



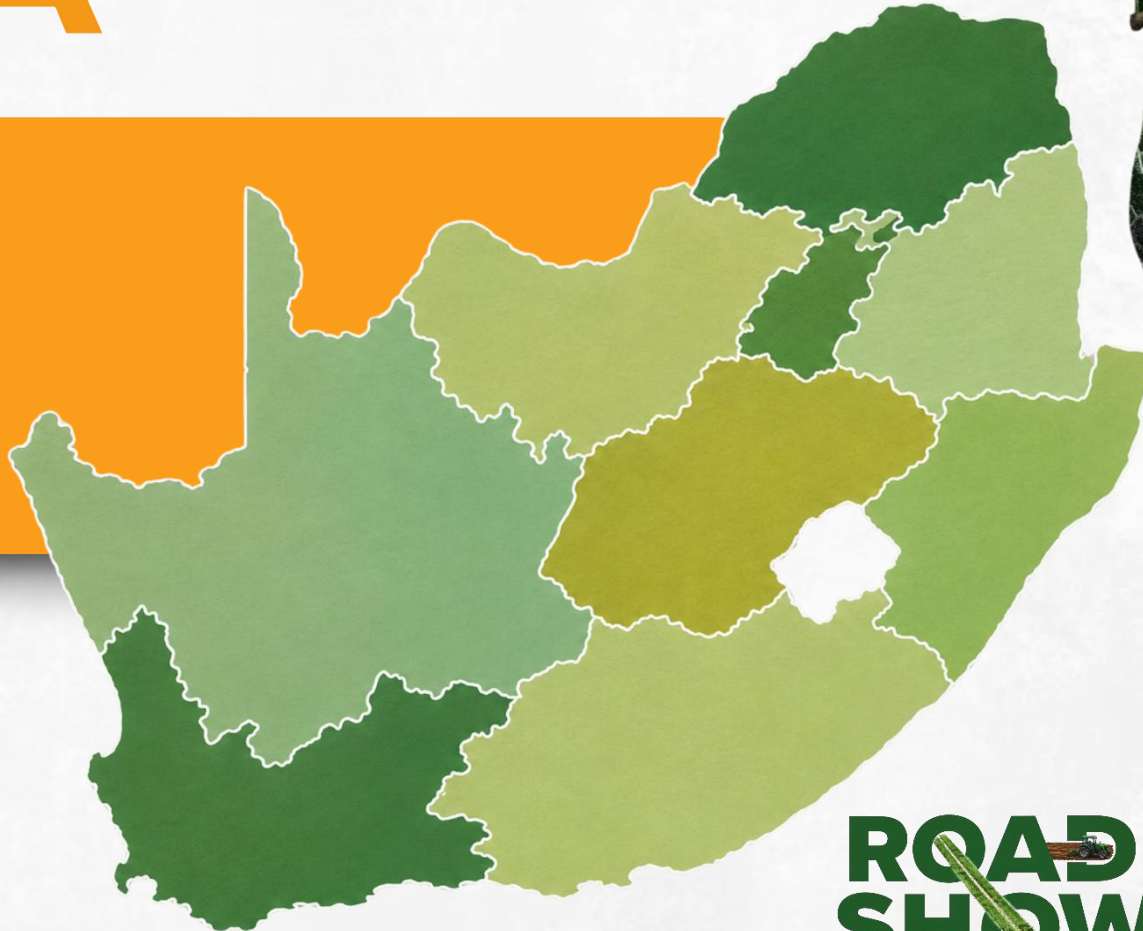
higher education

Department:
Higher Education
REPUBLIC OF SOUTH AFRICA

National Stakeholder Engagement



24 August to 09 September 2026



Connect ME App



Instagram: @agriseta_



Twitter: @agri_seta



Facebook: @AgriSETA



YouTube: @AgriSETA



TikTok: @agriseta_

**ROAD
SHOW**

Enabling a skilled, transformed, and prosperous agricultural sector

AgriSETA's Vision, Mission and Values

Our Vision

Enabling a skilled, transformed, and prosperous agricultural sector



MISSION

To increase access to relevant skills that is impact driven through strategic partnerships and credible research leading to inclusive economic growth



VALUES

Transparent | See through us
Responsible | I own it
Unity | In diversity
Service delivery | We are here to serve
Team work | Together we do more

SECTION A

AgriSETA Strategic Focus

Mr Fanny Phetla
Chief Executive Officer



MINISTERIAL APPOINTEES ACCOUNTING AUTHORITY MEMBERS

New Accounting Authority (AA)



MINISTERIAL APPOINTEES: ACCOUNTING AUTHORITY MEMBERS



**Board of AgriSETA
appointed by the
Minister**

AGRISETA ACCOUNTING AUTHORITY

MHET Appointment of the Accounting Authority in terms of the Skills Development Act, 1998 (Act 97 of 1998), as amended. Section 11 of the Act provides the legislative basis for the composition and appointment of a SETA Accounting Authority:

