



KWAZULU-NATAL PROVINCE

**AGRICULTURE AND RURAL DEVELOPMENT
REPUBLIC OF SOUTH AFRICA**

**EXIT POLICY
UNEMPLOYED AGRICULTURAL GRADUATES PROGRAMME**

MARCH 2025


CUSTODIAN DIRECTORATE	INTEGRATED RURAL DEVELOPMENT COORDINATION DIRECTORATE
DATE OF ENDORSEMENT	4/3/2025
HOD APPROVAL SIGNATURE	

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ABBREVIATIONS AND ACRONYMS

UAGYP	:	Unemployed Agricultural Graduates Youth Programme
AAMP	:	Agriculture and Agro-processing Master Plan
CASP	:	Comprehensive Agricultural Support Programme
DALRRD	:	Department of Agriculture, Land Reform and Rural Development
KZNDARD	:	KwaZulu Natal Department of Agriculture and Rural Development
DPSA	:	Department of Public Service and Administration
HRM	:	Human Resources Management
NDP	:	National Development Plan
NYP	:	National Youth Policy
NSD III	:	Third National Skills Development Strategy
PDA	:	Provincial Department of Agriculture
PTO	:	Possessory Trust Ownership
PSC	:	Personnel Suitability Checks
YPES	:	Young Producers and Entrepreneurs Strategy
NGO	:	Non-Governmental Organization
GIS	:	Geographic Information System
NQF	:	National Qualifications Framework
HOD	:	Head of Department
PSSC's	:	Provincial Selection Steering Committee

DEFINITIONS AND INTERPRETATION

The meaning of words or terms that are defined in this document are operative only in the context of this document and shall supersede any other meaning provided elsewhere. In this framework, unless inconsistent with or otherwise indicated by the context, the following words and expressions shall have the following meanings and cognate expressions shall have corresponding meanings:

- **“Exit strategy”** for the purpose of this document, an exit strategy refers to a plan describing how the programme intends to transition beneficiaries from the graduate placement programme while ensuring the achievement of the programme goals is not jeopardised.
- **“Framework for Placement of Agricultural Graduates”** refers to a structured approach or guidelines that facilitate the integration of agricultural graduates into the workforce, providing them with practical experience, skills development, and potential employment opportunities.
- **“Youth”** the South African National Youth Policy of 2009, 2015 and 2030 defines youth as young people falling within the age group of 14 – 35 years.
- **“Unemployed Agricultural Graduate Programme”** refers to a programme that recruits qualified unemployed agricultural graduates and places them on relevant farms/enterprises to offer them on-the-job training to gain experience in entrepreneurial development to enhance future business opportunities.
- **“Eligible Individuals”** refer to persons who meet specific criteria, requirements, or qualifications, such as age, education, income, or experience, to participate in a programme, receive benefits, or access services.
- **“Entrepreneurship”** is defined as a process of actions of an entrepreneur who is a person always in search of something new and exploits such ideas into gainful opportunities by accepting the risk and uncertainty with the enterprise.
- **“Farmer Associations”** refer to organized groups of farmers who come together to promote their common interests, share knowledge, resources, and expertise, and advocate for policies and programs that benefit their members and the agricultural sector as a whole.
- **“Cooperatives”** refer to a group of people who come together voluntarily to achieve a common economic, social, or environmental goal, sharing resources, expertise, and benefits, and making decisions democratically for the mutual benefit of all members.
- **“Agricultural enterprise”** means an enterprise engaged in activities relating to agricultural production and/or plantation, livestock production, agricultural services, hunting, trapping and/or game propagation; forestry and/or logging, aquaculture and/or fishing, and **“Farming enterprise”** shall have a corresponding meaning.
- **“Transfer Payment Policy”** refers to a departmental initiative that provides financial assistance, subsidies, or grants to individuals, households, or organizations to support specific social, economic, or development goals.



