



HOEDSPRUIT
HUB

SUBTROP TRANSFORMATION SUMMIT
Training and development to a better future

19 June 2019



Tom Peters in his book, *The Excellence Dividend* (2018), says the following about Training:

- Train. Train. Train. Train. Train. (Fundzisa. Fundzisa.)
- Training = Investment #1! (Uku fundzisa kuhlanyela ngekufaka sandla!)
- Training: Forever (Uku fundzisa aku Pheli)
- When times got tough, TRAIN! (Uma kunzima, fundzisa!)
- One more time: Training = Investment #1





HOEDSPRUIT
HUB

Introduction

- Functions as a social enterprise
- Accredited by AgriSETA
- ISO 9001:2015 certified
- Commercial leg
 - Accredited training
 - Customised training
- Community leg





Approach to effective training and development in any situation:

- Job descriptions (Swilaveko swa ntirho)
- Skills assessments
- Training (Dyondzisa)
- Performance assessments
- Career paths
- Talent development (Ku aka vuswikoti bya vanhu)

(Developed an app to assist with this function)



Challenges and possible solutions

- Literacy
 - Functional workplace literacy with Conversation starter.
- Numeracy
 - Functional agricultural numeracy through experiential based learning.
- Time away from work
 - If increased productivity and people development is the outcome, time is not a barrier.



Nelson Ngoveni

- Community involvement

Neil Ndlovu

- Commercial involvement



HH Organic Mangoes

- Using organic practices, because it was more viable due to low inputs costs
- It enables them to access a niche market
- Building up their soil organically
- improves resilience to drought and mitigate the effects of climate change

Training included:

- Theoretical organic farming practices classes, plus practical demonstrations
- Expert advises from commercial farmers
- Market linkages through the Hoedspruit Hub weekly veggie box scheme
- Participatory Guarantee Systems (PGS) training and PGS start up support

What is a Participatory Guarantee Systems?

- A PGS is quality assurance tool that is used to assure both retailers and consumers that farmers are indeed using organic standards to produce.
- It works on the basis of participation from all stakeholders
- It eliminates the need for a third party certification body
- It is suitable for small holder farmers

Partnerships

- AWARD
- Mahlathini
- SANPARKS
- WWF
- K2C biosphere

Training and development

- ▶ In a constantly changing environment, it is very important to always upgrade your skills in order to be able to meet work and life challenges on daily basis
- ▶ The Hub helps employees with new ways of thinking and problem solving techniques.
- ▶ It helps the employees in building confidence, and to analyse options before making a decision.

Training and development

- ▶ The Hub's unique approach to training is focused on human dignity and self-worth. We believe this foundation is required for all future training.
- ▶ The Hub also focuses on FUN during training - bringing in games and techniques that promote interaction. People learn the easiest when they are playing.
- ▶ We're in the process of assessing literacy levels of learners enrolled in qualifications to ensure appropriate placings. This would meet students at their literacy level and assist them to achieve success.

Training and development

- ▶ The Hub offers SETA-accredited courses, compliance training, and customized courses of which the Design and Development is ISO 2015:9001 certified.
- ▶ There are multiple agricultural qualifications requiring a practical year for successful completion. The Hub helps to place interns with our commercial clients,
- ▶ We also support them through a Soft Skills Program that focuses on presentation skills, problem solving, CV writing, interviewing skills, etc.

High School Bursary Programme

- ▶ 20 children are enrolled at Lowveld Academy with bursaries from various farmers and businesses. They are also enrolled in the President's Awards (TPA)
- ▶ TPA creates opportunities for young people to develop character, discover their purpose and determine their future to contribute towards nation building.
- ▶ The Program provides a framework for non-formal education and has set guiding principles with proven outcomes for participants who complete the Program.

Get in touch

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