- Members of the AgriSETA Accounting Authority were appointed by the Minister of Higher Education and Training (MHET) during the period September and November 2025.
- The appointments established stakeholder representation across the principal constituencies of the agricultural sector.
- The AgriSETA Accounting Authority provides strategic leadership and independent oversight to ensure that AgriSETA fulfils its mandate under the Skills Development Act while maintaining sound governance and financial management in accordance with the PFMA.
- The Accounting Authority sets strategic direction, exercises fiduciary oversight, safeguards public and levy funds, oversees organisational performance, risk and internal controls, and holds management accountable for effective implementation of the SETA's mandate.
- The Accounting Authority governs and oversees, while management is responsible for execution.

Total number of the members of the Accounting Authority is 14

Independent Chairperson Professor Puffy Soundy	Organised Employer	Organised Labour	Community Organisations
	Ms. Stella Mthembu	Ms Siphiliswe Precious Ncube;	Adv Elliot Thalente Mhlongo
	Ms. Nomthandazo Mbete	Mr Simon Eppel;	Mr. Kabelo Tsimatsima;
	Ms. Langelihle Karen Mhlongp	Ms Marike Burger;	
	Dr. Tobias Doyer;	Mr Edwin Mabowa;	
	Dr. Kathleen Mary Hurly	Mr Nico Ndimas;	
	1 vacant is open effective June 2026 for appointment by the MHET.	A vacancy recently filled by the MHET August 2026	

