

HISTORY AND BACKGROUND OF THE ORGANIZATION

PILOT COMMITTEE



**FLTR: Behind – Bernhardt du Toit (Langrivier farm), Sakkie du Toit (Ceres Remhoogte),
MIDDLE - Theron Hanekom (Rietfontein), Joy van Biljon (KBos), Jacob Danster (Rocklands)
FRONT – Ina Nel (Môrester)**

The training centre was officially established in 2000 as a CC. Its roots stem from developmental work done with the Rural Foundation in the early 1980's. The Koue Bokkeveld region has followed a planned development strategy for its workers as per the mission of the Centre, since 1983.

Starting off with 21 member farms in 2001, the centre is proud of its growth and are currently serving 84 farms which is a testimony of its success and have expanded to include ad hoc training to many regions in the Boland. This has led to a network of partnerships both on and off the farm

	2001	2015
Member farms	21	84
Courses	21	90
Students	1800	8000
External students	0	200
Permanent staff	2	10 + 1 intern
Agric Qualifications	0	110
Apprentices + FLP	0	15
Interns + Graduate Placements	0	12

COMMUNITY DEVELOPMENT

Skills Development and Training is not all the Centre offers. Community Development goes hand in hand with our mission and for this reason, a NPO was established in 2007. The aim of the NPO projects is the general upliftment of the farm worker community. All people working on the member farms have access to these services. These projects include:

- Camps, aimed at the youth, men, Eastern Cape youth who come to work on farms.
- Recreation
- Farm Worker of the Year Competition
- Music & Math programs

Due to continuous financial constraints, the NPO is limited / restricted to its role and impact.

[COMMUNITY PROJECTS.pptx](#)



The centre is focused and takes pride in its successes and achievements. The well-oiled "model" has been established by putting the necessary code of conducts in place with applicable stakeholders such as a code of conduct for Presenters, students and a set of requirements for venues.

The success of the business lies in its affective administration. Weekly strategic meetings as well as monthly staff meetings are held and contribute to good governance. Furthermore embracing technology has led to some very helpful processes which assists the Koue Bokkeveld Training Centre. One of these processes, being the interactive website, has had enormous value. A web-based course booking system, a database linked to Pastel accounting and qualification records is kept on a LMS-system, which ensures good security. Annual financial statements are drawn up externally and the NPO books audited, although it is not a legal requirement.

Senior youth camp – Boontjiesriver



December youth week grade 7 Tulbagh Waterval



Music project



Flower Gardens



Vegetable gardens



Goals / Mission / Vision:

The training centre has a comprehensive Policy in place defining our goals, mission and vision of the centre.

Aim:

The aim of the centre is to improve productivity and to stimulate human development on the farms in the region through the provision of meaningful training and development support.

Vision/Visie:

Learn Perform

Mission:

The Koue Bokkeveld Training Centre will focus on all facets of agricultural training in the broader Ceres-Koue Bokkeveld region. It will also take part in structured national projects and training. Good relationships with other providers are a priority and will encourage new thinking.

Accreditation: [Accreditation .pdf](#)

In 2001 the centre was granted accreditation by Agri Seta – at the time Paeta (PAET1838) and is renewed bi-annually since then. The ongoing challenge has always been how to marry the academic requirements of the NQF system, with the practical skills required by production. The centre has opted to follow a middle road by providing assessments and credits where feasible. On other occasions short courses and work-shops are offered by the market forces. Due to the work done on NQF 4 level, the centre was awarded ISOE status, a recognised "Institution of Sectoral or Occupation Excellence".



Agri Seta awarded the centre first prize in 2015, as the Leading Service Provider: Agri Seta Skills Development, during a formal prize giving event in Gauteng on 16 September 2015.

Staff 2015



Group FLTR: Jacob Coetzee, Ayanda Jacks, Yolanda Erasmus, Winnie Van Zyl, Edna Nigrini, Joy van Biljon, Landi Kahlmeyer en Carmen Roberts.

