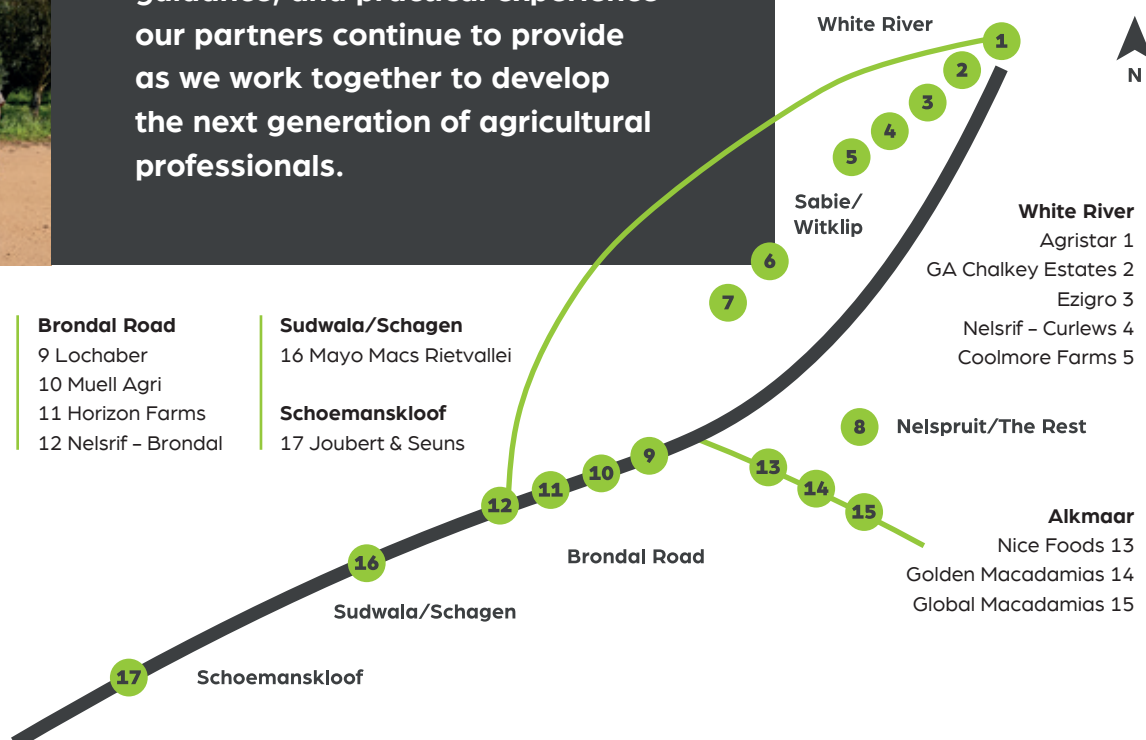
White River

White River
Agristar 1
GA Chalkey Estates 2
Ezigro 3
Nelsrif – Curlews 4
Coolmore Farms 5

Nelspruit/The Rest

Alkmaar

Nice Foods 13
Golden Macadamias 14
Global Macadamias 15



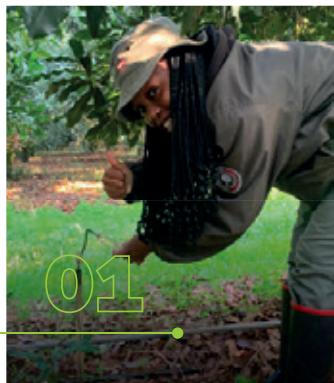
Graduate Activities

Farming



Soil & Water Monitoring:

Routine soil and irrigation water testing was conducted to monitor pH levels, electrical conductivity (EC), soil health and nutrient availability.



Granadilla Delivery:

Gained practical exposure to the handling and delivery of granadillas at Halls Packhouse.

Stink Bug Collection:

Collected stink bugs from orchards for use in agricultural research and crossbreeding activities.

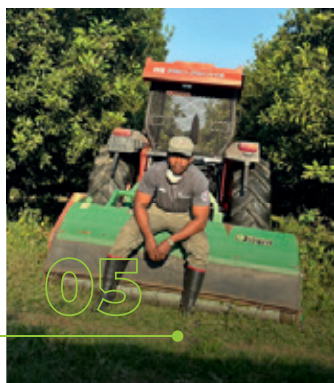


Avocado Planting:

Participated in planting avocado trees, gaining practical experience in orchard establishment.