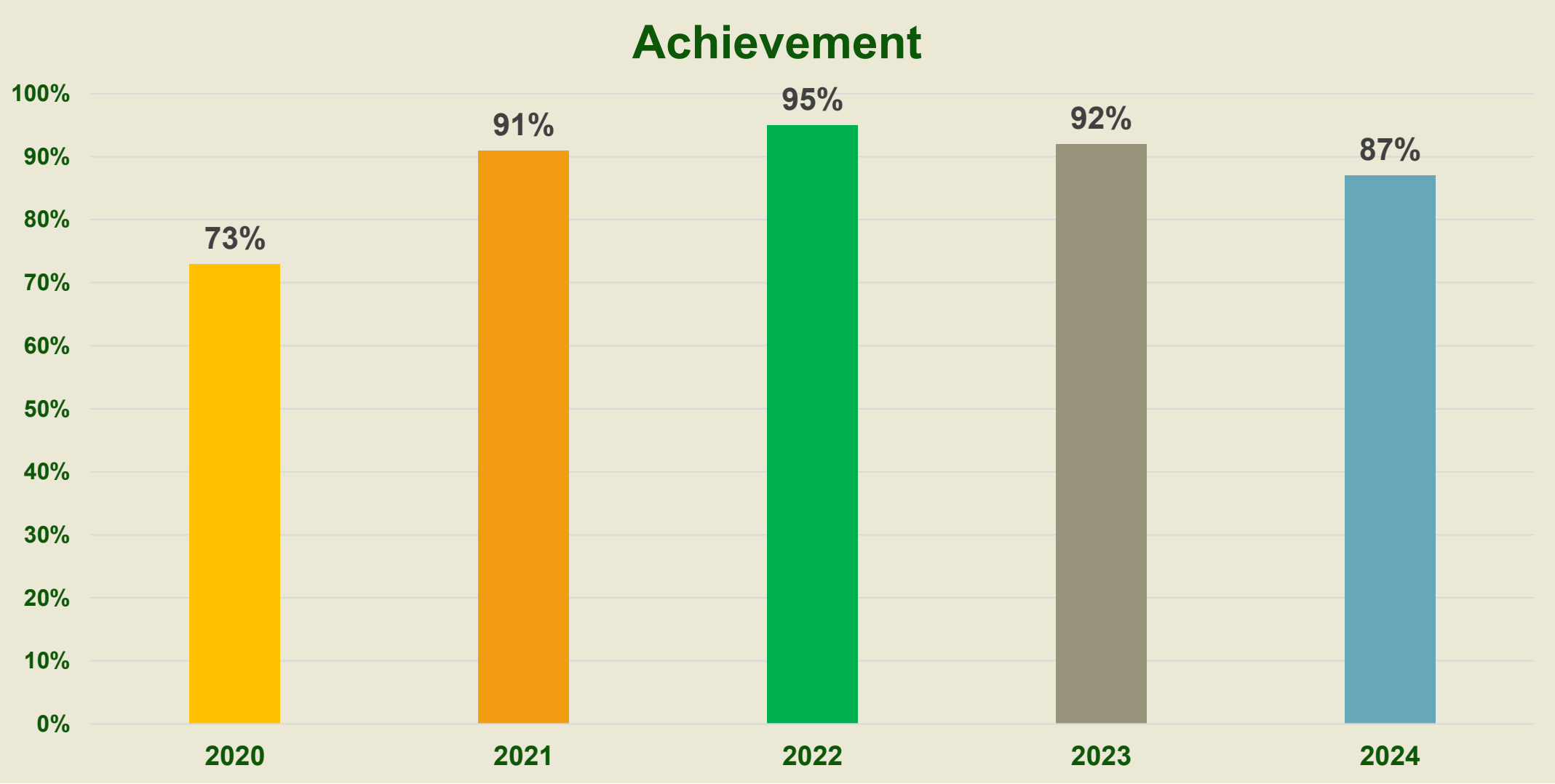
AGRISETA AUDIT AND RISK COMMITTEE

The AgriSETA Accounting Authority appointed the new Audit and Risk Committee (ARC) for the term 1 August 2026 to 31 March 2030 governed by section 51(1)(a)(ii) of the PFMA, read with Treasury Regulation 27.1.

The Audit Committee provides independent oversight and assurance over financial reporting, internal controls, risk management, governance and audit processes. It monitors internal and external audit findings, compliance and corrective actions. The Committee supports the Accounting Authority in fulfilling its PFMA oversight and fiduciary responsibilities, while management remains accountable for implementation.

Members	Designation / Representation
Ms. Pumla Mzizi	Chairperson – Independent / External Member
Ms. Moseme Ntshabele (nee Matlala)	Independent / External Member
Mr. Sathi Gounden	Independent / External Member
Ms. Marike Burger	Accounting Authority Representative – Organised Labour
Ms. Langalihle Karen Mhlomgo	Accounting Authority Representative – Organised Employer