- **“Grant Funding”** refers to financial assistance provided by the department to support specific projects, programmes, or initiatives, typically with no expectation of repayment.
- **“Releasing Funds in Tranches”** refers to the gradual disbursement of allocated funds in separate portions or instalments, typically tied to specific milestones, achievements, or project phases.
- **“Project Milestone”** refers to a significant event, achievement, or completion of a specific task or phase within a project, marking progress and serving as a reference point for tracking, evaluation, and decision-making.
- **“Project Selection Steering Committee”** refer to a governing body composed of key stakeholders that oversees and supports project selection, providing strategic direction, guidance, and decision-making to ensure projects align with organizational goals and objectives.
- **“Agricultural value-chain”** refers to the full range of activities implemented by various entities (including, but not limited to, primary producers, processors, traders and service providers) that utilise basic agricultural products, from the stage of raw production to final consumption and entities that add value to the agricultural products at each respective stage.
- **“Agro-processing”** refers to the subset of manufacturing that processes raw materials and intermediate products derived from the agricultural sector.
- **“Contract”** refers to a legal agreement between the graduate and the relevant provincial department of agriculture (PDA) and between the host entity and the PDA.
- **“Mentorship”** refers to a relationship between two individuals, where a more experienced and knowledgeable person (the mentor) guides, supports, and advises a less experienced person (the mentee) in their personal or professional development.
- **“Monitoring”** refers to a systematic collection of data on specified indicators to provide management and the main stakeholders of an ongoing development intervention with indications of the extent of progress and achievement of objectives and progress in the use of allocated funds.
- **“Skills audit”** refers to the essential process for measuring and recording the skills of an individual or group.



1. INTRODUCTION & BACKGROUND

In 2019 the DALRRD initiated a programme to place 1000 graduates on-farm across the country (RSA), making CASP conditional grant funds available for such.

To initiate the programme in 2019/20, DALRRD allocated CASP funds to each Province to recruit and place 120 graduates in relevant farms for 24 months.

The KZNDARD expanded by making voted funds available for the UAGYP to recruit and place more graduates in farms due to the high rate of unemployment of graduates from agriculture sector.

KZN DARD believes that developing agricultural graduates is critical not only for the agricultural sector itself but also for broader socio-economic and environmental sustainability. They provide the expertise necessary to tackle modern challenges in food production, resource management, and rural development, making them essential to the well-being of global populations and the planet.

It is from this background that the Department shall intensify its efforts to implement UAGYP Exit Policy. For the Department to be able to implement the Exit Policy of UAGYP, a guiding policy document is required to assist in streamlining activities. Such a policy must be consistent with the National DALRRD Framework of UAGYP and the Basic Conditions of Employment Act. This policy is therefore prepared for the entire Department of Agriculture and Rural Development, to create an enabling climate for the successful implementation of UAGYP in the Department.

2. PURPOSE OF THE EXIT POLICY

The purpose of this Exit Strategy is to assist KZN DARD in fostering a supportive environment for graduates to explore entrepreneurial opportunities, contributing to reducing unemployment, poverty, and inequality among the younger generation.

Exit Strategy will ensure a seamless transition of agricultural graduates from the Unemployed Agricultural Graduates Youth Programme to entrepreneurship, aligning with the province's agricultural development goals.



The department offers graduates a mentorship programme, placing them on farms to gain hands-on experience. Additionally, the department provides training in various skills, such as farm development and management. As part of their exit, the department provides graduates with the opportunity to apply for grant funding, enabling them to turn their skills into successful enterprises. The Department will provide guidance and support to these enterprises through their extension advisory services, just like they would with any other agricultural business in KZN. This support will help them navigate the industry and make informed decisions to drive their success.

3. LEGAL BASIS OF THE POLICY

The following key legislative/policy documents are pertinent and fundamentally linked to this Exit Strategy for UAGYP:-

3.1 Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996)

This is the supreme law of the country entrenching specific rights, responsibilities and principles that every sector of society must uphold. Section 9(2) guarantees equality which includes the full and equal enjoyment of all rights and freedoms. To promote the achievement of equality, legislative and other measures designed to protect or advance persons, or categories of persons, disadvantaged by unfair discrimination, may be taken. Furthermore, the Constitution lays the foundation for youth economic empowerment and this is captured in Chapter (13) section 217 which calls for redress of economic imbalances of the marginalised members of the South African population which is inclusive of the youth.

3.2 National Development Plan

The National Development Plan (NDP) is a long-term South African development plan which defines a desired destination and identifies the roles different sectors of society need to play in reaching that goal. The NDP identifies education, skills development, labour absorption and support for entrepreneurship as key strategies for youth development.

