



CASE STUDY

Tongaat Hulett
ACUCAREIRA DE XINAVANE, S.A.
AGRICULTURE DEPARTMENT
AGRICULTURE TRAINING CENTRE
The fountain of knowledge and skills
A fonte do conhecimento e do saber

AGRICULTURAL TRAINING AND DEVELOPMENT PROGRAMME

A potential shortage of technical skills in agronomy, sugarcane agriculture and estate management for medium to longer term placement in the company resulted in the development of an internal agricultural training and development programme (ATDP). Initially launched in 2006, the programme was re-launched in 2015, aiming to address some of the shortfalls identified in the initial course, namely the independent implementation of the training in each country without using cross-operations capabilities to enrich the outcomes. The programme now focusses on providing trainees with exposure to best practice in various areas of sugarcane agriculture and estate management competencies across three of the countries in which Tongaat Hulett operates, namely Mozambique, South Africa and Swaziland.

The first 12 months of the 24 month programme is spent working at various centres of agricultural excellence in the three countries, and incorporates regular projects and assessments. The group spends between two and four months at a time at each centre of excellence, where they work closely with line managers to be exposed to the day to day operations. They are then required to complete a project on one of these key areas.

Once trainees complete the initial 12-month phase, they have the opportunity of managing a 200 hectare sugarcane farm, where they implement the learnings from the first 12 months. This stage is supported by mentoring and on-going learning evaluation. During the second year they will also be required to complete a group learning project.

A total of eight young agricultural graduates from the three countries began the course in September 2015. They will contribute towards strengthening the agriculture skills and the transformation objectives of each country including addressing youth unemployment.

The second intake of student is anticipated for September 2016, once the first group begin the estate management element of the programme. It is anticipated that all trainees will be incorporated into Tongaat Hulett's agricultural operations upon completion of the two year Tongaat Hulett ATDP.