OUR 5-YEAR PERFORMANCE

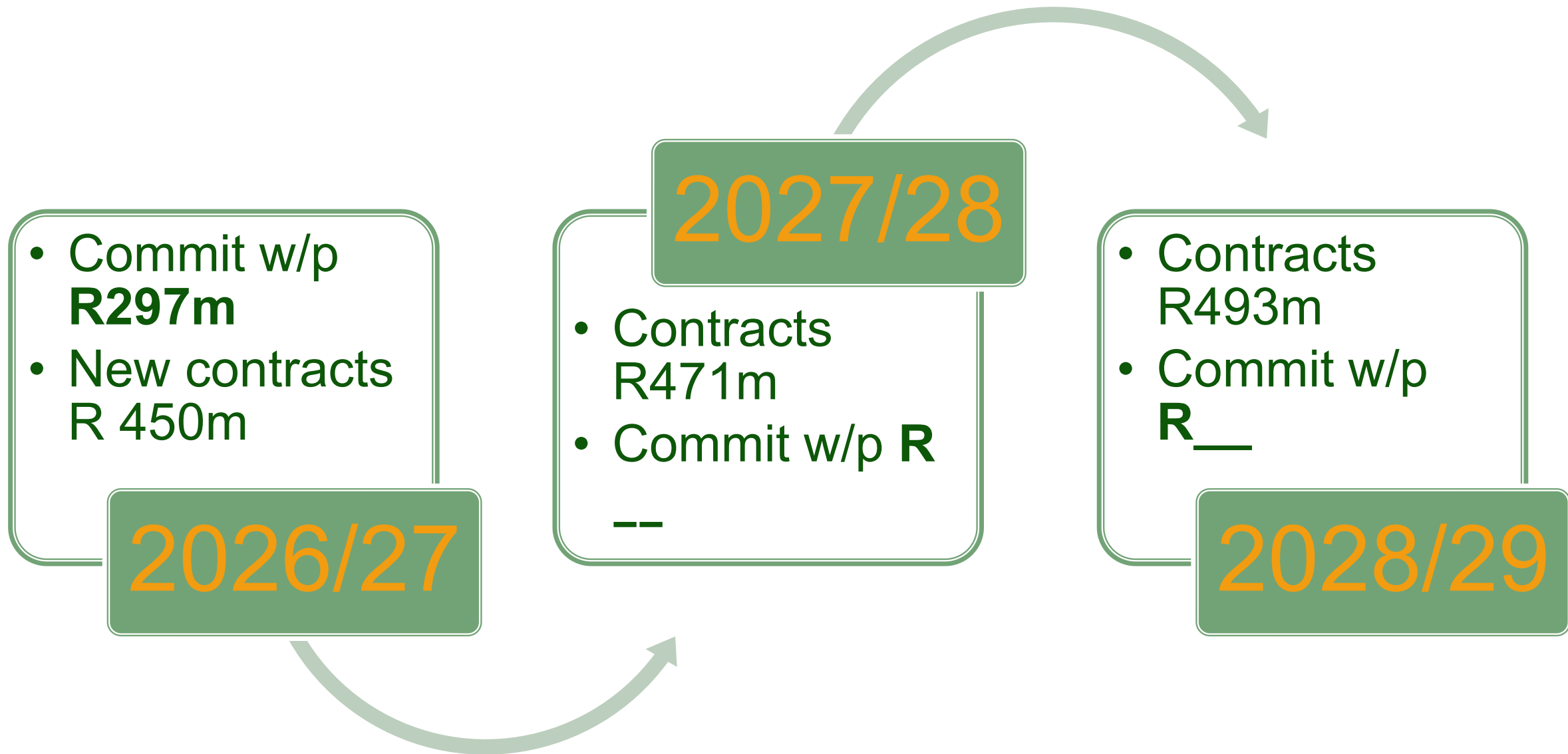


SECTION C

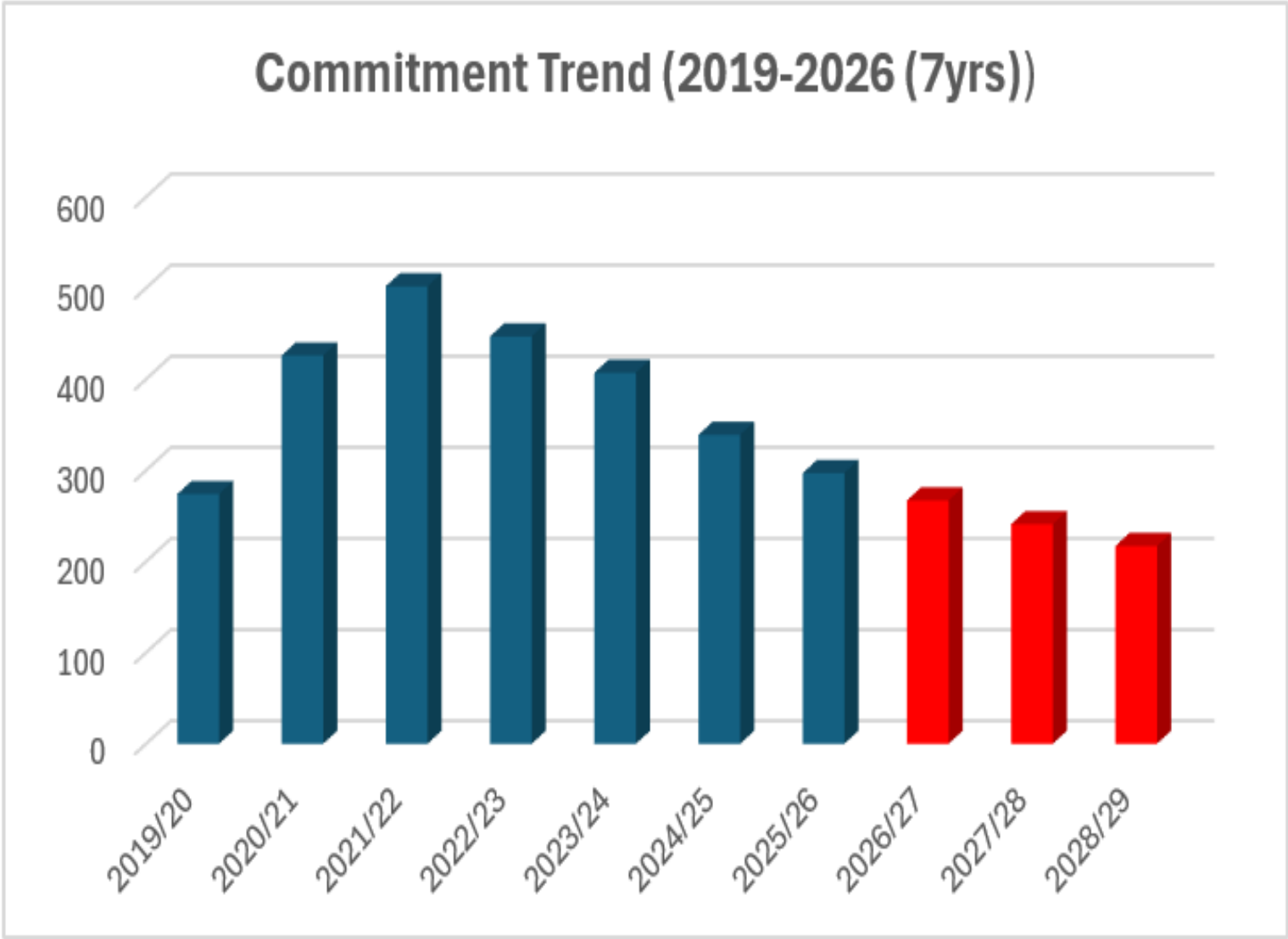
Finance

Mr Clema Mangwato
Chief Financial Officer





COMMITMENT AT YEAR END – SLOW IMPLEMENTATION



Year	Rm	%	
2028/29	217	-10	Estimate
2027/28	241	-10	Estimate
2026/27	267	-10	Estimate
2025/26	297	-12,39	Actual
2024/25	339	-16,71	Actual
2023/24	407	-8,95	Actual
2022/23	447	-10,96	Actual
2021/22	502	17,84	Actual
2020/21	426	55,47	Actual
2019/20	274		