Far Right - Newest Staff member: Zelda Meaker

The centre's dedicated staff has a unique set of skills which in conjunction with a specific job description helps to ensure best service at all times. A brief summary of each staff member's tasks are as follows:

- | | |
|---|--|
| <p><u>Jacob:</u></p> <ul style="list-style-type: none"> ● Agricultural Learnerships (NQF 1 & 4) * ● Short courses * ● Post NQF 4 student groups | <p><u>Ayanda:</u></p> <ul style="list-style-type: none"> ● Agricultural Learnerships (NQF 1 & 4) ● Translations |
| <p><u>Yolanda:</u></p> <ul style="list-style-type: none"> ● Supplying Attendance Registers & copies for courses * ● Presenters & dates * ● Check Student names & ID's with member Farms in order to load this onto Pastel as well as listing them onto the website as per applicable training courses * ● Certificates * ● Receiving students per course and comparing this to students originally enlisted. ● Make appointments for farm visits | <p><u>Carmen:</u></p> <ul style="list-style-type: none"> ● CC Annual Program ● Logistics & admin pertaining to training ● Agri Seta workplace skills plans |
| <p><u>Zelda:</u></p> <ul style="list-style-type: none"> ● Marketing strategies * ● CC & NPO research * ● NQF contracts * ● Website maintenance * ● December Farm visits * | <p><u>Tjoks: (Intern)</u></p> <ul style="list-style-type: none"> ● Admin ● Translations |
| <p><u>Landi:</u></p> <ul style="list-style-type: none"> ● Implementation of Year Planner Projects * ● Link with resources * ● Link with GOB's and farm visits * ● Attending of projects * | <p><u>Winnie:</u></p> <ul style="list-style-type: none"> ● Financial Department ● Debtors & Creditors ● Petty Cash & Bank statements ● Salaries ● SARS ● CC & NPO Budgets |
| <p><u>Joy:</u></p> <ul style="list-style-type: none"> ● Staff and General Manager * ● Addressing all general queries and attending to email queries * ● Farm visits * ● Advisory Committee * ● Interns & Pivotal * ● Funding Applications * ● CC's Year Planner and training courses * ● Short courses * ● And much much more.... | <p><u>Edna:</u></p> <ul style="list-style-type: none"> ● GOB projects & NPO budgets ● Networking with government officials ● Projects: Abet – Music project, Farm Worker of the Year, "Plaas kom Dorp toe" ● Coordinate Procure ● School programs ● Funding Proposals and report writing ● Ad hoc: Advisory Committee, Newsletter, Self Discovery, Upkeep of Facebook Social Media |

Ownership and BEE: [BEE certificate.pdf](#)

The centre is a CC and belongs to 5 shareholders, which is run by designated staff members and has a level 4 BEE compliance. In 2007 the community development was split from the training and formed its own NPO. This is run by one member of staff and the "GOB's" – the workers on each farm responsible for mobilising the community.

Skills & Training Programmes

Click here for more information on our skills & training programmes we offer: [Agricultural Skills Training.docx](#)



Partnerships :

Taking hands and partnering with others strengthens the chain of training and for this reason we believe in partnerships and have a good working relationship with:

- Dept of Agriculture (e.g. funding community development projects)
- Elsenburg (joint training)
- CPUT (Wellington – intern placemen)
- Boland College (joint technical training)
- Dept of Labour (audit co-operation)
- Local Municipality (co-operation on problems of seasonal workers)
- Dept Social Services (crèche training and camps)
- SA Police (joint project to empower women)
- IEC (involvement in voter education)
- Dept of Education (a registered CLC subsidized by WCED)
- PALS
- Procure
- Fruit Tree Services
- Pro-crop

The training centre has a unique model of membership and members get preferential treatment.

ADVANTAGES OF BEING A MEMBER

The advantages of being a member of the Koue Bokkeveld Training Centre are extensive, including:

- Members can obtain Discount for training courses
- Follow up farm visits with member farms are done in order to establish the need for training and development of workers
- Skills Development Levy Rebates are applicable
- Members have access to applicable research Reports
- Access to sponsored projects sponsored
- Joint application to Agri Seta, for example Learnerships, and
- Environmental exploration: Sharing National as well as international practices and benchmarks.

The Koue Bokkeveld Training Centre defines its role very broadly and therefore influences a broad spectrum of issues affecting farm life, e.g. housing, strategic thinking, individual career plans, community contribution, research, media projects, tours & exposure, etc.

Conclusion: The training centre continues to re-event itself based on the rapidly changing Agricultural needs and by doing so the centre will continue to impact people's lives in a positive way for many years to come.