3.3 National Youth Policy for 2020-2030 (NYP 2030)

The National Youth Policy for 2020-2030 (NYP 2030) is a cross-sectoral policy aimed at effecting positive youth development outcomes amongst young people at local, provincial and national levels in South Africa. It proposes specific interventions that promote the development in various pillars including economic participation and social cohesion. The NYP 2030 builds on South Africa's first and second NYPs, which covered 2009 to 2014 and 2015 to 2020, respectively, improving upon and updating the previous policies by highlighting the current and new challenges that South Africa's youth are facing.

3.4 Agriculture and Agro-Processing Master Plan (AAMP)

The Agriculture and Agro-Processing Master Plan (AAMP) is a compact aimed at providing practical actions and reforms designed to address growth, transformation and developmental challenges in the agriculture, food and beverage sectors. An important context for the AAMP compact is the alleviation of unemployment, enhanced food security and substantially increasing growth, transformation and equitable access to means of production to achieve inclusivity in the sector. Therefore, active youth participation in the sector forms an integral part of the AAMP.

3.5 Other Policies and Programme Linkages

Over and above-mentioned key legislative/policy documents, the UAGYP is informed by the United Nations World Programme of Action for Youth to the Year 2000 and Beyond (1995), the African Youth Charter (2006), Third National Skills Development Strategy (NSD III) and most importantly, the National Policy on Comprehensive Producer Development Support (NPCPDS).

Like other youth capacity-building initiatives in the Department, the programme will be guided by the following documents:

- Directive on the employment of persons to developmental programmes in the public service.
- Young Producers and Entrepreneurs Strategy (YPES).



3.6 The Framework for Placement of Unemployed Agricultural Graduates provides a comprehensive guide for implementing the Comprehensive Agricultural Support Programme (CASP)

This framework outlines the entire process, from recruitment and selection to placement, budgeting, remuneration, monitoring, evaluation, and exit strategy.

To ensure a smooth transition, each province is required to develop its own Exit Strategy Framework for the Agricultural Graduates Placement Programme. This exit policy addresses the need for a clear exit plan for unemployed graduates who have been placed on farms for a two-year period.

4. PROBLEM STATEMENT

The high rate of youth unemployment, rural migration, and the aging farmer population prompted the Department of Agriculture, Land Reform and Rural Development (DALRRD) to develop an Unemployed Agricultural Graduates Youth Programme (UAGYP).

Through DALRRD initiative, the KZN Department of Agriculture and Rural Development has produced several graduates under this programme in the agriculture sector who have acquired knowledge and skills.

At the end of the 24 months, a significant number of graduates remain unemployed and struggle to secure jobs or establish their agricultural businesses, wasting their skills, knowledge, and potential contributions to the sector. Very few graduates start their own enterprises (about 5%).

This prolonged unemployment and entrepreneurial inertia results in:

- Underutilization of trained talent,
- Lost productivity and economic opportunities,
- Diminished confidence and motivation among graduates,
- Unrealized innovation and progress in the agricultural sector,
- Increased financial burdens and stress for graduates and their families

5. KZN PROVINCE SITUATIONAL ANALYSIS

The status of KwaZulu-Natal agricultural graduates looks promising. The KwaZulu-Natal Department of Agriculture and Rural Development (KZN DARD) launched the programme to link agricultural graduates with farms for entrepreneurial development.

Since the inception of the Unemployed Agricultural Graduates Programme in KwaZulu-Natal in 2019, the Department has conducted on-farm placement and placed more than 1 020 graduates on a 24-month contract on farms across the province.

Youth unemployment in KwaZulu-Natal is a pressing concern. As of the third quarter of 2023, the province saw a significant improvement in its unemployment rate, with a decrease of 1.6 percentage points - the second-largest drop among provinces. However, Durban, a key economic hub, faced challenges with a rising unemployment rate, reaching 22.5%.

Nationally, youth employment showed improvement, with the employment absorption rate for the age groups 15-24 and 25-34 years increasing by 0.5% and 1.7%, respectively. The youth unemployment rate decreased, with 58% of those aged 15-24 years and 38.3% of those aged 25-34 years being unemployed.