PREVENTIVE CONTROL - DG EXPENDITURE



LPP has 14 days to submit to Finance



Finance has 7 days to pay the invoice



Report unpaid invoices to dginvoices@agriseta.co.za

PREVENTIVE CONTROL - DG EXPENDITURE



Invoices not submitted to dgprojects@agriseta.co.za



All submissions must be copied to dgprojects@agriseta.co.za

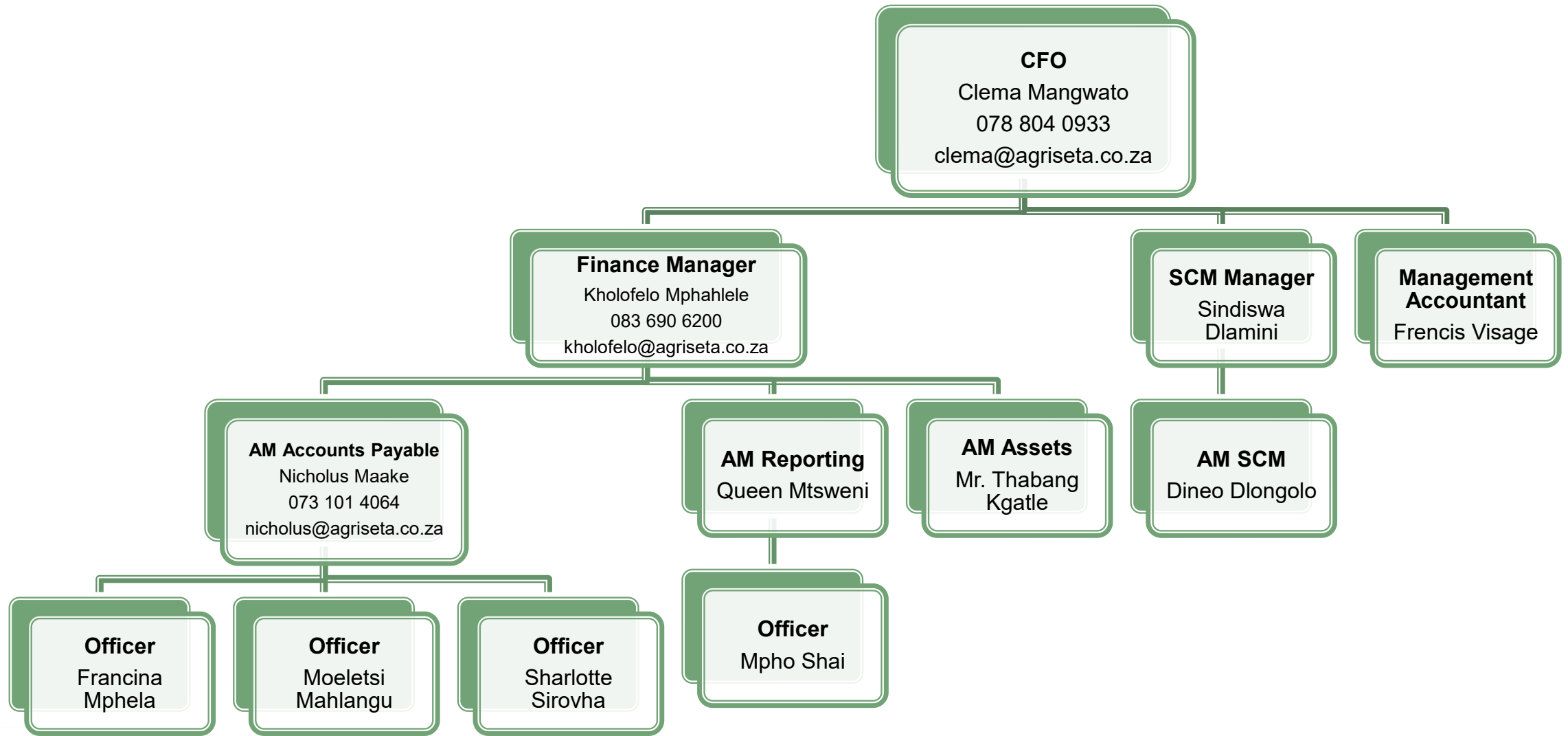


LPP will monitor them daily and report to Executive weekly



Deliverables must be invoiced after 7 days of submission of deliverables.