Mulching:

Applied mulch around orchard trees to improve moisture retention, support soil health and assist with weed management.



Pre-Harvest Supervision:

Assisted in supervising pre-harvest teams to ensure that orchard activities were carried out efficiently and in accordance with the required standards.

Nut Moisture Testing:

Conducted moisture testing on macadamia nuts to assess readiness and ensure quality before delivery.



Fallen Fruit Management:

Collected and sorted avocados that had fallen prematurely following strong winds, helping to manage orchard losses and maintain fruit quality.

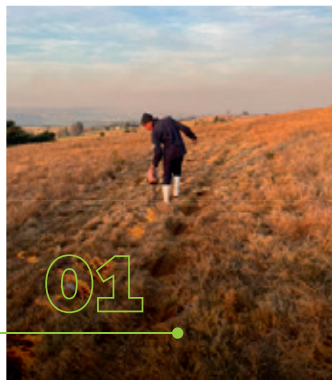


Graduate Activities

Dairy

Fire Belt Preparation:

Assisted with creating firebreaks to reduce the risk of veld and farm fires.

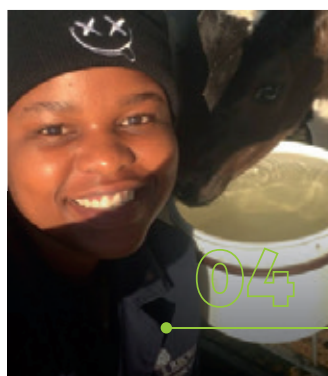


Calving & Calf Identification:

Recorded newly calved cows and tagged calves, capturing details such as breed type, sex and the identification number of each calf's mother.

CIDR Application:

Participated in the insertion of Controlled Internal Drug Release (CIDR) devices in heifers as part of estrus synchronisation and preparation for fixed-time artificial insemination.



Milk Sampling:

Collected milk samples for veterinary analysis, gaining practical exposure to routine herd health monitoring and dairy farm operations.

Hoof Trimming & Foot Rot Treatment:

Assisted with hoof trimming and the treatment of foot rot to support herd health, comfort and mobility.



Bull Sales Administration:

Gained exposure to the administrative side of livestock sales by preparing invoices for bulls sold.

Milking Operations:

Participated in daily milking activities, gaining practical experience in dairy production procedures and routines.



Farm Infrastructure:

Assisted with pipe installations, gaining practical experience in the maintenance and development of farm infrastructure.



Graduate Activities

Processing

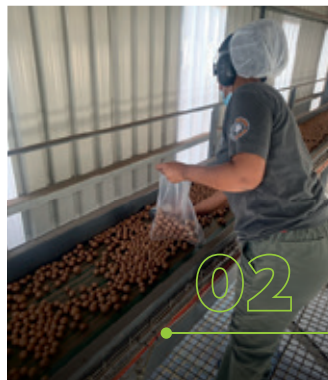
Roast Testing:

Roasted macadamia kernel samples according to client specifications to assess postroast browning before final approval.



NIS Disinfectant Testing:

Collected nut-in-shell (NIS) samples before and after disinfectant treatment to assess its effectiveness in maintaining product hygiene.



PPECB Inspection:

Participated in PPECB inspections, gaining practical exposure to export quality standards and compliance requirements.



PV & FFA Testing:

Conducted Peroxide Value (PV) and Free Fatty Acid (FFA) tests on incoming macadamia kernels to assess freshness and product quality.



Quality Control & Grading:

Reviewed test results and assessed pallets for regrading, cracking or release in accordance with the required quality standards.



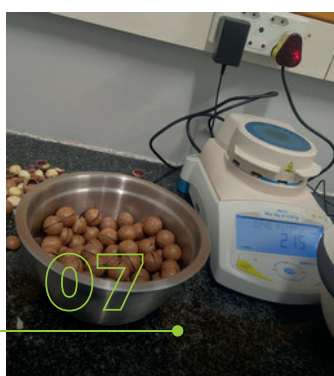
Loading Operations:

Assisted with loading activities, gaining practical exposure to the coordination and handling of finished products.



Value-Added Processing:

Gained practical exposure to roasting and flavouring processes, using flavours such as coffee, vanilla and salt to produce value-added macadamia products.



Dispatch Operations:

Gained practical experience in pallet acceptance, picking notes, dispatch documentation and preparing approved loads for shipment.