Key Statistics:

- Youth Unemployment Rate: 58% (15-24 years) and 38.3% (25-34 years) ¹
- Employment Absorption Rate: Increased by 0.5% (15-24 years) and 1.7% (25-34 years)
- Graduate Unemployment Rate: Decreased to 8.5%

Challenges and Opportunities in education play a significant role in securing employment, with those having a qualification being more likely to find work. The economic slowdown has affected job availability, particularly in sectors like electricity, manufacturing, and transport. Initiatives addressing youth unemployment, such as the Unemployed Agricultural Graduates Placement Programme give hope to the agricultural graduates.



Overall, while there are signs of improvement, youth unemployment remains a significant challenge in KwaZulu-Natal, emphasizing the need for targeted initiatives and education to drive employment opportunities.

The South African government has indeed identified agriculture as a key sector to drive job creation, particularly among the youth. This initiative aims to address the country's high unemployment rate by leveraging the agricultural sector's potential for job creation and economic growth.

In KwaZulu-Natal, for instance, various job opportunities are available in agriculture, including positions such as technical sales advisors, farm foremen, horticulturists, and farm managers. These roles are crucial in ensuring the sustainability and productivity of agricultural operations in the province.

To support this initiative, several programmes and organizations are providing training and resources to young people interested in pursuing careers in agriculture. For example, the Agricultural Research Council offers training and development programmes for young farmers and agricultural professionals.

Key Agricultural Job Opportunities in KwaZulu-Natal include but are not limited to:

- Technical Sales Advisor: responsible for marketing and sales of agricultural products.
- Farm Foreman: oversees farm operations and ensures efficient use of resources.
- Horticulturist: specializes in plant cultivation and management.
- Farm Manager: responsible for overall farm management and decision-making.

These job opportunities not only provide employment for young people but also contribute to the growth and development of the agricultural sector in KwaZulu-Natal. By supporting this initiative, the government aims to create a sustainable and productive agricultural industry that benefits both the youth and the broader economy.

6. OBJECTIVE OF THE EXIT STRATEGY

The objective of the Unemployed Agricultural Graduates Youth Programme Exit Strategy is to encourage the establishment of youth-owned and/or managed enterprises, youth entrepreneurs, and other activities that will encourage the active participation of youth in the agricultural sector to bridge the gap between the aging producers and reduce unemployment and poverty.

7. STRATEGIC SIGNIFICANCE

Developing agricultural graduates Exit Strategy can play a crucial role in reducing unemployment, particularly in regions where agriculture is a dominant sector of the economy. This can be realized through:-

7.1 Entrepreneurship and Start-ups

- **Establishing Agricultural Ventures:** Graduates with a background in agriculture can start their own businesses in areas like crop production, livestock farming, food processing, and agro-technology. By creating new agricultural enterprises, they can directly create jobs for themselves and others.
- **Agri-businesses and Value Chains:** Agricultural graduates are well-positioned to innovate along the agricultural value chain (from production to marketing and processing). This could include setting up agro-processing units (e.g., milling, packaging) or creating small and medium enterprises (SMEs) in rural areas, where such initiatives may have a large impact on local job creation.

7.2 Promoting Sustainable Agriculture and Rural Development

- **Boosting Productivity:** Agricultural graduates are often trained in modern farming techniques, sustainable practices, and the use of technology in agriculture. By applying these skills, they can help increase agricultural productivity, which can, in turn, create more employment opportunities in farming communities.
- **Diversifying Agriculture:** They can promote crop diversification, animal husbandry, agroforestry, and sustainable land management practices. By encouraging farmers to grow more profitable and diverse crops or engage in



eco-tourism or organic farming, agricultural graduates help reduce unemployment by expanding economic opportunities in rural areas.

7.3 Improving Agricultural Policy and Extension Services

- **Government and NGO Roles:** Agricultural graduates can work with governments or NGOs to create policies that support smallholder farmers, improve land tenure, and provide resources and training to local communities. Their involvement in agricultural extension services can help farmers increase yields, adopt new technologies, and engage in value-added activities that improve livelihoods.
- **Capacity Building and Training:** Agricultural graduates can serve as trainers and mentors to new farmers, helping them learn modern farming techniques and effective business practices. By disseminating knowledge and skills, they help equip the labor force with the tools necessary to succeed in agriculture and related industries.