FINANCE CONTACTS



SECTION F

Discretionary Grants Funding and Implementation

Ms Xolisile Mthiyane
Acting Executive Manager:
Learning Programmes &
Projects





Non-payment or late payment of learner stipends



Undisclosed source of income for learners



Delayed project implementation



**Project changes that are made without
informing AgriSETA**



Delayed & fraudulent submission of documents



Delayed invoicing of deliverables



Poor quality of documents submitted



Student results not submitted or submitted late

2025: UNPACKING THE DISCRETIONARY GRANTS ADVERT



**Reflections on
Discretionary Grants
advertisement
Guidelines**



**Submission of
applications**



**Unpacking advertised
learning programmes**



**Challenges on learner
uploaded documents**



**Invoice payment
process**

2026: UNPACKING THE DISCRETIONARY GRANTS ADVERT

[Home - AgriSETA](#)

Discretionary Grants



**OPENING ON Saturday,
01 August 2026**



Discretionary Grants Application

Discretionary Grants application for the year 2027 / 2028 is now open.

Valued Stakeholder

AgriSETA invites all levy and non-levy paying employers, Non-Governmental Organisations (NGO's), Community Based Organisations (CBO's), Non-Profit Organisations (NPO's), Cooperatives, TVET Colleges, Agricultural Colleges, Universities, Universities of Technology, SMME's, Community Education and Training Colleges (CET's), Agricultural Trade Unions / Federations, Companies, Land Reform beneficiaries, and small BEE companies to forward applications for the respective Learning Programmes - Bursaries, Internships and Graduate Placement.

[Read more](#)

Opening date for applications | Saturday, 01 August 2026
Closing date for applications | Tuesday, 15 September 2026



SECTION E

2027/2028 Skills Priorities

Mr Frikkie Fouche
Executive Manager: Skills
Planning & Research



HARD-TO FILL VACANCIES AND SKILLS GAPS

HARD TO FILL VACANCIES

☐ Agricultural engineering technologist
☐ Agricultural farm managers
☐ Millwrights
☐ Diesel mechanics
☐ Veterinarians
☐ Agricultural technicians
☐ Data analysts
☐ Electrician
☐ Accountant roles (management/chartered/finance)
☐ Agricultural economist
☐ Agricultural technician
☐ Agricultural scientist
☐ Mechanical fitter
☐ Agronomists
☐ Agricultural economist
☐ Mixed crop farm production manager / foreman
☐ Animal nutritionist

SKILLS GAPS

☐ Agribusiness management & financial planning
☐ Leadership & people management
☐ Digital agriculture & data analytics
☐ Precision agriculture technologies
☐ Technical & scientific agricultural skills
☐ Compliance & quality systems
☐ Biosecurity & climate risk management
☐ Supply chain & logistics management
☐ Marketing & export skills
☐ Foundational workplace skills

New occupations: Mixed crop farm production manager/foreman, Horticultural farmer, Supply and distribution manager

 FARM MANAGER Plan, organize, and direct farm operations and activities	 HORTICULTURAL FARMER Cultivate fruits, vegetables, flowers, or ornamental plants	 DIESEL MECHANIC Repair and maintain heavy machinery and vehicles	 MILLWRIGHT Install, maintain, and troubleshoot industrial mechanical systems and machinery	 FINANCE MANAGER Oversee financial planning, budgets, and reporting
 SUPPLY AND DISTRIBUTION MANAGER Manage logistics, transport, and warehousing of goods.	 AGRICULTURAL SCIENTIST Research new farming techniques, crop yields, and disease resistance.	 AGRICULTURAL TECHNICIAN Apply research data, maintain field equipment, and test samples.	 AGRICULTURAL MOBILE OPERATOR Operate complex, large-scale planting and harvesting machinery.	 MIXED CROP FARM PRODUCTION MANAGER/SUPERVISOR Direct and oversee diverse crop production operations from field to harvest.

EMERGING OCCUPATIONS

EMERGING OCCUPATIONS



KEY EMERGING OCCUPATIONS IN TECHNOLOGICAL ADVANCEMENT



AI SPECIALISTS

Design, develop, and implement artificial intelligence systems, machine learning models, and deep learning algorithms.



SOFTWARE DEVELOPERS

Analyze user needs and design, test, and develop software applications and systems to meet those needs.



DATA ANALYSTS

Examine large and varied data sets to uncover hidden patterns, correlations, and other insights to make better business decisions.



ENVIRONMENTAL PRESSURE



SUSTAINABLE

SUSTAINABILITY MANAGERS

Guides a company in creating and carrying out eco-friendly business strategies that reduce environmental impact while keeping the business profitable



RENEWABLE ENERGY

RENEWABLE ENERGY TECHNICIANS

Installs, maintains, and repairs power systems that use clean sources like solar and wind.



Climate Change Adaptation

CLIMATE ADAPTATION ADVISORS

Helps organizations build resilience to climate change.

PLANNED KEY STRATEGIC PRIORITY ACTIONS

Energy crisis- The effect of load shedding can be severe on certain primary producers and even cause farming operations to close.

