

## KEY COMPONENTS OF THE FRAMEWORK

The framework proposes, but is not limited to, the following key components:

- 6.1 Livestock rearing and poultry production;
- 6.2 Horticulture/crop production;
- 6.3 Aquaculture production;
- 6.4 Agro-processing.

## PROGRAMME IMPLEMENTATION PROCESS

### 7.1 ELIGIBLE GRADUATES/MENTORS

- 7.1.1 Unemployed South African graduates in possession of a recognised diploma/degree in agriculture related fields;
- 7.1.2 Applicants must be entering an internship/developmental programme in government for the first time;
- 7.1.3 Unemployed graduates from colleges of agriculture and those with diplomas in agriculture should receive first priority and should constitute a minimum of 80% of the total intake per province;
- 7.1.4 A minimum of 50% to a maximum of 55% must be women;
- 7.1.5 A minimum of 80% must be youth (18 - 35 years);
- 7.1.6 A maximum of 20% could be unemployed graduates between 36-40 years;
- 7.1.7 A minimum of 3% should be persons with disabilities;
- 7.1.8 **Private studies** will not be allowed during the two-year participation in the programme.

#### Pre-employment verification of candidates

- 7.1.9 The verifications, as prescribed in terms of Regulation 57(10)(c) of the Public Service Regulations, must be conducted prior to the appointment of all candidates into the programme;
- 7.1.10 Applicants applying for this programme who have already participated in an internship/developmental programme in government or have a Persal number with experience of more than six (6) consecutive months, must be automatically disqualified at this stage.

### 7.2 NATURE AND PERIOD OF APPOINTMENT

- 7.2.1 Successful applicants will be appointed on a fixed term contract additional to the post establishment of DARD's for a period not exceeding twenty-four (24) consecutive months.



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#### UNEMPLOYED AGRICULTURAL GRADUATES YOUTH PROGRAMME: 2024/25

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## UNEMPLOYED AGRICULTURAL GRADUATES YOUTH PROGRAMME

-In this financial year of 2024, DARD will be enrolling the third cohort of 340 Agricultural Graduates onto farms. The benefit of this programme is evident in the young people that have received coaching and mentorship from the experienced farmers in the field.

## BACKGROUND

The high rate of youth unemployment, rural migration and the ageing farmer population prompted the Department of Agriculture, Land Reform and Rural Development (DALRRD) to develop the Young Producers and Entrepreneurs Strategy (YPES).

The strategy attempts to advance the thrusts of the National Youth Policy 2020 by aiming to support 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 of ageing producers and reduce unemployment and poverty.

By implementing the strategy, the department has since the 2018/19–2021/22 financial years ring-fenced funds within the Comprehensive Agricultural Support Programme (CASP) funding framework for placement of unemployed agricultural graduates on farms/enterprises for entrepreneurial development.

The first and second cohorts of 1 000 graduates each across the country were recruited and placed in relevant smallholder/commercial (medium-scale, large-scale and mega/corporate) producers/enterprises to undergo on-the-job training in the areas of production, agro-processing, farm management, governance, business and entrepreneurship (value chain) under the tutelage of experienced mentors.

Periodic monitoring of the progress of graduates already placed on farms constituted an integral part of the implementation of the programme. Site visits were conducted by both the provinces and DALRRD to document success stories, challenges and lessons learned. Recommendations from host farmers, mentors, graduates and all stakeholders were documented and infused in this framework for better implementation of the programme going forward.

## OBJECTIVES

This programme aims for placement of unemployed graduates with agriculture-related qualifications on relevant farms or enterprises within the agricultural value chain to acquire relevant on-the-job entrepreneurial and business skills to enable them to establish and manage their own enterprises.

**The objectives of the programme include, but are not limited to, the following:**

- 2.1 Provide unemployed agricultural graduates with opportunities to gain on-the-job entrepreneurial and business skills;
- 2.2 Contribute to increased food production through development of a pool of competent young producers;
- 2.3 Bridge the gap of ageing producers, create a pool of future farmers/entrepreneurs among young people and reduce unemployment;
- 2.4 Provide a platform for active participation of youth in the agriculture value chain; and
- 2.5 Create an enabling environment to support the establishment of youth owned and/or managed enterprises and youth entrepreneurs by linking participants with potential entities that support development of entrepreneurs.

## TARGETED BENEFICIARIES

The initiative targets qualified unemployed graduates in agriculture related fields aspiring to venture into entrepreneurial projects relating to the agriculture production and value chain. Of the targeted unemployed graduates, the following conditions shall apply, and any deviation must first be approved by DALRRD in writing:

- 3.1 Unemployed graduates from colleges of agriculture and those with diplomas in agriculture should receive first priority and should constitute a minimum of 80% of the total intake per province;
- 3.2 A minimum of 50% to a maximum of 55% must be women;
- 3.3 A minimum of 80% must be youth (18–35 years);
- 3.4 A maximum of 20% could be unemployed graduates between the ages of 36–40 years;
- 3.5 A minimum of 3% should be persons living with disabilities; and
- 3.6 Applicants must be entering an internship/developmental programme in government for the first time

## OUTPUTS

**The envisaged outputs of the programme are as follows:**

- 4.1 Number of graduates successfully placed with relevant smallholder/commercial (medium-scale, large-scale and mega/corporate) producers/enterprises for skills transfer;
- 4.2 Increased number of skilled entrepreneurs ready to own/lease productive/sustainable enterprises.

## POLICY AND PROGRAMME LINKAGES

This programme is informed by the South African Constitution, the United Nations World Programme of Action for Youth to the Year 2000 and Beyond (1995), the African Youth Charter (2006), the National Development Plan (NDP) (2012), National Youth Policy (2015–2020), Third National Skills Development Strategy (NSD III) and most importantly, the National Policy on Comprehensive Producer Development Support (NPCPDS).

**Like other capacity building initiatives in DALRRD, the programme will be guided by the following documents:**

- 5.1 Terms of Reference for Coordination, Delivery, Monitoring and Evaluation of the Sector Education and Training Programmes;
- 5.2 National Mentorship Implementation Framework;
- 5.3 Young Producers and Entrepreneurs Strategy (YPES).