7.4 Agricultural Technology and Innovation

- **Tech-Driven Solutions:** Agricultural graduates often possess skills in agricultural engineering, biotechnology, or digital tools like precision farming, drone technology, and GIS. These innovations can increase production efficiency and reduce labor costs while creating new job categories (e.g., drone operators, data analysts, technicians).
- **Climate-Resilient Agriculture:** They can contribute to the development and implementation of climate-smart agricultural practices, helping farmers adapt to climate change. This not only secures livelihoods in the long term but can also foster job creation in sectors related to climate resilience.

7.5 Supporting Rural-Urban Linkages

- **Rural-Urban Job Creation:** Agricultural graduates can facilitate the growth of rural-urban linkages by encouraging local production for urban markets. This boosts employment both in rural production and in the transportation, distribution, and retail sectors in urban areas.
- **Value-Added Products:** By establishing industries that process raw agricultural products into finished goods (like dairy products, jams, or biofuels),

agricultural graduates can help create a chain of jobs from production to processing and marketing.

7.6 Improving Food Security and Reducing Poverty

- **Community Engagement:** By improving local food security through better agricultural practices, agricultural graduates can create a more stable economic environment in rural areas, which reduces migration to cities and the pressures of urban unemployment. They can also address issues of malnutrition, helping build healthier and more productive workforces in the long term.
- **Job Creation in Food Systems:** With increasing demand for food due to population growth, there are countless opportunities for employment across food systems, including farming, food processing, distribution, and retail. Agricultural graduates can facilitate the expansion of these sectors, creating new job opportunities in both urban and rural areas.

7.7 Partnerships with Private Sector

- **Corporate Partnerships:** Agricultural graduates often collaborate with agribusinesses to improve efficiency, innovation, and market access. By partnering with private companies, agricultural graduates can help develop supply chains, increase investment in rural areas, and create jobs within the private sector, including sales, marketing, and logistics positions.
- **Supply Chain Development:** The agricultural sector's integration with industries like construction (e.g., for irrigation and infrastructure development) and retail (e.g., supermarkets or local markets) offers further job opportunities for graduates, helping reduce unemployment in associated sectors.
- Developing agricultural graduates can significantly contribute to solving unemployment problems by fostering entrepreneurship, promoting sustainable agricultural practices, improving productivity, creating innovative agri-tech solutions, and supporting rural development. Through a combination of direct job creation, policy advocacy, and industry partnerships, they can help stimulate economic growth and provide sustainable livelihoods in both rural and urban areas.



8. IMPLEMENTATION PLAN

8.1 *Business Support Provision*

Chapter 11, of the UAGYP DALRRD Framework proclaims that:-

- Each province shall develop its own exit strategy and plan,
- Graduates will further be linked to government support programmes relating to their chosen enterprises and other potential funders,
- Each province shall make efforts to annually assist a minimum of five (5) graduates who exited the programme with a start-up package from either CASP or any funding mechanism.

Due to the high rate of unemployment, the KZN Department of Agriculture and Rural Development has previously allocated funds to increase the number of graduates to get opportunities over two years under the Unemployed Agricultural Graduates Youth Programme.

Upon completion of the two-year programme, KZN DARD observed a concerning trend where a substantial proportion of graduates faced challenges in securing employment or establishing viable agricultural enterprises, thereby underutilizing their acquired skills and knowledge.

In response to this challenge, KZN DARD made a strategic decision to redirect funds to support graduates who have completed the two-year program, enabling them to pursue their entrepreneurial aspirations.

Considering the alarming number of agricultural graduates struggling to find employment or establish sustainable businesses, it's clear that the currently allocated funds may be insufficient. To effectively address this challenge, KZN DARD must increase the annual minimum target and explore alternative funding mechanisms within its programmes, such as CASP, Ilima Letsema, Fetsa Tlala etc.



8.2 Targeted beneficiaries

The policy applies to eligible individuals or farmer associations/cooperatives of unemployed agricultural graduates who have completed the Unemployed Agricultural Graduates Programme prioritizing graduates from DARD Agricultural Colleges to apply for project funding.