- Addressing this challenge will require a combination of short-term relief measures and long-term strategies, including investment in renewable energy, improved logistics infrastructure, and enhanced fuel efficiency. AgriSETA to prioritize funding electrical engineers through bursaries and apprentices in response to **ERRP/JET-IP** etc.

Support co-operatives, women, youth and persons with disabilities with skills development initiatives

- Transform co-operatives into commercial farmers
- Increased youth participation in the agricultural sector. **SIHIPs programme 3** on sustainable Entrepreneurship and SME Development **and programme 6:** Rural Development for Community Impact.

Quality of Skills Supply Priority Actions.

- Skilled workforce which responds to sector needs.
- Improved farming sustainability
- Responsive to the AAMP and **programme 1 of SIHIPs** on capacitation of TVETs to improve quality of skills delivered.

Animal and plant disease, and environmental impact skills priority actions.

- Skills development needs of the sector include animal, and plant diseases, and environmental impacts.
- Responsive to **Agriculture and Agro-Processing Master Plan**

Fourth Industrial Revolution & AI Skills Priority Actions

- Workforce trained and well equipped on the latest technology and AI skills. This responds to **programme 4 of the SIHIPs** on Technological Advancement.

1. New Mandatory Grant system-fully implemented

- 1.1. Enhancements to improve the system ongoing e.g. bulk uploads
- 1.2. Successful implementation submissions closed 30 May 2026
- 1.3. Evaluation of 2026 WSP/ATR commenced
- 1.4. Error letters circulated for correction

2. NLPE registration

- 2.1. Scaled down WSP/ATR ready on system
- 2.2. Purpose- obtain data of organisational data and skills needs

MONITORING AND EVALUATION-KEY FINDINGS (SITE-VISITS)(AGSA CAATS)

Misclassification:

- Entities with no verifiable employees applying for 18.1 funding,
- Submitting misrepresented documentation to meet compliance requirements.
- Exposing the SETA to serious audit findings
- 18.1 applicants are those with:
 - ❖ Department of Labour UIF registration and contribution history
 - ❖ SARS payroll (PAYE/EMP201) submission history

Unethical Behaviour

- Training providers forging employer signatures.
- Attendance registers signed in advance for future dates.
- Attendance registers signed for learners who were not present.
- Stipends claimed in full, paid to learners, then a portion demanded back in cash.
- Deceased learners not reported, with continued signing and claiming on their behalf.

Violation of Agreement

- Unauthorised changes to approved training programmes and training plans.
- Unauthorised changes to project site/province.
- Assessed and moderated files for learnership programmes submitted to AgriSETA only 3 months into a 8/12 months programme.
- Non-adherence to prescribed training hours.
- Unjustified termination of learners, including threats of termination over minor disputes,
- Not following the Sectoral Determination's dispute resolution procedures.
- SETA funding must not be used as a tool of coercion.

SECTION D

Implementation of Occupational Programmes

Ms Minah Matlao
Acting Executive Manager:
Quality Assurance



TRANSITIONAL ARRANGEMENTS



- ▶ **Minister's Directive on the implementation and transitional arrangements for pre-2009 qualifications**
Directive (GG No. 54858) 17 June 2026



- Final extension of learner enrolment on pre-2009 qualifications
- SETAs remain accountable for the development and replacement of remaining pre-2009 qualifications
- Phase in implementation of occupational qualifications and skills programs.
- SETAs must report quarterly, through SAQA, to the Minister



New transition dates

Learner enrolment end date 30 June 2028

Achievement end date 30 June 2031

IMPLICATION TO SKILLS DEVELOPMENT PROVIDERS



Final extension of Pre-2009 qualifications



End of AgriSETA accreditation letters



Current Accreditation will lapse with teach out period (30 June 2031)



SDPs to upload learners by 30 June 2028



SDPs to assess and achieve learners by 30 June 2031



SDPs to prioritise QCTO Accreditation

TRANSITION PLANS



Targeted SDP capacity-building program, prioritising areas with limited accredited providers



Identify industry facilities and suitably equipped institutions that could potentially become assessment centers and support them through the accreditation process.



Partnership with local municipalities: Identify municipal facilities, agricultural colleges, community facilities and industry sites that may have suitable infrastructure for assessment activities



Expand the number of workplaces and assessment centers



Local implementation of EISA (within 15 km radius)



Cutting of new accreditation on legacy qualification including extension of scope