Inside the Classroom

Avocado Processing

This lecture explored the avocado processing value chain, including handling procedures, quality standards and post-harvest processing practices.

Basic Microsoft Excel

This module equips graduates with essential Microsoft Excel skills, focusing on data entry, formatting, basic formulas, and spreadsheet management for the workplace.

Dairy Lecture: Farm Aspects

This presentation explores key aspects of dairy farm operations, including infrastructure, daily management practices, and efficient farm systems.

Banana Lecture

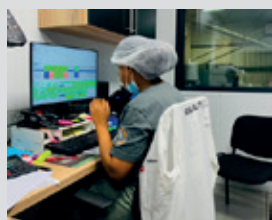
This presentation introduces the fundamentals of banana production, including cultivation practices, crop management, and factors influencing fruit quality.

Coaching for Business Managers

This lecture introduces coaching principles that support effective leadership, employee development, and improved workplace performance.

Dairy Lecture: Pastures

This session focuses on pasture management in dairy farming, covering pasture establishment, grazing practices, and nutritional value of pastures for dairy herds.



Fertilizer Lecture

This lecture examines the role of fertilisers in crop production, including nutrient management, application methods, and sustainable soil fertility practices.

Legal Aspects

This lecture provides an overview of the legal and regulatory requirements relevant to the agricultural sector, promoting ethical practices and workplace compliance.

Intermediate Microsoft Excel

This module builds on foundational Excel skills by introducing advanced functions, data analysis tools, and techniques for improved workplace productivity.

Operational Planning

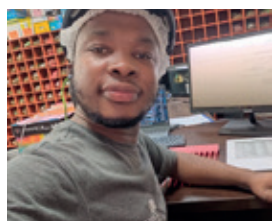
This session introduces operational planning principles, focusing on resource allocation, workflow management, and effective planning for organisational success.

Macadamia Processing

This lecture covers the macadamia processing journey, including receiving, drying, cracking, grading, quality assurance, and food safety standards.

Pruning Lecture

This presentation explores the importance of pruning in orchard management, highlighting techniques that improve tree health, productivity, and fruit quality.



A Special **Thank You** to TwoRedPens Marketing Agency

RecruitAgri would like to extend a special thank you to TwoRedPens Marketing Agency for their continued support and the amazing work they do in helping us tell the RecruitAgri story.

From creative content and communications to helping showcase the impact of the programme, their contribution has played an important role in strengthening RecruitAgri's brand and connecting our work with a wider audience.

We truly appreciate their creativity, professionalism and commitment to bringing the RecruitAgri vision to life.

Thank you, TwoRedPens, for being part of the journey and for helping us communicate the impact we are making in developing the next generation of agricultural professionals.



What Lies **Ahead**

As RecruitAgri moves into the third quarter of 2026, the programme continues to focus on graduate development, industry engagement and strengthening the pipeline of young talent entering the agricultural sector.

The upcoming quarter will be a busy period, with several opportunities to engage with graduates, universities, industry partners and prospective candidates for the 2027 intake.

Key Activities:

Eastern Cape Site Visits: Exploring potential host partners and opportunities to expand the RecruitAgri programme into the Eastern Cape in 2027.

Mandela Day Initiative: Joining the community and partners in commemorating Mandela Day through an initiative focused on giving back and making a positive social impact.

University of Limpopo Career Fair: Engaging with students and raising awareness of opportunities within the RecruitAgri Graduate Development Programme.

University of Mpumalanga Career Expo: Connecting with students interested in pursuing careers in agriculture.

University of Mpumalanga WIL Forum: Participating in discussions on Work-Integrated Learning and strengthening collaboration between industry and higher education institutions.

2027 Applications, Reviews and Interviews: Launching the 2027 application campaign and progressing with application reviews and candidate interviews for the 2027 Agri cohort.

Welcoming New RecruitAgri Team Members: New team members who will contribute to the continued growth and successful delivery of the programme.

With a strong focus on engagement, recruitment and graduate support, this period will be an important one for RecruitAgri, as we continue to strengthen partnerships and create meaningful pathways for young people to enter the agricultural sector.

INDUSTRY PARTNERS



GROWER PARTNERS



PROCESSING PARTNERS



PROCESSING INDUSTRY PARTNER



DAIRY PARTNERS



COLLABORATIVE PARTNERS