Eligible graduates can access funding for various agricultural projects, including but not limited to the following: Infrastructure development; Livestock and Poultry production; Horticulture; Crop production; Aquaculture; Agro-processing; Veterinary Medicine and Pharmaceuticals, etc.

The Department believes that through the Unemployed Agricultural Graduates Programme, graduates have gained valuable work experience and skills, and are now:

- Ready to showcase their potential for growth and success,
- demonstrating commitment and passion for agriculture,
- showing entrepreneurial spirit by starting projects on their own,
- have the potential to become successful agricultural entrepreneurs and contribute to the growth of the sector,
- They are more likely to succeed with additional funding support and will be encouraged and rewarded for their initiatives and hard work,

8.3 Funding Method

The Department has an approved Agricultural Development Policy (2020), which gives guidelines and direction regarding the provision of agricultural support to producers and farming communities in the Province. The policy is also an instrument to be used by the Department to enable meaningful participation by designated groups (women, youth, and people with disabilities) in the agricultural sector.

The implementation of the Exit Strategy for UAGYP will be aligned with this policy.

Funding of the graduates will be implemented in the most feasible and efficient funding method (direct funding vs acquiring the needed goods for the graduates).

Transfer Payment Policy will guide the Department in ensuring transparency and accountability in our financial transactions. Funds will be disbursed in tranches, as specified in the agreements, to align with project milestones and requirements, ensuring a phased release of funds to support project implementation and progress. By disbursing funds in tranches, we aim to provide a structured and controlled release of funds, tied to specific project achievements and needs, to support successful project implementation.

8.4 Provision of training and capacity-building programmes for graduates

Chapter 7.8 of the DALRRD UAGYP Framework proclaims that the Provincial Department of Agriculture shall conduct skills audits to identify the training needs of the placed unemployed graduates within **six (6) months** of the commencement of the programme. All training interventions should comply with the following prescripts:

- Training must be seen as a sound investment and must address skill gaps identified during the skills audit and assessment;
- A proper skills audit should be conducted prior to the development of a training plan;
- All training must be directed by plans that include a cost/benefit analysis;
- All training interventions should be undertaken by accredited service providers; and
- Detailed information of any training completed must be kept and analysed for performance evaluation.

Provincial Department of Agriculture shall arrange mandatory tailor-made training relevant to entrepreneurial development (i.e., financial management, marketing, record keeping, human resource management, etc.) pitched at a minimum **NQF Level 6-7**.

Skills Development will benefit graduates by enhancing career prospects, increased earning potential, improved job satisfaction, opportunities for self-employment and contribution to national food security and economic growth. In return the Agricultural Sector may increase productivity, improved efficiency, enhanced sustainability,

increased competitiveness and better alignment with industry needs. By investing in skills development programmes for agricultural graduates, DARD will strengthen the agricultural sector, enhance employability and entrepreneurship, address pressing agricultural challenges, contribute to economic growth and development. This leads to a more resilient, productive, and sustainable agricultural sector, ultimately benefiting both graduates and the broader economy.

8.5 Business Plan Development

During the participation of graduates in the programme, KZN DARD shall support graduates to develop bankable business plans with the help of economists and other relevant experts. At the worst during the last six months of their participation in the programme. This is aimed at adequately preparing the placed graduates to pursue their envisaged entrepreneurial ambitions after exiting the programme.

8.6 Project Selection Steering Committee

Having a Project Selection Steering Committee for awarding funds to unemployed agricultural graduates is crucial as it ensures transparency, fairness, and expertise in decision-making, promoting equal opportunities and unbiased evaluations.

The committee's diverse perspectives and technical expertise assess proposals based on merit, viability, and impact, while also providing mentorship and networking opportunities.

This approach enhances credibility, accountability, and compliance with regulations, ultimately supporting deserving graduates, promoting sustainable agricultural development, and fostering collaboration.

By establishing a selection committee, the funding organization demonstrates its commitment to responsible fund management, effective project outcomes, and positive impact on the agricultural sector, thereby maximizing the potential for successful and sustainable agricultural projects.

The Project Selection Steering Committee will oversee the awarding of projects to Unemployed Agricultural Youth Graduates. The committee will ensure adherence to



the established procedures outlined in the Agricultural Development Policy (2020). The policy meticulously outlines each step of the process, which the (UAGYP) will diligently follow.