STATE OF READINESS

SDP=
515

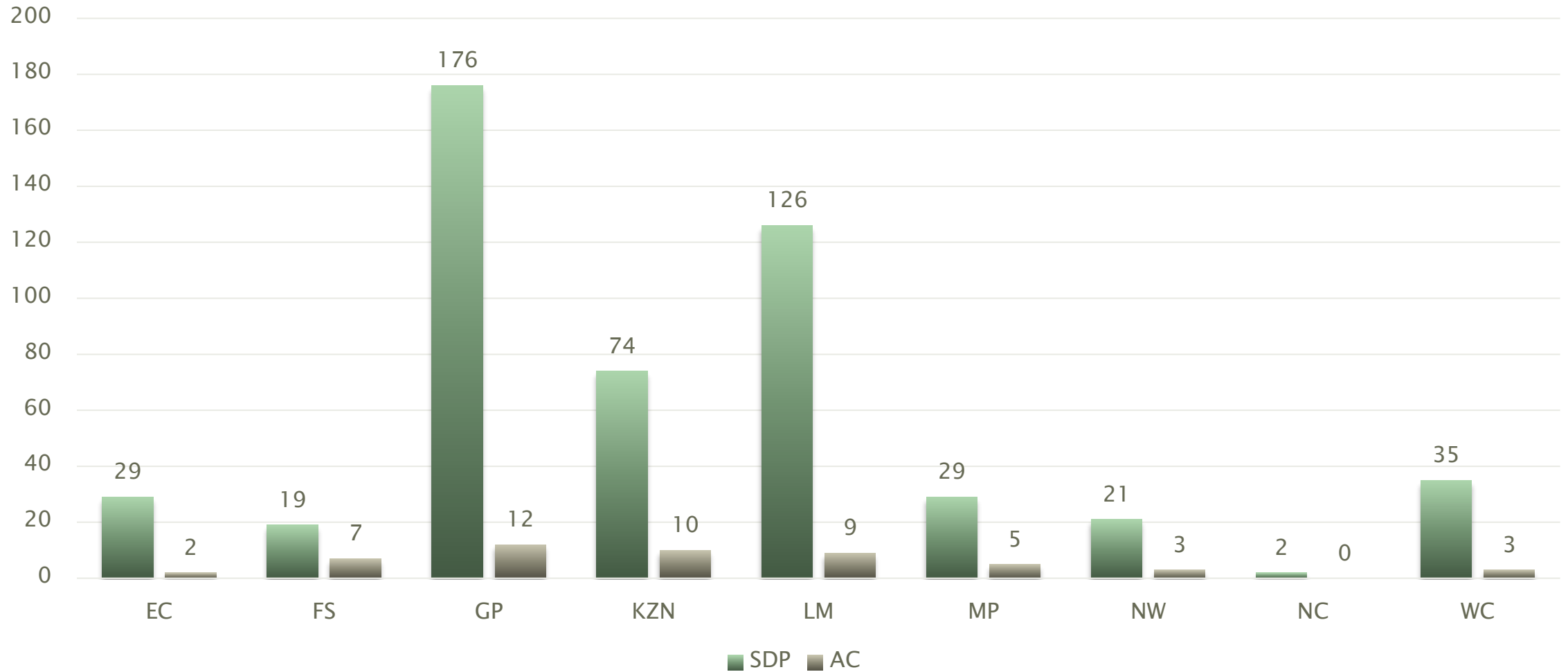
Developed
qualifications=
32

Developed
Skills
Programmes
=15

Acs= 51

learning
materials
developed= 13

ACCREDITED SDP AND AC PROVINCIAL



ACCREDITATION PROCESS



LEARNER REGISTRATION PROCESS

It is important for SDPs to submit Learner Enrolments to the QCTO as that ensures that learners can go through with the EISA process.

Learner Enrolment for full and part qualifications comprises of spreadsheets that can be submitted in two (2) stages:

- ✓ **The first stage:** The SDP should complete (Column A - AJ) from as spreadsheet known as File 4

The submission should be made to the QCTO within 21 working days of the start of training, the submission should be made to LearnerEnrolments@qcto.org.za

SDPs will receive an automated learner enrolment acknowledgement email

- ✓ **The second state:** The SDP is required to complete Column AK – AP of the spreadsheet and date stamp, three (3) months before the anticipated EISA date. The submission should be made to EISAreadiness@qcto.org.za

LEARNER ASSESSMENT AND CERTIFICATION



ETQA CONTACT DETAILS

I. Qualifications Development and ETQA compliance

Manager: Qualifications Development and Compliance

Minah Matloa minah@agriseta.co.za [078 804 1142](tel:0788041142)

II. Learner Registration / Assessment/ Certification

Assistant Manager: Capacity Building

Koos Sihlangu @ koos@agriseta.co.za [073 101 2093](tel:0731012093)

III. Accreditation/Learning Material Development/Workplaces

Assistant Manager: Accreditation

Mmbulaheni Matidza@ Mmbulaheni@agriseta.co.za [073 101 2809](tel:0731012809)

Thank You

Baie Dankie

INKOMU

NGIYABONGA

SIYATHOKOZA

Rea Leboha

ENKOSI

SIYABONGA

NDO LIVHUWA

Rea Leboga

Questions must be directed to the Office of the CEO:

Roadshows.2027@agriseta.co.za