The project selection process will commence at our DARD Local Offices, where applicants will submit their proposals for initial verification. Subsequently, the District level, in collaboration with the Provincial Coordinating Chief Directorate, will scrutinize applications based on predetermined criteria. Recommendations from the District will then be forwarded to the Provincial Selection Steering Committee (PSSC) for further evaluation. Finally, the PSSC's recommendations will be submitted to the Head of Department (HOD) for a definitive decision.

8.7 Land Allocation Options

The Department of Agriculture and Rural Development lacks jurisdiction over land allocation. Graduates must therefore explore land acquisition options through appropriate government departments and other available avenues.

To participate, graduates must arrange and provide evidence of land access, which can be in the form of a PTO, Title Deed for privately owned land, or a legally binding Lease Agreement.

In the case of leased land, the applicant must have a lease arrangement of not less than 10 years and 20 years for infrastructure development.

Must have legal access to irrigation water or be willing to use recycled water no municipal drinking water can be used for irrigation.

8.8 Transformation

To achieve radical economic transformation and promote social cohesion, we must adopt a holistic approach. This includes targeted interventions through grants and diversity initiatives for designated groups, namely women, youth, and people with disabilities. Policy reforms, such as Broad-Based Black Economic Empowerment (B-BBEE), Employment Equity Act, and Land Reform (Restitution of Land Rights Act), will foster inclusivity. Partnerships with organizations serving diverse communities, community-based initiatives, and public-private partnerships will enhance our impact.

Continuous monitoring and evaluation of demographic data, impact assessments, and feedback loops will inform adaptive adjustments.

By adopting these measures, funding can become more equitable, effective, and transformative, empowering a diverse new generation of agricultural leaders to drive sustainable growth and innovation.

9. **MONITORING AND EVALUATION**

Chapter 10 of the National Framework states that:-

Monitoring and evaluation of the programme will be coordinated by both KZN DARD and DALRRD as part of the YPES implementation using the CASP monitoring framework;

The specific objectives for monitoring and evaluating are, but not limited to, the following:

- a) Record the main features of the process of implementing the programme to document lessons learned and where applicable, replicate good practices in other provinces;
- b) Assemble evidence of all achievements in line with this framework;
- c) Enable corrective actions to be undertaken while implementing the programme and give support where necessary.

This will be achieved through the following:

- (i) **Quarterly reports:** Assessment of quarterly reports submitted by the Districts;
- (ii) **Site visits:** regular site visits to the projects to monitor implementation in line with agreed objectives;
- (iii) **Meetings:** Regular meetings will be held with concerned stakeholders to provide a platform to engage all project stakeholders to mainly learn how to improve project implementation;



10. CONCLUSION

By providing entrepreneurial funding to the graduates who have previously benefitted from the Unemployed Agricultural Graduates Youth Programme prioritizing graduates from DARD Agriculture Colleges, the Department of Agriculture demonstrates its commitment to the growth and development of the agricultural sector, while also addressing social and economic challenges.

This initiative will go a long way in investing in the future of agriculture and the well-being of our communities. This strategy has the potential to make a meaningful impact on the lives of individuals, communities, and the environment, and we believe it is an investment worth making.

The Integrated Rural Development Coordination proposes the adoption of the UAGYP Exit Strategy to be implemented in line with the DALRRD Framework for Placement of Unemployed Agricultural Graduates Farms/Enterprises for Entrepreneurial Development and 2020 approved Departmental Agricultural Development Policy.

Effective from the 2025/26 financial year, the Unemployed Agricultural Graduates Youth Programme (UAGYP) Exit Strategy will empower graduates to become successful entrepreneurs and attain self-sustainability through funding and support, driving agricultural development, employment, and economic growth.




11. REVIEW OF THE POLICY

The Unemployed Agricultural Graduates Exit Policy will be reviewed at least every three years or as and when there is change in legislation affecting the policy.

12. FORMAL POLICY APPROVAL

This policy is hereby approved for implementation in the Department of Agriculture and Rural Development with effect from the date of the signature.

APPROVED BY	
 _____	<u>4/3/2025</u> Date
Mr. Z.N Dlamini Head of Department KZN-Department of Agriculture and Rural Development	